



## **2012 Annual Report**

## Secretary's Introduction

It gives me great pleasure to present the 2012 annual report.

Amongst many challenges NSW unions faced in 2012 the state government's reforms to workers compensation was probably the greatest. The reforms attacked the basic rights of working people to fair and adequate compensation as a consequence of a workplace accident or illness.



Injured workers, some of the most vulnerable in our community, are now left without adequate protection because of the government's cuts to benefits.

In addition to the workers compensation the state government continued its attacks on working people's jobs, rights and wages and conditions. They also proceeded with privatisation of the state's assets.

The union movement's capacity to campaign has been enhanced in recent years but it would be fair to say that the challenges of 2012 stretched that capacity. However by year's end through some dedicated work our campaigning capability had been enhanced particularly through the expansion of our local union groups and our ever improving social media skills.

In addition to our campaigns the state government's cuts and restructurings gave rise to a great amount of industrial work dealing with redundancies, award variations and wage negotiations.

And, as always, employers in the private sector continued to push an agenda for cuts to wages and conditions such as penalty rates.

Importantly we met all of these challenges by articulating a clear agenda for working people; secure jobs, safe workplaces, a good work/life balance and decent communities

Once again I'd like to thank affiliates for their support in 2012 in what was a very testing year for the New South Wales union movement.

Our achievements for the year were a result of the professionalism, commitment and dedication of the staff. I thank them once again for their great work.

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

Yours in labor

A handwritten signature in blue ink, appearing to read 'Mark Lennon'. The signature is fluid and cursive, with a long horizontal stroke at the end.

**Mark Lennon**

Secretary, Unions NSW

February 2013

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## Unions NSW Personnel

### **Secretary**

Mark Lennon

### **Assistant Secretary**

Chris Christodoulou

### **Deputy Assistant Secretaries**

Adam Kerslake

Mark Morey

Emma Maiden

### **Industrial & OHS Officer**

Alisha Wilde

### **Industrial Officer, Northern Region**

Peter McPherson

### **Senior Campaign Officer**

Mary Yaager

### **Campaign Officer**

Paul Doughty

### **Industrial Officer**

Stephen Dampf

### **OHS Training Officer**

Shay Deguara (Secondment ended June 2012)

### **Communications Officer**

Sam Kiejda

### **Research Officer – Organiser**

Kate Minter

### **Regional Branch Secretary -**

#### **South Coast Labour Council**

Arthur Rorris

### **IT Manager**

Mark Coverdale

### **Heritage Officer & Research Librarian**

Neale Towart

### **Financial Controller**

Jeff Priestly

### **Finance Staff**

Fiona Boyd

Debbie Edge

Cecilia Su

### **Administration Staff**

Mary O'Donoghue

Robyn Griffith

Rose Docwra

Carmel Delprat

Elizabeth Kostovska (*South Coast Labour Council*)

## Unions NSW Executive Members as at December 2012

### **President:**

Marilyn Issanchon - NUW

### **Vice Presidents:**

GeoffDerrick - FSU

Sally McManus - ASU

Judith Kiejda - NSWNMA

Russell Collison - AWU

Barry Tubner - TCFUA

### **Trustees:**

John Cahill - PSA

Peter Remfrey – NSWPA

Paul Reid - USU

### **Secretary**

Mark Lennon

### **Assistant Secretary**

Chris Christodoulou

### **Deputy Assistant Secretaries:**

Adam Kerlake

Mark Morey

Emma Maiden

### **General Executive Members:**

Robyn Fortescue – AMWU Metals Division

Mel Gatfield – United Voice

Maryanne Stuart - RTBU

### **Affiliate Executive Members:**

Julia Angrisano – FSU

Tim Ayres – AMWU Metals Division

Stephen Bali - AWU

Catherine Bolger – APESMA

Mark Boyd – United Voice

Steven Butler – ETU

Derrick Belan – NUW

James Casey – FBEU

Alex Claassens – RTBU

Jenny Diamond – NSWTF

Richard Downie – AWU Newcastle

Gerard Dwyer – SDA

Michael Flinn – ASU

Wayne Forno – TWU

Brett Holmes – NSWNMA

Graeme Kelly – USU

Genevieve Kelly – NTEU

Grahame Kelly – CFMEU Mining & Energy

Rita Mallia – CFMEU Construction

Paul McAleer – MUA

Jim Metcher – CEPU P & T Division

Barbara Nebart – SDA Newcastle

Lisa Newman – CPSU

John Quessy – IEU

Peter Remfrey- PANSW

Arthur Rorris – SCLC

Steve Turner - PSA

## Council Meetings

### Guest Speakers

There were **41** Council meetings in 2012.

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

There were **21** guest speakers during the year as follows:

Name	Organisation
Ms Zetty Brake	Campaign Coordinator of Burma Campaign Australia
Mr Tony Papa	Foundation House, Drug, Alcohol & Problem Gambling Rehabilitation Centre
Marj O'Callaghan	ACTU Organising Centre
Ms Maree McDermott	International Women's Day – ASU, Equal Pay
The Hon. Bill Shorten, MP	Federal Minister for Employment & Workplace Relations, Minister for Financial Services & Superannuation
Mr Steve Thomas	International Union of Operating Engineers Local 39, Sacramento, California
SDA, FSU & Sydney Alliance Partners	Launch of Take The Time Campaign
Mr Brad Chilcott	Director, Welcome to Australia
Commissioner Bernie Riordan	The Hon. Jeff Shaw QC Memorial Lecture
Ms Jacqueline Phillips	National Director - ANTaR
Ms Elissa King	Australian Red Cross Blood Centre
Mr Dave Oliver	Secretary, ACTU
Mr Peter Bentley	Executive Director, The McKell Institute
Mr Fred Krausert	National Secretary MUA Veterans
Mr Erik Peterson	Director, Strategic Initiatives & Labor Training Program WellstoneAction! USA
Mr Michael Perusco	CEO, St Vincent De Paul Society NSW
Fabian Adolfo Cespedes Ocegüera and Jorge Ojeda Gutierrez	Workers' Central Union of Cuba
The Hon. Julia Gillard MP	Prime Minister of Australia
Ms Sarah Easson	Partnership Manager, TLC for Kids
The Hon. John Robertson MP	NSW Opposition Leader

## Prime Minister's Address to Unions NSW

On 15<sup>th</sup> November 2012 the Prime Minister of Australia, the Hon. Julia Gillard MP, addressed the Unions NSW weekly Council meeting. The Prime Minister outlined the significant reforms her Government had made since taking office including the introduction of the mining resources tax, introducing a price on carbon, increasing the Superannuation Guarantee Levy, increased funding to the community sector as a consequence of the equal pay decision, laws to protect state public sector workers' wages and conditions as a consequence of privatisation, significant increases in aged care funding, shipping industry reforms and greater compliance measures to protect clothing and textile workers.

In addition, the Prime Minister committed her Government to continue to make the National Disability Insurance Scheme a major priority and to continue to protect workers' rights.

The Prime Minister's address was warmly received as evidenced by a standing ovation by Unions NSW Council delegates.

In honour of the Prime Minister's visit Unions NSW made a donation to the Asbestos Diseases Foundation.



## Scrolls of Honour

Bernie Riordan – Secretary ETU

### Motions of Condolence

<b>Name</b>	<b>Organisation</b>
Len Darnley	ASU
Betty Spears	Federated Clerks' Union
Kevin Lewis	PSA
Joe Owens	NSW Builders Labourers Federation
Ray Gietzelt	FMWU
Joseph Riordan	Federated Clerks' Union

## Political

2012 was a very challenging year politically both at a national and state level. Tony Abbott's negative campaign strategy weighed heavily on the Federal Government. However the Gillard Government embarked upon a very busy legislative agenda which saw the passing of laws which will be of major benefit to workers and their families. These included increases to employer superannuation contributions, increases in aged care funding, increases in funding to the community services sector to facilitate increases associated with equal pay, legislation to protect public sector employees' entitlements if services are outsourced or privatised, the National Disability Insurance Scheme and tax reform for the low paid.

At a state level the O'Farrell Government continued to attack workers' rights by cutting workers' compensation benefits and limiting the rights of injured workers to challenge decisions. The State Government also embarked upon massive funding and job cuts across the public sector affecting health, education, corrective, rural and fire services.

The closure of Grafton Gaol and Cronulla Fisheries were good examples of how the O'Farrell Government took decisions which affected local jobs and services without any regard for the views of those local communities affected.

The Government introduced new laws to facilitate the privatisation of electricity generators, introduced shooting in national parks and most disturbingly, limited the ability of unions to have the right to take part in the political process through new electoral funding laws.

Against this trend, unions in NSW with community support, managed to stop the extension of retail trading hours on public holidays, get some improvements to reviewing workers' compensation decisions, and stop the privatisation of the electricity distribution industry.

### **O'Farrell Government industrial legislation**

The first year of the O'Farrell Government saw major changes to the NSW Industrial Relations Act. Although the Industrial Relations (Public Service Conditions of Employment) Amendment in 2011 was brief in length, its impact was severe and wide ranging. In 2012 the Government attempted two further changes to the Act with negative impacts for workers and their ability to organise and campaign. The *Industrial Relations Amendment (Dispute Orders) Bill 2012* attempted to increase fines for industrial action eleven-fold (and then to \$220,000 for a second or subsequent day). As we commence 2013 this Bill remains on the Legislative Council notice paper with the Government without the support of upper house members required to carry it into legislation. This bill is particularly insidious when seen acting in combination with the 2011 amendment which required the Industrial Relations Commission to follow Government policy - and together would leave workers with neither access to independent arbitration nor a right to strike, under pain of crippling fines.

Similarly the *Industrial Relations Amendment (Industrial Representation) Bill 2012* sought to water down requirements for registration for new unions and the 'conveniently belong' provisions. Although the Government justified the Bill's introduction as intended to accommodate two specific areas, in reality the scope of the Bill was wide ranging. Unamended, its enactment would allow for bogus unions or employer-interference through the formation of employer sponsored unions. After amendments from both the Labor Opposition and the cross-benches this bill was passed in a substantially amended form which will greatly limit its scope. This will largely prevent it being able to weaken the union movement by ensuring the continued ability of workers to organise free of employer interference and prevent its potential to cause disunity by encouraging competitive unionism.



## Campaigns

### Local Union Community Councils (LUCs)

#### Background

Against the background of attacks on workers' rights by the O'Farrell State Government, Unions NSW and our affiliates focused on building our campaign capacity and infrastructure.

Building on the very effective work of the local rights at work groups, Unions NSW adopted a formal process of local geographic organising through the LUC program.

The LUC program has an 8 step approach:

1. Bring local activists together,
2. Establish a local identity making the LUC the local voice for working people,
3. Develop skills and build the relationships between the activists
4. Engage members and workplaces in the local version of our broader union agenda including drives for membership growth
5. Outreach to strategically important organisations
6. Develop campaigns
7. Take action
8. Celebrate wins, review and move forward.

The LUC program has aimed to strengthen and support existing regional based labour councils and to create or reform local groups across NSW. At the start of 2012 there were 6 active regional bodies. BY the conclusion of 2012 there were 23 and by mid-2013 we expect that there will be 40 LUCs.

#### LUC Launches

The following LUCs were launched during 2012:

- Greater Macarthur Community Unions
- Penrith Valley Community Unions
- Blacktown Community Unions
- Bankstown Community Unions
- Shire Community Union Alliance
- Ryde Community Unions Alliance
- Central Coast Community Union Alliance
- Maitland Community Union Alliance
- Clarence Valley Community Union
- Macleay Valley Community Unions Alliance
- Nth West Community Union Alliance
- Central West Union Alliance Lithgow/Bathurst
- Central West Union Alliance – Orange
- Riverina Community Union Alliance
- Queanbeyan Community & Unions Alliance

## LUCs and campaigns

In 2012, LUCs were active across NSW in a range of campaigns including:

- Workers' Comp cuts
- State Government Job cuts
- Invest in TAFE for a Better State
- Stop the Sell Off
- Stop O'Farrell's Education Cuts
- Unions for Transfusion

### Grafton Gaol Campaign

Unions NSW launched the first of our Local Union Community Councils in April 2012 in Clarence called the Clarence Valley Community Unions (CVCU). Coincidentally not long after the launch the O'Farrell Government announced the axing of 108 jobs at Grafton Gaol.

The CVCU immediately responded and organised a campaign called Save our Gaol - Save our Town and involved the whole of the Clarence Valley Community, including the Mayor, local business owners, the Business Chamber and politicians.

They organised two rallies which were attended by thousands of the local residents and had collected 13,000 signatures on a petition in the first 3 days. The campaign gained momentum within days and the local member Chris Gulaptis who supported the Government's decision, withdrew his support and quickly joined the CVCU's campaign.

Despite community outrage, the Government did not reverse the decision. When it sent in the trucks to transfer the prisoners from the Gaol, CVCU was again quick to respond and organised thousands of residents from the community, including politicians and local businesses to join the protest at the Gaol. This continued for six days and was extensively covered by the mainstream media. Whilst the Government did not reverse their decision, the CVCU through its campaign put pressure on the O'Farrell Government to find alternative jobs for the Grafton area. The CVCU have still continued to fight for the Gaol and were successful in getting an Upper House Inquiry. The CVCU organised for the Clarence community to put in submissions. The CVCU was also instrumental in getting the Inquiry to hold its hearings in Grafton. The Inquiry will most likely hand down its findings in 2013.

## LUCs and 2013

### Training and development

A central focus of 2013 will be LUC activist training and development. An initial 1 day program will be run for many groups. As follow up is key to successful leadership development, LUC coordinators have adopted leadership development as a core organising concern and this will be rolled out in 2013 in conjunction with the formal training program.

### Key date activities

March 2013 will mark the 2<sup>nd</sup> anniversary of the O'Farrell Government. LUCs will participate in Unions NSW coordinated actions around this anniversary inside of the broader campaign.

The 2013 Federal election will also take place on 14 September 2013 and local groups will be well placed to engage members as active participants in an ACTU/Unions NSW coordinated federal election campaign.

### **Growth, Local Organising Drives and local solidarity actions**

LUCs continued to support local organising and growth campaigns as well as providing a local space for solidarity activities with local activists supporting each other and building a community of support for union actions.



### **Secure Jobs. Better Future**

The ACTU's *Secure Jobs, Better Future* Campaign began in 2011. The campaign is designed to target the growing problem of job security, which has become elusive for increasing numbers of workers in Australia. Casual employment rates have doubled in 25 years. Other work arrangements considered insecure, such as fixed or short-term contracts, labour hire and contracting make up 40 per cent of Australia's workforce.

The first phase of the campaign took place in 2012: the Insecure Work Inquiry chaired by former Deputy Prime Minister, Brian Howe. The Inquiry looked at insecure work, its growth and spread and how it affects workplace rights, family finances and the Australian society.

Unions NSW secured a large number of regional hearing locations throughout NSW and assisted affiliates and their members to participate in these hearings.

The Report of the Inquiry, *Lives on Hold: Unlocking the potential of Australia's workforce*, was launched at ACTU Congress in May 2012. Unions NSW will continue to play an active role in this campaign as it ramps up in 2013.

### **NSW for ALL – Workers Compensation Changes**

On 23 April 2012, the Minister for Finance and Services, Greg Pearce, announced the release of an issues paper outlining a number of options for “reform” to the NSW workers compensation system. The Government referred the matter to a Joint Select Committee Inquiry. The Committee was set up on 2 May 2012, with hearing dates in late May 2012.

On 14 May 2013 Unions NSW launched a campaign to oppose this attack on injured workers. Affiliates were levied \$1 per member to fund the campaign. The campaign involved:

- putting injured workers stories at the heart of the campaign message;
- utilisation of free media with significant levels of audience reach through prominent articles in print media and television news;
- a dedicated website (NSWforALL.org.au) and FaceBook page where injured workers could tell their stories, email their MP, sign an on-line petition and read about how to dispel the workers comp myths;
- radio ads;
- a television advertising campaign;
- bus ads in Newcastle and Wollongong;
- billboard, bus stop and street furniture advertising;
- dissemination of campaign information to delegates and members, including through a delegate briefing at the NSW Teachers Federation on 24 May 2012;
- a mobile billboard tour through Sydney, Newcastle and Wollongong;
- handing out flyers and getting petitions signed at railways stations and the Blacktown festival;
- delegations of injured workers to MPs;
- a rally in Macquarie Street on 13 June 2012 where flowers were laid as a sign of respect for injured workers; and
- an impromptu rally in Macquarie Street on 21 June 2012 where Parliament was hosed down.

Unions NSW, affiliated unions and union members made submissions to the Committee and appeared before it in late May 2012. The Unions NSW submission was prepared by Kevin Purse, an authority on workers compensation systems in Australia. 353 submissions were received. The Committee reported on 13 June 2012. By 19 June 2012 legislation was introduced into Parliament and within 72 hours at 2.40am on 22 June 2012, it was passed. The changes to the workers compensation system were draconian with the changes including the removal of journey claims and caps on weekly payments and medical costs.

Opposing the workers compensation cuts remain a central part of the Unions NSW campaign in 2013.

## **Campaigns Illawarra and South Coast**

Campaigns to protect services and the assets of the community featured strongly on the South Coast throughout 2012. Union and community activities were held throughout the region and service sectors.

In health a highlight was the massive support for Emergency Services at Bulli Hospital culminating in mass community meetings and an ongoing campaign.

In Port Kembla several rallies and a public debate with the Government at the Wollongong Town Hall questioned the need to privatise public assets such as ports where they continue to make profits for the taxpayers.

Schools and TAFE students, teachers and parents staged several major industrial and community events including a community action day in Wollongong, public meetings in the Shoalhaven, Eurobodalla and Bega as communities fight to retain these basic services. Similarly public events were held garnishing support for emergency service workers from the police, firefighters and paramedics and their rights at work as well as their ability to service the people of the South Coast.

## **Retail Trading Bill and the 'Take the Time' coalition**

The Government commenced a review of the provisions of the *Retail Trading Act* in 2011 at the behest of big retailers and the big banks, hoping to have changes watering down trading restrictions in place for the Christmas period in 2011. This attempt was held over until 2012 when the Government had every intention of pushing these changes through.

From the outset the SDA and FSU along with Unions NSW and with the assistance of the Sydney Alliance sought out faith and community groups with a common interest in shared community time off at Christmas, with a view to convincing both crossbench upper house members and members of the Government that the four and a half remaining days of shared community time off should remain and should not be the subject of further changes.

The Take the Time Coalition included the SDA, FSU, SDA (Newcastle & Northern Branch), Unions NSW, Catholic Archdiocese of Sydney, Salvation Army NSW-ACT, Baptist Union of NSW, the Sydney Alliance, Newcastle Trades Hall Council, Good Beginnings, Metropolitan Migrant Resource Centre, and Sydney Archdiocese of the Anglican Church and the Uniting Church (NSW Synod). Key events organised by this coalition included:

- Roundtable on Trading Hours and Working Time at Trades Hall
- Campaign Launch with Rod Benson (Baptist Union of NSW) and Rev Steve Clark (Anglicare Canberra-Goulburn) in conjunction with the Unions NSW Council meeting.
- Collection of a 23,000 signatures on a petition – the largest petition presented to the current parliament, and subsequent handover event at Parliament House and debate in the Legislative Assembly.

- Fringe event at NSW ALP conference presenting the economic research of the McKell Institute into the claims of the impact of trading restrictions on retail turnover
- Hosted by the Wesley Centre, a Take the Time forum with Fred Nile as guest speaker. Followed by a march of Santas on Parliament.

Prior to the event at the Wesley Centre, the Treasurer contacted the Sydney Alliance to inform them that the Bill would be withdrawn by the Government. This was confirmed by Rev Nile in front of the 150 attendees at the Forum. This was a powerful demonstration of the impact of the relationships and trust built through unions' involvement in the Sydney Alliance and its effectiveness when civil society acts together around an issue of common interest.



## Industrial

### **Asbestos Management Dispute Barangaroo**

During the year major disputes erupted with respect to the management of asbestos waste excavated on the Barangaroo site. The CFMEU and other construction unions placed bans on the site supported by Unions NSW until a proper plan was put in place to deal with the asbestos issue.

Lend Lease put in place a number of strategies but many failed due to lack of process and monitoring, none of which involved the unions and their delegates.

In August the South Coast Labour Council (SCLC) notified us that excavated waste from Barangaroo which was shipped to Port Kembla for land fill purposes was found to be contaminated with asbestos. The fill was supposed to be clean. The EPA immediately suspended the licence of Lend Lease to ship waste to Port Kembla and the SCLC placed bans on any further fill coming down from Barangaroo.

In November the EPA began to explore with Lend Lease the possibility of using the contaminated waste as fill in the to be constructed in the north headland park.

Unions NSW and construction unions have expressed reservations about this proposal given the problems of the past. We have indicated that the contaminated waste should be disposed of in the appropriated licensed waste tips and that Lend Lease and the Barangaroo Authority should stop looking for cheap options which put both workers and the public at risk.

### **Crown Employees Public Service Conditions Awards Variations**

The State Government filed applications early in the year to vary the Crown Employees Conditions Award to cut a range of conditions from public sector workers. These cuts included abolishing annual leave loading, remote allowances, some shift loadings and some special leave provisions.

Unions NSW intervened in the matter because the Government had indicated that it intends to vary most other public sector awards in the same way.

### **Emergency Medical Services Protection Association (EMSPA) - Registration**

During 2012 and following the O'Farrell governments introduction of new laws to promote competitive unionism an application was made by EMSPA to become registered in NSW to cover ambulance officers in NSW. Unions NSW took a position that given the HSU already covered Ambulance Officers that the registration of another organisation would be counter - productive to the longer term interests of paramedics. Unions NSW intervened in the case and will make submissions in 2013 against the registration.

### **NSW Government Procurement**

During the year Unions NSW wrote submissions with respect to changes introduced by the O'Farrell government to NSW procurement policy. The government will overtime devolve procurement back to the agencies although they say the agencies will need to follow policy.

Many of the industrial relations requirements on the Government's website have been taken down and Unions NSW has sought discussions about the implications of this change. The government says it will consult however we are sceptical about their willingness to ensure service providers who abide by appropriate employment practices are the only ones who receive government contracts.

It is also of some concern that the government has not yet responded to our submissions with respect to the Local Jobs First plan which the previous government had put in place.

### **Asbestos Awareness Week International Tour**

During late November Unions NSW together with the ACTU and other TLCs participated in sponsoring a number of overseas activists who are campaigning against the use of asbestos.

**Mr Larry Stoffman** - A Canadian Occupational Health & Safety Consultant and Educator who is working with international labour organisations and other groups to eradicate the use of asbestos around the world.

**Mr Inpeng Meunviseth** - Head of Occupational Health & Safety, Department of Labor Protection of the Lao Federation of Trade Unions (FLTU) who since 2010 have been educating workers in nine companies on the dangers of asbestos.

**Mr Anup Srivastava** – Education Officer for BWI South Asia Office, New Delhi who has been active in a number of campaigns to eradicate the use of asbestos.

Each of the international guests visited various organisations to raise awareness of campaigns around the world to eliminate the use of asbestos and to compensate the victims of asbestos related diseases.

### **Power Industry**

Earning Energy and the Power Industry Unions discussed a four year agreement that will increase wages and allowances by 3.5% per year. The package was going to a ballot by the end of 2012.

Macquarie Generation and the Power Industry Unions held lengthy negotiations commencing in January for an agreement to replace the 2009 agreement that expired in June. A proposal went to ballot in late 2012 with increases of 3.5 % per year for four years. The involvement of Fair Work Australia was requested and this assisted in this outcome.

The above negotiations were even more difficult because of the State Government wages policy along with the ongoing uncertainty over the sale and ownership of the three generators.

Delta Electricity introduced an agreed Drug and Alcohol procedure along with a trial impairment testing regime. The company had a restructure on the Central Coast following the announcement of the closure of Munmorah Power Station that resulted in the loss of 70-odd positions.

### **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 2012 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**

The construction of the NCIG Coal Export Loader, (\$3 billion) continued as per schedule. Completion of this project will be in the second quarter of 2013. A number of milestones occurred during 2012, 50 consecutive monthly communications meetings, 7.4 million hours, no Lost Time (LT) due to industrial disputes, 1 LT injury and 90 odd Agreements that cover the construction activities on site.

The expansion for the PWCS/MPC project continued with Bechtel is now due for completion mid 2013. This project also has some impressive numbers. Total spend since 2005 is \$1.6 billion, over 5 million hrs, No LT due to OH&S or industrial disputes and 54 monthly meetings.

The Thiess/Sedgman JV Bengalla (\$90m) mine project was completed early in 2012. The Ravensworth North (\$500m) project in the upper Hunter continued along with the Ulan West project (\$44m) in the Mudgee region. Construction started on the AGL Tomago Gas Storage Tanks (\$300m) by CBI.

Other projects due to commence include Maules Creek (\$600m), Ulan West stage 2 (\$200m). The Orica Kooragang Island expansion project (\$800m) was deferred until the end of 2013 /mid 2014. Other projects on the drawing board including Drayton South, Cobbora, Mt Pleasant and T4 have been deferred. 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.

## **NSW Transport**

Unions NSW continued to play a coordinating and resourcing role with unions in the NSW Transport industry including on issues such as:

- ongoing establishment and restructuring in Transport for NSW;
- Finalising the TfNSW Award;
- Reform of Transport Shared Services and Corporate Shared Services;
- Removal of Transport Appeals Board.

## **RailCorp**

Unions NSW continued its involvement in the rail industry including participating in:

- Restructuring of RailCorp into two new entities Sydney and NSW Trains;
- RailCorp Peak Consultative Committee;
- Assisting affiliates in dispute resolution;
- Rail Maintenance reform;
- Transport Cleaning Services reform;
- Completion of voluntary Separation Program.



## Other

Unions NSW provided industrial support to unions in a number of public sector matters including:

- Establishment of Roads and Maritime Services;
- State Transit Authority;
- NSW Health;
- NSW Hospital Car Parking Dispute;
- NSW Skilled Trades Award.

## State Wage Case 2012

Unions NSW made application during the year to increase rates by 3.4% and 2.9% for private sector awards which still have application in NSW. The application is based on the Fair Work Australia Annual Wage Reviews for 2010/11 and 2011/12.

## Community Engagement

### Sydney Alliance

During 2012 Unions NSW continued to play an active role in the Sydney Alliance. The Sydney Alliance held another major Assembly at the Sydney Town Hall on Sunday, 28 October, 2012 where it requested representatives of the NSW Government to commit to resolving issues with respect to transport, health and social inclusion.

### International Day of Mourning

Unions NSW organised the International Day of Mourning ceremony held on 28 April 2012. This year's event was very successful and deeply moving with the family of loved ones and their friends travelling great distances to attend. Some family members had come 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 State Government, 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 provide the history of the Union movement, as well as details outlining the significance of the Bronze Memorial Sculpture, *Memory Lines*.



### Outreach Programs

#### St Vincent de Paul CEO Sleepout

Once again unions supported the Vinnies CEO Sleepout in June with the Secretary one of many spending the night at CarriageWorks Redfern. Thanks to the support of the union movement around \$15,000 was raised by Unions NSW.

#### Unions for Transfusions

On 2 April 2012, Unions NSW in conjunction with the NSW Nurses' Association launched a 12 month Easter 2012 to Easter 2013 campaign "Unions For Transfusions" to assist the Red Cross in getting people to donate blood.

Every year the Australian Red Cross Blood Service will, in New South Wales alone, need over 400,000 donations of blood, over 100,000 donations of plasma and nearly 10,000 donations of platelets.

While one in three people will need blood, only one in 30 will donate. Therefore the Red Cross struggles at times to meet the demand for blood and blood products.

The campaign is designed to encourage as many union members as possible to donate blood. We aimed to significantly lift the number of NSW people regularly donating blood over the next 12 months. First State Super donated 4 red iPhones as prizes for those signing up to donate blood.

Unionists who joined Club Red online would automatically go into a tally of how many litres of blood were donated from union members over the year. The campaign will continue through 2013.

### **Unions Aid Abroad (APHEDA) and UNHCR**

Unions NSW continued to provide financial support for APHEDA Union Aid Abroad for a project which provides OH&S, health and some childcare services for families working on a garbage dump in Manila in the Philippines.

### **Expressions of a Trade Union Activist**

During 2012 Unions NSW sponsored a publication *Expressions of a Trade Union Activist* to raise money for the Asbestos Diseases Foundation of Australia (ADFA). As at the date of this Report \$19,000 had been raised for ADFA.

### **Donations to Public Institutions**

During the 2012 financial year Unions NSW made donations to a number of organisations which included:

- Vinnies CEO Sleepout - \$5,000
- T.U.C.A.R - \$5,000
- Construction Industry Drug & Alcohol Foundation - \$2,500
- NSW Cancer Council - \$200
- Memorial Fund for Late Snr. Constable David Dixon - \$1,000
- Australians for UNHCR - \$2,500
- White Ribbon Foundation - \$200
- Southern Youth & Family Services - \$300
- Welcome to Australia Organisation - \$500
- Edmond Rice Centre - \$100
- Epheta Centre - \$5,000
- APHEDA - \$5,000
- San Miguel Family Centre - \$500
- Sydney IWD Collective - \$500
- University of NSW – Industrial Relations Prize \$1,000
- Macquarie University – Labour Law Prize \$500
- ADFA Race Day - \$2,000

## Communications

### General Overview

2012 was the year of streamlining for communications at Unions NSW, starting with an analysis of current communication assets. The communications team set about laying the foundation for solid effective communication from Unions NSW into the future.

### Database

Work continues on the custom built in-house database, LUNA or Local Union Network of Activists, to enhance functionality and produce clean, reliable data. A new set of search tools, and export tools mean that LUNA continues to be an important and powerful tool for networking, organising, and communicating with activists.

### Web Development

Part of this year's analysis of communications assets showed that the current website did not meet the needs of the affiliates. In the latter half of the year a small project was launched to enhance and simplify the main Unions NSW website. This project is expected to be delivered in early 2013.

### Video Production

Unions NSW stepped up its production of multimedia content this year, firstly by teaming up with EMC to produce timely shorts discussing a range of current unionist topics.

Secondly with the replacement of the old editing machine Unions NSW can now produce informational and celebratory shorts faster and cheaper than before whilst keeping all the work streamlined and in-house.

### Unions NSW Directory

With the end of the print directory this year Unions NSW has created an online affiliate directory. Directly accessible from the Unions NSW home page the directory is a fast, efficient and up-to-date database of who's who in Unions NSW and its affiliates.

### Social Media

Unions NSW's Social Media presence has increased during 2013 with increases in the number of persons looking at our social media sites. Unions NSW continues to innovate in the social media space with the addition of an interactive web app for the Local Union Community Councils which will provide the latest information on local meetings for activists all over NSW.

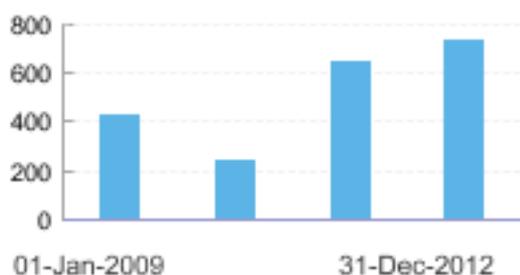
## Unions NSW – Media Outcomes 2012

### Overview

2012 was Unions NSW most visible year in terms of media for the last four years.

The organisation continued its aggressive strategy of confronting the O’Farrell Government’s attack on the rights of working people in NSW across all media platforms.

The following graph shows the organisation was mentioned in 751 press reports through the course of the year.



### Distribution: Yearly

Broken down by publication, Unions NSW had the following mentions:

- AAP 229 times
- The Daily Telegraph 49
- The Sydney Morning Herald 48
- The Australian 36
- The Australian Financial Review 31
- The Newcastle Herald 22

Unions NSW were also regularly featured in television and radio stories on all commercial networks and the ABC. The Secretary was a regular interviewee on a number of radio and television programs.

### Key Issues

Workers’ Compensation was the most newsworthy campaign for Unions NSW in 2012, with daily coverage of the issue between April and July. The free media campaign was successful in humanising the issue and shifting it away from an arithmetic argument to one about social values. The media strategy focussed on getting as many ‘real life’ stories on the evening TV news as possible. To this extent, the campaign was highly successful, with at least three or four TV stories running each week of the campaign, before culminating with saturation coverage during the week of the parliamentary vote.

Other key issues that kept Unions NSW in the media throughout 2012 included the ongoing campaign against public sector job cuts, the closure of Grafton Gaol, the launch of local union community councils, the campaign to retain trade restrictions on public holidays as well as regular commentary on economic and industrial issues.

Unions NSW will continue to place stories in the media in the coming twelve months in line with campaign objectives, while also providing commentary and reaction to stories as they happen.

Unions NSW received media support from Mountain Media throughout 2012.

## Education Forums, Training and Seminars

### OHS - Right of Entry Training

In late 2012 Unions NSW was granted *Training Provider* status by WorkCover to provide Right of Entry training to union officials. During 2012 Unions NSW asked Dave Henry from the AMWU to provide the training and also assisted a number of other union officials to be granted trainer accreditation. Over 200 union officials were trained.

Australian Workers' Union	28
Australian Manufacturing Workers' Union	29
United Services Union	39
Media Entertainment & Arts Alliance	8
NSW Nurses and Midwives' Association	66
Maritime Union of Australia	3
Police Association of NSW	3
Textile, Clothing & Footwear Union	5
National Union of Workers	17
Transport Workers Union of Australia	20
Health Services Union NSW	2

### Community Trade Union Education Presentations

In 2012 Unions NSW continued to provide presentations about workplace rights at schools, TAFEs and community centres. These presentations focussed on workplace rights and the role and importance of unions.

School visits remained the focus of this year's presentations and were delivered as a component of career education to year 10 and year 11 students. Unions NSW was also invited to attend a number of TAFEs this year and also spoke to several groups of newly arrived refugees about unions. Overall Unions NSW presented to over 30 groups during the year and connected with over 1,000 individuals.

### Organising Conference

Unions NSW held its third annual organising conference in conjunction with the ACTU in Nov 2012. The theme of this year's conference was ***Organising at Work and in your Community***. The Conference brought together organisers, delegates and members from all over the State who are involved in our local community groups.

The primary focus of the Conference centred round not only campaigning at work but, importantly, campaigning together in the community against the current conservative political agenda.

Unions NSW focused on providing the participants with the necessary skills & strategies to help them deal with the future challenges created by both conservative governments and employers. The Conference also discussed the unions' positive agenda going forward.

Delegates from all over NSW attended the conference and the feedback from the delegates, organisers and unions who attended was very positive. One of the great benefits of the Conference was the sharing of information about what was happening in their workplaces and communities and how important it was to collectively campaign together under the one umbrella. The conference was a prelude to the launch of the Unions NSW campaign for 2013 and beyond.



## Industrial Seminars

Unions NSW organised a number of seminars during the year including:

- Right of Entry
- Labour Hire
- Superannuation

## WorkCover Grant Training

In July 2012 Unions NSW completed its obligations under the WorkCover Grant to undertake Work Health & Safety training for delegates and officials. Over 500 people were put through the program during 2012. Many thanks to Shay Deguara who was seconded from the PSA to run the program.

## 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.

In February of 2012 a 1½ 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.

## Union Summer

The Union Summer internship program was run again in 2012 from 30<sup>th</sup> Jan – 17<sup>th</sup> 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 2012, 14 unions participated in Union Summer, providing 18 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 2013 from 4<sup>th</sup> February – 22<sup>nd</sup> 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 many affiliates as well as engagement of all affiliates through broad activities and campaigns.

The Committee celebrated International Women's Day by participating in the IWD March and Picnic on Saturday 10 March 2012, having Sally McManus - Secretary ASU Services Branch (NSW& ACT) - present at the Council meeting on 8 March 2012 regarding the Equal Pay Win and holding a Women Unionists Networking Event on 8 March 2012. Unions NSW held a stall after the rally selling "Secure Jobs. Better Future – for Women" t-shirts.

The Committee encouraged women union members to make a submission to the Insecure Work Inquiry by developing and promoting a "How to tell your story" flyer to encourage union members to participate in the Inquiry and developing other tools to assist in the preparation of submissions.

The Committee made (or had active involvement in drafting) submissions to the Insecure Work Inquiry, the Federal Government's Review of Anti-Discrimination Laws, the Federal Government's Review of the Equal Opportunity in the Workplace Act and the Federal Government's review of the Fair Work Act and the Fair Work Penalty Rates Amendment Inquiry.

The Committee participated in a Roundtable organised by the Australian Law Reform Commission around Age Barriers to Work.

The Committee worked together to produce a list that outlines the attacks the O'Farrell Government has made on women in the State. This list of attacks includes the removal of family friendly conditions from the public sector awards and the abolition of the Women's Expert Advisory Committee.

On 3 September 2012, Equal Pay Day was commemorated with a forum titled: *How does insecure work impact on equal pay*. Speakers included Jill Biddington (Insecure Work Inquiry Panel Member), Sarah Attfield (NTEU Smart Casuals campaigner) and Susan McGrath-Champ (Associate Professor at Sydney University).

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. Affiliates have continued to achieve domestic violence leave clauses in their enterprise agreements. The Women's Committee maintains a database of where such clauses have been achieved.

In 2013 the Women's Committee plans to play an active role in the review of the paid parental leave scheme, retain our focus on domestic violence and continue to provide a support network for female union officials.

## Research

A number of submissions were made by Unions NSW this year to Federal Government, State Government and Union Inquiries. Unions NSW and the Unions NSW Women's Committee made a submission to the Secure Jobs Inquiry. Submissions were made to the Senate Education, Employment and Workplace Relations Committee around the adequacy of the New Start Allowance and Fair Work Penalty Rates Bill. Submissions were made to NSW Upper House Inquiries around Workers Compensation, Electoral Funding and the Closure of Correctional Facilities.

Unions NSW has used its research capacity in 2012 to develop fact sheets that provide an overview of how State Government policies and legislation have affected working people. These fact sheets have included overviews on TAFE cuts, skills shortages, outsourcing of public sector work and workers' compensation. Unions NSW has also developed a document that outlines the cuts the O'Farrell Government has made on workers' rights, jobs, the community and services. These documents are designed to assist unions in campaigning against attacks from the current NSW Government.

Unions NSW has continued to develop its relationships with external academic and research organisations to discuss future research projects that will assist Unions NSW in its campaigning, political and industrial goals in 2013.

## Information Technology

### General

During 2012 we again continued to increase our in-house expertise to provide our IT services with our personnel being qualified in Certified Novell Engineer, Microsoft Certified Professional and VMware Certified Professional.

### Private Cloud

Over the last 12 months, Unions NSW focused on modernising its IT infrastructure by implementing the latest private cloud solution, dramatically improving the speed, capacity and reliability of the existing systems.

### Mobile Technology

Unions NSW use of mobile technology enabled staff to no longer be confined to work in a particular place, as they can now utilise secure remote access to business-critical applications and data via Outlook Anywhere, offline files, Skype, Data enabled laptops, iPhones and iPads.

### Support & Maintenance

The IT Department has had a successful year maximising system availability, while it remains committed to providing cutting edge, reliable, timely, professional support of the organisations core functions.

## Trades Hall

The collection and conservation of the heritage of the labour movement remains a priority for Unions NSW as it continues to ensure a better future for workers. Awareness of past campaigns helps inspire and activate unions today.

Tours were held regularly for unionists, tourists and overseas delegations including South African Mineworkers, APHEDA visitors, Labour Start conference visitors and ACTU congress delegates.

To this end we added to our collections of banners, badges, posters and photographs.

### Collection

Significant additions to the banner collection included:

- a banner commissioned by the Unions NSW Women's Committee from Birgitte Hansen. Birgitte produced the magnificent mural for the refurbished Trades Hall and a large number of banners from unions in Newcastle in the 1980s. We had a collection of women and unions T shirts that we wanted to keep but were unsure on a way of displaying them. Birgitte conceived a T shirt banner and cut and pasted images and words from many t- shirts into a terrific banner. The way it is created will enable additions to it in future years.
- Nymboida Coal. The CFMEU Mining Division moved offices and left us a lump of coal. This is the first coal from the mine the workers ran, in Nymboida on the Mid North coast area of NSW. The mine was to be closed down and the workers sit in eventually persuaded the Wran Government to hand the lease to the union. We plan to display the story and light the coal with miner's lamps and helmets.

Other items include:

- a small American Federation of Labor banner;
- a repatriation nurses banner from Concord Hospital from just after World War II;
- an Argentinian Television Union pennant;
- an United Farmworkers pennant (from Cesar Chavez's organisation in California);
- Irish Women Workers photograph from the General Strike in 1913;
- high quality copies of illuminated addresses presented to UK Independent Labour leader Kier Hardie by Sydney Labor Council, Women's Committee of the Political Labour League, Perth and Freemantle Labour Council.;
- Copies of six British Trade Union posters from the Pumphouse People's History Museum (Manchester);
- Copies of a double sided London Jewish Bakers Union banner from 1920s was obtained from the London Jewish Museum. We have sent them information and video of Jewish celebrations held in Trades Hall;
- Photographs of John Curtin and Ben Chifley attending meetings in Trades Hall;
- A number of rare badges from Australian unions including Silverton Tramways, letter carriers, AWU, eight hour committees, and British miners.

## Exhibits and Loans from the Collections

- In Brisbane in 2012 the gallery commemorated the 1912 tramways strike. The exhibition organisers contacted us and we were able to supply an original badge from the tramways union that they then used in the exhibit and also used to make a commemorative badge. This illustrated well the way we are becoming known as a significant repository of labour history material in Australia.
- The Museum of Sydney is seeking to borrow material for an exhibit they are holding in 2013 on the Chinese Furniture makers and their relationship to unions and the broader society. Our small furniture makers' society banner was of great interest.
- The National Museum of Australia borrowed our 1913 Miscellaneous Workers Union, NSW Branch large banner for their *Glorious days: Australia in 1913* exhibition to begin in March 2013. The union formed from the caretakers, watchmen, cleaners and other small unions at that time.
- The Lithgow banner exhibit was extended to the end of the year and was a drawcard for the Lithgow State Mine Museum. It was promoted on local radio and television.
- Posters from our collection on the development of superannuation were used to illustrate the book on the history of the current superannuation system

## The Atrium Area

The open space of Trades Hall displayed its versatility with many exhibits highlighting past successes and current issues being held including:

- Union involvement in Mardi Gras;
- International Women's Day. The poster collection for women's day is particularly strong so we had a fascinating show for this event;
- On the International Day of Mourning for workers in April we exhibited commemorative material from across the globe to coincide with the memorial function held at Reflection Park;
- Our May Day poster collection was second to none. Large international event posters and badges are produced around the world and we had a good spread of material and images;
- The Tolpuddle Martyrs anniversary;
- display highlighting Aboriginal rights and NAIDOC week;
- The campaign for union rights in Fiji;
- the ACTU campaign on insecure work;
- NSW unions ongoing struggle for the rights and protections of public service workers meshed in exhibits on job security and the importance of the public sector for a fair Australia;

- The London Olympics were not ignored, a small exhibit highlighted the appalling corporate behaviour of Rio, who were supplying gold for medals. The *Off the Podium* campaign was a worldwide event. We also highlighted a Labor Council of NSW connection to a previous London Olympics with the story of Emil Voigt, one time information officer and founder of radio 2KY. Previous to this he was a gold medallist in the 1908 London Olympics;
- The TCFUA and Asian Women at Work held a function that we illustrated with banners, posters, photographs and badges;
- the Edna Ryan Awards and the Reclaim the Night collective held functions in the atrium that were supported by us with a varied collection of women's rights and women and trade union images;
- The International Labour Start conference held at the Teachers' Federation held a function at Trades Hall that was again supported a display of international images directly related to the conference themes. Delegates enjoyed tours on the night.



### **Conservation**

Karen Coote an expert in textile and banner conservation has repaired a number of small silk banners for us and we have framed a number of posters and photographs.

We had success with our insurance claim on the banners burnt by the arson attack on the CFMEU office in Lidcombe in 2009 and from a flood in the basement that damaged a large number of frames. This enabled a significant conservation effort.

## Appendix A: Finance Report

### Management Account

Total income for the year was \$2,700,771 as compared with \$11,386,788 a decrease of \$8,686,017. This included Sustentation Fees of \$1,806,774 a dividend of \$100,000 was received from Chifley Financial Services Limited. The decrease is mainly due to the Gain on Forgiveness of Debt – Currawong of \$8,532,947 reported in 2011.

Total Expenditure for the year which included Organising Campaign Costs of \$408,805 was \$4,221,532 as compared with \$4,363,814 for the previous year, a decrease of \$142,282.

The result for the year was a deficit of \$1,520,761 as compared with a surplus of \$7,022,974 for the previous year.

### Property Account

Total Income for the year was \$2,317,316 which was a decrease of \$62,651 on the previous year which had included a one off item of \$123,958 on the internal allocation of funds on the sale of Currawong.

Total expenditure of \$998,003 as compared with \$910,429 for the previous year was an increase of \$87,574. Building alterations were \$113,843.

The result for the year was a surplus of \$1,153,922 as compared with a surplus of \$1,298,009 for the year ended 30<sup>th</sup> June 2011.

### Wireless Committee

Total Income for the year was \$6,704,632 as compared with \$6,035,475 for the previous year. Total Income includes interest of \$5,891,812 charged to the Trades Hall Association Limited on the loan facility made available to that company.

Total Expenditure for the year was \$729,596 as compared with \$886,437 for the year ended 30<sup>th</sup> June 2011, a decrease of \$156,841.

The result for the year was a net surplus of \$5,975,036 as compared with a surplus of \$5,149,038 for the previous year.

### Trades Hall

Total Income for the year increased to \$1,468,344 an increase of \$189,505.

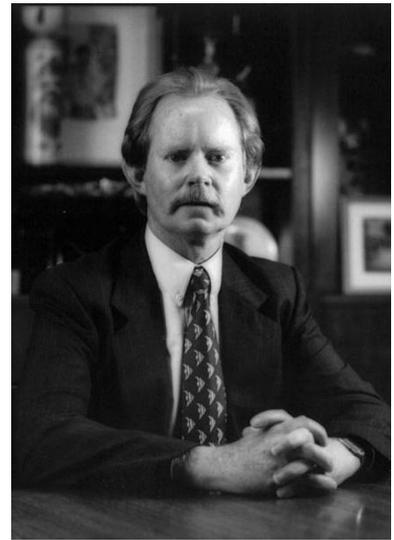
Total Expenditure increased to \$7,997,372. The increase in Expenditure is mainly due to an increase in interest on the loan facility provided by Unions NSW \$5,893,650.

### Consolidated Position

Total Income for the group was \$6,723,943 compared with \$17,283,781. Note that the previous year included a figure of \$10,551,117 being Net Surplus on Sale of Currawong Beach Cottages.

The Result for the year was a deficit of \$887,262.

Net Assets have decreased from \$40,774,194 to \$38,985,197.



## Appendix B: Boards and Committees

During 2012 Officers and Officials of Unions NSW made a significant contribution to a number of boards as follows:

### Mark Lennon

- ACTU Executive – Member
- ACTU Campaign & Growth Committee - Member
- First State Super (FSS) – Director
- Health Super Financial Services Pty Ltd - Director
- McKell Institute Board - Director
- National Workplace Relations Consultative Council - Member
- NSW Industrial Relations Advisory Council – Member
- Sydney Financial Forum - Committee Member
- Trades Hall - Director
- Union Aid Abroad: APHEDA - Committee of Management
- WorkCover NSW Board/Safety, Return to Work and Support Board – Director

### Chris Christodoulou

- ASSET Board/Care Super – Director
- Contract Cleaning Industry Committee – Committee Member
- Greenacres Disability Services Board - Director
- Industry Capability Network - Director
- Long Service Payments Corporation - Consultative Committee Member
- Trades Hall Association – Director

### Adam Kerlake

- PILLAR - Board Member

### Mark Morey

- ACTU Industrial Legislation Committee
- Chifley Board - Director
- Dust Diseases Board
- Federal Magistrates Court of Australia Employment Law User Group
- Home Building Advisory Council – Member
- IRRCA Advisory Committee - Member
- Social Inclusion and Vocational Access Industry Reference Group
- TAFE NSW Access Employment, Education & Training Framework Reference Group
- VET Advisory Committee - Member
- VET Consultative Forum - Member
- Building & Construction Industry Long Service Payment Committee - Alternate Consultative Committee Member
- Workers Health Centre – Board Member

### **Alisha Wilde**

- Asset Super/Care 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
- University of Newcastle 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



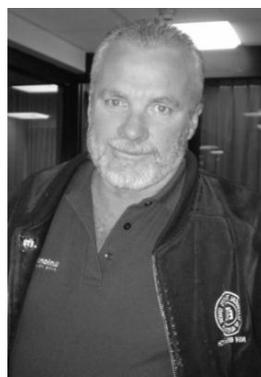
Emma Maiden



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**

**2012 Annual Report**

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