Secretary’s Introduction

2015 was a year of continuous campaigning and significant change for the NSW union movement.

Six months of planning, organising, campaigning and community engagement culminated at the March 2015 NSW state election. Substantial campaigns were run by affiliates across a number of areas including health, education and TAFE, disability services, transport, energy and manufacturing sectors. The battleground issue in the 2015 state election was privatisation and in particular the privatisation of the electricity network or ‘poles and wires’.

In addition to the various campaigns run by affiliates, Unions NSW, the Electrical Trades Union, Health Services Union, NSW Teachers Federation and the United Services Union implemented an “umbrella” branding campaign, NSW Not for Sale. The campaign was designed to link the various union election campaigns with a broader narrative highlighting the Baird Government’s agenda to privatise government services.

The media campaign was complemented by an on the ground voter engagement campaign which included eight weekends of doorknocking from 31 January 2015 through to the election on 28 March 2015. Over 26,046 doors were knocked, 13,662 individual conversations were held with 7,564 pledges signed and a total of 1449 volunteer days contributed by unionists and community supporters. Other high visibility activities included street stalls, handing out at train stations, candidate forums, workplace visits, wobble boarding and staffing pre-poll and polling booths on Election Day.

Following this our energy and local union organisational structures were then redirected into supporting the ACTU’s ‘Build a Better Future’ federal election campaign. The activities associated with this campaign included a nationwide doorknock on the 12 – 13 September 2015 with over 20,000 doors knocked and over 7,200 conversations with constituents in marginal seats. Unions NSW will continue to support the ‘Build a Better Future’ campaign until the federal election which is expected in 2016.

Pleasingly, 2015 saw the NSW Government roll back some of the cuts it made to workers’ compensation. Although these changes do not go far enough in restoring the significant benefits removed in 2012, improvements occurred in the areas of medical expenses, death entitlements, weekly payments and lump sums for permanent impairment. While benefits available to injured workers have been cut it is anticipated the Government will continue to reduce employer premiums by between 5.0 - 20.0 per cent. This continues to remain a harsh and unjust scheme and Unions NSW will continue to campaign over this issue.

At the end of 2015 Unions NSW Secretary Mark Lennon advised he would not recontest the position in 2016. Mark has been a loyal servant of the NSW and Australian union movement and his contribution to Unions NSW over the last 28 years, seven as Secretary, has been invaluable. He leaves the organisation in the certain knowledge its industrial, campaigning and financial capacity are secure and in good shape. When people spoke about Mark at various farewells they consistently identified his commitment to the union movement, his understanding of issues affecting working people, his appreciation of the commitment made by union officials each day and his decency and
professionalism. The response from well-wishers is a testament to the esteem in which he is held by all involved in the Australian trade union movement.

Finally I would like to thank Unions NSW staff for their dedication, professionalism and commitment throughout 2015 and of course all our affiliates for their support in 2015 which ensured we enjoyed a very successful year.

Mark Morey
Secretary, Unions NSW
February 2016
Contents

Secretary’s Introduction .................................................................................................................. 1
Contents ........................................................................................................................................ 4
Unions NSW Personnel ..................................................................................................................... 5
Unions NSW Executive Members as at December 2015 ................................................................. 6
Council Meetings .......................................................................................................................... 7
 Scrolls of Honour ............................................................................................................................ 8
Motions of Condolence .................................................................................................................. 8
Industrial ........................................................................................................................................ 9
  Work Health and Safety ............................................................................................................... 14
Campaigns, Organising and Political Action .............................................................................. 22
Community Engagement .............................................................................................................. 49
Communications .......................................................................................................................... 57
Education Forums, Training and Seminars ....................................................................................... 71
Women’s Committee .................................................................................................................... 73
Research ....................................................................................................................................... 76
Information Technology ................................................................................................................. 77
Trades Hall ..................................................................................................................................... 77
Appendix A: Finance Report ......................................................................................................... 83
Appendix B : Boards and Committees .......................................................................................... 88
## Unions NSW Personnel

### Secretary
Mark Lennon

### Assistant Secretaries
Mark Morey  
Emma Maiden

### Industrial Officer, Northern Region
Peter McPherson

### Industrial Officers
Linda Carruthers  
Sarah Davis

### Industrial & WHS Officer
Shay Deguara

### Executive Officer
Mary Yaager

### Campaign Officers
Paul Doughty  
Salim Barbar

### Research Officer
Kate Minter

### Community Organiser
Alison Rahill

### Director Communications
Saoirse Connolly

### Communications Officers
Sam Kiejda  
Cameron Ritchie

### Regional Branch Secretary - South Coast Labour Council
Arthur Rorris

### IT Manager
Peter Houlihan

### Heritage Officer & Research Librarian
Neale Towart

### Director Corporate Services & Assurance
Daren McDonald

### Finance Staff
Fiona Boyd  
Debbie Edge  
Cecilia Su

### Administration Staff
Mary O’Donoghue  
Robyn Griffith  
Rose Docwra  
Carmel Delprat  
Christina Dibella
Unions NSW Executive Members as at December 2015

**President:**
Marilyn Issanchon - NUW

**Vice Presidents:**
Russell Collison - AWU
Geoff Derrick - FSU
Graeme Kelly - USU
Judith Kiejda - NSWNMA
Rita Mallia - CFMEU

**Trustees:**
Genevieve Kelly - NTEU
Paul Reid - USU
Peter Remfrey - PANSW

**Secretary**
Mark Lennon

**Assistant Secretaries**
Emma Maiden
Mark Morey

**General Executive Members:**
Robyn Fortescue – AMWU Metals Division
Mel Gatfield – United Voice

**Affiliate Executive Members:**
Michael Aird - TWU
Julia Angrisano – FSU
Tim Ayres – AMWU Metals Division
Stephen Bali – AWU
Catherine Bolger – Professionals Australia
Mark Boyd – United Voice
Steven Butler – ETU
James Casey – FBEU
Alex Claassens – RTBU
Jo-Ann Davidson - FAAA
Paul Davies – Professionals Australia
John Dixon – NSWTF
Melissa Donnelly - CPSU
Richard Downie – AWU Newcastle
Natalie Lang – ASU
Brett Holmes – NSWNMA
Anne Gardiner – PSA
Gerard Hayes - HSU
Grahame Kelly – CFMEU Mining & Energy
Paul McAleer – MUA
Jim Metcher – CEPU P & T Division
Tara Moriarty – United Voice (L & H DIV)
Barbara Nebart – SDA Newcastle
Paul Noack - AWU
John Owen - TCFUA
Brian Parker – CFMEU Construction
John Quessy – IEU
Arthur Rorris – SCLC
Bernie Smith – SDA
Steve Turner – PSA
Judith Wright - ASU
Council Meetings

There were **32** Council meetings in 2015

**76** items of correspondence from affiliates and other organisations were dealt with and actioned.

Guest Speakers

There were **12** guest speakers during the year as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Eric Lim</td>
<td>Workers’ Doctors Practice – NUW office, Granville</td>
</tr>
<tr>
<td>The Hon. Luke Foley</td>
<td>NSW Leader of the Opposition</td>
</tr>
<tr>
<td>Sally McManus</td>
<td>Vice President ACTU</td>
</tr>
<tr>
<td>Arnold Francis</td>
<td>ME Bank</td>
</tr>
<tr>
<td>Amirul Haque Amin</td>
<td>President, National Garment Workers Federation (NGWF Bangladesh)</td>
</tr>
<tr>
<td>The Hon. Rev Fred Nile</td>
<td>Christian Democratic Party</td>
</tr>
<tr>
<td>The Hon. Phillip Boulten SC</td>
<td>Former President of the New South Wales Bar Association</td>
</tr>
<tr>
<td>Jenny Munro</td>
<td>Redfern Aboriginal Tent Embassy</td>
</tr>
<tr>
<td>The Hon. Bill Shorten</td>
<td>Federal Leader of the Opposition</td>
</tr>
<tr>
<td>Dr Pat Ranald</td>
<td>Australian Fair Trading Investment Network (AFTINET)</td>
</tr>
<tr>
<td>Rob Forsyth</td>
<td>CrimeStoppers</td>
</tr>
<tr>
<td>Reece Proudfoot</td>
<td>Peoples Climate Change</td>
</tr>
</tbody>
</table>
### Scrolls of Honour

<table>
<thead>
<tr>
<th>Name</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barry Tubner</td>
<td>Textile Clothing Footwear Union</td>
</tr>
<tr>
<td>Jenny Diamond</td>
<td>NSW Teachers Federation</td>
</tr>
<tr>
<td>John Maher</td>
<td>Australian Services Union</td>
</tr>
<tr>
<td>Mary Court</td>
<td>PSA &amp; Penrith Valley Community Unions</td>
</tr>
</tbody>
</table>

### Motions of Condolence

<table>
<thead>
<tr>
<th>Name</th>
<th>Organisation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don Freudenstein</td>
<td>NSW Police Association Life Member</td>
</tr>
<tr>
<td>Drew Robertson</td>
<td>ATOMEA – Urban Transit Authority &amp; the Transit Board</td>
</tr>
<tr>
<td>Jack Cambourn</td>
<td>FEDFA - Former National General Secretary CFMEU</td>
</tr>
<tr>
<td>Kevin Cook</td>
<td>Trade Union Committee for Aboriginal Rights</td>
</tr>
<tr>
<td>Te Par “TK” Kavana</td>
<td>NUW Official</td>
</tr>
<tr>
<td>John Whelan</td>
<td>Former President NSW Labor Council (1996-2000)</td>
</tr>
</tbody>
</table>
Industrial

Rail

Since the making of the Sydney Trains and NSW Enterprise Agreements in October 2014 and the making of the Deed (dealing with the rights of employees affected by restructuring, redeployment and redundancy) the Rail unions and Unions NSW have sought to ensure its terms and provisions are honoured by the Rail entities.

The regular Combined Rail Unions (CRU) meetings convened during the bargaining period for the Agreements have been continued on a monthly basis since the finalisation of the Agreements and Deed.

The CRU monthly meetings have assisted the rail unions in coordinating disputes, sharing information and in supporting each union’s applications over matters which affect the overall workforce.

Drug and Alcohol Testing

(a) The unions successfully bargained for a trial of saliva testing in lieu of urine based testing for the presence of prohibited substances. A working party was established to deal with the trial, but instead of dealing with the results in accordance with the provisions of the Agreement, the Rail Entities have unilaterally declared, in a process inconsistent with the Agreements, that saliva testing is not appropriate. At the time of writing this report the matter remains in dispute between the parties.

(b) The Rail entities advised that they intended to commence testing for synthetic cannabinoids in September this year. There are no established Australian Standards for establishing the exact amount of the synthetic metabolites present in a person’s blood. As such, the CRU sought to delay the testing until next year, and to ensure that any positive results were treated with the proper scepticism due to the outcome of an imperfect process.

In addition to the possibility of a dispute over this matter, Unions NSW is raising the issue of the adequacy of drug testing of contractors particularly those involved in Track Protection during possessions on the weekends.

Redundancy, Retraining and Redeployment Rights of Rail employees

Despite the signing of a Deed between the union parties and the Rail entities, the treatment of employees who have been affected by the constant restructuring in Rail has resulted in both disputes and litigation. Unions NSW and the Combined Rail Unions are preparing to negotiate an Agreement which will ensure workers are able to access the full rights to retraining and redeployment under the Fair Work Act 2009 and the Deed.
Workforce Transition Centre
The operation of this centre has been the subject of a number of meetings and correspondence, as a result of the fact that undertakings made during negotiations for the new Agreements appear to have been repudiated by management subsequently. The predecessor organisation (INS) was generally considered a failure by the rail workforce that was ‘placed’ there pending ‘retraining’ or ‘redeployment’ options subsequent to the interminable restructuring that has been a feature of these organisations since 2012. These matters and the continuing failure of the rail entities to discharge their legal and industrial obligations form part of the matters that are intended to be addressed via a negotiated Agreement.

Review of Sydney Trains Human Resource Policies and Procedures
This review commenced in September 2015 with four policies and procedures being consulted about and considered by affiliates to date.

Government Information (Protection of Applicants) Act-(GIPA)
Two applications have been made for information about Sydney Trains and NSW Trains. The Sydney Trains application seeks information concerning the number of contractors, temporary appointments supplementary labour and the like (and the number of swipe/security cards issued) since 2014, and the number of permanent employees employed as at October 2015. The NSW Trains Application seeks information about staffing levels of permanent employees as at October 2015.

Restructure of NSW Trains
The determination of the current government to contract out as much as possible of the NSW Rail passenger service continues with the decision of the minister to close the Travel Centres (including at Strathfield). It is mooted that up to 200 jobs could go as a result of this latest round of cuts and contracting out.

Restructure of Sydney Trains Major Works Division
In April, Sydney Trains contacted the Combined Rail Unions and informed them that they intended to consolidate the number of work sites within the Major Works division. This would result in a loss of roughly 10% of the workforce of that division with 120 full time jobs being abolished.

After hundreds of hours of consultation the Combined Rail Unions, led by Unions NSW, obtained numerous concessions from Sydney Trains helping many of those that would be affected by forced redundancy.

Transport Industry

Transport for NSW Award
Only five weeks before the Transport Service of NSW Salaries and Conditions of Employment Award 2011 was nominally due to expire Transport for NSW approached the Combined Transport for NSW unions seeking to majorly overhaul the Award, including changes that would allow Transport for NSW to hire casual labour and increase their ability to retain temporary contract workers. Over the course of a brief but incredible round of negotiations the Combined Transport for NSW unions led by Unions NSW successfully negotiated a new award that provided union members a
2.5% increase from the day the award expired, additional protections for those working flexible working hours, and support for people with caring responsibilities or domestic violence.

The increase in domestic violence leave sets a precedent for the entirety of the NSW public service and should provide a flow on increase across the sector to the amount of leave a victim of domestic violence can access.

Transport for NSW Policies and Procedures
Transport for NSW has begun a review of employment policies applicable to the transport cluster. As such unions representing members in any of the transport agencies have begun formal consultation with Transport for NSW regarding the development of the new suite of policies.

Transport for NSW Restructure
Over the course of 2015 Transport for NSW restructured itself merging divisions and reducing the number of employees in its establishment. The Combined Transport for NSW Unions advocated for those people displaced by the restructure arguing that anyone that wanted to remain in the agency, given its size and given the corporate knowledge held by the employees, should be able to remain in the agency.

The Combined Transport for NSW obtained guarantees surrounding the priority assessment of those displaced for any vacant positions.

Trade Union Royal Commission (TURC)
On 30 December 2015 the final report of the Trade Union Royal Commission’s (TURC) final report was released. There has been widespread criticism of TURC being a political exercise established to weaken unions and the Government’s political opponents.

The Australian Union movement has consistently rejected the accusation of widespread corruption and unlawful behaviour in the union movement. The leadership of the Australian union movement and Unions NSW have consistently taken a zero-tolerance approach to unlawful conduct, whether in the union movement or elsewhere.

There was deep concern with the timing of the release of the TURC report just a week after the Productivity Commission recommended slashing penalty rates. The almost simultaneous release of both reports revealed the real intention of the Federal Government to slash living standards for working families. Although the TURC went back 30 years, spent $80M taxpayers’ money, examined 505 witnesses it has found only a handful of matters to prosecute.

TURC also failed to address key issues within various industries including systemically poor WHS regimes by employers which, between 2009-2013, saw 837 workers die while at work in the industries investigated by this Royal Commissioner. Unions NSW is very concerned some recommendations by TURC will make it harder for workers to raise safety concerns in their workplace.
Superannuation Committee

Formerly the Public Sector Superannuation Committee, membership now includes union directors of superannuation funds and officers responsible for superannuation matters from all affiliates. This year the Committee made a submission on the Superannuation Legislation Amendment (Governance) Bill 2015: Governance arrangements for APRA regulated superannuation funds (the Bill), and was pleased when the legislation failed to pass the Senate. The Committee has had the following guest speakers:

- Melissa Fuller, Deputy Chief Executive Officer Rice Warner, re women’s retirement incomes;
- Pauline Vamos, CEO of ASFA;
- Penne Dawe from Sane Australia, re super and mindful employer programs;
- Richard Brandweiner, Chief Investment Officer, First State Super;
- Bruce Watson, CEO, Mine Wealth and Wellbeing;
- Scott Connolly, ACTU Assistant Secretary;
- Peter Bentley, re super funds investing in affordable housing;
- Neil Saxton, Executive Engagement Strategy HESTA, re divestment from Transfield.

State Wage Case 2015

The State Wage Case was finalised on 16 December 2015 and passed on the Fair Work Minimum wage increase of 2.5%. The State Wage Case also updated the 2011 Wage Fixing Principles to ensure they are consistent with the current industrial landscape and legislation in NSW.

Public Health Service Employees Skilled Trades (State) Award

Unions NSW coordinated negotiations to roll-over the Public Health Service Employees Skilled Trades (State) Award retaining all conditions and increasing wages by 2.5% in line with the desires of members of the various unions that were party to the award.

Construction Industry

Unions NSW continued to resource the Building Trades Group which was involved in a number of key activities in 2015 including:

- Facilitating to Combined Building Trades Group delegate meetings on Friday, 13 March 2015 which brought together union delegates from the Australian Manufacturing Workers Union, Construction, Forestry, Mining and Energy Union, Construction Division, Electrical Trades Union, Plumbers Union and Transport Workers Union;
- Negotiations with NorthConnex consortium in an attempt to secure an EA;
- Coordinated combined union construction and building industry activities.
Newcastle Trades Hall

Peter McPherson is responsible for a portfolio including power generation companies AGL Macquarie (AGLM), Delta Electricity (DE), Energy Australia (EA) and Origin Energy (OE) Civil, Mechanical, Building and Construction activities in the Newcastle, Hunter, Central Coast and Northern NSW regions. He deals with major changes and market pressure in the black coal power generation industry. Construction work in those regions continues to decline.

In 2015 he covered the northern area of the State including travel between Newcastle, Lithgow, Mudgee, Gunnedah, Boggabri and the Hunter Region.

Construction – (Newcastle)

The construction industry continued to decline in regional areas during 2015. A number of projects have been completed and for the first time in over 12 years Unions NSW and the Newcastle Trades Hall does not have a major construction project. A number of significant projects were completed in 2015 including:

- The NCIG Coal Loader Flyover Project ($180 million) completed in August 2015. [2015] NSWIRComm 35
- The AGL/CBI Tomago Gas Storage Tank Project ($300 million) completed in June 2015. [2015] NSWIRComm 18
- Thiess/Sedgman JV (TSJV) Boggabri Coal Project ($300 million) completed in May 2015. [2015] NSWIRComm 21
- Maules Creek Construction Project ($700 million) completed in September 2015. [2015] NSWIRComm 25
- Ulan West Stage 2 ($60 million) Completed in October 2014. [2014] NSWIRComm 61

These construction projects have paid monthly communication meetings which helps identify the issues for further discussion and resolution without disputation. The projects had the Industrial Relations Commission of NSW (IRC of NSW) as the alternate dispute resolution provider which provided close out reports at the conclusion of each project.

These projects were:
- completed on time;
- on or under budget; and
- without any lost time due to industrial disputes.

Deputy President Rod Harrison retires from the IRC of NSW. Employees and industrial representatives will miss the assistance he provided over the years particularly in power generation, construction, local government and the public sector.
**Power Industry**

Key industrial activities included:

**Energy Australia (Ex Delta West)**

An Enterprise Agreement was reached in May 2015 with 85% of employees supporting the agreement and despite an extremely difficult negotiating environment. EA purchased Mt Piper and Wallerawang Power Station from the State Government and the transfer of 300 employees in September 2013 with the four year employment guarantee to expire in September 2017. A statement by Deputy President Harrison of the IRC of NSW was issued in November 2015 congratulating the company, union delegates and officials for the constructive approach taken during Wallerawang power station closure and the EBA negotiations, a model for the industry. [2015] NSWIRComm 34 of the big 3 power companies, Energy Australia continue to be the best at communication, consultation and agreed outcomes by far.

**Origin Energy (Ex Eraring Energy)**

The changes being implemented by OE continues to create problems for the Unions. In August 2013 OE purchased the Eraring Power Station and the Shoalhaven assets. Over 40 employees accepted a VR in mid-year. The Unions continue to be very vocal and critical of OE regarding their commitments to consult with their employees and their representatives, the Unions. This has led to five disputes being filed with the IRC of NSW. The employees at Shoalhaven also face major changes. The 24/7 shift arrangements have finished with assets to be monitored from Brisbane and a VR program. The employment guarantee for all OE employees expires in July 2017. Of all the new players in the NSW power generation sector, Origin Energy presents significant industrial issues going forward.

**AGL Macquarie (Ex Macquarie Generation)**

Discussions between AGLM and the Power Generation Unions continued throughout 2015 following the purchase by AGL of Macquarie Generation assets and the 600 employees that transferred in September 2014 following a drawn out battle with ACCC. The discussions focused on the operational changes. The four year employment guarantee expires in September 2018.

**Delta Electricity (DE)**

The State Government sold the four unit gas fired Colongra Power Station in late February 2015. The State Government has announced the sale of Vales Point Power Station, the last State Government power generation asset to be sold. The transition to the private sector is expected to be mid December 2015, with the four year employment guarantee commencing at the same time. An Enterprise Agreement was reached with the Unions and approved by the FWC in May 2015. The EBA also resolved a long running dispute with the operator Unions.

**Union Lawyers and Industrial Officers Conference**

Unions NSW has continued its support of the Union Lawyers & Industrial Officers NSW Group, whose principal objective is a not for profit association that was formed to provide relevant educational and mentoring opportunities for industrial officers and legal practitioners involved in representing the interests of workers and unions while upholding the principles of trade unionism and the legal rights and interests of working people.
On Thursday, 26 and Friday 28 February 2015 a one and a half day intensive legal education program was held at Trades Hall which provided an opportunity for industrial lawyers to meet their Mandatory Continuing Legal Education requirements. This is the only forum of its kind which provides a Chatham House rules forum for employee representatives only.

Presentations included:

- Alex Grayson, Senior Associate, W G McNally Jones Staff – Lawyers duties and dealing with capacity and mental health - What to do when a client's mental capacity is in doubt.
- Adam Walkaden, National Legal Officer, CFMEU Mining and Energy Division – Consultation and Genuine Redundancy - Cases and Practice.
- Deputy President Harrison, Industrial Relations Commission of NSW – Interest based bargaining.
- Senior Deputy President Hamberger, Fair Work Commission - Dispute Resolution.
- The Bullying jurisdiction in its first year - panel discussion – Susan Kenna (Industrial Officer, National Tertiary Education Union), Helen Bellette (Industrial Officer, Rail Tram Bus Union), Judith Wright (Assistant Branch Secretary, Australian Services Union) (Chair).
- Hanna Schutz, Lawyer and Emma Woodford, Associate – Maurice Blackburn (Conference sponsors) Employer proposed medical assessments.
- Professor Marian Baird, University of Sydney - Gender Equity bargaining.

Work Health and Safety

Annual Conference

This year’s annual conference saw over 140 people attend over two days on 22 and 23 October. Highlights included key note speakers Prof Maureen Dollard and Prof Tim Driscoll as well as a range of speakers who shared compelling stories of devastation and hope from across the different industries. Unions NSW is looking to expand the conference in coming years as it has proven to be an excellent way to develop health and safety reps as well as improve delegate and official safety and workers compensation knowledge.
**National Strategy**
SafeWork NSW is still to consult with workers over the implementation of the National WHS Strategy 2012-2022

**Health and Safety Statistics**
Australia still falls short of best practice nationwide as demonstrated by the consistently high workplace traumatic fatality rates.

The largest industry contributors to fatalities at 80% still remains transport, postal & warehousing, agriculture, forestry & fishing, construction, mining and manufacturing. These industries report a much higher proportion of fatalities despite being only a small proportion of the workforce.

Whilst up to date statistics are not available for NSW, in the past we have averaged between 35-45% of national injuries with over 30,000 injuries requiring a week or more off work plus more injuries claimed and unclaimed of lesser magnitude. This does not include deaths caused by disease such as asbestos related diseases or other cancers which number into the thousands.

**WorkCover/ Safe Work Restructure**
Following a restructure of WorkCover, Safe Work NSW is now the new safety regulator while SIRA regulates state insurance and iCare provides the underwriting for state insurances. To date this change has not had any major impact although there are concerns there may be a reduction in the independence of the safety regulator.

Safe Work is the new work health and safety regulator under the Department of Finance, Services and Innovation. The secretary of that department is now the regulator.

SafeWork will be subject to the control and direction of the minister on all matters except for very few decisions related to high end enforcement and ministerial advice.

There are no provisions in the new arrangements that will meet the ILO tri-partite consultation provisions and we are yet to have ministerial confirmation that the government intends to act to support tripartite safety consultation.

**Reviews and Submissions**
Unions NSW has participated in a review aimed at refocussing the regulatory efforts of Safe Work NSW. Unions NSW made submissions into two reviews by Safe Work Australia into modifications to the Model WHS Act and Regulations.

**Policy**
Unions NSW made several contributions to the safety debate in 2015 including developing policies on the registration of high risk machinery such as piling rigs and the establishment of an asbestos eradication fund. The asbestos eradication fund was endorsed by the ACTU Congress and is now national union policy. The aim of the fund is to provide the money needed to remove asbestos from our community and ensure that the cycle of inter-generational exposure and death can be eradicated.
Workers Compensation and Injured Workers

On 19 June injured workers from across the state rallied in Parramatta to commemorate three years since the NSW Government turned their lives upside down with their draconian cuts to the workers compensation scheme. Injured workers told their harrowing stories about the pain and suffering they have been going through and renewed their calls to restore justice with the state’s $3 billion workers compensation surplus. Following a coordinated three tiered campaign the government did agree to roll back some of the cuts and though the changes don’t go far enough to ease the plight on all workers the successful improvements include:

Medical Expenses:

• Threshold for lifetime medical expenses for seriously injured workers is now 20% from 30%;
• Injured workers who have been denied prosthesis and hearing aids will now get them for life;
• Medical benefits will be extended from 12 months to 24 months after weekly payments have ceased for people with less than 10% impairment;
• Medical Benefits will be extended to 5 years for those with 11-20% WPI.

Death Entitlement

• Death entitlements will increase from $524,000 to $750,000 and funeral benefits that have not been indexed for a number of years will be increased from $9,000 to $15,000. These are welcome changes that will add comfort to families of those who die at work.

Weekly payments

• The error of the 2012 amendment limiting the weekly payments of workers near age 65 has been amended allowing for workers to be paid for one full year at retirement age.

Still under review

• A regulation will be issued that will change how Pre Injury Average Weekly Earnings (PIAWE) will be calculated. The regulation has not yet been provided, currently causing a significant amount of stress for injured workers;
• The legislation has changed to enable workers to access legal advice and costs for part of the work capacity review process; however, the method of claiming costs is subject to the regulations.

Return to Work

• Injured workers will be able to claim up to $1,000 for the costs of returning to work with a different employer;
• A worker who has been off work for more than 78 weeks and meets an impairment threshold will be eligible for compensation of up to $8,000 for vocational education and training.

Lump Sum for permanent impairment

• In the category of workers with permanent impairment between 50-70% WPI there will be an increase in the lump sum amount.

Other information

• It is expected there will be a further cut of between 5-20% to employer’s premiums.
in addition to the 17.5% premium cuts already issued with the savings made through cuts to workers benefits and investment returns. This is increasingly frustrating for injured workers and narrows the scope for further rollbacks into the future.

**Unions NSW position**

While Unions NSW welcomes the changes to benefits (not to premiums) they do not go far enough. The State Government’s reinvestment into cutting employers premiums has been borne by injured workers who have suffered from the 2012 cuts. Remaining problem areas include:

- The theoretical definition of suitable employment remains without any prospect of being in employment;
- Medical expenses still have access issues with insurers delaying access to recovery resources due to pre-approval requirements;
- Wages are still discounted by 14.5% (5% compensation and 9.5% super) from day one with further reductions over time;
- Journey claims have not been reinstated leaving approximately half of all workers injured on their way to and from work with no access to insurance protection;
- Restrictions on making multiple impairment claims as an injury degenerates.

**Campaign tiers – Policy, Research & protest**

**Policy**

Unions and the Injured Workers Support Network were able to gain endorsement on the *Workers Compensation System Principles* document from almost all political parties except the Liberal National Parties. Securing the commitment of 85% of candidates in an election year enabled us to inform decision makers about the impact and level of support for injured workers.

**Research**

On March 6 2015 Unions NSW launched the most comprehensive review of the WorkCover scheme since the 2012 Liberal Government changes. *The impact on injured workers of changes to NSW workers’ compensation July 2012 to November 2014* report no. 2 Professor Ray Markey Dr Sasha Holley, Dr Louise Thornthwaite and Dr Sharron O’Neill found five thousand seriously injured NSW workers had been cut off from weekly payments, and 20,000 workers with long-term injuries had lost coverage for medical treatment, as a direct result of the NSW Liberal Government’s cuts to the scheme. The review, commissioned by Unions NSW and undertaken by Macquarie University, was the second instalment in a series of three reports. The review uncovered that the scheme is not meeting its fundamental goal of guaranteeing support for injured workers, and recommends a major overhaul. The report found there has been a 24 per cent reduction in active compensation claims. At the same time, the scheme has achieved a $2.558 billion surplus – and employers’ premiums have reduced by an average of 17% since the cuts. The report painted a disturbing picture of the state’s workers compensation scheme, which is in urgent need of major reform to restore fairness to injured workers. The rollback of a selected number of measures was shaped by the ideas submitted by Unions NSW to enquiries in 2014 which relied upon the research undertaken by Macquarie University. You can download a copy of the report at: [www.unionsnsw.org.au/nswforall](http://www.unionsnsw.org.au/nswforall)
Submissions
Extending our research and policy work, Unions NSW undertook several submissions into workers compensation matters during the year including:

NSW submissions
Consultations regarding the structure of WorkCover;
- Consultations regarding returning the surplus to injured workers;
- SIRA on Return to Work Assistance;
- SIRA Review on the Self Insurer Licensing Framework; and
- SIRA Review into Regulation of Legal Costs for Work Capacity Decision Reviews

Federal submissions
- Submission to the Senate Education and Employment Committee into the Safety, Rehabilitation and Compensation Amendment (Improving the Comcare Scheme) Bill 2015.

Protest
On 19 June injured workers from across the state rallied in Parramatta to commemorate three years since the NSW Government turned their lives upside down with their draconian cuts to the workers compensation scheme. Injured workers told their harrowing stories about the pain and suffering they have been going through and renewed their calls to restore justice with the $3 billion surplus. Another protest was held outside WorkCover in Gosford. Both received media attention ensuring the plight of injured workers remains front and centre in peoples’ minds.

Unions and Rev Fred Nile form agreement on workers compensation
Unions NSW and The Rev Fred Nile MLC, Leader of the Christian Democratic Party formed an agreement in June to work together to improve the outcome for injured workers who have been disadvantaged by the state’s workers compensation scheme. Rev Nile said he strongly supported the reinstatement of medical services for injured workers and is willing to look at the issue of
retrospectivity and work with Unions NSW and injured workers to implement their 12 point plan and push for an inquiry into the impact of the current workers compensation system on injured workers in NSW. Unions NSW will continue political lobbying to ensure change in 2016.

**Injured Workers Support Network**

Much of the success in improving the lives of injured workers must be directed to the Injured Workers Support Network which has provided focus, drive and endless support to and for injured workers who are often forgotten by the workers compensation system and society, becoming isolated in their own homes and communities. The Injured Workers Support Network is activity based and has developed a number of local networks that support local injured workers and ensure that action is both local and state-wide.

**Insurance Council of Australia**

This year the Insurance Council put forward their proposed changes for a consistent workers compensation system. Their blueprint sees a further erosion of workers compensation support rights as insurance companies and business looks to profit from privatisation of injured workers underwriting, claims management and scheme profits.

**Comcare Comet on the horizon**

There are currently three Comcare Bills before Federal Parliament that all aim to make it easier for companies to enter the federal system and make it cheaper for them to do so by reducing workers’ compensation rights. At this stage they are being stalled by the ALP, the Greens and cross-benchers, but there are fears they could be the subject of a double dissolution election if held in 2016 with other key industrial legislation.

**Governance Structures**

The separation of SafeWork (Safety Regulator) and the formalisation of the Workers Compensation Regulator (SIRA) is welcome as this may start the process of allowing the Work Health and Safety Division to focus on the real customers of better safety, the workers who are at risk of injury. Lost in the detail is the subordination of the Statutory Dust Diseases Board to a Ministerial Advisory Council and how iCare and the insurance agents will be held accountable by SIRA.

**Dust Diseases Board: Give with one hand, take away with another**

This year the Baird Government effectively abolished the Dust Diseases Board (DDB) in all but name. Despite the government stating that there will be no reductions in benefits under these proposals the door is now open for cuts to benefits in the future and access to speed support.

**Concerns over the abolition of the Dust Diseases Board**

As only three benefits available to victims are governed by the Act, this creates Ministerial or CEO discretion over all other compensation and activities that the Board administers. i.e. all processes and benefits will be open to being set by the Minister or a bureaucrat.

- **What status will the decisions of the DDB have?** Currently the DDB has a quasi-tribunal status that can be appealed to the District Court if workers are dissatisfied with the decision regarding their claim. With the replacement of the Board with a public servant with no accountability to anyone except the Minister, it is still unclear what dispute processes will be available to workers.
• **Independence of the Board:** The Board is currently made up of three employers and three worker representatives with an independent chair. The Board determines cases, management issues and grants. By making the Board an advisory council status, the industry that contributes to the scheme and who gets affected by dust diseases will lose control of the scheme so that it simply becomes beholden to the decisions of one public servant.

• **Victims groups:** Minister Perrottet stated that victims groups could now have a seat at the table. Unions do not oppose this as long as their appointment and governance does not restrict the vital support the Dust Diseases Scheme can provide organisations.

• **Speed of claims:** Minister Perrottet stated that the instigation of one public servant as the decision maker will speed up decisions. In effect the Minister is adding another level of decision making. The public servant has no requirement for industrial experience in the industries where the exposure is alleged to have occurred, and with no independence due to their reliance on the Minister. The DDB already had the ability to speed up decisions through the meeting of the DDB in between formal meetings via email circular motion in less than 48 hours. Unions support making claims processes faster; however, it is unclear from legislation as it appears to be adding an extra step for the sign off of an injured workers claim.

• **Financial viability of the benefit structure:** Even during the lowest period of the GFC, the DDB scheme only hit as low as 89% funding ratio. This enabled the DDB to weather the downturn without reducing benefits or increasing premiums. An independent Board will ensure the $200 million in surplus that enables certainty for victims will not be ripped from the scheme to pay for other governmental shortfalls.

• **Summary:** By removing the independence of the Board and replacing it with a public servant to determine all matters, Unions are worried that the Dust Diseases scheme will be opened up for insurance management and long term benefit reduction. Insurance companies will be more interested in profits and less in speedy resolution if this increases payments to dying workers.

Asbestos Delegation to Canberra, June 2015
Campaigns, Organising and Political Action

2015 has been a busy year for the campaign team with the State Election in March followed by the Build a Better Future (Federal election) campaign. The campaigning focus has therefore been in the context of elections, but we have been using the campaigns to refine our skills, build local leaders and groups of activists and educate the community about the issues that matter to the labour movement.

State Election

In 2015, we continued to implement our plan for the State Election. The election campaign focused on the privatisation of electricity networks (NSW Not for Sale) with a large media buy (TV and radio) early in 2015 setting up this issue as the key one for all parties in the campaign.

The media buy was complemented by on the ground activity with doorknocking every weekend from 31 January until the election on 28 March: 8 weekends straight. We knocked on over 26,046 doors, had 13,662 conversations with 7564 pledges signed. To achieve these huge numbers there were 1449 volunteer days donated. The pledges were mailed back to voters in the final weeks of the election campaign. There were other high visibility activities including street stalls, handing out information at train stations, candidates forums, workplace visits, wobble boarding along major roads and intersections, and staffing pre-poll and polling booths on Election Day.

LUCCs invited candidates in all 93 state electorates to sign the Jobs, Rights & Services pledge in the lead up to 28 March 2015. Whether the candidate had signed up was displayed on our webpage so voters could readily see where candidates stood on these important issues.
We campaigned in the following seats, which achieved the indicated results.

<table>
<thead>
<tr>
<th>Seat</th>
<th>Candidate</th>
<th>Seat</th>
<th>Percentage</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penrith</td>
<td>Mary Yaager</td>
<td>Londonderry</td>
<td>5.3%</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>14.2%</td>
<td></td>
</tr>
<tr>
<td>Blue Mountains Unions Council</td>
<td>Nicole Cini</td>
<td>Blue Mountains</td>
<td>5.4%</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>13.5%</td>
<td></td>
</tr>
<tr>
<td>Maitland</td>
<td>Mary Yaager</td>
<td>Maitland</td>
<td>4.9%</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Parramatta &amp; Bankstown</td>
<td>Alison Rahill</td>
<td>Granville</td>
<td>3.8%</td>
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</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>5.9%</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>East Hills</td>
<td>0.2%</td>
<td>NO</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>-0.2%</td>
<td></td>
</tr>
<tr>
<td>Macarthur</td>
<td>Julie Griffiths</td>
<td>Campbelltown</td>
<td>6.8%</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>14.1%</td>
<td></td>
</tr>
<tr>
<td>Central Coast</td>
<td>Salim Barbar</td>
<td>Wyong</td>
<td>4.6%</td>
<td>YES</td>
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<td></td>
<td></td>
<td>Gosford</td>
<td>11.9%</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
<td>The Entrance</td>
<td>11.8%</td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12.1%</td>
<td></td>
</tr>
<tr>
<td>Sutherland Shire</td>
<td>Michael Pugh</td>
<td>Miranda</td>
<td>0.0%</td>
<td>NO</td>
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<td></td>
<td></td>
<td>Heathcote</td>
<td>19%</td>
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</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>10%</td>
<td></td>
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<tr>
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<td></td>
<td></td>
<td>11.4%</td>
<td></td>
</tr>
<tr>
<td>Queanbeyan</td>
<td>South Coast LC.</td>
<td>Monaro</td>
<td>2.0%</td>
<td>NO</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>-0.5%</td>
<td></td>
</tr>
</tbody>
</table>

Coalition MPs were defeated in 8 of the 10 priority target seats. The average swing in the metropolitan priority target seats was 8.77% (compared to 7.71% in non-target seats). The average swing in NSW seats where there was a union polling day presence was 10.62%, compared to 9.41% where there wasn’t a union polling day presence. A great result from a lot of hard work.

**NSW Not For Sale**

As part of the 2015 State election Unions NSW, the Electrical Trades Union, Health Services Union, NSW Teachers Federation and United Services Union developed a unifying campaign to support affiliates frame key policy debates and activate members in lead-up to March State election. The “umbrella campaign” was designed to link specific union campaigns with a broader story highlighting the Baird Government’s privatisation agenda in areas such as electricity, education, health, transport, health and disability. The decision was taken to advertise prior to the formal commencement of the 2015 election in order to establish privatisation as the main election issue in voters’ minds rather than advertising in the election period where the message would have potentially been lost in the concentration of political advertising funded by the major parties.

The strategy was underpinned by a significant mainstream media buy supported by free media and associated messaging materials. The key media market buys included:

**Radio ads** in key media markets including:
- Sydney;
- Newcastle / Central Coast;
- WSFM;
- 2GB;
- 2GO; and
- KOFM.

**TV advertising** – focus on key regional marginal seats and metro off peak to get higher frequency of spots on Channels 7, 9, Prime & WIN (20% digital channels).
Digital advertising – Google ad words, YouTube targeted video pre roll and advertising and Facebook targeted ad and promoted post budget.

To ascertain the effectiveness of the NSW Not For Sale campaign UMR Strategic Research was engaged to test the impact of the campaign on the NSW election. UMR polled across six electorates where Unions NSW was active in campaigning.

The key take-outs from these findings were:

- the campaign was effective in making privatisation of assets a key issue for many voters;
- the issue was successful in encouraging voters to consider the issue of privatisation of assets;
- privatisation of assets was the single most dominant issue named by voters; and
- the issue resonated particularly with soft voters.

These findings suggest the campaign was well conceived and well-executed, with strong awareness of both the paid and on the ground media. In particular the decision by unions to go early with a TV buy appears to have been vindicated, with the strong buy helping to define the campaign around the privatisation issue.

The NSW Not for Sale also supported the work of individual affiliates such as the ETU (Stop the Sell-Off) the NSW Nurses and Midwives campaign against the Americanisation of the health system and the USU’s work against local council amalgamations.

The role of Unions NSW in establishing an ‘umbrella’ campaign that sought to supplement and amplify rather than necessarily replace individual affiliate campaigns is a strategy that was effective and will be considered for future elections.

The other positive finding was the high recognition of printed materials, showing that the work of volunteers on the ground hit the mark where it mattered. Again, the consistent campaign messaging was an asset in this regard.
Building our organising and campaigning capacity

The network of Local Union Community Councils (LUCCs) has continued to thrive across the State. While different campaigns come and go, the LUCCs have provided a foundation for links between union activists at the community level under the maxim that organisation leads to power and change. In many areas these had started as “Your Rights at Work” groups in 2005-2007.

Over 2015 the LUCCs have consistently campaigned, organised events and maintained an active social media presence in their local areas. Two new LUCCs were launched: Inner West Unions in August and Hawkesbury in November. Holroyd Action was also established in Merrylands in the lead-up to the 2015 State election to focus on the marginal Liberal-held seat of Granville.
The LUCCs around NSW that are currently active in some form or other are listed below, and most meet regularly (e.g. monthly).

- Greater Macarthur Community Unions
- Penrith Valley Community Unions
- Blacktown Community Unions
- Bankstown Community Unions
- Inner West Unions
- Shire Community Union Alliance
- Ryde Community Unions Alliance
- St George Community Unions
- Central Coast Community Union Alliance
- Cumberland Community Unions
- Northern Beaches Community Union Alliance
- Blue Mountains Unions Council
- Northern Rivers Unionist Network
- Maitland Community Union Alliance
- Clarence Valley Community Unions
- Macleay Valley Community Unions
- North West Community Union Alliance
- Central West Union Alliance – Lithgow/Bathurst
- Central West Community Union Alliance – Orange
- Riverina Community Union Alliance
- Queanbeyan Community and Unions Alliance
- Upper Hunter Community Union Alliance
- Western Plains Community Union Alliance
- Tweed Murwillumbah Community Unions
- Goulburn District Unions

To give an insight into the LUCCs, here is some information about what some of the LUCCs have been up to in 2015.

**Inner West Unions**

After their first meeting in August, Inner West Unions has really hit the ground running with a core team that has participated in over 20 local activities. The core team is highly diverse with volunteers from the Korean, Chinese and Indian communities. This has enabled better communication in the main local community languages through translation of campaign materials, face to face conversations, and phone-banking. Volunteers staffed stalls at several local festivals and supported local events in Reid such as the Global Goals and Climate Change forum and attended fundraisers for local domestic violence services. Education was the main area of focus for Inner West Unions in engaging with local communities. They supported a local Gonski forum and held a screening of the documentary *Ivory Tower* (about university education and student debt). They also held two weekend doorknocking days pushing union messages on penalty rates, nurse-patient ratios and Gonski. Inner West Unions also supported lunchtime events at Concord Hospital and Concord Centre
for Mental Health run by the HSU and the NSWNMA to highlight threats to penalty rates and public health funding.

**Goulburn District Unions**
Goulburn District Unions meets on the first Monday of every month. Activities in 2015 included State election campaigning, enjoying playing a role in securing a 26% swing against Pru Goward in the March election. Volunteers staff monthly market stalls, participate and organise monthly Politics in the Pub events and the annual Republic Dinner. Goulburn union members have also been active in supporting and raising funds for local charity Angels for the Forgotten during Anti-Poverty week.

**Holroyd Action and Council Amalgamations**
Established in Merrylands in the lead-up to the 2015 State election to focus on the marginal Liberal-held seat of Granville, the core team of union volunteers was supported through the election campaign by the ‘Picketing Pops’ (CFMEU retired members association). Rallies and media stunts were held in front of Granville TAFE, Westmead Hospital, Sydney Water, Parramatta Town Hall (CPSU stop work meeting) and the local MP’s office.
Post-election Holroyd Action members have been very active in the Save Our Councils campaign that has grown considerably and were active in a rally of over 2000 people in Martin Place with 2GB radio presenter Alan Jones as speaker. Holroyd Action members also participated in a demonstration to mark the third anniversary of harsh changes to Workers Compensation Laws in NSW and the TWU NSW campaign for Better Buses.

Bankstown Community Unions
A core group of volunteers were involved with the union State election campaign activities and events. Campaigns included NSW Not for Sale, Save TAFE, Stop the Sell Off and Stop Council Mergers. Activities included train station handouts, rallies, stalls at local shopping centres, doorknocking, phone-banking, social media, candidate’s forums and pledge signing events, and Bankstown Markets at the Paceway.
Post-election the focus shifted to Federal issues with activities including a Federal Budget forum. The Build a Better Future campaign has brought together St George Community Unions and Bankstown Community Unions in the marginal Federal seat of Banks.

**Blacktown Community Unions**
Members participated in local union activities and forums in the St Marys area in order to maximise involvement in marginal Liberal-held State seats. Members participated in the Blacktown Council International Day of Mourning, lobbied to keep the name ‘Blacktown’, held shopping centre stalls in Mount Druitt and continue to pressure Liberal and Independent councillors for ongoing funding for Mount Druitt swimming pool. Blacktown union activists also publicly opposed the SBS TV series “Struggle Street” and rallied against cuts to health services at Mount Druitt Hospital. Many active local union members have ongoing involvement with and participated in the Sydney Alliance Job-Seeker Summit hosted by St Patricks Church Blacktown.

**Clarence Valley Community Unions**
Clarence Valley Community Unions (CVCU) has a strong history of activism, most notable in the community effort to keep Grafton Gaol open in 2012. In 2015 the CVCU embraced the ACTU-led Build a Better Future campaign and resolved to focus more on growing community and union member participation and developing new activists by holding regular monthly meetings and ramping up campaign actions. CVCU sits inside the marginal seat of PAGE and works closely with the
Northern Rivers Unionist Network (NRUN) to ensure workers issues are in the public domain. CVCU launched the Build a Better Future campaign in Grafton and participated in the national door knock held in Lismore. During August, September, October and November CVCU held street stalls in Grafton & South Grafton on issues including local jobs, ChAFTA, Gonski, Medicare & saying NO to $100k degrees. Volunteers manned a stall at Yamba markets to raise awareness of local issues and gathered thousands of signatures on petitions. CVCU members held protests outside the local MP’s office over $100k uni degrees & wobble boarded over Gonski. In October CVCU hosted a CHAFTA debate between MP Kevin Hogan & CMFEU Mining & Forestry Division. During November CVCU members participated in the Jacaranda Float Parade & Culture on Clarence festival reaching thousands of people on the issue of Gonski & local jobs. During the run up to Christmas, penalty rates was the number one issue for the community so a stunt organised in December received local front page media attention. CVCU is looking forward to continuing to grow in 2016.

Penrith Valley Community Unions
Penrith Valley Community Unions kicked off a huge year in 2015 campaigning around the NSW Not For Sale campaign to inform the community about the effects of privatisation as well as cuts to TAFE, selling off the poles and wires and the planned privatisation of our health and disability services. PVCU members had thousands of conversations and collected thousands of signatures on petitions. The PVCU were instrumental in the election result in the seat of Londonderry which had a 19% swing at the NSW State Election in March. They also campaigned in the seat of Penrith which had a 13 % swing and significantly reduced the margin. They campaigned under the banner of NSW Not For Sale. The PVCU arranged a number of major events including a major doorknock with over 100 volunteers; candidate forums; jobs forums; market stalls; polling booths and penalty rate stunts to name but a few.
Central Coast Community Union Alliance

2015 saw a huge escalation of campaigning activities and a wave of new union activists get involved in the Central Coast Community Union Alliance campaign efforts in the State Election and Federal Election. From late January the CCCUA targeted their campaign efforts in the state seats of Gosford and The Entrance, engaging local voters through the NSW Not For Sale State election campaign. More than 12 weekend street stalls were held, 20 early morning train station hand-outs and wobble boarding on major road arteries throughout the coast. Drawing closer to the election date, The CCCUA hosted a meet the candidate’s forum in both Gosford and The Entrance attracting over 60 attendees in both. The successful campaigning by the team of 70 strong local union activists on the coast ensured that both voters in Gosford and The Entrance sent the Liberal candidates packing with swings of over 11% in both seats.

In May the newly elected MPs, Kathy Smith, David Mehan and David Harris along with Labor Candidate Jeff Sundstrom attended a post-election celebration in Wamberal publicly acknowledging the efforts of the CCCUA in evicting the Liberals in three out of four seats on the coast.
In August the CCCUA launched the Build A Better Future Federal Election campaign on the coast attracting close to a 100 local activists each in the Federal seats of Robertson and Dobell. The CCCUA also welcomed the commencement of ACTU organiser Aarin Moon who will be co-ordinating the seat of Dobell. Another highlight of the year was a snap rally held to coincide with Tony Abbott’s fundraiser visit to Gosford attracting 80 angry locals within 24 hours notice and dominating the local media stations that night.

The CCCUA also participated in the national led door knock on the 12th and 13th of September coordinating just under 100 local activists to speak with over 700 local voters at their door step on issues ranging from penalty rates, Medicare cuts and 100K uni Degrees and the China Free Trade Agreement.

The year concluded with the CCCUA producing a short satirical video about cutting penalty rates for workers on the coast – which saw more than 53,000 individual online viewers tune in to watch the clip and comment on Facebook.

Blue Mountains Unions Council

In addition to their usual Politics in the Pub events and following a gruelling but successful State election campaign, members of the Blue Mountains Unions Council attended the Macquarie launch of the Build A Better Future campaign at the Springwood Sports Club on August 12. Exactly one month later the group strongly supported a doorknock in the lower Blue Mountains; talking to local residents about the importance of jobs and workers’ rights, penalty rates, universal healthcare, and affordable tertiary education. These campaign themes continued to be the focus of street stalls and morning train stations across the electorate, including a very soggy Glenbrook Spring Festival.

The group joined forces with the Penrith Valley Community Unions to set up a community forum on the China-Australia Free Trade Agreement which was attended by almost 200 people. This collaboration continued through to the end of 2016 with a very successful Christmas-themed media
stunt around penalty rates which attracted over 5000 signatures of support from local communities and resulted in a story in the Blue Mountains Gazette.

**Build a Better Future Campaign**

After a short rest following the State election, Unions NSW joined with the ACTU’s Federal election campaign, Build a Better Future. The campaign kicked off in late 2014 with a survey of union members to identify the key election issues then the passing of workplace resolutions regarding those issues.

The 6 pillars of the campaign are shown in this graphic:
**Target seats**
The ACTU hired five organisers to work with the Unions NSW team on the target seats. Unions ACT coordinates the campaign for Eden-Monaro. The target seats and organisers are set out below.

<table>
<thead>
<tr>
<th>Seat</th>
<th>Local Union Community Council</th>
<th>Organiser</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banks</td>
<td>Bankstown Community Unions / St George Community Unions</td>
<td>Maryanne Stuart (ACTU)</td>
</tr>
<tr>
<td>Dobell &amp; Robertson</td>
<td>Central Coast Community Union Alliance</td>
<td>Aarin Moon (ACTU) Salim Barbar (Unions NSW)</td>
</tr>
<tr>
<td>Lindsay</td>
<td>Penrith Valley Community Unions</td>
<td>Mary Yaager (Unions NSW)</td>
</tr>
<tr>
<td>Macquarie</td>
<td>Blue Mountains Unions Council</td>
<td>Aaron Reynolds (ACTU)</td>
</tr>
<tr>
<td>Page</td>
<td>Northern Rivers Unionist Network; Clarence Valley Community Unions</td>
<td>Sharryn Usher (ACTU)</td>
</tr>
<tr>
<td>Gilmore</td>
<td>Unions Shoalhaven</td>
<td>Lisa Kremmer (ACTU)</td>
</tr>
<tr>
<td>Eden-Monaro</td>
<td>Unions ACT / Queanbeyan Community Unions</td>
<td>Naomi Brooks (ACTU)</td>
</tr>
<tr>
<td>Reid</td>
<td>Inner West Unions</td>
<td>Alison Rahill (Unions NSW)</td>
</tr>
</tbody>
</table>

By having the LUCCs, Unions NSW was at a distinct advantage to other States. We had a ready army of activists to focus on the campaign. Many other States were starting from scratch.

In July, both the Unions NSW and ACTU organisers attended training in Geelong with all the organisers from around the country. It was a great learning and bonding experience. We then hit the ground running aiming to hold three high visibility actions each week and contact new potential activists within 48 hours.

**Campaign Launches and We Are Union**
Each campaign held a launch in the early weeks. In early September, we also launched We Are Union in Newtown to engage with our inner-city activists and encourage them to be part of our Build A Better Future campaign in Reid, a short car-trip or train-ride away.
**Australia’s Biggest Doorknock**

The first major campaign activity was a doorknock on the weekend of 12-13 September. Eight doorknocks were held in NSW over the two days. A mammoth effort.

The overall statistics were:

- 1233 doorknockers
  - 231 in QLD
  - 426 in NSW
  - 85 in ACT/Eden-Monaro
  - 231 in VIC
  - 30 in TAS
  - 124 in SA
  - 76 in WA
  - 30 in NT
- 20,098 doors knocked
- 7,285 conversations
- 23 electorates

#BetterFuture trended all day on Saturday, with wonderful photos posted on social media, mainstream media coverage, thousands of petitions signed, new volunteers identified and many agitated LNP MPs.

**Voter identification**

Given that the numbers of union members in marginal seats could influence the outcome in those seats and following on from the success of this strategy during the State election, affiliates were asked to participate in a voter ID process. This involved union members being contacted about their voting intentions, their key issues and their interest in getting involved in the campaign. The phoning was coordinated by the ACTU with an unprecedented level of affiliate engagement. Many activists were identified and the members who are undecided will be contacted again closer to the election date.

**ChAFTA Town Hall meetings**

In October, China Australia Free Trade Agreement (ChAFTA) Town Hall style meetings were held. The local Member of Parliament was invited to debate a senior union leader regarding the Agreement. Not one MP in NSW took up the challenge. About 600 people attended these events, showing significant community interest and concern about the impact of ChAFTA on local jobs and Australia’s sovereignty.
ChAFTA Rally
On 31 July, thousands of workers marched on NSW Parliament to protest against ChAFTA and call for the protection of local jobs. Loud boos and chants echoed through Macquarie Street as more than 2000 unionists rallied, worried that the FTA would allow Chinese workers to replace local workers on major construction projects. Russ Collison, Lina Cabaero and Mark Lennon spoke, as well as a number of workers.
Penalty rates stunts
In November and December, organisers held penalty rates stunts in their seats. These served to reinvigorate the local activists after months of hard campaigning and add a little fun to highlight a serious issue.

- On the Central Coast, the Grinch and a “local corporate executive” spoke to early morning commuters about their desire to cut wages and get rid of penalty rates. They were not popular. The video went well on social media attracting over 50,000 views.
- In Penrith and the Blue Mountains locals were asked to sign a letter to Santa saying all they wanted for Christmas was penalty rates. Activists dressed as Santa and his elves to ask for the signatures. Over 4000 letters were signed. These were then delivered to the local MPs offices, where Christmas carols with new penalty rates themed lyrics were sung.
- In Banks locals were asked to present a card to the workers in the local shops that said “I shop here and I support penalty rates”. A video was also produced of local workers talking about the importance of penalty rates which they said allowed them to meet their caring responsibilities and household expenses. The Banks video had a reach of 36,000 had 10,733 views.
- In Page, locals participated in the Jacaranda Festival and parade with a penalty rates theme. They also had stalls at the Lismore Car Boot markets and in Grafton with Santa’s helpers having Santa letters available to sign & lapel stickers that showed support for penalty rates.
- In Gilmore, locals sang jingle bells with modified words to talk about penalty rates. They made a video for social media and visited their local MP to ask her to support penalty rates.
- In Reid Santa’s elves held a stop work meeting and rally in support of penalty rates, posting a wonderful video online reaching 22,100 with 7,251 views.
Sydney May Day 2015

Over 5000 workers, unionists and community activists participated in the annual May Day march held on Sunday May 3 to celebrate 160 years since Sydney workers won the historic eight hour day. Marchers assembled at Sydney’s iconic Town Hall and were entertained with a live music band and galvanised by impassioned speeches from union and community leaders including – John Falzon (St Vincent’s De Paul), Lina Cabaero (Asian Women at Work), Sally McManus (ACTU), Maree O’Halloran (Welfare Rights Centre NSW), Rita Mallia (CFMEU), Paul McAleer (MUA) with our own Mark Lennon leading the charge. The event continues to be a way for workers to celebrate our past victories and continue the fight for a better future.
**May Day Toast**

We held another huge May Day Toast in 2015. Standing room only - 350 proud unionists and supporters packed out the Workers Bar in Balmain on May Day. The atmosphere was euphoric and they raised their glasses in solidarity with workers around the globe to celebrate this historic and proud union event. Remembering the struggle workers endured back in the mid-1800s to secure the 8 hour day. Mark Lennon made the official May Day Toast. Speeches were also made by May Day Veteran George Gotsis and Rita Mallia Vice President of the May Day Committee.
Various Union Campaigns and Rallies
Campaigns, Organising and Political Action

Unions NSW 2015 Annual Report
**People’s Climate March**
On Sunday 29 November Unions NSW and our LUCCs joined with faith and environmental organisations in the People’s Climate March to lend support to the Paris Climate Talks. Across the globe, 785,000 people in 175 countries hit the streets at more than 2,300 People’s Climate March events. In Australia, more than 50 towns and cities were represented. Unions in Sydney marched under the banner ‘Climate. Justice. Jobs.’ Sydney’s turnout was estimated at about 45,000. In a first, a joint doorknock with the Reid campaign and Get Up! about Climate Change and the Build a Better Future campaign had been held the previous weekend.
Cultural Festivals and Events
LUCCs maintained a visible presence in their local communities, with a colourful presence at community and cultural festivals and events, including:

- Granny Smith Festival
- Korean Day Festival
- Rhodes Moon Festival
- Deepavali Indian Festival of Lights (Hindu Council of Australia)
- Strathfield Family Festival
- Auburn Festival
- Waitangi Day Festival in Merrylands
- Holroyd Family Fun Day
- Werrington Festival
- Penrith Festival
- Blue Mountains – Winter Magic
- Penrith Show
- Granny Smith Festival – Ryde
Community Engagement

International Day of Mourning

The International Day of Mourning is held to honour those who have lost their lives at work. Unions NSW organised the annual International Day of Mourning ceremony on April 28, 2015. This was our 17th annual event where Unions NSW and WorkCover invite the families and friends of those who have tragically died from a workplace fatality or work related disease. This year’s event was attended by over 400 guests with many families and friends of loved ones travelling great distances to attend. Guests included Minister Perrottet, representing the NSW Government, Luke Foley, the Leader of the Opposition, Vivek Bhatia, WorkCover CEO, and Professor The Hon. Dame Marie Bashir. Multi faith representatives also presided over the event.

Pauline Anthony, who lost her son to a workplace accident, spoke on behalf of bereaved families at the event. As part of the event, family and friends of loved ones placed memory cards and flowers on the “Memory Lines” sculpture, which was designed as a permanent memorial to men and women killed as a result of work-related accidents and disease.

Real men wear pink

Unions NSW entered into partnership with the National Breast Cancer Foundation (NBCF) for the second year to launch the Real Men Wear Pink Campaign in 2015 to raise money for vital research for breast cancer. The campaign was officially launched at Unions NSW on the 22 October where Unions NSW set a target of $25,000 over 12 months. Unions NSW donated $5,000 to kick start the campaign. At the launch Unions NSW challenged unions to get involved in the initiative and wear something pink, very creative and outrageous. We were certainly not disappointed. A number of unions went all out and it was a huge success. The event was judged by Scott Cam of The Block fame and he was very impressed by the creativity demonstrated on the evening, in particular Mark Lennon strolling down the cat walk in his pink nightie. The great news is Unions NSW has already reached the $25,000 target set thanks to the unions getting behind the campaign in 2015. The aim now is to double or triple this amount in 2016.
Some of the actions included:

- The New South Wales Nurses and Midwives Association held an event in November raising over $5,000.

- The Maitland Community Union Alliance got the whole town of Maitland behind a fundraiser in November and raised thousands of dollars.

- The Building and Construction Unions held a launch at a major building site in Vaucluse with Multiplex and the Moran Health Group raising more than $10,000.

- The SDA held a golf day, the TWU held a morning tea and there are plans for unions to hold a number of events throughout 2016 with Sydney Buses planning to go pink for the day.
Youth Engagement

Union Summer
Unions NSW ran the Union Summer internship program from February 2-20 2015. The internship provided young people with an opportunity to work with a union for three weeks and gain an understanding of how unions work to represent their members. This year 24 young people and 15 unions participated in Union Summer.

Thank you to the unions who participated: AMWU, ASU, IEU, APHEDA, Unions NSW, MEAA, NSWMA, NTEU, NTHC, RTBU, NUW, HSU, Professionals Australia, TWU, AWU - National and United Voice Liquor and Hospitality Division. Union Summer will be run in 2016 from February 1-19.

Other examples of Unions NSW youth engagement initiatives include the following:

- Various stalls at University and TAFE open days about union issues and rights at work.
- In the Busking for a Bachelor's Degree video stunt Lawson Tanner, a year 12 student at MacDonald College Strathfield, pretended to be a busker at the Burwood Festival. He pranked passers-by to donate more money to help raise the funds to pay for a $100K university degree. In addition to volunteering for campaign activities such as doorknocking, Lawson also spoke at the screening of Ivory Tower at the Australian Catholic University and danced in the Save Santa’s Penalty Rates video.
- Many other young people engaged in Unions NSW campaigning activities including Lawson, Rosie Cox (a Year 10 student at Strathfield Girls High) and Ganesh Chandra.
- Inner West Unions teamed up with the Australian Youth Climate Coalition (AYCC) and GetUp! to host a doorknock where volunteers could opt to talk about either climate change or penalty rates. Organisers and speakers for the doorknock were all young people.

Community Outreach
Unions NSW community organising staff connected with and continued to build relationships with organisations with whom we share common values:

- Asian Women at Work and Immigrant Women’s Speakout Association – co-hosted a NSW State Election information forum and heard from ALP and Greens candidates with around 100 participants.
- Community Migrant Resource Centre – AGM celebration, public safety forum and plaque unveiling.
- Relationship building and supporting the cause of justice for young temporary migrant workers with local volunteer based networks, namely Taiwanese (T0WHY) and Korean (KOWHY) Working Holiday youth groups. Participated in the Working Holiday festival, hosted meetings and planning days. KOWHY volunteers also attended the Unions NSW OHS conference and Sydney Alliance community organising training.
- Attended Jewish Board of Deputies annual event.
- Attended events with members of Migrante, PAWA-Gabriela (Philippines Australia Women’s Association), APDP (Action for Peace and Development in the Philippines) and PAUL (Philippines Australia Union Link) organisations with the aim of welcoming newly-arrived members of the Filipino community, providing relevant and updated information on issues
and concerns about the Philippines and Australia and facilitating activities as pathways to community building.

- Fundraising events for the Nepal earthquake appeal with the Asian Australian Alliance.
- Attended national day celebrations held by the Philippine Community Council of NSW (PCC-NSW), the peak body of the Filipino community in cooperation with the Philippine Consulate General in Sydney.
- Hosted stalls at the NCOS 30th Anniversary conference and ACOS annual conference.

**Port Botany Community Assembly**

In early August Hutchison Ports purported to terminate 100 workers by SMS and email. A community assembly formed at Port Botany that continued for 136 days, finishing 6 days before Christmas with a just result from the historic struggle. Unions NSW held a Council meeting at the Assembly on 13 August, the day the Federal Court issued an injunction to stop the sackings. Many affiliates, union members and supporters spent time at the Assembly at all hours of the day and night.
St Vincent de Paul CEO Sleep out

On 18 June 2015, 1300 CEOs slept out in the cold. Experiencing for one night what over 100,000 Australians experience every night. The event has increased the profile of homelessness and raised crucial funds for Vinnies homeless services.

Once again unions showed their support for the Sleep-out. Mark Lennon, Gerard Dwyer and Bernie Smith (SDA), Alex Claassens (RTBU), Gerard Hayes (HSU), and Sam Crosby (McKell Institute) joined the CEO Sleep-out at Carriage Works, Redfern and endured a freezing and very wet night.

Thanks to the support of the union movement $34,688.00 was raised by the Unions Team.

Jeff Shaw Memorial Lecture

2015 marked the 5\textsuperscript{th} Annual Jeff Shaw Memorial Lecture which was held at Trades Hall on June 5. This year’s address was made by The Honourable Phillip Boulten SC former President of the New South Wales Bar Association. Phillip spoke about the emergence over the past 20 years of investigative bodies like the Independent Commission Against Corruption (ICAC) and the role they play in uncovering corrupt behaviour. The lecture attracted around 100 attendees from unions, the law society and representatives from the Shaw family.
Retired Union Member Association

Unions NSW, along with the Combined Retired Union Member Association (CRUMA), organised an event attended by over 100 retired union members at Trades Hall as a ‘call to action’ around the Federal Election campaign. A resolution from the meeting was to continue quarterly campaign meetings of retired union member associations at Trades Hall to be hosted by Unions NSW. Retired members continue to play an important role through participation in countless campaign activities and are an emerging campaigning community.
Sydney Alliance
Unions NSW participated in strategic planning sessions and council meetings to develop and finalise the Sydney Alliance five-year plan and update the Sydney Alliance Constitution.

Unions NSW also participated in the Sydney Alliance in a number of other ways including the following:

- Assisted with training and turning our participants for two sessions of Foundations training at Settlement Services International Ashfield and Uniting Church North Parramatta.
- Co-hosted an Olive Ribbon event ‘education and information’ session about Islam with Sheikh Ahmed Abdo.
- Chaired the union caucus for the Peoples Climate March (PCM) which included organising a film screening of Naomi Klein’s documentary *This Changes Everything*, involvement in planning sessions, participation in the march alongside 300 organisations and 45,000 participants and taking part in debrief sessions. Unions NSW also hosted a PCM information stall at the IEU Environment Conference.
- Hosted a briefing on *Changing the Conversation*, a Sydney Alliance initiative regarding asylum seekers.
- Actively participated in the housing team focusing on improving access to housing for Sydney workers.
- Hosted Save Our Weekend roundtables with United Voice, SDA, Uniting, Baptist, Catholic Sydney Diocese, Anglican churches to build relationships and find common ground around respecting Sundays.

Mother’s Day Classic
For the second year in a row Unions NSW fielded a team to run or walk the Mother’s Day Classic to raise money for breast cancer research. This year the CFMEU, NSW Teachers Federation, TWU, NTEU and families participated. $5,189.00 was raised.
160 Labour Day Dinner

Last year’s October long weekend marked an historic 160 year anniversary and celebration of a group of Sydney Stone Mason’s that organised, demanded and secured the first ever 8 hour day in Australia. This milestone was celebrated with a dinner of unionists, union supporters and progressive political representatives at NSW Parliament House. Almost 250 guests attended the function, listened to inspiring speeches and participated in the hugely anticipated raffle draws. The night also included guests being shown a special video message from labour legend Johno Johnson – the first time his health had not permitted him to attend and co-ordinate a Labour Day Dinner in more than four decades.

Union Aid Abroad (APHEDA)

Unions NSW continued to provide financial support for Union Aid Abroad-APHEDA, particularly for a project which provides OH&S, health and pre-school services for families living and working on a garbage dump in Manila in the Philippines. Thousands of families live and work on the huge garbage dump, with children helping parents pick recyclable items from the rubbish. The Institute of Occupational Health and Safety and Development (IOHSAD) of the Philippines Unions has established community-controlled children’s services in Hapilan to address the curse of child labour in such an unhealthy environment. Unions NSW supported this project with $10,000 in 2015. This enabled the new early childhood education centre to enrol 30 new girls and 20 boys in classes for the year. The early childhood education, along with health services, allows the children to later gain places in the primary schools.

UNHCR

Unions NSW continues to support UNHCR and in 2015 took a table at the UNHCR World Refugee Day Breakfast which was held on Mother’s Day 2015 to celebrate and honour the role of mothers and how together we can make a life-changing difference to refugee women.
Communications

Communications strategy

Jobs Rights and Services – building a story to support the brand.

Our Jobs Rights Services brand strategy continued to drive the communications work of Unions NSW in 2015.

The Jobs Rights and Services brand is supported by a credible narrative that captures the public’s attention and points out the failings of the coalition government in delivering secure and decent jobs, strong rights and quality public services while also making the connection between state and federal politics and how both are governing for the big end of town.

Through our communications we also try to create a shift in the minds of the public when it comes to the union movement and what we are about by:

1. Driving home the point that unions are not just about rights and conditions at work, they are a way of life. Without the victories of the past we wouldn’t enjoy the way of life we do today and our future way of life depends on victories to come.
2. Crushing the idea that unions cripple business by making unrealistic demands by highlighting how union members are ordinary people from all walks of life, who want to work hard but also enjoy time with their families and be able to speak up about unsafe and unfair work practices without fear of losing their jobs.
3. Reminding people that it is not okay for corporations to maximise profits at the expense of workers’ pay and conditions and without fair taxation corporate profits only benefit a very few people.
4. Encouraging people to join their union to make the future better.
5. Ensuring we have a say in the political decisions that impact on the economy and our way of life.

Unions NSW once again was prominent in the state’s media across television, radio, print, and digital channels in 2015.

Unions NSW Secretary Mark Lennon took a dominant role as spokesperson for Unions NSW with two principles in mind – to connect the state and federal Liberals and to remind people whose interests the Liberals represent.

Over the first half of the year Unions NSW reached a total audience of over 16.5 million people through press media mentions. The peak on February 26 correlates with the launch of the Unions NSW Not For Sale campaign and the release of paid TV advertisements. The next big peak on March 4 relates to the March4OurRights march which took place around the country.
An analysis of coverage produced in the 152 days between 28 Jan 2015 and 28 Jun 2015 from 2 folders (Unions NSW - Press, Unions NSW - Radio & TV) found 213 items. This coverage reached a cumulative audience of 16,861,202 and had an advertising space rate of AUD 1,976,727.

- The highest volume of coverage occurred on 26 Feb 2015, while the lowest volume of coverage occurred on multiple days.
- The largest cumulative audience occurred on 26 Feb 2015, while the lowest occurred on multiple days.
- The highest advertising space rate occurred on 30 Jan 2015, while the lowest occurred on multiple days.
Over the second half of the year Unions NSW reached a total audience of over 20 million through press media mentions. The peak on the 13 August relates to unions calling on Dyson Heydon to resign due to impartiality.

Some of the other notable media generated by Unions NSW included:

- NSW Not For Sale campaign highlighting concerns with the privatisation of public assets during the lead up to the state election campaign which made it the number one issue for voters at the March election.
- Calls to stop the TAFE cuts across the state.
- Opposing continued attempts by the Coalition Government to change the governance of superannuation funds that would leave millions of workers worse off.
- Arguing for the need for extra safeguards in internships including an expedited complaints process for workers who speak out about being underpaid.
- Pushing the case for a more diverse mix of housing, including more affordable housing.
- Engaging in the ongoing public battle for workers compensation entitlements to be restored, notably around the release of Unions NSW commissioned research which identified the extent of the impact of the cuts on workers and their families.
- Calls for urgent action from the NSW Government on the safe dumping of asbestos and the need for a building levy to fund it and tougher enforcement of the ban on asbestos products.
- Advocacy for Western Sydney.
- A strong voice in the fight to protect penalty rates and stop cuts to community services.
- Arguing for equal pay and no cuts to the minimum wage.
- Opposing the Abbott Government’s cuts to Paid Parental Leave.
- Advocating for changes to the PPL scheme for workers in dangerous professions.
- Fighting against wage theft by unscrupulous employers.
Mark Morey, Today Show, Channel 9

Emma Maiden, Paid Parental Leave Protest, Channel 9
Unions NSW digital communications

The Unions NSW communications team uses multiple channels to reach the workers of NSW. The main UnionsNSW.org.au website is augmented by social media channels such as Twitter, Facebook, and YouTube, as well as email. Engagement with followers is driven by topical Facebook posts and tweets and inviting engagement in actions including digital letter writing and petition signing campaigns through our website.

Unions NSW online community has grown considerably over the past 12 to 18 months. We have expanded from an email list of 26,924 in July 2014 to 40,365 in December 2015 while our Facebook supporters have grown from 4,554 to 9,040 achieving an average daily reach of 13,131 with an impressions average of 27,311. Our Twitter followers increased by more than 3,000 tweeting at an average of just over 2 tweets per day, amplifying campaign hashtags, and retweeting prominent points of view which assist in active campaigns. (See graph below)
**Best performing posts**

The top Facebook posts tended to be topical posts most of which lampooned the Federal Government.

**Post number 1: Happy Labour Day – 206,982 Reach**

Most people might not remember, but this October long weekend is more than just about footy finals or going up the coast with the family. It's a celebration of past victories for the labour movement winning the all-important 8 hour day in 1856, but also the fight against the modern day challenges of growing insecure jobs, weekend pay rates under attack and cuts to our public services.

Let's raise a toast this long weekend and reflect on the workers within our movement, who keep on striving to ensure our community has a better life, filled with secure jobs, strong workplace rights and world class public services.

Happy Labour Day!
The money federal government departments are saving through job cuts is being cancelled out by a massive increase in the costs of high-paid consultants and contractors.

Prime Minister Turnbull has vocalised his support of public servants and that he doesn’t want the public service to be eroded by consultants.

"...make sure they do the work that is their core responsibility, as opposed to outsourcing everything."

Turnbull needs to stand by his word to do something about public sector cuts because contracting leads to a revolving door, poorer efficiency and a blow out in costs not to mention unemployment and an increase in insecure work that impacts on so many families.

http://www.smh.com.au/.../soaring-consultant-costs-cancel-out...
Post Number 3: Why don’t poor people just buy more money? – 86,496 reach

You have probably all heard by now that yesterday Joe Hockey told us if we wanted to buy a house we should just “get a good job that pays good money.”

But with wages growth in the private sector (which is where Joe said the money is to be made) slumping to it’s equal lowest level since 1997, it’s not going to be easy to find that “good money”.

And too bad if you’re in the public sector because, according to Joe, you need to do better than being a nurse, police officer or teacher if you want to buy your own home one day.

Next thing you know he’ll be telling us to just buy more money. Wouldn’t that solve everything?

Why don’t poor people just buy more money?
Post number 4: NSW Not For Sale Video – 71,936 reach
Post number 5: Queens Birthday Long weekend penalty rates meme – 62,304 reach

Thanks to all those working this long weekend, and if you’re not working, make sure you enjoy it to the full and thank any workers you run into, giving up their time to make our lives easier.

BOSSES, KEEP CALM and PAY PENALTY RATES
THIS QUEEN’S BIRTHDAY LONG WEEKEND

62,304 people reached

boosted
**Unions NSW website**

Last year Unions NSW overhauled our website to provide a more contemporary online presence incorporating strong branding, improved readability and streamlined navigation to make the entire experience more satisfactory for the user.

With the bulk of online traffic moving consistently to mobile platforms, the site is fully responsive for all devices and browsers, from desktop and laptop, to tablets and mobiles.

The new site has additional functionality and serves as the online platform for all Unions NSW campaigning activities.

We would encourage you to explore the new Unions NSW website and provide us with your feedback of the experience. Email Saoirse Connolly at sconnolly@unionsnsw.org.au

The email, twitter, and Facebook platforms helped to drive people to our website, unionsnsw.org.au, in 2015 which saw 120,615 sessions with 74,238 users.

<table>
<thead>
<tr>
<th>Unions NSW Nationbuilder Site Stats</th>
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<tbody>
<tr>
<td>Sessions</td>
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<tr>
<td>Users</td>
</tr>
<tr>
<td>Pageviews</td>
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<tr>
<td>Average Session Duration</td>
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<tr>
<td>Pages per Session</td>
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</tbody>
</table>

Once at the site, users took advantage of the gridserver Letter to the Editor and Email your MP tool, with the email the Prime Minister being the most popular tool with 738 emails sent.

<table>
<thead>
<tr>
<th>Gridserver Tool Usage</th>
<th>Emails Sent</th>
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<tbody>
<tr>
<td>Email the Premier</td>
<td>8</td>
</tr>
<tr>
<td>Email the Prime Minister</td>
<td>738</td>
</tr>
<tr>
<td>Letter to the Editor</td>
<td>53</td>
</tr>
<tr>
<td>Email your Local MP</td>
<td>2</td>
</tr>
</tbody>
</table>

Users of the site also took advantage of Nationbuilder’s petition function. In 2015 we collected 9,238 signatures including 2,724 new sign ups.
Additionally to the Nationbuilder petition platform, Unions NSW has been assisting in the trial of the new union-made campaigning platform Megaphone.org. This allowed us to launch specific campaigns in support of affiliates. 1621 signatures have been collected in the 2 months the petition platform has been active.

Unions NSW also delivered 27 pieces of video which were uploaded to YouTube.
These videos garnered 7,225 views.
**Thunderclap**

A Thunderclap allows social media users to sign up to a specifically timed and coordinated online action using their Twitter and/or Facebook account. It is about taking co-ordinated, strategic action to help create a positive change. We first tested a Thunderclap during the NSW state election. A ‘Put the Liberals last’ message was shared on Facebook, Twitter and Tumblr by 169 supporters to an audience of 101,644 people. This was another first for the Unions NSW digital team.
Social Media Presence of the LUCCS

During the 2015 NSW State election, a team of field organisers had responsibility for the LUCC Facebook pages or Twitter accounts for their local areas and following that, the LUCC page administration has been shared with local activists, campaign organisers and the comms team at Unions NSW. The total likes are still small but they have grown considerably over 2015.

Affiliate support

The overarching aim of the Unions NSW communications team is to act as the umbrella for our affiliates and to amplify affiliate campaigns. The Unions NSW communications team is committed to increasing co-operation and collaboration with affiliates so we can work together to identify opportunities to amplify campaigns and unify union messaging. In 2015 we held four union Comms Committee meetings that encourage the sharing of skills and ideas and working collaboratively to achieve common goals. These meetings will kick off again in 2016.

The Unions NSW communications team is firmly committed to further developing our digital campaign capacity in order to utilise online campaigning to its full potential and reap the benefits of building a politically powerful online community.

Any feedback on how the Unions NSW communications team can further assist your union please do not hesitate to contact Communications Director Saoirse Connolly at sconnolly@unionsnsw.org.au

Unions NSW Directory

The directory is directly accessible from the Unions NSW home page. It is a fast, efficient and up-to-date database of who’s who in Unions NSW and its affiliates. Affiliates are now able to add a logo and description of their coverage. For those who like a hard copy of the directory, you can now download the directory in a handy booklet form.
**Education Forums, Training and Seminars**

Unions NSW has had a very successful year in running and hosting events and training for affiliates.

The following list is a sample of the events held at Unions NSW:

- Regional LUCC Training
- WHS Awareness Training
- WHS Entry Permit Training
- WHS HSR Training
- Social Media Training

**Additional Events and Training at Unions NSW**

1. In July Unions NSW facilitated a delegates Workshop for HSU Aged Care delegates who are commencing a campaign for improved recognition of the skills required in the sector. The campaign aims to link improved skills, higher staffing ratios and the quality of residents’ and patients’ care, in a community and workforce campaign for the sector.

2. In August, Unions NSW conducted a training workshop in conjunction with Ms Alex Heron, (Research Associate Women and Work Research Group, University of Sydney Business School). The purpose of the workshop was to consider how to increase both the spread and quality of Domestic Violence Leave Clauses particularly in Collective Bargaining Agreements. The Seminar was well attended with representatives from both blue collar and white collar unions.

3. During the latter half of 2015, a series of industrial relations seminars were held. The topics ranged across legal and industrial issues, as well as the challenges arising from a changing economy and the challenges arising from the need to organise across enterprises in industries and sectors.

The table below represents the topics and speakers for the period. A total of 70 people attended throughout the year. A brief survey was sent out to participants, and the results were positive both as to the content and the structure of the seminars.

Unions NSW would like to particularly thank the presenters. Their contributions were outstanding and their willingness to take time out of their very busy schedules to make informed and learned presentations and join in lively discussion was greatly appreciated by everyone who attended.

*It is proposed to continue these seminars into 2016.*
4. In September this year a Committee to celebrate the Centenary of the 1917 General Strike in NSW was established. The Committee has had three meetings to date and it is planned to broaden participation in the Committee at its next meeting in February 2016. The Committee is fortunate to have the assistance of Professor Luck Taksa, who is acknowledged as having done pioneering and original research on the strike and its aftermath. It is planned to have, as a minimum, an exhibition of photographs and original material illustrating the various aspects of the event, and a dinner at the old Carriage Workshops at Eveleigh on August 2, 2017, which is the Centenary of the day the workers walked off the job at the Randwick Tramways Workshops in 1917.

**Other speakers throughout the year included:**

- 21 July, 2015, seminar discussion and public forum with Prof Peter Ackers of Loughborough University and Jo Schofield and Michael Walton on the panel discussing trade unions as professional associations – ‘Is “partnership” the way forward’?
- 11, June, 2015 annual Jeff Shaw memorial lecture presented by Phillip Boutlen S.C.
- 14 December, 2015 Dr Emily Schindeler discussed her approach to workplace violence theory including studying the apparent acceptance of workplace violence. This topic remains a key unsolved safety issue for a number of our workplaces.

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>Speaker</th>
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<tbody>
<tr>
<td>Tue 4 August 2016</td>
<td>The Aurizon decision&lt;br&gt;Implications for bargaining going forward</td>
<td>Thomas Costa&lt;br&gt;Legal Officer-RTBU National Office</td>
</tr>
<tr>
<td>Tue 1 September</td>
<td>The state of play on adverse action cases - is the jurisdiction finished as a practical option for unions?</td>
<td>Alex Grayson-Solicitor, Maurice Blackburn</td>
</tr>
<tr>
<td>Tue 6 October</td>
<td>The ‘sharing economy’-Implications for Organising of the Uber/Airbnb model of service provisions</td>
<td>Tony Sheldon Federal Secretary, TWU</td>
</tr>
<tr>
<td>Tue 10 November</td>
<td>‘Apprehension of bias’- some contemporary comments on the application of this legal concept.</td>
<td>Tony Slevin-Barrister&lt;br&gt;HB Higgins Chambers</td>
</tr>
<tr>
<td>1 Tue December</td>
<td>Moving beyond enterprise based bargaining/organising - Can we envisage moving beyond enterprise based models towards industry and collaborative union campaigns to improve outcomes?</td>
<td>Dr Chris F Wright&lt;br&gt;Post-Doctoral Fellow, University of Sydney</td>
</tr>
</tbody>
</table>
International guests 2015

Unions NSW hosted the following delegations:

• Guangdong Provincial Trade Union Council Delegation to Australia and New Zealand;
• Australia-Korea Journalist Exchange, visit by five senior Korean journalists;
• Rengo Tokyo prefecture delegation from Japan;
• Bangladesh textile president

Women’s Committee

The Unions NSW Women’s Committee continued to meet monthly in 2015. This year the committee focussed on the fight for paid parental leave and the continued campaign for universal access to paid domestic violence leave.

PPL Action

2015 saw a massive attack on Paid Parental Leave (PPL). After committing to the introduction of six months wage replacement paid parental leave at the election, the Abbott (now Turnbull) Government abandoned the policy. Adding insult to injury, the Coalition Government then called new parents ‘double dippers’ and removed the right for parents to access both employer provided leave and the Government’s universal PPL Scheme. Union women fought back, staging a rally and ‘spitting the dummy’ at the front of Joe Hockey (then Treasurer’s) office and launching an online petition and internet shareables which pointed to the absurd, unfair and duplicitous nature of the Government’s new policy. The petition received 1020 signatures, including 450 new sign ups. The Unions NSW women’s committee also made a submission to the senate inquiry into the PPL Amendments. The Legislation restricting access to PPL for up to 80,000 families has not yet passed the Parliament. The Unions NSW Women’s Committee will be taking the fight into 2016 to stop the Government’s cuts to PPL while continuing to campaign for universal paid parental leave which provides women with six months of leave at wage replacement, with superannuation.
PPL win for women in dangerous industries

Following intense lobbying from Unions NSW and the Australian Jockeys’ Association (AJA) the Federal Government confirmed in December it would change PPL eligibility requirements for women working in dangerous industries. Currently health and safety rules mean jockeys can’t continue riding after their first trimester (three months), yet paid parental leave rules require women to have worked at least 10 out of the 13 months prior to the birth of their child. While this is a huge win for women in these specialised professions, it’s only one of the barriers that need to be broken down to achieve true equity for women at work. Unions NSW will continue to campaign for workplace rights that promote equality for women at work.

IWD

For International Women’s Day 2015 women marched in solidarity with women who have experienced family and domestic violence and called on the State Government to ensure women’s only specialist services in NSW continue to receive necessary funding. The march heard from ASU Secretary, Natalie Lang and PSA member and domestic violence support worker, Pauline Nolan. The Unions NSW Women’s Committee continued to campaign for universal access to paid domestic violence leave for women who have experienced family or domestic violence. In 2015 Unions have been successful in bargaining for DV clauses. In Australia there are currently 860 collective agreements which include a DV clause, providing access to about 2 million workers. Unions NSW conducted training in October 2015 on the key elements of bargaining for domestic violence clauses. Unions NSW also campaigned for universal access to paid domestic violence by having the right included in the National Employment Standards and including coverage of casuals.
**Equal pay**

The gender pay gap is 17.9% (average full time earnings), which translated into an additional 65 days of work for women in 2015. Over the last year, the gender pay gap in NSW has had the largest increase (2.8%) and now has the second largest gap in the country (19.3%). The Unions NSW Women’s Committee hosted the 2nd annual Equal Pay Dinner in September, to acknowledge this inequality and to rally support for campaigns to close it. The dinner was attended by 150 union women who heard from social researcher, Rebecca Huntley and IEU member and early childhood educator, Christina Dunstan.

The Unions NSW Women’s Committee co-hosted the Women in Male Dominated Occupations and Industries Conference in June. The conference was the 21st anniversary of the conference and attended by over 100 women from across the country.
Research

In 2015 Unions NSW made submissions to the following inquiries and reviews:

- NSW Legislative Council, Inquiry into Local Government in New South Wales (July 2015);
- Senate Community Affairs Legislation Committee, Inquiry into the Fairer Paid Parental Leave Amendment Bill (July 2015);
- Australian Law Reform Commission, Inquiry into Traditional Rights and Freedoms (September 2015);
- NSW Joint Select Committee on Electoral Matters, Inquiry into Campaigning at Polling Places (July 2015);
- NSW Electoral Matters Committee, Inquiry into the 2015 NSW State Election (August 2015);
- NSW Legislative Council, Inquiry into Leasing of Electricity Infrastructure (May 2015);
- Senate Committee for Economics, Inquiry into the Privatisation of State and Territory Assets and Infrastructure (February 2015);
- Senate Education and Employment Committee, Inquiry Fair Work (Registered Organisation) Amendment Bill 2014 Inquiry;
- NSW Joint Standing Committee on Electoral Matters, Inquiry into Political Donations - Final Report (October 2015);
- Senate Standing Committee on Economics, Inquiry into the Economic Security of Women in Retirement (October 2015);
- NSW Legislative Council General Purpose Standing Committee No. 6 Inquiry into Vocational Education and Training (July 2015);

Workers Compensation survey

In 2015 Unions NSW produced the third ‘Unions NSW Workers Compensation Survey’. The survey was open from June-August 2015 and was completed by 1,482 workers who had experienced an injury at work. The results show that injured workers continue to experience economic hardship and personal pressures as a result of their injuries at work and the Government’s cuts to workers compensation in 2012.

Guest and migrant workers

Unions NSW is conducting research into the gross and systemic underpayment of guest and migrant workers. The initial phase of the project looked at NSW job advertisements in languages other than English and the rates of pay and conditions being offered. The initial results have revealed significant underpayments in a range of industries. This research will inform Unions NSW calls for greater oversight of illegal employment arrangements and exploitation of migrant and guest workers.

Interns

In 2015 Unions NSW continued to campaign for greater regulation of unpaid and exploitative internships and met with stakeholders including the NSW Advocate for Children and Young People and Interns Australia. In 2016 Unions NSW will conduct research into the prevalence and nature of internships in order to gain a better understanding of the issue and how unions can best address it.
Information Technology

During 2015, Peter Houlihan was hired to manage the IT department. Peter has come from a number of different industries and lends his experience and expertise in modernising the IT governance, infrastructure and software platforms for Unions NSW.

The IT infrastructure for Unions NSW has undergone a major transformation during 2015 to modernise servers, network and telecommunication links by moving to cloud infrastructure. The infrastructure model deployed is IaaS (Infrastructure as a Service) a scalable solution which enables Unions NSW to easily scale IT needs as the organisation requires. With the cloud based infrastructure IT business continuity has been redefined with a fully redundant Sydney data centre with failover data centres at other interstate locations.

A strategic IT roadmap for 2016-17 has been drafted to enable a vision of technology to support business strategy.

Trades Hall

The Trades Hall is developing into a hub of union activity including meetings, forums, training sessions, tours, launches and broad celebrations of worker achievements and ideals. The Trades Hall history collections continue to play a large role in these events and activities.

Tours

Australian Maritime Officers, Union Summer, PSA, USU, regular ACTU Organising Works delegates, MUA, AMWU, CFMEU; Sydney City Council (3 groups), Qantas Credit Union Arena staff

Interstate visitors: Qld group and South Australian union groups;

Overseas Unions: IATSE, UNITE the Union, GMB, Triangle Factory Fire Committee members (from USA); Teamsters Union Northern Ireland; Canadian steelworkers, Boston Lift Mechanics and pattern makers; Chinese, Korean, Japanese delegates; TWU; Relative of the founder of the Miscellaneous Workers Union; ACTU delegate training people (two groups); MEAA; Aida Opera Australia staff and crew; Notre Dame University Geography students; Architectural history study group; Lithgow State Mine Museum group; City of Sydney group; International delegation; Retired unionists conference delegates; Royal Australian Historical Society small group; Sydney City Council; Who Do You Think You Are? TV crew;

Exhibitions

International Women’s Day; May Day; 100th Anniversary Miners’ Federation; Equal Pay Day; Labour Day; International Workers’ Memorial Day; Women in Male Dominated Industries (WIMDOI); Sorry Day; Reconciliation Week; Joe Hill memorial
**Loans**

Loaned copies of ARU banner and AFULE banner plus original ARU flag to the Everleigh Locomotive Workshop Open day at Australian Technology Park.

Apron and sign used in a display in Wentworth Falls on aprons with stories. The apron and sign are from Newcastle where the Union of Australian Women used them as part of peace movement protests and in May Day demonstrations in the 1960s.
Seamens’ Union of Australia banner to National Museum of Australia for The Home Front Exhibition
**Donations**

Donations are a crucial aspect of the ongoing development of our unrivalled (in Australia) collections of labour movement memorabilia. The donations have come from Australia and overseas but the Australian items are the core of our work. This year the AWU donated a framed numbered set of E G Whitlam’s membership tickets.

**Other donations included:**

- SIPTU (Irish public sector union) of flag and badges.
- A collection of Seamen’s Union material from the family of Elliot V Elliot, long serving secretary of the Seamen’s Union. This includes badges, sashes, small banners, photographs and numerous documents.
- Museums Victoria has donated a large number of Printers blocks with many photos on them from the Seamen’s union journals of the 1960s to the National Museum of Labour (now entirely housed here).

**Events, book launches and discussions**

- A memorial for Jack Cambourn was held in the auditorium where a FEDFA banner from the Hunter Valley (Birgitte Hansen banner from early 1980s) and a number of other items were put display in the atrium.
- Sydney Society for Study of Labour History and Trades Hall hosted a talk by John Tully on the Silvertown strike in London in 1889 and its effect on workers and union development following the 1889 dock strike in London.
- History Week talk on Working-class heroes? Anzacs their Politics and Culture by Dr Nathan Wise, Lecturer in Public & Applied History UNE.
- Murder in Tottenham by Rowan Day on the IWW in central West NSW and its influence in rural Australia generally. Launched by Paul Lynch, state member for Liverpool.
**Trade Unions Anniversaries**

**CFMEU Miners**
CFMEU miners held a two week exhibition commemorating the centenary of the federating of the various mining unions. This included material from the Trades Hall collections as well as memorabilia, photos, banners and other objects from mining lodges across Australia. A selection of films from the Mineworkers Trust were shown in the auditorium. Anne Skinner from the CFMEU was the organiser.

**United Voice (Missos)**
Trades Hall provided photos of historical Miscellaneous Workers Union banners and meetings to United Voice for their ongoing online historical photographic series on the 100th anniversary of the formation of the Missos.

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**Research**
- Search for and collection of material on 100th anniversary of the Australian Theatrical and Amusement Employees Assn (ATAEA).
- Assistance to author of a history of superannuation in Australia (Mary Easson).
- SBS *Who Do you Think You Are?* program research regarding the Labor Daily in the 1920s and 1930s (Jack Lang, the McCauley family and others).
• Articles for Working Life (www.workinglife.org.au) on Dymphna Cusack, school milk and the NSW Teachers Federation; Mary Gilmore, Unions and the history of ANZAC Day; Broken Hill; unions and the origins of political surveillance; bicycles and union organizing; union newspapers; green bans; history of workers control actions in Australia; union actions around the 1975 crisis.

Additions to Collection
Include badges from: British miners’ badges, women in unions badges Barrier Trades and Labour Council, Typographical Assn; membership cards; banners; Noel Counihan prints.
Appendix A: Finance Report

This Finance report summarises the financial affairs of Unions NSW for the financial year to 30 June 2015.

Finance and Governance Report
This report presents a summary of the financial performance and administration of Unions NSW in 2015 as oversighted by the Finance and Governance Committee.

Audited Financial Statements
The Consolidated Financial Statements for the year ended 30th June 15 have been audited by KPMG and were adopted by the Finance and Governance Committee of Unions NSW on 12 February 2016.

KPMG have issued an unqualified opinion that the Consolidated Financial Statements present fairly, in all material respects, the financial position of Unions NSW as at 30 June 2015 and that its financial performance and cash flows are in accordance with accounting policies prescribed by KPMG.

The Financial Statements indicate that the total income for the year was $7,335,269, a rise of 7.3 per cent on 2014. However, this was offset by increases in administrative costs and a fall in financial income. The net result was a deficit for the year of $930,033. The financial position of the organisation remains strong with net assets of $27.7m including $11.2m in current assets.

Summary of Consolidated Financial Statement of Profit and Loss

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Income</td>
<td>7,335,269</td>
<td>6,834,069</td>
</tr>
<tr>
<td>Total Administrative Costs</td>
<td>(7,698,421)</td>
<td>(7,172,031)</td>
</tr>
<tr>
<td>Depreciation</td>
<td>(988,641)</td>
<td>(1,003,596)</td>
</tr>
<tr>
<td>Net Financial Income</td>
<td>314,617</td>
<td>404,414</td>
</tr>
<tr>
<td>Net deficit for the year</td>
<td>(930,033)</td>
<td>(937,144)</td>
</tr>
</tbody>
</table>

Summary of Consolidated Statement of Financial Position

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Current Assets</td>
<td>11,213,616</td>
<td>12,105,799</td>
</tr>
<tr>
<td>Total Non-Current Assets</td>
<td>19,027,038</td>
<td>19,860,919</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>30,240,654</td>
<td>31,966,718</td>
</tr>
<tr>
<td>Total Current Liabilities</td>
<td>2,188,601</td>
<td>2,880,865</td>
</tr>
<tr>
<td>Total Non-Current Liabilities</td>
<td>359,845</td>
<td>212,612</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>2,547,446</td>
<td>3,093,477</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>27,693,208</td>
<td>28,873,241</td>
</tr>
</tbody>
</table>
**Breakdown on Revenue Sources**
This graph summarises the sources of revenue that fund the activities of Unions NSW.

![Pie chart showing revenue sources]

**Breakdown of Cost Structure**
This graph summarises the cost structure of Unions NSW.

![Pie chart showing cost structure]

**Political Donations and Electoral Communication Expenditure**
In the 2015 Unions NSW lodged returns with the Australian Electoral Commission (AEC) and the New South Wales Electoral Commission (NSW EC).

<table>
<thead>
<tr>
<th></th>
<th>Communication Expenditure</th>
<th>Political Donations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal issues</td>
<td>$1,212</td>
<td>$1,551</td>
</tr>
<tr>
<td>State issues</td>
<td>$843,283</td>
<td>$5,700</td>
</tr>
</tbody>
</table>
Donations
The following community donations over $500 were made during the year.

<table>
<thead>
<tr>
<th>Beneficiary</th>
<th>Amount*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asbestos Diseases Foundation</td>
<td>$1,818</td>
</tr>
<tr>
<td>Boystown</td>
<td>$1,113</td>
</tr>
<tr>
<td>Construction Industry Safety Dinner</td>
<td>$837</td>
</tr>
<tr>
<td>Googars Rugby League Football Club (indigenous)</td>
<td>$1,500</td>
</tr>
<tr>
<td>Greenacres Disability Service</td>
<td>$10,000</td>
</tr>
<tr>
<td>McKell Institute**</td>
<td>$25,000</td>
</tr>
<tr>
<td>Saint Vincent De Pauls (CEO Sleep-out)</td>
<td>$5,000</td>
</tr>
<tr>
<td>Sydney Alliance** (Membership)</td>
<td>$43,582</td>
</tr>
<tr>
<td>UNHCR (various)</td>
<td>$2,242</td>
</tr>
<tr>
<td>Union Aid Abroad – APHEDA** (various)</td>
<td>$12,257</td>
</tr>
<tr>
<td>Workers Health Centre</td>
<td>$691</td>
</tr>
<tr>
<td>Diverse Australasian Women</td>
<td>$500</td>
</tr>
</tbody>
</table>

* Net of gust
** Excludes additional assistance paid in the form of rental subsidy

Unions NSW Finance and Governance Committee
The Committee is charged with overseeing the financial administration and governance of Unions NSW. During 2015 the Committee met on 6 occasions.

Unions NSW express its appreciation to the Trustees and all the members of the Finance and Governance Committee for their very significant contribution during 2015 to the work of the organisation.

- Marilyn Issanchon (Chairperson)
- Tim Ayres
- Catherine Bolger
- Brett Holmes
- Genevieve Kelly
- Mark Lennon
- Emma Maiden
- Mark Morey
- Barbara Nebart
- John Quessy
- Paul Reid
- Peter Remfrey

During 2015 two sub committees met:
- Governance Sub Committee (C Bolger, T Ayres, D McDonald)
- Investment Sub Committee (M Morey, P Remfrey, B Holmes, D McDonald)
Highlights of 2015

Professional investment of funds
After a competitive tender process, the Finance and Investment Committee appointed Industry Fund Services (IFS) to be the Investment Advisers to Unions NSW. IFS is wholly owned by thirty industry superannuation funds. The engagement of IFS means that the cash assets of Unions NSW are now more professionally managed which will yield better returns at lower risk.

Sale of Chifley Shareholding
Unions NSW has reached agreement to sell its shareholding in Chifley Financial Services to the Australian Workers Union West Australian Branch for $550,000. At the time of writing the completion of the sale is imminent.

Loan to the Australian Labor Party
During 2015 the loan by Unions NSW to the ALP NSW Branch was repaid in full plus interest.

Sale of Orange
Unions NSW sold its property at auction in Orange NSW for $253,500; slightly above the market reserve.

Adoption of Code of Conduct
The Finance and Governance Committee has adopted a code of conduct that applies to all employees and representatives of Unions NSW. Unions NSW staff and contractors have completed training on the Code and how to deal with ethical dilemmas. A copy of the code is attached to this report.

Unions NSW Funeral Contribution Fund
The Fund has been audited by KPMG who have issued an unqualified opinion that the Financial Statements of the Fund present fairly, in all material respects, the financial position of the Fund as at 30 June 2015. The Fund has also been reviewed by Thompson Actuarial Services (November 2015) who has issued a report declaring that the fund has sufficient reserves to meet its liabilities.

Review and improvement of governance policies and systems
The Finance and Governance Committee has developed a work program for 2016 to review the organisation’s policies and governance systems in a staged manner.
The Board of the Trades Hall Association Limited

The Trades Hall Association Limited is a company which owns and manages the Trades Hall property. The Company’s AGM was held on 27 November 2015. The AGM adopted the Financial Statements audited by KPMG which have been lodged with the Australian Securities and Investments Commission. During 2015 the Board met on five occasions. The members of the Board are:

- Marilyn Issanchon (Chairperson)
- Mark Lennon (Managing Director)
- Steve Butler (Director)
- Russ Collison (Director)
- Geoff Derrick (Director)
- Barry Johnson (Director)
- Nick Lewocki (Director)
- Emma Maiden (Director)
- Mark Morey (Director)
- Daren McDonald (Company Secretary)
Appendix B : Boards and Committees

During 2015 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 - Director
Trades Hall - Director
Union Aid Abroad: APHEDA - Committee of Management
WorkCover Safety, Return to Work and Support Board – Director

Mark Morey
ACTU Industrial Legislation Committee
Energy Industries Superannuation Scheme (EISS) - Director
VET Advisory Committee - Member
VET Consultative Forum - Member
Union Lawyers and Industrial Officers
Emma Maiden Updated
Correctional Services Industry Consultative Committee - Member
Contract Cleaning Industry Long Service Leave Committee – Member
Legal Super – Director
Trades Hall - Director
St George Community Transport – Board member
Inner South-West Community Development Organisation, Board member
Union Lawyers and Industrial Officers

Emma Maiden
Correctional Services Industry Consultative Committee - Member
Contract Cleaning Industry Long Service Leave Committee – Member
Legal Super – Director
Trades Hall - Director
St George Community Transport – Board member
Inner South-West Community Development Organisation, Board member
Union Lawyers and Industrial Officers

Peter McPherson
Assistant Secretary of Newcastle Trades Hall Council;
Director of Hunter Valley Training Company (HVTC);
Member of the Vocational Training Tribunal;
Committee member of the Industrial Relations Society of NSW, Newcastle Branch; and
Member of the Newcastle University ER & HRM Industry Advisory committee.
Arthur Rorris
Regional Development Australia (Illawarra) - Board Member
Illawarra Regional Information Service - Director
Trade Union Centre, Wollongong - Director

Alison Rahill
Evatt Foundation Assistant Secretary

Paul Doughty
Member of the arbitration panel of the Contract of Carriage Tribunal (September 2015)

Shay Deguara
Industrial health and Research Foundation (Workers Health Centre) Board;
Injured Workers Support Network Board until it ceased and was transferred to the Injured Workers
Support Network Sub Committee of the IHRF

Kate Minter
ACTU Women’s Committee member
ITUC Youth Committee member