



## **2014 Annual Report**

## Secretary's Introduction

It gives me great pleasure to present the 2014 annual report.

A highlight of 2014 was bringing our work at Unions NSW under a unifying agenda of **Jobs, Rights, Services**. This ensures we have a constant thread to all we do at Unions NSW.

The contrast between our positive agenda and that of the conservatives was evident to all when the federal budget was handed down in May. Its attack on Medicare, pensions, university fees and other aspects of the social wage was a move by the federal government to take the nation down a new road of user pays.



The response to the budget from the NSW union movement was magnificent. Actions included regional meetings, acquiring over 11,000 signatures on our petition, and a combined delegates meeting of over 400. This culminated in the Bust the Budget rally in Sydney Square on July 6 attended by around 10,000 people. Our actions together with those of unionists around the country were crucial in ensuring many of the budget measures were defeated.

In NSW the Baird government continued pursuing its version of the conservative agenda most notably through its moves to privatise the states assets and services. In electricity, health and education, to name a just a few areas, the state government made it clear that their way forward for NSW is to privatise assets and services either by sale or outsourcing. The response by unions to the government's various announcements was very strong and will continue in 2015.

In addition, the obvious inequity of the state government's workers compensation system was again highlighted with further cuts in 2014 to the employer's premiums. This means since the 2012 reforms employers have received a 17.5 % reduction in their workers compensation premiums at the expense of workers benefits. In response NSW unions have developed 12 principles which we believe will restore equity to the workers compensation system.

Industrially, Unions NSW was active in working with affiliates on many issues including the negotiation of the new rail EBAs, the new award for salaried employees in Roads and Maritime Services and negotiation on various agreements in the construction industry.

Our campaigning work focussed on increasing support for our local groups, strengthening ties with other community organisations, enhancing our digital capacity and in the lead up to the 2015 state election building campaigning capacity on the ground.

I would like to thank the staff who worked tirelessly throughout the year. As always they showed great professionalism, commitment and dedication.

In particular, I want to thank two people who left the organisation in 2014. Firstly, Adam Kerslake. Adam is one of the great campaign strategists in the Australian trade union movement and his contribution to Unions NSW over his 11 years here has been invaluable.

Secondly, Jeffrey Priestly who retired after 22 years as our financial controller. Jeff's professionalism over the years ensured that the organisation could pursue its tasks certain in the knowledge that its finances were secure and in good shape.

In closing, I thank affiliates for their support in 2014, it is a year of which we can all be proud.



**Mark Lennon**

Secretary, Unions NSW

February 2015

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## Unions NSW Personnel

### **Secretary**

Mark Lennon

### **Assistant Secretaries**

Mark Morey  
Emma Maiden  
Adam Kerslake

### **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**

Mark Coverdale

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

Neale Towart

### **Financial Controller**

Jeff Priestly

### **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  
Elizabeth Kostovska (*South Coast Labour Council*)

## Unions NSW Executive Members as at December 2014

### **President:**

Marilyn Issanchon - NUW

### **Vice Presidents:**

Geoff Derrick - FSU

Sally McManus - ASU

Judith Kiejda - NSWNMA

Russell Collison - AWU

Barry Tubner – TCFUA

### **Trustees:**

John Cahill – PSA (to April 2014)

Peter Remfrey –PANSW

Paul Reid – USU

Genevieve Kelly (from April 2014)

### **Secretary**

Mark Lennon

### **Assistant Secretaries**

Mark Morey

Emma Maiden

Adam Kerslake

### **General Executive Members:**

Robyn Fortescue – AMWU Metals Division

Mel Gatfield – United Voice

Maryanne Stuart - RTBU

### **Affiliate Executive Members:**

Michael Aird - TWU

Julia Angrisano – FSU

Tim Ayres – AMWU Metals Division

Stephen Bali – AWU

Derrick Belan – NUW

Catherine Bolger – Professionals Australia

Mark Boyd – United Voice

Steven Butler – ETU

James Casey – FBEU

Alex Claassens – RTBU

Paul Davies – Professionals Australia

John Dixon – NSWTF

Richard Downie – AWU Newcastle

Gerard Dwyer – SDA

Wayne Forno – TWU

Natalie Lang – ASU

Brett Holmes – NSWNMA

Anne Gardiner - PSA

Graeme Kelly – USU

Genevieve Kelly – NTEU

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

John Owen - TCFUA

Brian Parker – CFMEU Construction

John Quessy – IEU

Peter Remfrey- PANSW

Arthur Rorris – SCLC

Bernie Smith – SDA

Michael Tull– CPSU

Steve Turner - PSA

## Council Meetings

There were **35** Council meetings in 2014.

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

## Guest Speakers

There were **17** guest speakers during the year as follows:

Name	Organisation
Simone White	Campaign Organiser 'Save Medicare'
Michael Parker	Principal Consultant, Parker et al
Zetty Broke	Burma Campaign Australia
Mike Ingpen	PSI Oceania Sub-regional Secretary, New Zealand
Lakshmi Vaidhiyanathan	Secretary, PSI Regional Executive Committee for Asia- Pacific, Singapore
Kate Lee	Executive Officer, Union Aid Abroad - APHEDA
Vincent Emanuel	American Peace Activist
Klara Andric	Campaigns Officer at Unions WA
Adi Prasad	Interns Australia
Sam Crosby	CEO, The McKell Institute
Barney Gardner	Convenor , Millers Point, Dawes Point and The Rocks Public Housing Tenants Group
Professor Ray Markey	Director, Workforce Futures
Warren Smith (MUA)	Unions For Refugees
Abdulelah El-Husabi	Recent refugee to Australia as a result of recent suppression of protests in Bahrain
Mr John Robertson	NSW Opposition Leader
Ms Randa Kattan Mary Waterford	CEO Arab Council Australia CEO Western Sydney Community Forum

## Scrolls of Honour

John Taylor

Shop Distributive & Allied Employees' Association

## Motions of Condolence

### Name

### Organisation

36<sup>th</sup> Anniversary Hilton Hotel Bombing

Barry French

TWU & Former NSW IRC Commissioner

Dr Jean Leanne

ASMOF

Gough Whitlam AC QC

Former Prime Minister of Australia

Victor Herman

State President of the old Commercial Traveller's Guild

## Industrial

### *Combined Rail Unions Campaign for A New Enterprise Bargaining Agreement (October 2013-October 2014)*

In order to continue the success of previous collaborative approaches to negotiating rail agreements in this state, Unions NSW established and resourced the Combined Rail Unions (CRU) single bargaining unit through the following strategies:



- A Memorandum of Understanding (MoU) which set out the process for:
  - (i) developing a member Log of Claims;
  - (ii) campaign approach of the unions;
  - (iii) conduct of bargaining and approaches to settlement of the negotiations; and
  - (iv) binding all eight rail unions (AMWU, APESMA, ASU, AWU, CFMEU, ETU, Plumbers, and RTBU), under the auspices and coordination of Unions NSW;
- engagement of a campaign coordinator for the CRU for the duration of the campaign paid for by a levy on each union;
- decision to engage with the community and commuters as much as possible;
- a commitment to membership education concerning the political and industrial context of this round of rail bargaining;
- placing decision making responsibility for the overall conduct of the campaign in the hands of delegates, and seeking overall membership endorsement of the decisions made;
- holding of delegates' conferences/meetings at every step and milestone of the campaign to:
  - (i) consider any financial or industrial offers made by rail management;
  - (ii) campaign demands and approaches to mobilisation of members; and
  - (iii) general members' meetings to provide information on the progress of negotiations;
- the release of key delegates for negotiating sessions dealing with overall conditions of employment as well as those matters affecting specific groups; and
- refusal to engage with outrageous demands made by the employer prior to the nominal expiry date of the Agreement (31<sup>st</sup> March 2014).

#### *Political and Industrial context of the campaign*

For the first time in a generation the enterprise agreement campaign for NSW passenger rail employees took place under Conservative Government's at both a State and Federal level. The NSW government had also centralised the industrial and policy control of all transport entities under the purview of the recently created Transport for NSW (TfNSW).

The NSW Government disaggregated the NSW rail passenger business, RailCorp into two distinct entities-*Sydney Trains* and *NSW Trains*. The relevant parts of the workforce were transferred at the beginning of 2012. This saw significant operational changes including:

- removal of bargaining responsibilities from the rail entities and the placement of policy and industrial outcomes onto a Cabinet subcommittee;
- creation of competitive tendering for private sector management of carriage and station cleaning;
- a conscious policy goal to weaken and render nugatory, union organisation “on the job”;
- a conscious policy to use a “spill and fill” process to replace supervisory and middle management grades with external appointments.

### *Activities to Support the Membership*

In order to support the membership during bargaining the following actions were operationalised:

- the ‘*Our Transport*’ Website, posted regular updates;
- ‘rapid Response’ text messaging to all delegates and activists who signed up to the website;
- distribution of 37 bulletins and updates after each negotiating session, with a turnaround time averaging 24 hours;
- circulation of a petition, signed by over five thousand employees, in support of an Application for Scope Orders;
- four delegate conferences that made recommendations and led the membership at each significant step or problem in the Campaign. Prior to meetings members were provided documents outlining the issues to be discussed;
- two rounds of mass member meetings to report back on and seek endorsements on decision made at delegate conferences; and
- review of bargaining and the campaign by officials from each union, at milestone points of the campaign.



### *Bargaining Outcomes Achieved By the Combined Rail Unions*

The NSW Government and rail management attempted to force the unions into conciliation prior to the expiry of the Agreement. This was turned into a massive union campaign for ‘one Agreement’, and was the first step in achieving the final outcome of two agreements, Sydney Trains and NSW Trains. These agreements contain identical sections listing all conditions common to rail employees in both entities and have common expiry dates.

The income and employment security clauses in the 2010 Agreement were consolidated into an enforceable Deed between the bargaining parties. This represents a ‘bargained’, improved and more

detailed version of NSW Government policies in respect of redundancy and redeployment rights. Rail workers also retained their enhanced redundancy payments which have been attached to the Deed.

### *Summary of outcomes*

<b>Rail Entities/NSW Government Claims</b>	<b>CRU Log</b>	<b>Outcomes</b>
Five Agreements with different terms and conditions	One Agreement	Two Agreements with identical common conditions in each
Term of Agreement - 12-20 months	4 year Agreement	36 months from October 2014 (40 months from NED of 2010 Agreement)
2.25% p.a.	4.5% p.a. each year	3%, 3.1%, 3.2%
Reduction in terms and conditions across the board	No reduction in terms and conditions	Deletion of Clauses 26 & 47; Negotiation of an enforceable Deed specifying redundancy and redeployment rights in excess of government Policies
	Payment of journey claims	Agreement to jointly work on insurance policy to meet the claim
	Swab testing for alcohol and prohibited substances	Agreement to introduce following detailed consideration of legislative and risk issues by joint working party
Specified reductions for certain grades	No reductions	No changes to any grades in the absence of Agreement by ballot



## ***Privatisation of Bathurst Rail Fabrication Centre***

The NSW Government made a decision to privatise the Bathurst Rail Fabrication Centre. Unions NSW worked closely with affected members and their unions who have concerns about the uncertainty over the facility's future. This situation has existed for the past two and a half years and has been exacerbated by the business being unwilling to provide the relevant information to resolve a number of significant questions.

After a long period of negotiations the unions were able to secure the following entitlements for the employees prior to the announcement of the successful bidder in December 2014:

- a transfer package providing increased job certainty for employees moving to new owner;
- finalised details of tax implications of transfer package;
- application of the new Sydney Trains Enterprise Agreement to the new employer for the duration of the agreement;
- confirmed organisational structure prior to transfer;
- retention of key local conditions of work; and
- employee access to financial planning.

## ***Roads and Maritime Services (RMS) Award (August 2013 – June 2014)***

Unions NSW coordinated the first award negotiations for salaried employees in the newly created Roads and Maritime Services (RMS). As with rail, the NSW government had centralised the industrial and policy control of all transport entities under the purview of the recently created Transport for NSW (TfNSW).

The new consolidated Award applies to salaried staff of the Transport Service of NSW designated to the RMS Group (**RMS**). The new Award consolidated the award regulation of RMS salaried staff previously provided for by:



- a. Crown Employees (Roads and Maritime Services – Salaried Staff Salaries and Conditions of Employment) Award;
- b. Crown Employees (Roads and Maritime Services – Salaries Staff) Award;
- c. Professional Engineers ((Roads and Maritime - Salaries) Award 2012
- d. EA 11/5 – Maritime Authority of New South Wales (trading as NSW Maritime) Enterprise Agreement 2010-2013
- e. Maritime Authority of New South Wales Award 2007;
- f. Agreement No. 8411 of 1990 – The Roads and Traffic Authority of New South Wales and the Public Service Association of New South Wales (Inspector – Vehicle Regulation); and
- g. Industrial Agreement for Inspectors Vehicle Regulation 1995 (contained in Personnel Circular 95/5).

Unions NSW resourced the single bargaining unit consisting of the following unions:

- Professionals Australia
- Australian Institute of Marine and Power Engineers New South Wales District (AIMPE);
- Australian Maritime Officers' Union of New South Wales (AMOU);
- Australian Services Union of New South Wales;
- Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA); and
- Maritime Union of Australia (MUA).

The consolidation of the Award resulted in the retention of key clauses and conditions from each of the original awards and the strengthening and clarification of many conditions.

At the time of writing the unions are awaiting a decision by the Commission in relation to two contested issues:

1. whether the Consolidated Award should contain a “no-extra claims clause” as inserted by the Industrial Relations Commission at certification; and
2. whether the Commission should make the Consolidated Award on the terms of the final version submitted by RMS.

### ***Transport Industry***

Unions NSW continued a coordinating and resourcing role with unions in other areas of the NSW Government Transport industries.

#### *Transport for NSW (TfNSW)*

Union activities relating to TfNSW have included:

- protecting member conditions of employment as a result of ongoing restructuring and transfer of TfNSW staff ;
- coordinating union disputes in the NSW Industrial Relations Commission;
- managing redundancy packages and processes associated with restructures;
- representing members in the reform of Transport Shared Services and Corporate Shared Services; and
- participating in the review of policies and procedures that have implications for the broader “transport cluster” in order to advocate for the retention and improvements to member rights and conditions.

#### *State Transit Authority*

Unions NSW continued to facilitate a number of disputes between the Rail, Trams and Bus Union and the State Transit Authority arising out of the interpretation and application of the Award.

## ***Working with Children Checks***

The NSW Government sought to shift the cost of applying for a “working with children check clearance” under the *Child Protection (Working with Children) Act 2012* from the employer to employees. Previously, the Government paid for the cost of the check for Government employees who were required, as part of their employment, to work with children.

In August 2014, Unions NSW made an application for a new award which sought to make provisions for reimbursement to employees under various public sector awards for the cost of making an application for a working with children check.

The NSW Government has opposed the making of the award. They have argued a jurisdictional point that the effect of the NSW Wages Policy and accompanying Regulation means that only a single proceeding can be determined by the NSW Industrial Relations Commission affecting any employee or group of employees in any one year period. Unions NSW is arguing that the Regulation does not prevent the Commission hearing and determining the application for the making of the proposed award. That is, neither the Regulation nor the Wages Policy underlying it dictates that the Commission has jurisdiction to determine only a single annual proceeding touching upon an employee or a group of employees.

Unions NSW is currently awaiting a determination of the matter by the Commission.

## ***Public Sector Superannuation***

### ***Public Sector Employees Entitlement to Federal Government Mandated Superannuation Increase Crown Employees (Public Sector - Salaries) 2008 Award***

The Unions NSW industrial team continued to prosecute the case for the NSW Government to fund the Federal Government’s superannuation guarantee increases for public sector employees. NSW Government’s position was that the increase under the Commonwealth 2012 Act represented an “employee related cost” under the Government’s Wages Policy and the accompanying *Industrial Relations (Public Sector Conditions of Employment) Regulation (2011)* and therefore should be absorbed into the 2.5% wage increase afforded by the policy. The initial case in the NSW Industrial Relations Commission and subsequent appeal to the Full Bench of the Commission challenged the Government’s position.

The Commission found in favour of Unions NSW and affiliates. The NSW Government then appealed the matter to the NSW Supreme Court. In its decision, the Court of Appeal ruled in favour of the NSW Government and ordered:

- (i) that the order of Boland P in *Re Crown Employees Wages Staff (Rates of Pay) Award 2001 & Ors (No 3)* [2013] NSWIRComm 109 be quashed.
- (ii) Remit the matter to a member of the Industrial Relations Commission to be dealt with according to law.

The affected unions through Unions NSW advised the NSW Government they were considering their options including an appeal to the High Court.

At the same time the various cases were proceeding, the NSW Government tried on several occasions to pass a regulation attempting to count superannuation towards the 2.5% public sector pay cap as an employee related cost and to subsequently be absorbed into the 2.5% wages cap. The Government's attempts to pass the regulation had been thwarted by the Labor Party and the crossbenchers in the NSW Legislative Council including the Greens and Shooters and Fishers Party.

In order to thwart any potential High Court challenge by Unions NSW, the NSW Government dishonestly hid the disallowed regulation in its budgetary papers and the *State Revenue and Other Legislation Amendment (Budget Measures) Bill 2014* was passed unwittingly by the Legislative Council as an *Appropriations Bill* during the budget session. This ensured the unions were unable to launch any further action in regards to protecting the rights of NSW public workers to have their superannuation benefits increased. This action by the NSW Government not only highlighted their dishonest approach to dealing with their own employees but also their lack of confidence in defending any subsequent High Court challenge to the Court of Appeal decision. This incident contradicted the NSW Government's commitment to be transparent and honest in their dealings.

#### *State Authorities Non-contributory Superannuation Amendment (Relevant Employers) Regulation 2014*

As a result of the Unions NSW Public Sector Employees Entitlement to Federal Government Mandated Superannuation Increase Crown Employees (Public Sector - Salaries) 2008 Award case the NSW Government was unable to commence the *State Authorities Non-Contributory Superannuation Amendment Act 2013* or associated regulations. Despite a significant number of issues identified by Unions NSW remaining unresolved, the NSW Government moved to have the regulations commence on 19 December 2014.

Unions NSW has been advised by the NSW Government that due to the complexity of the issue it will work with Unions NSW and the relevant Superannuation Trustees in early 2015 to resolve any outstanding matters. This will remain an ongoing issue for unions and their members until its resolution in 2015.

#### ***Review of NSW Electoral Funding Laws Post Unions NSW Successful High Court Challenge***

On 27 May this year, shortly following the resignation of Barry O'Farrell as premier, Premier Mike Baird announced a panel to inquire into the viability of a full-public funding model for election campaigns in NSW which was to report by the end of the year. Unions NSW prepared a submission to this panel, consistent with the position we have expressed in several recent state and federal Parliamentary Inquiries.

Before the Inquiry had made its final report the NSW Government tried to pass legislation which restricted the right of 'third party' campaigners such as trade unions to spend money during election campaigns, reducing their spending from \$1.16 million to no more than \$250,000. The cap would have stopped unions from campaigning on issues such as privatisation, workplace rights and workers compensation. However, as a result of campaigning by Unions NSW and its affiliates the NSW Upper House rejected the cap, recognising the right of working people to pool their money and express their voice collectively.

The amendments meant:

- caps for third party campaigners will remain at \$1,050,000 for registered third party campaigners and \$525,000 for non-registered third parties; and
- a broader the definition of electoral communications expenditure to include research for election campaigns and travel and accommodation for staff engaged for election campaigns.

### ***Royal Commission into Trade Union Governance and Corruption***

Throughout the Royal Commission Unions NSW resourced affiliates by providing:

- affiliate briefings from the law firm Holding Redlich;
- a briefing by John Whelan Jnr on the policy and regulatory implications for unions post the Royal Commission;
- unions Royal Commission update prepared by Holding Redlich; and
- dissemination of relevant information produced by the Commission and other relevant parties.

### ***State Wage Case 2014***

Unions NSW again coordinated the 2014 applications to vary relevant private sector awards with application to the NSW Industrial Relations system.

During the finalisation of the 2014 State Wage Case the Commission advised the parties with an industrial interest that it would seek to review the current Wage Fixing Principles as part of the 2015 State Wage Case. Unions NSW has already commenced coordinating a union response in light of the Commissions statements.

### ***Construction Industry***

Unions NSW continued to play a coordinating and resourcing role with unions in the NSW construction industry in 2014 through the Building Trades Group (BTG).

## ***Unions NSW Activities in the Northern Region in Construction and Power Industries***

### ***Construction***

The construction industry continues to decline in these regions. A small number projects have been completed or are on track for completion in the first and second quarters of 2015.

- Ulan West Stage 2 Project (\$60 million) was completed in October 2014. The project saw 200 employees work over 360,000 hours with zero lost time to injuries and no lost time due to industrial disputes. Thanks to good work of the union delegates on site we were able to avoid any lost time.

- The NCIG Coal Loader Flyover Project (\$180 million) continues and is due for completion mid-2015.
- The AGL/CBI Tomago Gas Storage Tank Project (\$300 million) is all but complete and is due for completion April 2015.
- A small crew will return to the Thiess/Sedgman JV (TSJV) Boggabri Coal Project (\$300 million) after Christmas with work due for completion in March/April 2015. This project suffered a fatality in May 2014, the first in 12 years on a Unions NSW/NTHC construction site.
- Maules Creek Construction Project (\$700 million) is due for completion in April 2015. Downer has 200 employees on site. The construction workers at both the Maules Creek and the TSJV Projects have regularly complained about the substandard food and accommodation arrangements at the camps in Narrabri and Boggabri.

Other projects yet to commence include Bengalla mine expansion, Moolarben mine expansion, Bulga mine and the Shenhua coal mine project in the Gunnedah Basin.

All of the above construction projects have paid, monthly communication meetings which help identify issues for further discussion and resolution without disputation.

### *Power Industry*

- Energy Australia (Ex Delta West) - In January 2014 EA announced the closure of Wallerawang Power Station following the purchase of Mt Piper and Wallerawang Power Station from the State Government. Following extensive consultation with Unions over the restructure, voluntary redundancies (VR), coal supplies and ongoing EBA negotiations, approximately 70 employees accepted a VR. The future remains uncertain for the remaining employees given the market conditions and ongoing problems with coal supplies. The employment guarantee doesn't expire until September 2017.
- Origin Energy (Ex Eraring Energy) - In August 2013 OE purchased the Eraring Power Station and the Shoalhaven assets. A small group of employees accepted a VR in January 2014. An announcement on 7 November 2014 will see substantial changes at Eraring Power Station. The Unions have been very vocal and critical of OE's consultation commitments with employees and their representatives. It will be no surprise that a dispute notice will be lodged with IRC of NSW. Also of concern at Eraring Power Station is the high number of near accidents in recent times. The employees at Shoalhaven also face major changes. The 24/7 shift arrangements will finish with assets to be monitored from Brisbane along with new positions and a VR program. The employment guarantee for all OE employees expires in July 2017.
- AGL Macquarie (Ex Macquarie Generation) - AGL purchased the Macquarie Generation assets and 600 employees were transferred in September 2014 following a drawn out battle with ACCC. Meetings with the AGL team occurred soon after. As soon as the initial meetings concluded, AGL were talking to employees about redeployment and a VR program without any discussion with the Unions. AGL was the first private company to offer a VR without proper consultation with the Unions. The Unions are working hard to repair the relationship with AGL

management. On an operational front, problems occurred at both Bayswater and Liddell Power Stations. The 4 year employment guarantee expires in September 2018.

- Trust Power - The Green State Power (formerly Eraring Energy wind and hydro assets) had eight employees transferred to Trust Power on 18 July 2014. Their employment guarantee expires in July 2018.
- Delta Electricity (DE). DE remains the only state government power generation asset that hasn't been sold. An announcement is expected before Christmas 2014 with a potential transfer in February 2015. The relationship between the Unions and DE has been problematic in 2014. A long running dispute with operator Unions hasn't helped, along with the refusal by DE to enter into EBA discussions. In mid-December 2014 an agreement to progress the EBA discussions along with an in principle agreement to resolve the operator dispute has helped to repair the tensions between the Unions and DE.

### ***Newcastle Trades Hall***

Peter McPherson was re-elected in August 2014 for another four years as the Assistant Secretary of Newcastle Trades Hall Council. At the same time Daniel Wallace was elected Secretary of the Newcastle Trades Hall Council (NTHC) replacing Gary Kennedy after 14 years of service.



### ***Union Lawyers and Industrial Officers Conference***

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

On Thursday, 20 and Friday, 21 February 2014 a 1 ½ day intensive legal education seminar was held at Trades Hall which provided an opportunity for industrial lawyers to meet their Mandatory Continuing Legal Education requirements. The conference heard from a range of speakers including the Honourable Peter Gray who served on the Federal Court of Australia from 1984 to 2013 and was both the youngest person appointed to the Federal Court and its longest serving Judge

## ***Changes to 18C Racial Discrimination Act***

Unions NSW has always led the way in fighting social injustices both in NSW and nationally. In June 2014 the Federal Abbott Government attempted to water down the Racial Discrimination Act by removing Section 18c. On June 12, 2014 Unions NSW hosted a forum and invited Tim Soutphommassane, The Race Discrimination Commissioner, Chris Berg, Director of Institute of Public Affairs and Peter Wertheim, Executive member of the Australian Jewry to debate the issue. Over 100 people attended the robust forum which heard differing viewpoints of support and opposition to the Federal Liberal Government's proposed removal of 18c.



## ***Work Health and Safety***

In 2014 all jurisdictions except South Australia and ACT had a Liberal National Government. As such, the LNP Governments held two thirds majority at Safe Work Australia. This enabled them, through the COAG Intergovernmental Agreement on Health and Safety, to pursue radical reductions in Work Health and Safety laws under the guise of reducing Red Tape. This saw a range of assurance provisions around high risk work and asbestos earmarked for the cutting block. Thanks to the efforts of affiliates we are yet to see any reductions to the safety standards, but there are moves afoot at time of print.

### ***The Work Toll and Enforcement***

Traumatic fatalities remained high at over 103 per year in NSW (2012-2013 Statistical Bulletin). There were 88,682 injuries reported to WorkCover in 2012/2013. We are aware of significant under reporting of workplace injuries in the workplace in NSW. In 2015 Unions NSW will run a campaign that encourages workers to report workplace injuries. Unions NSW have advocated that the WorkCover Authority place greater efforts into reducing workplace incidents through enforcement. This will also improve the financial health of the WorkCover scheme. At present a number of unions are in dispute with WorkCover as they are failing to enforce prohibition notices and notifications for fatalities and serious incidents. Notices and prosecutions are presently at historical lows.

### *Legislative and Legal Developments*

A brief period was provided to unions to provide feedback on the Government review “Improving the Model Work Health and Safety laws”, which sought comment on a range of cuts from Work Health and Safety Act and Regulations. This was followed by a brief review commencing just before Christmas that proposed a range of cuts to the Regulations and the Act. There appears to be little regard for evidence or transparency in this process.

### *Bullying*

Unions NSW has been working to develop a new approach to deal with bullying in the NSW public sector. This has been worked on in conjunction with the NSW Teachers Federation, NSW Nurses and Midwives Association, Health Services Union, and the Public Service Association.

### *Asbestos*

The NSW Government backed away from its commitments under the national asbestos management plan to remove all asbestos from government buildings by 2030.

The Mr Fluffy Inquiry saw significant commitments made by the Government. However, no funding has been announced to eradicate the problem of Loose Fill Asbestos in the home. Unions NSW provided a submission to the NSW Parliament, Asbestos Insulation Committee, Loose Fill Asbestos Insulation (Inquiry) and also provided oral testimony to the Committee.

### *International Health and Safety Visitors*

Apolinar (Dong) Tolentino, Building and Woodworkers International’s (GUF) Asia Pacific Regional Representative visited with APHEDA to talk about a number of the safety issues that were occurring with our neighbours.

Steve Tombs, Professor of Criminology at the UK Open University visited the OHS and Workers Compensation Committee to discuss his involvement with safety, accident compensation and corporate crime. Steve talked about the formation of victims’ advocacy groups much like our Injured Workers Support Group. He also spoke about international efforts to make companies accountable for industrial tragedies like the Bhopal catastrophe. Steve spoke about how the UK HSE has become captive to conservative forces and the need for unions to make their regulators accountable for the protections of workers.

### *Visit by Industri All Regional Secretary Marino Vani*

Marino Vani (Brazilian Metalworkers Union) is part of the South American IMF international in Uruguay. His union group has 100 million members in South America covering manufacturing, metals, ship building, and chemicals.

The union, through its industrial policy has incorporated skills training as well as the development of industry safety standards so that workers can gain skills and undertake safer and cleaner work. Contracts have been won that have enabled better workers compensation from large companies.

### *Unions Safety Awards*

Safety Mate Award For Sticking Out Your Neck to Improve Safety or Injury Management for others:

John Parsons- CFMEU HSR John Holland Newcastle

## Workers Compensation

### *12 Principles of Workers Compensation*

The Unions NSW Safety and Workers Compensation Committee finalised, with the Injured Workers Support Network, the 12 principles for a fairer workers compensation system. This has been endorsed by the Australian Labor Party and the NSW Greens with the NSW Liberal and National Party not endorsing the Principles. It positions workers compensation as a policy of social justice not economic rationalism.

### *Two Year Anniversary of Workers Compensation Cuts*

On June 19, 2014 Unions NSW commemorated the two year anniversary of cuts to workers compensation with a morning tea event at NSW Parliament House. Injured workers were the centre of the day and shared their stories about how the cuts to workers compensation have affected them. A video documenting these stories was launched at the event.



### *Reviews and Recommendations for Legislative Change*

Recommendations coming from Parliamentary and other reviews into workers compensation are outlined in the table below. At the time of print, none of the recommendations have been made into an Act of Parliament.

#### *Summary of Recommendation from Parliamentary or Government Reviews<sup>1</sup>*

<b>Recommendation</b>	<b>Recommended by</b>
Lower the threshold for seriously injured	CIE Statutory Review
Restore medical benefits for work-related injury and illness	CIE Statutory Review Standing Committee Review of WorkCover
Legal representation for WCD reviews and include location as a consideration in WCDs	CIE Statutory Review Standing Committee Review of WorkCover WIRO Reports
Separate the functions of WorkCover to remove conflicts of interest	Standing Committee Review of WorkCover Standing Committee on Bullying at WorkCover WIRO Reports
Improve data transparency in annual reports and statistical bulletins	Standing Committee Review of WorkCover WIRO Reports
Ensure WorkCover Guidelines are clear, accurate, simplified and consolidated	Standing Committee Review of WorkCover WIRO Reports
Ensure WorkCover meets legislative obligation to consult with stakeholders	Standing Committee Review of WorkCover WIRO Reports
Address bullying of injured workers by WorkCover and insurers	Standing Committee on Bullying at WorkCover
Enforce prevention and return to work legislation and regulations for employers	Standing Committee Review of WorkCover CIE Statutory Review
Extend the changes to Workers Compensation Regulations to all injured workers: - Correct anomaly for 64 year old workers - Stay the decision of WCD until review complete	CIE Statutory Review

<sup>1</sup> Source: Markey R., Holley S., Thornthwaite L., O'Neill S., The Impact on Injured Workers of Changes to NSW Workers' Compensation: July 2012- November 2014, Report No.2 for Unions NSW.



Unions NSW produced a 2014 guide (previous page) describing how LUCCs were formed, their objectives and how people can get involved listing contact details for all the LUCCs, region by region, to be regularly updated.

## *LUCC Conferences*

Two full day conferences were held at Trades Hall in February and October 2014. Each were attended by 50-60 activists and at each around twenty LUCCs were represented from both metropolitan Sydney and regional NSW. In a combination of plenary and panel presentations, guest speakers and workshops attendees built their skills and knowledge in organising skills and social media, while planning their local issue campaigns. We are grateful to many other organisations who helped deliver and present these workshops and sessions including the Australian Workers Union National Office, the ACTU, GetUp, Cancer Council of NSW, the Sydney Alliance, Amnesty International and Grassroots & Co.

The LUCCS assisted a number of unions with their individual campaigns, supporting events like rallies and getting petitions signed and distributing materials. This included patient ratios for nurses, Stop TAFE Cuts and Save TAFE, and Stop the Power Selloff. The LUCCs around NSW that are currently active in some form or other are listed below, and most meet regularly (eg monthly).

- Greater Macarthur Community Unions
- Penrith Valley Community Unions
- Blacktown Community Unions
- Bankstown Community 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

## *The campaigns and organising team*

In late 2014 to better support the LUCC infrastructure six new full time and part time field organisers were recruited to work from November 2014 to April 2015. They joined the existing team of Salim Barbar, Mary Yaager, Alison Rahill and Paul Doughty.

The eleven key LUCCs for which the organising team had responsibility are listed below.

<b>Local Union Community Council</b>	<b>Field organiser allocated</b>
<b>St George Community Unions</b>	Erin Chew & Stuart Holt (Stuart Holt from 5 Jan 2015)
<b>Blacktown Community Unions</b>	Peter Kelly (from 12 Jan 15)
<b>Cumberland Community Unions</b>	Peter Kelly (from 12 Jan 15)
<b>Blue Mountains Unions Council</b>	Nicole Cini
<b>Penrith Valley Community Unions</b>	Mary Yaager
<b>Maitland Community Union Alliance</b>	Mary Yaager
<b>Parramatta Community Unions</b>	Alison Rahill
<b>Bankstown Community Unions</b>	Alison Rahill
<b>Greater Macarthur Community Unions</b>	Julie Griffiths
<b>Central Coast Community Union Alliance</b>	Salim Barbar
<b>Sutherland Shire Community Union Alliance</b>	Michael Pugh

## *Systems and infrastructure*

Unions NSW made vast improvements to its physical and systems infrastructure for campaigning, fitting out a ten seat call centre in the middle of the Level 3 Trades Hall office as an in-house resource for future campaigns for both Unions NSW and its affiliates. The primary organising database, a custom CRM which had served the organisation well from its introduction in 2011 as the first implemented at Unions NSW, was replaced with the NationBuilder platform. Nationbuilder linked the content management system (CMS) for the website with the CRM data, assisting in integrating the work of the Communications and the Organising & Campaigns teams at Unions NSW. The Parramatta office continued as a Western Sydney campaign hub, with great use being made of its facilities by volunteers.

## Direct Contact with union members and supporters

From September to November, Unions NSW engaged Grassroots & Co to assist in making (through a combination of SMS, robocall and live calling) 45,000 calls in the course of surveying 30,000 union members along with the existing supporter database on NationBuilder. Around 18 per cent of those spoken to indicated that they would like to be contacted again to learn more about being involved in campaigns.

## Campaign events and activities

### Medicare Rally – February 15

Even before the May Budget unionists joined with health advocacy organisations and community groups to protest the planned changes to Medicare and Bulk Billing. A series of rallies and protests responding to the events as well as lobbying efforts took place.

On 15 February more than 2000 workers and members of the community came together against the Federal Liberal Government’s proposed \$7 GP Tax. Meeting at Town Hall Square on Saturday 15 February, workers heard from Federal MP for Sydney and Deputy Labor Leader Tanya Plibersek, Brett Holmes NSWNMA General Secretary, Gerard Hayes HSU NSW Secretary and Student Activist Simone White. Activists signed petitions against the \$7 GP TAX, made creative signs and pledged to Save Medicare.

### Third anniversary of the O’Farrell Government

In March, several Local Union Community Councils produced “report cards” on the voting record of their local MPs to distribute detailing the cuts to education, health and other services.



### Bust the budget

The Abbott Government’s first budget handed down in May 2014 featured a long list of regressive measures. If enacted they would hurt the most vulnerable in society and reduce the opportunities of many. The breadth and number of different sections of the community that stood to be detrimentally affected by the budget quickly made it deeply unpopular. There was a need for a united opposition to the budget that encompassed its many negative aspects – from Medicare and the health system to community services, deregulation of higher education fees, abandonment of

manufacturing jobs, and devastating cuts to the Commonwealth public sector including the ABC, SBS and the CSIRO.

In its wake and under the banner of “Bust the Budget”; Unions NSW called a combined delegates meeting on 12 June 2014, attend by nearly 500 delegates. The meeting heard from rank and file workers on the impact of measures in the budget and also analysis by Dr Sean Wilson of Macquarie University.

A range of regional and metropolitan actions against the budget were held throughout the following period including in Parramatta and in regional NSW. In the course of the campaign Unions NSW collected 11,200 signatures on a petition calling on the Senate to reject the budget measures.

On 6 July 2014, the day before the newly elected Senate convened for the first time in Canberra, Unions NSW worked together with affiliates and organisations to organise the rally to Bust the Budget. The rally was attended by 10,000 Sydneysiders and dominating news coverage in the evening before new Senators arrived in Canberra. Other organisations who made a significant contribution included GetUp who assisted with promotion, marshalling and the printing of bust the budget protest signs.



*Bust the Budget – Parramatta rally*



*Registered nurse Kerry Rogers addresses the crowd at the Bust the Budget rally in Town Hall Square on 6 July*



*Blacktown Community Unions Mt Druitt Pool Reopening press conference, October 2014*



*Goulburn March against Budget Cuts*



*Medicare Stop the Cuts Rally*



*Protest at East Hills*



*Combined Delegates Meeting, 17 September*

## ***Standing together for Jobs, Rights and Services***

On 17 September, in conjunction with the September LUCC conference, Unions NSW held another Combined delegates meeting at the Sydney Masonic Centre. This was the next step in the campaign to Bust the Budget and its underlying agenda. At this event guest speaker Richard Denniss of the Australia Institute put the Federal budget in the context of the long running push by powerful business interests to dismantle many of the protections and institutions fought for and won by unions over decades and until recently regarded as sacrosanct.

At this meeting Unions NSW launched a different agenda as an umbrella for the principles fought for by the NSW union movement under its many campaigns - under the banner of ***Standing together for Jobs, Rights and Services***. A delegate's kit was produced and included talking points, a delegate education resource, a timeline; 'tracking the damage of the NSW Liberal Government' and the LUCC 2014 guide. Leading up to and well beyond the next state and federal elections, Unions NSW will campaign and seek commitments from politicians in the areas of jobs, rights and services, and fight to restore those that have been taken away.

## ***Community and other events***

### ***Cuts to Workers Comp – The Human Impact***

With so many adverse cuts made to the NSW Workers Comp system, a forum was held on April 18 at Gymea Tradies to go through the negative changes the Liberal Government had rolled out. Attendees heard from an injured nurse Emily Orchard and how she was disadvantaged and left with minimal support and care after sustaining her injury whilst on duty. The event attracted close to 60 locals, some of whom were injured workers themselves.

### ***Selling our Poles & Wires Community Forum***

In the marginal state seat of Oatley, St. George Community Unions held a community forum around the State Government's proposal to sell off the NSW Electricity network. More than 80 local workers and their families attended the forum held at Mortdale RSL to hear ETU Secretary, Steve Butler, USU Branch Secretary, Graeme Kelly, Professionals Australia representative, Nicholas Gotsis and Mark Lennon unpack the negative impacts privatising our poles and wires will have on our community, workers and families.

### ***TAFE Cuts Community Forum***

The second major forum for local workers in the Shire region was crafted around the Liberal Government's cuts to the TAFE system. More than 70 people braved the weather to turn up to Gymea Tradies on October 28 to hear guest speakers unpack the changes and impacts of the NSW Liberal Government's "Smart and skilled" (TAFE cuts) policy. Attendees heard from Mark Lennon, Steve Turner, Public Service Association Assistant Secretary and Maxine Sharkey, NSW Teachers Federation Assistant General Secretary. There were a number of TAFE teachers also present in the audience who shed light on how the changes had already begun impacting their campus and students.



### *Central Coast Leaders Listen – Q&A Forum*

With the Central Coast and their members of parliament being in the papers for all the wrong reasons in 2014, workers and their families wanted a way to restart the conversation with the State political leaders on what matters the most to the Coast. On the 24 September more than 150 locals attended a Leaders Listen Q&A Forum at Central Coast Leagues Club, designed to allow attendees to ask questions of the leaders about their party's position on issues like transport, youth unemployment, health services on the coast and the sale of the electricity network.



The event was moderated by local religious elder Kristyn Crossfield, with representatives from Labor, The Greens and The Christian Democrats.

### *Sydney May Day 2014*

Over 6000 workers and unionists participated in the annual May Day March held on Sunday May 4 to celebrate the historic winning of the historic 8 hour work day. Marchers assembled at NSW Parliament House and proceeded to walk through the main streets of the city ending up at Hyde Park. The event continues to be a way that workers can celebrate our past victories and continue the fight for a better future.

Key note speakers included, Mark Lennon, Paul McAleer, MUA Sydney Branch, Lina Cabero, Asian Women at Work and Sally McManus, ASU NSW & ACT (Services) Branch.

### *May Day Toast*

May Day wouldn't be complete without a Toast! Over 350 unionists and supporters converged at The Workers Bar in Balmain on May 1 to raise their glasses for a toast to May Day and remember the struggle workers endured back in the mid 1800's to secure the 8 hour day. Mark Lennon made the official May Day Toast. Speeches were also made by May Day Veteran George Gotsis who celebrated his final year as Sydney May Day President.



### *Other LUCC community Events and Forums*

In the course of 2014 dozens of regular events were held in local areas, hosted and organised by local unionists, and attended by over 1500 people. Events attracted local media and developed the groups' core activists. These included those listed below.

LUCC forums	Venue	2014
Central West Union Alliance Jobs Summit – Day 1 Orange	Orange Ex-Services Club	4 March
Central West Union Alliance Jobs Summit – Day 2 Bathurst	Bathurst Entertainment Centre	11 March
Bankstown Community Unions – Federal Budget Dinner	Revesby Workers Club	13 May
Ryde Community Union Alliance Community Forum	Ryde Ex-Serviceman's Club	8 Oct
Blacktown Community Unions – Save Medicare Rally	Village Green	24 Aug
Central Coast Leaders Listen – Q&A Forum	Central Coast Leagues Club	24 Sept
Selling our Poles & Wires Community Forum	Mortdale RSL	15 Oct
Penrith Valley Jobs, Rights and Services Forum:	Penrith RSL	28 Oct
SCUA TAFE Cuts Community Forum	GyMEA Tradies	28 Oct
Granville TAFE Community Forum	Merrylands Bowling Club	17 Nov
Jobs, Rights & Services in Bankstown, East Hills - Community Forum	Revesby Workers Club	11 Nov
Maitland Community Forum	East Maitland Bowling Club	24 Nov
Penrith Valley Community Unions (Londonderry)	St Mary's RSL	25 Nov
Goulburn Local Health Forum	Soldiers Club	5 Dec

### *Street Stalls and Train Stations*

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
- 26th Sydney Fiesta Kultura
- Local Unions Stall - Kings Langley Village Fair
- Werrington Festival
- Penrith Festival
- Blue Mountains – Winter Magic
- Penrith Show
- Granny Smith Festival – Ryde
- Festival of Fisher’s Ghost - Campbelltown
- Northern Beaches – Narrabeen Picnic Day
- Appin Public School Markets - December

### *Workplaces*

To engage members in their workplaces and as a collective workplace activity as part of the Jobs Rights and Services campaign, Unions NSW, affiliates and LUCCs collected photos from workplaces all over NSW that have endorsed the agenda for jobs, rights and services, using the workplace poster. Workplace delegates were asked to write their workplace name, sign together with their workmates and post a group photo on social media. These signs were collected from delegates representing hundreds of workplaces in late 2014.



*Bottom left: Hunter Water Delegates with Mark Lennon and Daniel Wallace*

## Making politicians listen

### *Candidate accountability: Newcastle and Charlestown By- elections*

As with the Miranda by-election in 2013, Unions NSW in conjunction with Newcastle Trades Hall ran our jobs rights and services campaign in the Hunter region in the lead up to the November by-elections held in the seat of Newcastle and Charlestown, following the resignation of Government MPs Andrew Cornwell and Tim Owen. Many workplaces endorsed the Jobs, Rights and Services agenda and candidates from all parties were asked to attend a candidates forum held at Newcastle Trades Hall and sign the pledge to commit to Jobs, Rights and Services. LUCCs will similarly invite candidates in all 93 state electorates to sign the pledge in the lead up to the March 2015 General election.

Pictured below are all of the Charlestown and Newcastle candidates who signed the *Pledge to the People of the Hunter*.



*Signed Workplace Agendas in Newcastle Trades Hall*





*Left: Candidates for the March 2015 election sign the Jobs Rights and Services pledge*



## Knocking for change

Unions NSW along with the Electrical Trades Union and Nurses and Midwives Association commenced conversations on voters' doorsteps about the Baird Government's plans to privatise the electricity network, parts of the hospital and TAFE system and other public services in December 2014. In three separate doorknocking events unionists and supporters knocked on 2,500 doors over two weekends. A plan is in place to gather and doorknock each weekend until the March 2015 election in the new year.



## Community Engagement

### *International Day of Mourning*

Unions NSW organised the annual International Day of Mourning ceremony on April 28, 2014. This was our 16th annual event where Unions NSW and WorkCover invite the families and friends who have tragically died from a workplace fatality or work related disease. This year's event was attended by over 250 guests with many families and friends of loved ones travelling great distances to attend.

The families were addressed by Minister Perrottet, representing the NSW Government and John Robertson, the Leader of the Opposition. Multi faith representative also spoke at the event.



Judy Edwards, a mother who lost her son Mark from a workplace accident in August 2010, spoke at the event. She reinforced the importance of workplace safety.

### *Parramatta Office*

#### *Purpose*

Unions NSW Parramatta office, which opened in 2013, continued to operate as a campaign hub, providing resources for workplace activists and trade unionists in Sydney's west.

In 2014 over 1300 people participated in over 185 separate events including training days, forums and meetings.

#### *Interns and volunteers*

Unions NSW Parramatta developed a multi-lingual interns/volunteer team where young people, students and job seekers participated in union activities. Community languages spoken by our team include: Mandarin/Cantonese, Arabic, Korean, Hindi, Farsi.

Potential interns/volunteers are recommended to Unions NSW by Migrant Resource Centre, Settlement Services International, Navitas and the International Mentor Group.

The team participated in activities such as IWD, May Day, station handouts, pickets, meetings and site visits with ETU, NTEU, NSWNMA, NSWTF – TAFE, AWU, USU, HSU, AMWU and United Voice. They also hosted Jobs Rights Services stalls at Rhodes Moon Festival, Filipino Fiesta Festival (with Migrante and PACSI) and the Korean Day Festival.

The team are available to help affiliates with interpreting and translations of union materials. Unions NSW is supporting Taiwanese (T-WHY) and Korean (Ko-WHY) Working Holiday with young workers rights information and assistance.

A big thank you to all of our volunteers:

Abbie Dong	Jo Hudson	Sana Sim
Abdul-Rahman Al-Adely	Lawrence Ming Li	Stephen Palucci
Alison Cui	Lizett Aliaga	Wei-Ting Syu
Antoni Zhong	Margaret Rutherford	Mahzabin Mustafiz
Ciantal Bigornia	Masoud Sayed Mohammad	Hetal Pathak
Clare Pu Yang	Melissa Iin-Young Lim	Hyojung Kim
Ehsan Eslami	Priya Patnaik	Chikman Koh
Gavan Heard	Rame Wong	

Affiliates that have used the meeting rooms available at the Parramatta office include:

- AMIEU delegates training
- AMWU OHS training
- CPSU (PSU) delegates meetings
- CPSU (PSU) phone bank
- FSU meetings
- HOSTA Health & Safety Rep 5 day training
- MEAA – Equity Section
- NTEU organisers planning
- NSWNMA Aged Care training
- Unions NSW Council meeting
- AWU organisers training
- AWU WA branch meeting
- AWU organisers training
- NSWNMA Robin Hood Tax forum
- HOSTA Health and Safety training
- WHS Act 2011 Entry Permit Holder Training
- Unions NSW media training
- NSWTF TAFE meeting
- Professionals Australia Training
- PSA recruitment blitz
- PSA training and meetings
- PSA Local Action Group
- TWU National Office delegate training
- United Voice delegates meeting

## ***Outreach Programs***

Unions NSW community outreach program connected with and continued to build relationships with organisations with whom we share common values through the following events:

- Union Passover Dinner with Jewish Board of Deputies at the Great Synagogue
- Cancer Council Biggest Morning Tea fundraiser
- Fundraising events with Asian Women at Work and Immigrant Women Speak Out
- One Billion Rising – global dance to stop violence against women
- Harmony Day – Settlement Services International
- Linked In Bankstown – Arab Council Australia
- C18 – forum to stop changes to the Racial Discrimination Act.
- Bangladesh Festival Homebush
- CFMEU fundraiser for the Burma Children Medical Fund
- Immigrant Women’s Speakout Association and the NESB DV Network - Roundtable on the Future of Specialist CALD Women’s Service
- Hiroshima Day

- Palm Sunday
- Vakta Mandir Durga Puja Festival at Granville Boys High
- Woodville Community Services – Olive ribbon event
- Community Migrant Resource Centre
- Western Sydney Community Forum
- Ahmadiyya Mosque 25th Anniversary
- Deepavali Strathfield



*Union Passover at The Great Synagogue*

### ***St Vincent de Paul CEO Sleep out***

Once again unions showed their support for Vinnies CEO Sleep-out on 19 June 2014. Mark Lennon, Gerard Dwyer and Bernie Smith (SDA), Alex Claassens (RTBU), Barbara Nebart (SDA Newcastle) and David Bliss (SDA Newcastle) joined the CEO Sleep-out at Carriage Works, Redfern and endured a freezing night to raise awareness of homelessness and to raise much needed funds for Vinnies homeless services.

Thanks to the support of the union movement \$23,835 was raised by the Unions Team.



## ***Jeff Shaw Memorial Lecture***

The 4<sup>th</sup> Annual Jeff Shaw Memorial Lecture was held at Trades Hall on June 5, 2014. This year's address was made by John Robertson, NSW Labor Opposition Leader. John articulated how important delivering justice was to Jeff Shaw during his life time. Jeff stood up for fairness and making sure workers had access to an Industrial Relations System and work health and safety laws that put the interests of workers first. The lecture attracted around 100 attendees from unions, the law society and representatives from the Shaw family



## ***Sydney Alliance***

During 2014 Unions NSW continued to play an active role in the Sydney Alliance. Through the Sydney Alliance many relationships have been established and developed with the community and faith sectors to work towards increased community capacity building and awareness of the role of trade unions in Australian working life. Highlights included:

- Two day foundations training at Unions NSW Parramatta and the United Services Union
- Sydney Town Hall Assembly
- Western Sydney Assembly at Parramatta Town Hall
- Support for the Olive Ribbon Project, with Randa Kattan, CEO of Arab Council Australia, and Mary Waterford, CEO Western Sydney Community Forum, addressing Council delegates
- SDA Take the Time Redfern event
- Sydney Alliance Cultural Diversity Audit Tool Project
- Working Start – Blacktown commenced training of 24 community mentors to work with disadvantaged job seekers and linking opportunities with Marden Park businesses.

## Community partnerships

Unions NSW role in the Sydney Alliance has led to the creation of many new relationships and the deepening of existing relationship with the community and faith sectors. Working together to increase community capacity, build a presence for trade unions in Parramatta and raise awareness of the role of trade unions in civil society and towards improving the lives of working people. Partnerships with community organisations have been enhanced through reciprocal arrangements, facilities sharing and co- hosting events.

- Amnesty International Australia
- Arthritis Australia
- Asian Australian Alliance
- Australian Tamil Congress
- Cancer Council
- Canteen
- Immigrant Women Speak Out
- Injured Workers Support Network
- Interns Australia
- Arab Council of Australia
- Asian Women at Work
- Cancer Patients Foundation Ltf
- Community Migrant Resource Centre
- Jewish Board of Deputies
- Metro Assist Inc.
- Migrante NSW
- Muslim Women's Association
- Parramatta Young Christian Workers
- Philippine Community Council NSW
- Shakti Community Council
- Settlement Services International
- Western Sydney Community Forum
- Iranian Council
- Multicultural Youth Affairs Network
- Nature Conservation Council of NSW
- Parramatta Climate Action Network
- Shakti
- Sydney Alliance
- Sydney Feminists
- Workers Health Centre
- Youth Action

## Union Aid Abroad (APHEDA) and UNHCR

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. Kate Lee, Executive Officer of APHEDA, briefed affiliates on the project during 2014.

Unions NSW raised additional funds for APHEDA by holding the following events:

- Screening of South African documentary *Miners Shot Down*;
- Hosting, with the Muslim Women's Association, Palestinian refugee advocate Mrs Olfat Mahmoud.



## *Donations to Public Institutions*

During the 2014 financial year Unions NSW made donations to a number of organisations which included:

- Sydney Alliance for Community Building - \$42,000
- The McKell Institute - \$25,000
- Union Aid Abroad (APHEDA Skills Program in the Philippines) - \$10,000
- Public Education Foundation – Sponsorship - \$5,500
- Bill Crews – Sponsorship of Big Picture Film Festival - \$5,000
- Boystown \$600
- CFMEU Chile Appeal - \$200
- The Exodus Foundation - \$250
- Greenacres Disability Services \$9,000
- Vinnies CEO Sleepout - \$5,000
- Dept. of Education & Training – Sponsorship \$6,600
- Australians for UNHCR - \$4,000
- White Ribbon Foundation - \$200
- Lifehouse Australia - \$150
- Edmund Rice Centre - \$100
- NSW Police Legacy - \$1000
- University of NSW – Industrial Relations Prize \$1,000
- Macquarie University – Labour Law Prize \$500
- Thomas Kelly Youth Foundation \$1,500
- ADFA Race Day - \$2,000
- T.U.C.A.R. - \$8,000

## Communications

### General Overview

2014 was a year of building our online capacity. Towards the end of 2014 we hired a new Communications Director to direct those efforts in 2015 and beyond.

### Digital Media

Unions NSW's digital media presence has been taken to a new level in the last year.

We now have 5,284 Facebook 'Likes' ([www.facebook.com/unions.nsw](http://www.facebook.com/unions.nsw)), an increase of 65% on the previous year. Our average Facebook reach is 3,689, which we are constantly looking to improve. Our best Facebook reach was 84,160 for a post about the October long weekend and the 8 hour day movement. We regularly share affiliates content and promote unions.

We now have 3,168 Twitter 'Followers' (@unionsnsw), an increase of 56% on last year and have made 935 tweets mostly using the hashtag '#ausunions' and "#jobsrightsservices" to build online solidarity and make it easier to share information.

In mid-2014, we engaged the ASU to assist us improve our digital strategy in the lead up to the State election. This relationship has seen us dramatically increase our Facebook activity, with far greater use of visual content (shareables) and more strategic use of emails to engage with our supporters. We have a nearly 40,000 strong list of email addresses of our supporters, which we email about particular union issues every week. Our average open rate is just under 15%, with a click rate of just under 1%.

In October we transitioned our database to NationBuilder and launched a new website also on NationBuilder. This new system has all the features of the old site like the Jobs Board, secure access to confidential files, Circulars and meeting minutes, as well as the latest news, events and multimedia. By using NationBuilder the new site will allow us to better see which of our supporters are active online and transition them to offline activism. Our website had over 222,000 visits in 2014.

Photographs have been taken of a large number of union activities including the protest at Woolworths, the May Day Parade, Bust the Budget events, stop work meetings, the AusReo picket, the 'A Real Choice' rally, Stop Tafe Cuts public meetings, Stop the Sell Off and Save Medicare. All photos are posted on Flickr for public access: <http://www.flickr.com/photos/unionsnsw/sets>.



## ***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.

## ***Media Outcomes***

Unions NSW was once again prominent in the state's media across television, radio, print, and digital channels in 2014.

Early in the year Unions NSW commissioned a comprehensive state-wide poll through UMR Research, to help guide its communications leading into the 2015 election. The poll took the views of 1,000 people across NSW in February. The findings, which were reported prominently in the *Sydney Morning Herald*, included identifying privatisation as the top unprompted concern of voters, followed by funding cuts, and changes to workers compensation. The research also found that 66 per cent of NSW residents were either somewhat concerned or very concerned about State and Federal Liberal governments collaborating to attack pay and conditions.

The UMR survey was timely, coming as it did in the months preceding the Abbott Government's first Budget. Unions NSW played a key role in ramping up media pressure on critical aspects of the Budget – including GP co-payments, raising the retirement age, cutting the pension – which culminated in the massive simultaneous 'Bust the Budget' rallies across the country.

Unions NSW Secretary Mark Lennon took a dominant role as spokesperson and his comments, and the rallies more broadly, were leading news across the State for a number of days. The impact of the media and public awareness generated by the Budget opposition was felt throughout the entire year and has played a key role in shaping perceptions of the Abbott Government.

Unions NSW continued its support and media coordination role for the Local Union Community Groups. This ensured that individual union voices, in a huge variety of local media outlets throughout NSW, all had a baseline of consistent messages around the Budget, which helped intensify pressure on the Government.

When Barry O'Farrell resigned as NSW Premier after misleading ICAC, Unions NSW was swift to ensure that pressure to govern in the interests of working people was applied to new Premier Mike Baird.

This pressure took many forms, but has built most notably in a coordinated campaign against the Baird Government's proposed sale of state-owned energy assets. The proposed sale promises to be the key 2015 State Election issue.

In 2014, Unions NSW was also successful in changing the dominant media narrative around electoral funding laws from one of 'ending disproportionate union influence,' to one of 'allowing workers to contribute to the political process and not just millionaires.'

Other notable media generated by Unions NSW in 2014 included:

- Opposing continued attempts by the Coalition Government to cut the superannuation entitlements of public sector workers.
- Making the case against the use of public money to subsidise nannies by pointing out the exploitation risk, and the likely negative effect on childcare quality.
- Fighting to end discrimination by employers taken against employees in relation to paid parental leave.
- Arguing for the need for extra safeguards for internships.
- Pushing the case for a more diverse mix of housing, including more affordable housing, in the CBD.
- Engaging in the ongoing public battle for workers compensation entitlements to be restored, notably around the parliamentary report into the WorkCover Authority.
- Applying public pressure on Premier Baird to opt out of the Federal Government's extended Royal Commission into Trade Unions.
- A call for urgent action from the NSW Health Minister around the continued presence of friable asbestos in NSW hospitals.
- Prominent advocacy for a Western Sydney Airport and for that airport to be of genuine benefit to the people of Western Sydney.

Unions NSW officials also appeared on various current affairs panel shows throughout the year including the ABC and Sky News. Throughout 2014, Unions NSW's media and communication efforts were supported by Mountain Media.



## Education Forums, Training and Seminars

### *Events and Training at Unions NSW*

Unions NSW has had a very successful year in running and hosting training for affiliates. The following list is a sample of the events held at Unions NSW:

- 17 February, LUCC Conference
- 20-21 February, Union Lawyers and Industrial officers
- 13 May, Rail Delegates Conference
- 16 May, Building Trades Group Combined Delegates Conference
- 24 June, Combined Rail Unions Delegates Conference
- 29 July, Greg Combet Book Launch
- 12 August, Rail Delegates Conference
- 17 September, LUCC Training Conference
- 9 October, Unions NSW Safety Conference
- 10 October, Unions NSW Injured Workers Conference
- 20 November, 20 Years Organising Works Symposium
- 15 December, VTHC We are Union Campaign

Unions NSW conducted training to build capacity among affiliates and activists.

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

### *International guests 2014*

Unions NSW hosted the following delegations:

- Delegation of 24 from the Confederation of Korean Government Employees' Unions;
- Australia-Korea Journalist Exchange, visit by five senior Korean journalists;
- PSI – OSRAC Pacific Islands delegation;
- Rengo Ibaraki Prefecture delegation from Japan.



## Youth Engagement

### Union Summer

The Union Summer internship program was run in 2014 from February 3-21. 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 twenty-one young people and fourteen unions participated in Union Summer.

Thank you to the unions who participated: AMWU, ASU, IEU, MEAA, NSWNMA, NTEU, NTHC, NUW, Professionals Australia, TWU, USU, United Voice and United Voice Liquor and Hospitality Division.

Union Summer will be run in 2015 from February 2-20.

### O-week

Unions NSW ran O-week stalls at universities across Sydney in March 2014. The stalls were organised and staffed by young unionist volunteers. The purpose of the stalls were to educate young students on their rights at work and encourage them to join their union, while also talking about the importance of penalty rates. Information was also provided for international students, materials were translated into four different languages and the stalls were staffed by bilingual volunteers.

A mascot 'union superhero' was used on the day to engage young people. There was also a game of 'union monopoly' that quizzed students on their rights at work. The O-Week stalls allowed Unions NSW to have hundreds of conversations with young people about unions and the importance of penalty rates.



### *Youth Committees*

Unions NSW participated in the ACTU and International Trade Union Congress Youth Committees. Through these committees, Unions NSW discussed work plans for engaging young people in campaigns and growing youth membership. In 2015 Unions NSW will be working with the ACTU to campaign against the Federal Liberal Government’s attack on young people.



### *Youth voices*

In 2014, Unions NSW ensured the perspectives and concerns of young people were placed on the agenda at all our events. Young activist and Unions NSW intern, Alison Cui spoke at the International Women’s Day Lunch. Early Childhood Educator and United Voice delegate, Marian Rakosi was the guest speaker at the Equal Pay Day Dinner. At the Unions NSW budget night event, United Voice delegate, Margaret Rutherford spoke about the impact of the budget on young people. Former NUS president, Jade Tyrell spoke about university deregulation at the Bust the Budget rally and union activist Teisa Tuitupou spoke at the Unions NSW combined delegates meeting about the jobs shortage for young people.

In 2015 Unions NSW will continue to campaign with young people around the state about TAFE cuts and ensuring equitable access to TAFE for young people. Unions NSW will also continue working with students to campaign against university fee deregulation.



## Women's Committee

Union women continued to meet monthly in 2014 to discuss and campaign for the interests of women workers. This year the Committee focused on the fight for pay equity and the elimination of gendered violence.



The Women's Committee used International Women's Day as a platform to campaign for equal pay for early childhood educators. The Committee's work in raising the profile of pay equity in the sector complimented the United Voice Big Steps Campaigns and the Productivity Commission Inquiry into childcare. As part of the International Women's Day festivities, Unions NSW also hosted a lunch in Parramatta that was attended by over 100 women who work in the Parramatta CBD. The women in attendance heard from union activist, Alison Cui about the importance of engaging young women in unions.

In recognition of the gender pay gap and the union movement's fight for pay equity, the Unions NSW Women's Committee hosted an Equal Pay Dinner in September 2014. The dinner was attended by over 150 union members who heard from TV personality and activist, Tracy Spicer and early childhood educator and union activist, Marian Rakosi. The Equal Pay Day Dinner will become a yearly event hosted by the Women's Committee.

Heading into the 2015 state election, the Women's Committee will be putting the spotlight on gendered violence and placing pressure on both sides of politics to commit to reforms that support women experiencing violence. These efforts will feed into International Women's Day, where the key political message will be the need for Government's to appropriately fund specialist women's services.

In 2015 the Unions NSW Women's Committee will be co-hosting the Women in Male Dominated Occupations and Industries Conference.



*International Women's Day*

## Research

In 2014 Unions NSW made submissions to the below inquiries and reviews:

- Australian Human Rights Commission National Review into Pregnancy and Return to Work Discrimination (January 2014);
- NSW Parliament, Law and Justice Committee, Review of the Exercise of the Functions of the WorkCover Authority (January 2014);
- NSW Legislative Council Inquiry into Volunteering and Unpaid Work Placements Among Children and Young People (February 2014);
- Australian Senate, Committee on Education and Employment, Inquiry into the Safety Rehabilitation and Compensation Amendment Act (February 2014);
- Australian Senate, Committee on Education and Employment, Inquiry into the re-establishment of the Australian Building and Construction Commission (February 2014);
- Productivity Inquiry into Childcare and Early Childhood Learning (February 2014);
- NSW Legislative Council Inquiry into Social, Public and Affordable Housing (February 2014);
- Federal Government, Department of Employment, Post Implementation Review of the Fair Work Amendment (Transfer of Business) Act 2012 (March 2014);
- Federal Government, Department of Immigration and Border Protection, Independent Review of the Subclass 457 Programme (April 2014);
- NSW State Budget Submission (April 2014);
- Ministerial Statutory Review into the Workers Compensation Amendments of 2012 through the Centre of International Economics (May 2012);
- COAG Inquiry, Improving the Model Work Health and Safety Legislation (July 2014);
- NSW Government Panel of Experts Inquiry into Political Donations (September 2014) ;
- NSW Parliament, Asbestos Insulation Committee, Loose Fill Asbestos Insulation (Inquiry) (October 2014);

In June 2014 the 'Unions NSW Workers Compensation Survey Report 2014' was released. This report was based on a survey of over 1,500 workers who have suffered a workplace injury or illness. Unions NSW also commissioned Macquarie University to produce three research reports that track the impacts of changes to workers compensation. The second of these reports will be released in early 2015.

Unions NSW and affiliates participated in a roundtable with the NSW Business Chamber and NCOSS to discuss potential reforms of the NSW tax system. Discussions have led to a number of agreements centred on property, transport and payroll taxes. Possible policy recommendations will be developed in the New Year.

Unions NSW and affiliates participated in the research and development of safety standards for Standards Australia and also participated in a review of the WorkCover Work Capacity Guidelines. Unions NSW and affiliates contributed to the development of new practices and systems for bullying through the Public Sector Bullying Roundtable. In 2015 Unions NSW and affiliates will continue to work with the WIRO Advisory Council on a review into workers compensation laws.

The research team has also provided regular updates on employment statistics as well as assistance in industrial and OHS cases before the Fair Work Commission and NSW Industrial Relations Commission. Background research for the state wage case, public sector wage case and other state based industrial matters has also been provided.



## Information Technology

The IT Department has had a successful year maximising system availability with no major outages, leaving the organisation with 100 per cent availability during 2014. This has been enabled mainly due to the deployment of the latest virtualisation software and products like Veeam 8 providing Unions NSW with a reliable and stable infrastructure.



The IT Department continues to procure and distribute the latest ICT to Unions NSW staff including laptops, computers, printers, iPads and iPhones. The IT department now supports around 50 computers and 20 Server/Mobile devices split between the Sydney and Parramatta offices. Around 1,500 Move Adds and Change requests (MACs) or break/fault requests were successfully completed in 2014

Some of the project highlights this year include the successful installation of the new 10 computer call centre and the new state-of-the-art audio visual fit-out of the Auditorium, introducing the latest touch screen technology and AMX controller systems.

Other projects this year included the support and expansion of the existing Wi-Fi network to enable union staff to download data to iPads and smart phones and successful deployment of the latest Solid State technology across the organisation.

# Trades Hall

## *Trades Heritage*

The historic collections of the Trades Hall continue to be a focal point for visitors to the building, and are increasingly sought after by museums and galleries elsewhere in Australia for exhibits and by historians for our collections of documents and images. Our collections of trade union banners, posters, badges, photographs, pamphlets and other documents are unsurpassed in Australia and are among the largest trade union collections in the world.

## *Tours*

Groups touring this year have included:

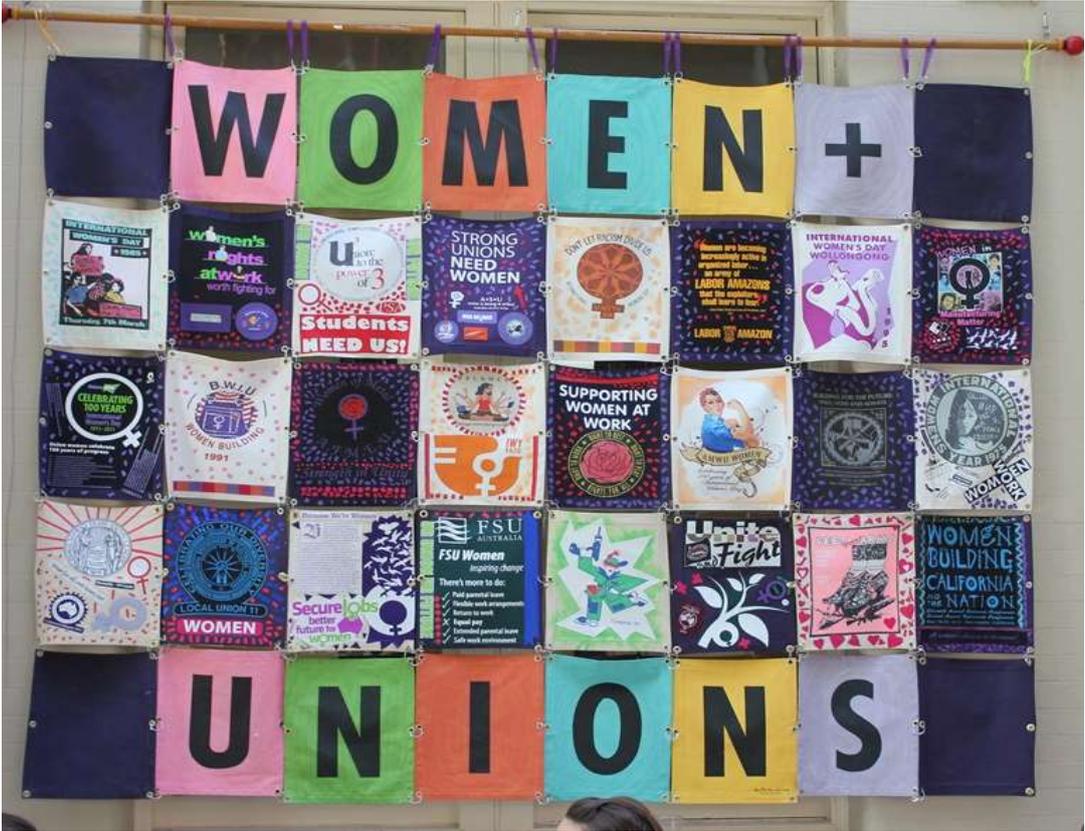
- International Association of Theatrical and Stage Employees (IATSE);
- Public Services International (PSI) Oceania region delegates;
- Parramatta centre volunteers;
- Walmart campaigners;
- ACTU organising works delegates;
- British union delegates on holidays in Sydney;
- Retired CFMEU and Hotel and Catering Workers
- Struggles, Scabs and Schooners pub crawl;
- USU delegates;
- National Museum of Australia staff;
- Anna Stewart delegates from Teachers' Federation;
- May Day Committee;
- Unions WA;
- MUA and WWF retired section;
- Flight Attendants Association, Brazilian (Forca Syndicale);
- Korean trade unionists and media;
- Cardiff University;
- York University;
- Canberra High School Business Studies;
- Tamworth High School;
- Rengo Ibaraki group (Japan);
- Neil Young crew;
- APHEDA visitors and staff;
- Sydney City Council staff.

## *Exhibits*

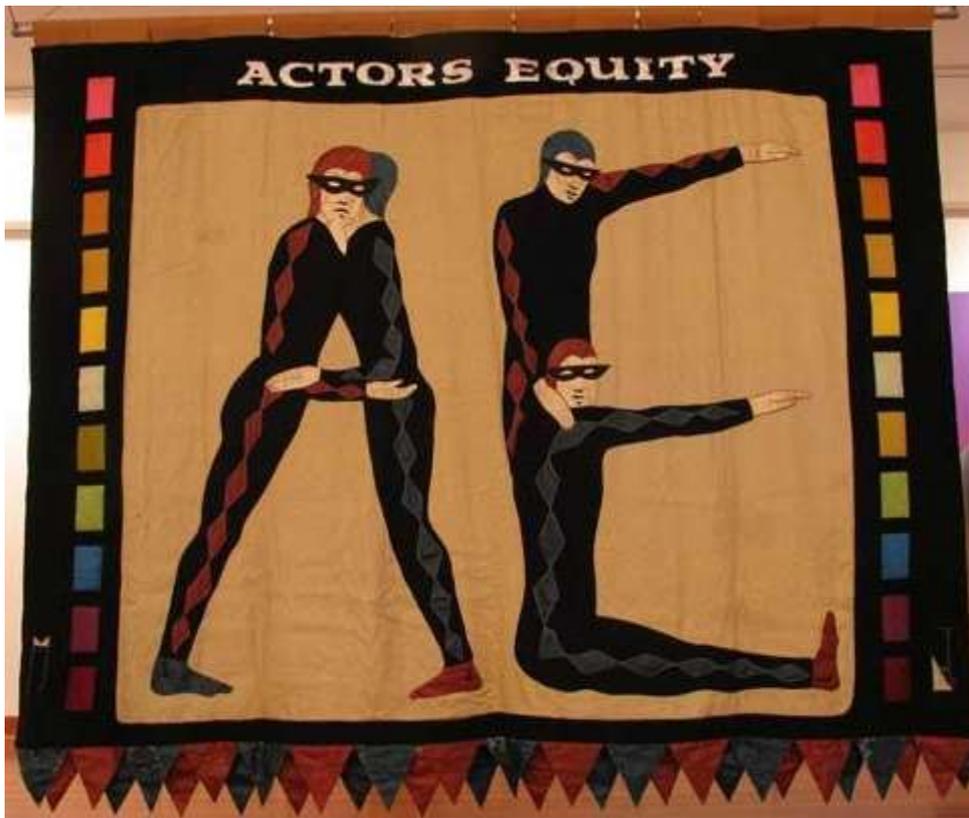
- International Women's Day;
- trade unions and Pacific region;
- May Day;
- equal pay;
- anti-privatisation and save our services/TAFE/ABC/hospitals/schools;
- NAIDOC week;
- National Reconciliation Day;
- Rights @ Work/Greg Combet book launch;
- Labour Day;
- Actors Equity 75<sup>th</sup> anniversary;
- Organising Works exhibit for the 20<sup>th</sup> anniversary symposium



*NAIDOC Week and National Reconciliation*



*Brigitte Hansen's Women and Unions Banner with a new row of images*



*Actors' Equity 75th Anniversary*



*International Workers Memorial Day*

## *Additions*

A new booklet with a short history of May Day using images and items from our archives was produced for May Day celebrations. A new Banner by Birgitte Hansen was commissioned and carried on the May Day parade. Other acquisitions this year include a number of photographs from Australia, Portugal, Mexico, USA recording various union struggles and celebrations.



*May Day*



*Lithgow State Mine Museum exhibit*

## Loans

- Furnishing Trades Society loaned to Museum of Sydney for history of Chinese furniture making.
- Seamen's Union banner for 2015 loaned to National Museum of Australia.
- Banners for display from May to November loaned to Cross Art Lithgow State Mine Museum.

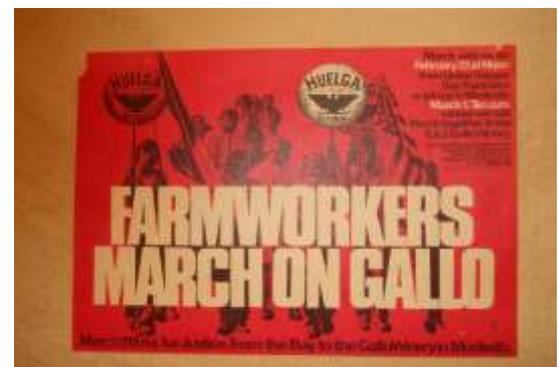
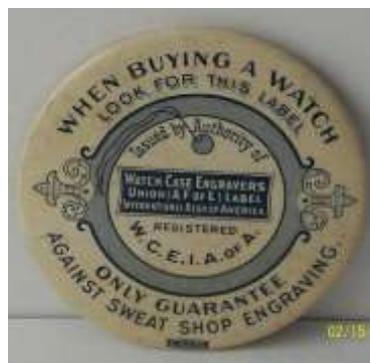
## Conservation

The Bridge and Wharf Carpenters banner has been repaired (3/4 recovered), stretched on two canvas frames and can now be hung. We have documented the restoration process. The restoration of the charred canvas is an amazing achievement.

A number of historic 19<sup>th</sup> century scrolls of honour/union certificates from the UK were framed. A 'Welcome Nelson Mandela' poster and other anti-apartheid material, May Day posters and International Women's Day posters were framed. Barry French was commemorated with a framed photograph. Barry ran an office here, did a great deal of legal work for trade unions, was a member of the Industrial Relations Commission and ran Industrial Law courses for unionists from Trades Hall.



*A number of badges including this rarity featuring the Trades Hall*



*Posters and union certificates*

## Events

- The Struggles, Scabs and Schooners pub crawl began with a drink and a tour of the Hall.
- The Greg Combet book launch was in the atrium.
- The Auditorium was the location for preview of new film about the Dalfram (Pig Iron Bob) dispute of 1938



*Struggles, Scabs and Schooners group*

## Archive users:

Trades Hall archives have been used for various projects including:

- BLF history;
- Unions NSW/Labor Council records on the Accord ;
- the Trolley, Draymen and Carters Union (precursor to the Transport Workers Union) by Mark Hearn;
- Oral history transcripts we hold from the series conducted by Richard Raxworthy for Labor Council in the early 1990s (interviews with prominent union officials);
- Paul Keating and Bob Hawke (David Day, biographer of Curtin and Chifley); history of the development of urban heritage and conservation using our building industry;
- Green Ban and Jack Munday archive (Jim Coleman).



*Greg Combet book launch*

## Appendix A: Finance Report

This Finance report summarises the financial affairs of Unions NSW for the financial year to 30 June 2014.

The Consolidated Financial Statements for 2013/14 have been audited by KPMG and were adopted by the Finance and Governance Committee of Unions NSW on 28 November 2014.

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 2014 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 \$6,834,069, a rise of 1.86 per cent on 2013. However, this was offset by increases in administrative costs and depreciation and a fall in financial income. The net result was a deficit for the year of \$937,144. The financial position of the organisation remains strong with net assets of \$28.8m including \$12.1 in current assets.

A summary of the Consolidated Financial Statements for 2013/14 to be presented by the Executive to the Annual General Meeting on 19 February 2015 are set out below:

### Summary of Consolidated Financial Statement of Profit and Loss

	2014	2013
<b>Total Income</b>	6,834,069	6,709,518
Total Administrative Costs	(7,172,031)	(6,833,452)
Depreciation	(1,003,596)	(986,257)
<b>Results from Operating Activity</b>	<b>(1,341,558)</b>	<b>(1,110,191)</b>
Net Financial Income	404,414	478,578
<b>Net deficit for the year</b>	<b>(937,144)</b>	<b>(631,613)</b>

### Summary of Consolidated Statement of Financial Position

	2014	2013
Total Current Assets	12,105,799	11,289,202
Total Non-Current Assets	19,860,919	21,029,216
<b>Total Assets</b>	<b>31,966,718</b>	<b>32,318,418</b>
Total Current Liabilities	2,880,865	2,659,110
Total Non-Current Liabilities	212,612	306,688
<b>Total Liabilities</b>	<b>3,093,477</b>	<b>2,965,798</b>
<b>Net Assets</b>	<b>28,873,241</b>	<b>29,352,620</b>

## UNIONS NSW FINANCE & GOVERNANCE COMMITTEE

The Committee is charged with overseeing the financial administration and governance of Unions NSW. During 2014 the Committee met on 6 occasions. On 28<sup>th</sup> November 2014 the Committee adopted the Consolidated Finance Statements of Unions NSW as audited by KPMG.

- 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

## 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<sup>th</sup> November 2014. The AGM adopted the Financial Statements audited by KPMG which have been lodged with the Australian Securities and Investments Commission. During 2014 the Board met on 6 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)
- Jeff Priestly (Company Secretary) (resigned 29<sup>th</sup> August 2014)
- Daren McDonald (Company Secretary) (appointed 9<sup>th</sup> September 2014)

## Appendix B : Boards and Committees

During 2014 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
- ACTU – Federal Election Campaign Committee - Member
- Dust Diseases Board
- Energy Industries Superannuation Scheme (EISS) - Director
- Home Building Advisory Council – Member
- Inquiry into Construction Industry Insolvency Industry Reference Groups
- Workers Health Centre – Board Member
- VET Advisory Committee - Member
- VET Consultative Forum - Member
- Building & Construction Industry Long Service Payment Committee - Member
- Union Lawyers and Industrial Officers

### *Emma Maiden*

- Correctional Services Industry Consultative Committee - Committee Member
- Contract Cleaning Industry Long Service Leave Committee – Committee Member
- Legal Super – Director
- St George Community Transport – Board member
- ACTU Women’s Committee
- Inner South-West Community Development Organisation, Board member

### *Peter McPherson*

- Hunter Valley Training Company Board - Director
- University of Newcastle ER and HRM Industry Advisory Committee - Member
- Vocational Training Tribunal – Member`

### *Arthur Rorris*

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

### *Alison Rahill*

- Evatt Foundation Committee Member
- Arab Council Australia Linked In Bankstown Project Steering and Implementation Group
- Vakta Mandir Harris Park Advisory Board Member
- StreetMed Paramedic Service for Homeless People

## Appendix C: Unions NSW Officers 2014



Mark Lennon



Mark Morey



Emma Maiden



Adam Kerslake



Jeff Priestly (retired Aug 2014)



Daren McDonald



Peter McPherson



Shay Deguara



Mary Yaager



**Neale Towart**



**Arthur Rorris**



**Paul Doughty**



**Salim Barbar**



**Alison Rahill**



**Mark Coverdale**



**Kate Minter**



**Saoirse Connolly**



**Sam Kiejda**



**Cameron Ritchie**



**Linda Carruthers**



## **Unions NSW**

### **2014 Annual Report**

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