



Young Workers Centre

ANNUAL REPORT 2016-17

CONTENTS

Message from the Chair	3
Message from the Coordinator and Principal Solicitor	4
Young Workers Centre team	5
Education	6
Case Study: Tina’s Story	8
Legal	10
Research and Advocacy	12
Advocate Program	14
Making Change & Building Community: Campaigns, Training, & Events	16
Case Study: Grill’d	17
Young Workers in the Media	18
Young Workers Centre Committee of Management	20
Young Workers Centre Incorporated Financial Report	22
What’s next?	23



The Young Workers Centre was established by the Victorian Trades Hall Council and affiliated unions in 2015 as a mechanism for creating safer, fairer workplaces for young people aged 30 and under.

The Young Workers Centre, Victorian Trades Hall Council, and affiliated unions are committed to supporting, education, empowering, and organising young people in workplaces right across Victoria.

We acknowledge the traditional owners of the land on which Trades Hall stands, the Wurundjeri people of the Kulin Nation. We also acknowledge the traditional owners all of the Koori lands across which the Young Workers Centre conducts our business.

We pay our respects to their Elders, past, present and emerging.
This land was stolen and sovereignty was never ceded.
Always was, always will be Aboriginal land.

This report was prepared by Keelia Fitzpatrick, Sarah Bright, and Amy Fitzgerald of the Young Workers Centre with assistance from Mitzi McKenzie-King, October 2017

MESSAGE FROM THE CHAIR

“A fair day’s wage for a fair day’s work” is the motto of the labour movement, and time has not robbed it of its force.

Over the past 18 months, the Young Workers Centre (YWC) has flourished under the hard work of its talented staff members and dedicated volunteers to become a leading voice for young workers in Victoria. With two major reports published and over a thousand young workers across the state consulted for their input, the message is clear: systemic and deliberate exploitation of young people in the workplace is commonplace in Victoria.

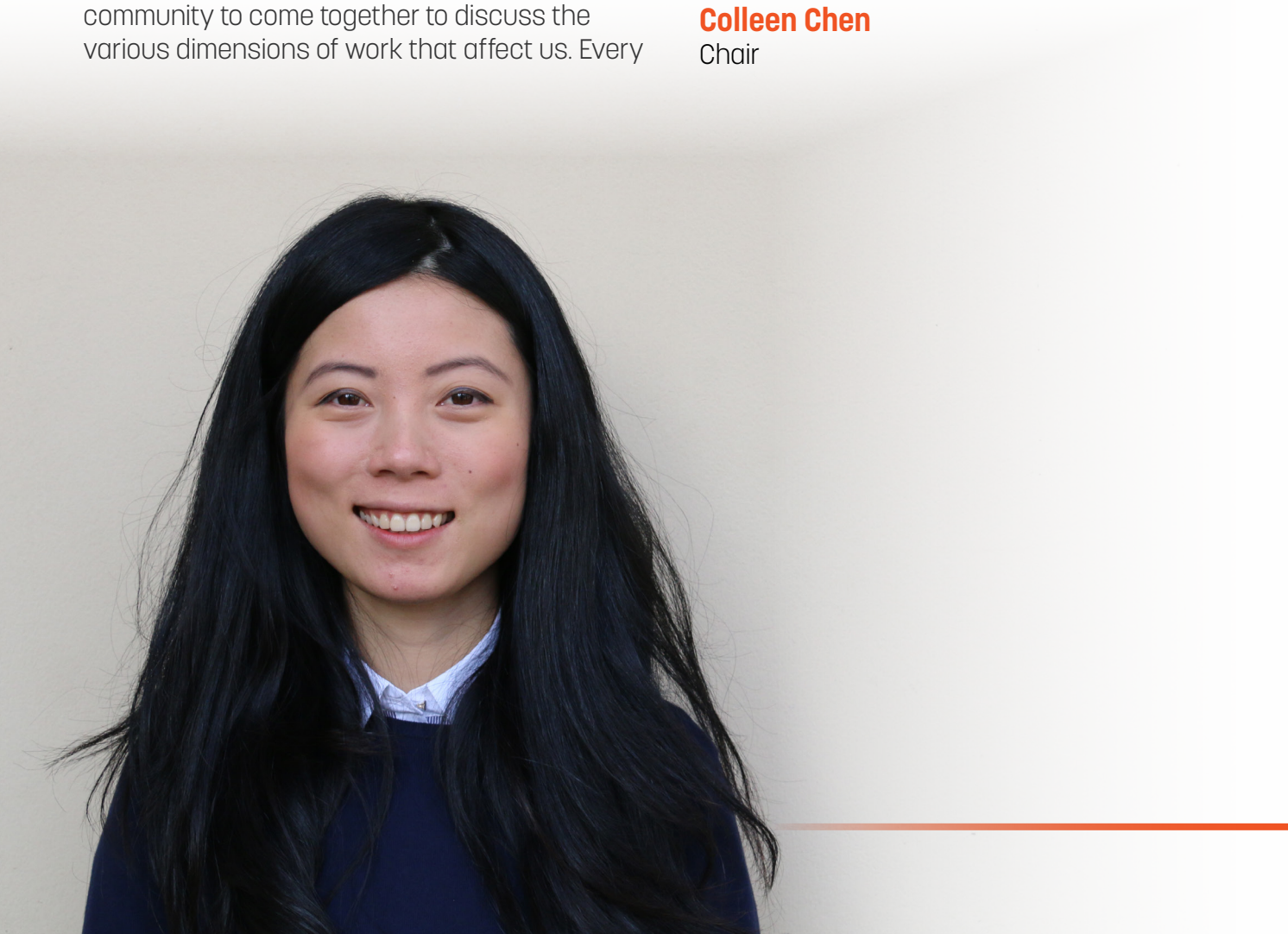
This is a sobering finding, but not a surprising one. Entry into the workforce can be a staggering experience. Young workers must navigate a complex workplace relations system while juggling the demands of study or other caring duties. The returns for speaking out can pale in comparison to the financial jeopardy in which they may place themselves.

The Young Workers Centre is a hub for the community to come together to discuss the various dimensions of work that affect us. Every day we strive to empower young workers through education, legal advice and representation. Our ongoing research, campaigning and outreach aims to aggregate and disseminate our shared knowledge and experiences to strengthen our resolve of enforcing employment rights in the workplace. I am delighted to see the young leaders from across the state emerging from their engagement with the Centre’s work. Their passion for helping others and upholding their rights in the workplace is inspirational and I look forward to seeing the positive changes that they will usher.

Youth is fleeting. Young workers bring enthusiasm and a sense of endeavour that can invigorate a workplace. These early years in the workplace can define one’s future and the future of a nation. Protecting the rights and safety of young people in the workplace is serious business.

I would like to commend, once again, all the wonderful staff members and volunteers at the Centre for steering us to a strong start.

Colleen Chen
Chair



MESSAGE FROM THE COORDINATOR AND PRINCIPAL SOLICITOR

What an enormous 18 months it has been since YWC officially opened its doors in February last year. Establishing a community legal centre and becoming a formal member of the Federation of Community Legal Centres Victoria was no small feat, and for this achievement we are forever grateful to Matt Wilson. Matt was the Centre's Principal Solicitor for 2016 and oversaw our first year assisting young workers and training up our first 24 law students as Advocates.

Members of our Committee of Management have given their time, expertise and thoughtfulness to guide the establishment of YWC Inc. and ensured the organisation is on the right path in achieving its purposes and adhering to high standards of governance. We thank them for their commitment to the organisation and young workers in Victoria.

We have a fabulous team of young people responsible for our organising, communications, research and operations who bring bucket loads of energy and passion to empower the young people they meet directly and indirectly in high schools, shopping centres, TAFE and university campuses across Victoria. They are vital to the Centre's vision of helping young workers speak up together and stamping out bad employer behaviour.

The large number of young workers who have received legal assistance and information from the Centre would not have been possible without the 39 law students who completed their legal placement with us. We are thrilled that so many of them are now commencing or exploring careers in employment law and industrial relations and wish them all the best.

We acknowledge the work and support of Victorian Trades Hall Council in establishing the YWC, especially Secretary Luke Hilakari's dedication to tackling young worker exploitation using innovative approaches. We have also received support from Slater + Gordon Lawyers, Maurice Blackburn lawyers and various Victorian trade unions and community legal centres which has been invaluable to our work.

Keelia Fitzpatrick
Coordinator and Solicitor

Carita Kazakoff
Principal Solicitor



YOUNG WORKERS CENTRE TEAM



(L - R): Dylan Goldsworth (Outreach Organiser), Sarah Bright (Research and Projects), Edie Shepherd (Outreach Organiser), Laura Blandthorn (Lead Advocate), Rose Steele (Campaign Organiser), Nadia Montague (Campaign Organiser)

Absent: Claire Boland (Outreach Organiser), Carlos Castro (Outreach Organiser), Ruby Haynes (Lead Advocate), Amy Fitzgerald (Media and Communications Organiser)

EDUCATION

The education program has grown exponentially since its launch in its current incarnation at the beginning of 2016.

Starting with two education outreach organisers, Claire Boland and Shirley Jackson, the program is now delivered by a team of four organisers who visit schools in metropolitan, regional, and rural Victoria to ensure that all young people have the opportunity to learn about their rights at work.

The Education team, currently comprising of Carlos Castro, Dylan Goldsworthy, and Edie Shepherd alongside Claire Boland, deliver three standard modules to Victorian high school students:

- Your Rights At Work
- Occupational Health & Safety
- Bullying & Discrimination

Additionally, the team have delivered modules tailored to the needs of TAFE students at several Victorian campuses.

Regional roadtrips

The team have run 3 regional roadtrips to date, with another one planned for the second half of 2017:

- In April 2016, we spent a week in the Goldfields region visiting schools, youth groups, and running blitzes on key retail and hospitality precincts
- In October 2016, we visited the Albury-Wodonga border region and built connections with schools,

Universities and youth groups in the area

- In April 2017, due to an influx of requests from schools, we returned to the Ballarat area

Growing our young activists

School visits represent an important point of contact between school-aged young workers and the YWC.

Just like Orientation Week visits and campus stalls act as an important point of contact for University and TAFE students, school visits allow young people to speak directly to an organiser and, where necessary, have their issues referred to the legal team for assistance.

The school visit program has also seen high school students around Victoria getting involved in YWC campaign actions.

Organisers from the YWC have also teamed up with the union United Voice to help train international students to run workplace rights workshops on University campuses.

“The presenter engaged very well with students...plus I learnt some things!”

-Secondary school teacher, regional Victoria

462
MODULES
DELIVERED

101
HIGH SCHOOLS
VISITED

45
REGIONAL
SCHOOLS VISITED

9
TAFES
VISITED

TINA'S STORY

It takes guts to stand up when your boss is exploiting you at work – and when you're one of the thousands of young people whose ability to stay in Australia rests on your visa, standing up for yourself at work becomes even more daunting.

That's what makes Tina's story so remarkable. Like so many other young people Tina arrived in Australia from Taiwan on a Working Holiday (subclass 417) visa. She was looking forward to exploring Australia, improving her English, and maybe working a few hours on the side to fund her adventure.

Working in a country that you're not familiar with takes trust. You have to trust that your boss is being honest and upfront with you about the pay and conditions you're legally entitled to. You have to trust that the people who recommend the job to you aren't putting you at risk.

During her 10 months at Shanghai Street Noodle Wizard, Tina worked late nights and weekends. She worked public holidays, and worked long, long shifts on her feet serving customers.

Tina's boss didn't pay her the overtime, weekend, and holiday pay rates she was legally entitled to – he didn't even pay her the minimum wage. At times, she was paid as little as \$12 per hour. He lied to her about paying tax and super.

But what finally forced Tina to act was when she tried to take 10 days leave to visit her family in Taiwan – and was sacked instead.

With the help of a friend who worked for the National Union of Workers and Justice Connect, Tina attempted to take her former boss to Fair Work to reclaim some of the estimated \$20,000 she was owed in unpaid wages.

Her former boss offered her a measly \$3000 to settle – not even a quarter of what she was owed. But Tina is an incredibly resilient young woman who wasn't interested in settling. Not for herself, and not for the thousands of young people working in Australia on visas each year who are seen as easy targets for wage theft and exploitation by bad bosses.


Tina approached the Young Workers Centre about what to do next. She wanted to make a difference for other young people in the same situation – which led to the Justice for Tina campaign.

The Justice for Tina campaign saw young people take to the streets in protest outside the Shanghai Street Noodle Wizard restaurant where Tina worked during peak times. Posters and flyers appeared outside stores in the Shanghai Street empire, and a digital campaign targeted Shanghai Street Noodle Wizard's online presences.

And the result?

Tina was represented by Young Workers Centre Coordinator Keelia Fitzpatrick when her case was heard in the Federal Circuit Court in March 2017 – and the presiding judge, after hearing all the evidence, awarded Tina the full \$20,000 she was owed.

This case isn't just about money. By running a public campaign, Tina helped shine a spotlight on the wage theft and exploitation that takes place right under our noses, every single day.



“[Tina] was paid as little as \$12 per hour”

Tina, former hospitality worker and visa worker, 2017

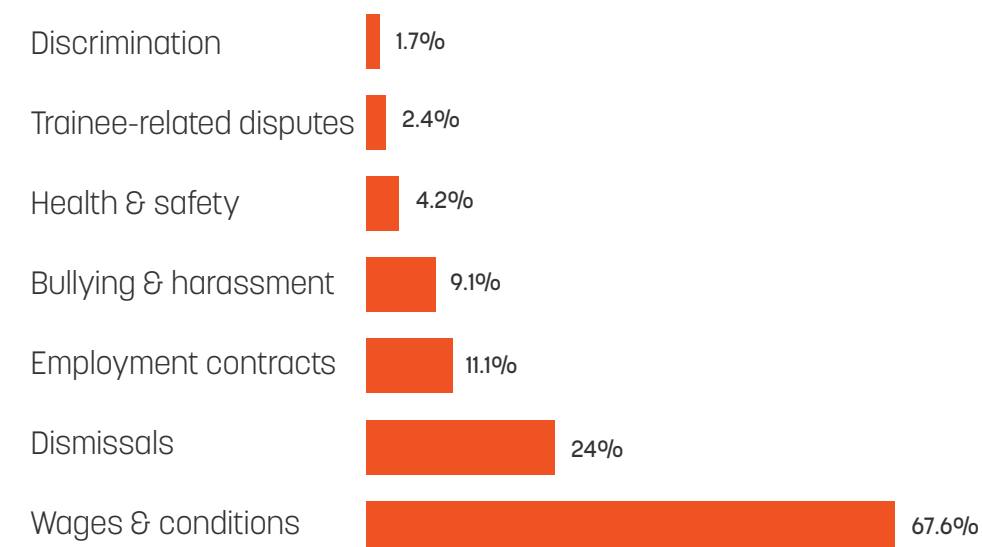
LEGAL

Our legal centre is the first and only specialist community legal centre in Victoria to represent young people with employment issues. Staffed by a small legal team and our law student advocates, we provide legal information, advice and representation for workers in Victoria aged 30 and under.

Feburary 2016 - June 2017:



20% of legal clients contacted us with multiple issues in their workplace. Sadly it is not uncommon that we see young workers who speak up about their pay and conditions loosing shifts or jobs as a result. We're proud to represent those young workers who speak up about workplace issues and help them access the justice they deserve.



** Note this graph represents the prevalence of each issue, ie 67.6% of our clients contacted us with a query about their wages or conditions. As clients often contact us with multiple issues the percentages do not total 100%.*

WHAT ISSUES ARE YOUNG WORKERS FACING?

Of the young workers who become our legal clients:

1 IN 7 HAVE EXPERIENCED ISSUES WITH BULLYING OR SAFETY



2 IN 3 HAVE CONCERNS ABOUT THEIR PAY AND CONDITIONS

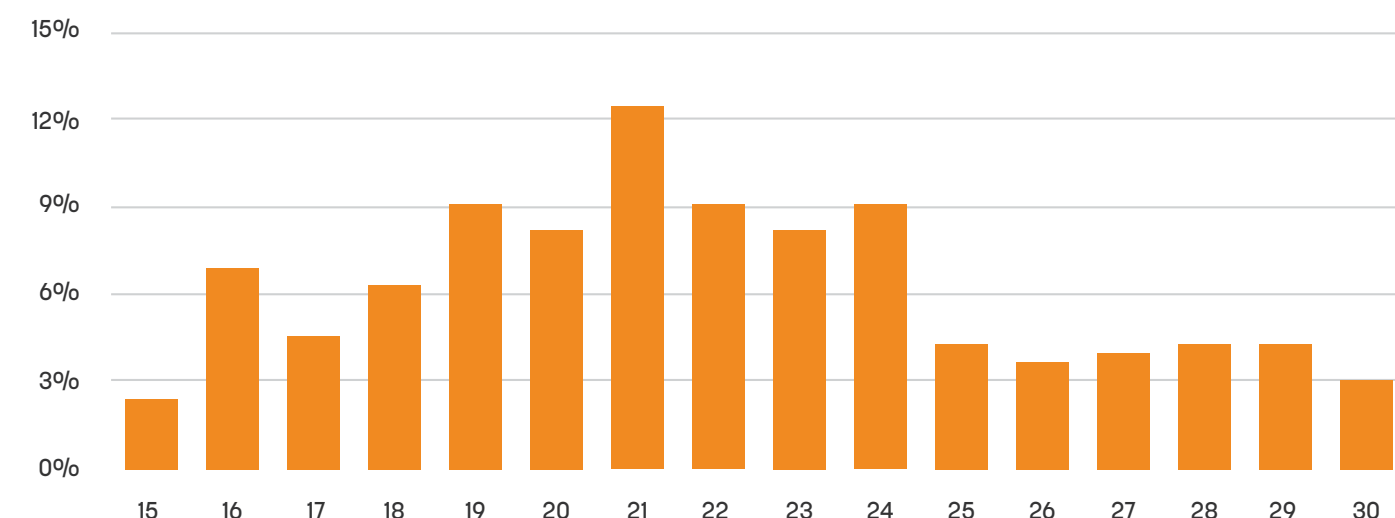


1 IN 4 CONTACTED US REGARDING THEIR DISMISSAL



Age

The median client age is 21. Although the majority of our clients are under 25, it is important to note that almost 1 in 4 clients are aged 25 to 30. With the growth of insecure work, casualisation and sham contracting, issues of exploitation at work continue to be experienced by those in the tail end of their 20s.



RESEARCH AND ADVOCACY

Young Workers Survey

In 2016 we ran our first young workers survey and collected data and stories from a massive 1,028 young people about their safety, pay and conditions at work. Young people told us work rights and safety education levels are at a crisis point: young people are entering the world of work with little or no information about their workplace rights, and feel there are few avenues to enforce those rights without fear of unfavourable retaliation through shift or job losses. The analysis and key findings have been published in two snapshot reports.

Young Workers Health & Safety Snapshot

- 1 in 2 young people reported experiencing bullying or harassment at work. The most common perpetrators are customers or clients.
- When asked to perform unsafe work, more than half said they did the job anyway due to workplace cultures where unsafe work was normalised.
- 1 in 3 young people who experienced a workplace injury or illness told us they did not report this to their boss or supervisor. Young people told us they feared retaliation such as losing shifts or jobs.

This report was launched with WorkSafe and EML at the 2016 Young Workers Conference and drew national media attention from The Age, The Project, Triple J Hack, ABC Bendigo and ABC 774.

The Great Wage Rip-Off

- 1 in 5 young workers reported base pay rates below minimum wage.
- More than half those underpaid workers believe they are paid minimum wage.
- Less than half of the young people who work nights, weekends and public holidays are being paid penalty rates.



This report was launched alongside a panel

discussion around policy reform and actions young workers can take to organise against wage theft. The report was covered in Junkee and Pedestrian media and was tabled in Federal Parliament on 22 May by the Federal Member for Bendigo Lisa Chesters.

Submissions

- Victorian Government youth policy discussion paper: What's important to Youth? (November 2015)
- Victorian Government Inquiry into the Labour Hire Industry and Insecure Work (December 2015)
- Federal Senate Inquiry into Corporate Avoidance of the Fair Work Act (January 2017)
- Victorian Government Inquiry into Penalty Rates and Fair Pay (May 2017)

Hearings

- Appearance at Corporate Avoidance of the Fair Work Act Inquiry hearing with two young workers speaking about their experiences at Subway and Deliveroo (March 2017)
- Appearance at Victorian State Government Penalty Rates Inquiry hearing (April 2017)

Events

- Young People and Unpaid Work (Youth Week – April 2016)
- The 'Do What You Love' Lie (May 2016)
- What about Young People? A Q&A with the Minister for Youth Affairs (August 2016)
- Disenfranchised: Fighting back against franchise exploitation (November 2016)
- The Great Wage Rip-Off (May 2017)

Migrant Workers Collaboration

We are contributing to a joint University of Melbourne and RMIT research project collecting de-identified data on breaches of workplace rights of migrant workers in Australia.

Our Partners

Thanks to our research and policy event partners over our first 18 months: the Hon Minister for Youth Affairs Jenny Mikakos, YACVic, John Cain

***"If someone is injured at work...
not only are they not insured
and would have to either have
their own insurance or cover
their own medical bills ..."***

Allison speaking to the Inquiry into Corporate Avoidance of the Fair Work Act, Melbourne, 15 March 2017



Penny, Subway worker, and Allison, former Deliveroo rider, outside State Parliament, 2017

ADVOCATE PROGRAM

We are proud to have trained 39 law students from seven different law schools as Young Worker Advocates. Advocates complete a semester-long placement with us through their university's clinic education program. When young workers decide to speak up about the problems they're facing at work, our Advocates are often the first to hear their stories. With supervision from our principal solicitor Carita and team leaders, advocates assist young workers to access justice at work.

A typical day as an Advocate might include:

- Interviewing a young worker over the phone or face to face to identify their legal issues
- Finding the relevant Award or workplace agreement
- Researching issues relating to the Fair Work Act and Occupational Health & Safety Act
- Drafting correspondence, legal documents and forms, such as letters of demand to employers
- Briefing our legal team on a young worker's issues and the legal merits of their case
- Filing documents with the Fair Work Commission, such as unfair dismissal applications.

We also train advocates to identify collective issues that are experienced by many in the workplace, such as issues of safety or pay, so that we can maximise our limited resources and help workers achieve better outcomes.

Advocates

Special thanks and congratulations to all our Advocates who have educated young workers about their rights and helped them access justice at work.

Semester 1, 2016: Laura Blandthorn, Amy Collins, Dylan Goldsworthy, Jared Goodwin, Natasha Lackner, Shruti Malaviya, Matthew McLellan, Bree O'Dwyer, Harriet Paterson, James Penny, Bavati Rameswaralingam, Cam Smith, Anu Tokun, Megan Wenlock.

Semester 2, 2016: Jacob Debets, Leon Harper, Ashlee Lambert, Georgia McRae, Lily Neilson, Frances Nobile, Madeleine Rintoul, Tim Rizzuto, Benjamin Stark, Michael Tottle.

Semester 1, 2017: Alex Blennerhassett, Naomi Cumming, Tristan Dang, Lachlan Einsiedel, Ruby Haynes, Sharan Kaur, Minjee Kim, Karen Liu, Isir Mohamud, Thao Nguyen, Helen Tselios, Sarah Vu,

Allison Waring-May, Thomas Weston, Sheila Yee.

Building careers as worker advocates

We are delighted that a number of advocates have continued to develop their skills and careers in industrial and employment law following their placements with us.

- Jared, Megan and Bree have taken up legal cadet roles at the Community and Public Sector Union (CPSU) state branch.
- Isir and Sheila have taken up roles in the legal team at the Australian Nursing and Midwifery Federation (ANMF) Victorian branch.
- Here at the YWC we've found homes for Dylan as an outreach organiser and Laura, Ruby and Cam as advocate team leaders in the legal centre.
- We've recently said goodbye to Cam as he has taken up the role of industrial officer at the National Tertiary Education Union (NTEU) Victorian branch.

University Partners

Thanks to our program partners:

- La Trobe University
- The University of Melbourne
- Royal Melbourne Institute of Technology
- Deakin University
- Australian Catholic University
- Swinburne University
- Victoria University.

"I honestly learned more about being a lawyer throughout my placement at YWC than at any of my other placements OR my university degree."



Ruby and Sarah, Young Workers Advocates, Semester 1, 2017

MAKING CHANGE & BUILDING COMMUNITY: CAMPAIGNS, TRAINING, & EVENTS

Maximising our impact requires us to reach as many young workers as possible. Our robust online presence allows us to reach tens of thousands of young workers, where we tell stories of young workers taking action to improve their workplaces. Our outreach and organising teams then provide regular on the ground opportunities for young workers to get involved in actions or campaigns.

Campaigns and action

Underpinning our education and legal work is seeking organising opportunities that involve groups of workers affected by a workplace problem who show a willingness to take action. Regular 'blitzes' of large shopping centres and popular shopping areas with volunteer young workers have proven an effective way of promoting YWC, enabling referrals to the legal team and to trade unions and for training volunteers.

We've worked with groups of young workers from places like Grill'd and Honey Birdette to take their fight public using online petitions, creative action and media strategies to force their employer to resolve the problem.

Current and former workers of lingerie chain Honey Birdette stood up for workplace safety in a spectacular fashion. Their demand that the company overhaul their approach to worker safety to ensure staff are protected against customer harassment and bullying garnered national and international media coverage.

Sometimes it can be a single worker who demands change and makes it. Tina Chang, a young Taiwanese woman working in Melbourne on a working holiday visa, was owed more than \$20 000 in stolen wages from a restaurant in

Melbourne's CBD. Tina started an online petition, YWC organised actions outside the bosses multiple restaurants which led to a successful claim in the Federal Circuit Court. Tina returned home to Taiwan with those wages returned to her pocket.

Training

For change to be sustainable and meaningful, it must be driven by young workers themselves. This requires ensuring they have the skills and ample opportunities to apply them. We have facilitated this by running education and training sessions for our community members in order to develop their capacity as organisers and campaigners.

We have hosted 5 trainings, open to anyone under 30, since February 2016, training more than 80 young people in these specialist skills. These trainings have covered campaigning skills and theory and how to have organising conversations.

Building a community

Nurturing relationships between young people is core to our goal of developing a state-wide, online and offline community of young workers. We have hosted 8 community events that bring young workers together in an informal environment, including policy focused events or action planning followed by networking drinks and nibbles.

CASE STUDY: GRILL'D

Thousands of young workers at Grill'd burger stores right across Australia will benefit from changes made to their traineeship program after workers, led by Kashmir, drove a campaign for fairer pay and conditions in stores.

Kashmir came to the YWC while she was doing the final months of her VCE. She had worked at Grill'd for over two years, but was still employed as a trainee for a Certificate III in Hospitality. Kashmir made multiple attempts to talk to store management to have the final units of her traineeship completed, however every single time they had an excuse to not organise the training - and keep Kashmir and her co-workers on lowly trainee wages.

But it wasn't just Kashmir and the workers at her store who were being prevented from completing their traineeships in a reasonable amount of time - after working with the Young Workers team to launch a petition calling on Grill'd's head office to intervene, current and former Grill'd workers around the country started coming forward with similar stories.

"Grill'd reckon they're "good for the community" - it's time to start acting like it."

Kashmir's petition went viral and, after a snap action out the front of her store, Channel Nine's A Current Affair covered the story. This led to a second snap action and young workers from Sydney, Brisbane, and Melbourne telling their stories on national television - and most importantly, to Grill'd's leadership team sitting down with the YWC to work out how to make their traineeship program fairer for young workers.

Kashmir spoke up about a problem she was having at work and thousands of other workers stood with her. As a result, Grill'd have made significant improvements to how the traineeship program is delivered, allowing young workers to complete the qualification and access the pay rises they're entitled to.



YOUNG WORKERS IN THE MEDIA

Unions launch Young Workers Centre 'to empower' youth against exploitation


STUDENTS CTRL+ALT+DEL WIKIPEDIA'S GENDER BIAS WITH ENTRIES FOR AUSSIE WOMEN

CULTURE

One In Five Young Workers Are Getting Paid Below The Minimum Wage

by OSMAN FARUQI 5 MAY 2017

Delivery services Foodora and Deliveroo face claims of exploitation, underpayment

 Nick Toscano ✉️ G+ Twitter

Subway employees fighting for their rights

Published: 19 April 2017

Some of the biggest workplace news stories in the last twelve months have stemmed directly from work undertaken by the YWC.

From ensuring that 7-Eleven isn't allowed to slink off and shirk its responsibilities to abused and exploited workers, to calling out big brands like Grill'd, Honey Birdette, and Subway for the way they treat their workers, the YWC team has worked hard to ensure that young people and their experiences are being heard in the media.

In the Press

Young Worker activist and former Honey Birdette worker Chanelle Rogers, as well as Young Workers Outreach Organiser Edie Shepherd, were key voices in Fairfax Media's investigation into sexual harassment at work in November 2016.

The piece, "Not Asking For It", ran on the front page of The Age in Melbourne and The Sydney Morning Herald in Sydney, and helped launch the #NotYourHoney campaign against lingerie retailer

Honey Birdette.

Young Worker activists also made the front page of The Age in May 2016 when they took to the streets of Melbourne to cover up the CBD's busiest 7-Eleven store in protest against 7-Eleven's refusal to take the systematic exploitation of workers in their franchised stores seriously.

YWC campaigns and cases have received extensive coverage inside Fairfax papers too, with the first Health and Safety Snapshot and our work with Foodora and Deliveroo riders covered by the workplace team at The Age.

Online

Since our inception, we've worked hard to forge strong relationships with many online media outlets targeting young Australians.

Pedestrian.TV covered our very first Herstory Hackathon event to celebrate International Women's Day 2016, while fellow youth-focused


A CURRENT AFFAIR 7:20pm December 8, 2016

Grill'd accused of exploiting young workers and government traineeship incentives to pay employees less

By A Current Affair

MAY 18 2016


7-Eleven protest hits Melbourne CBD store

 Sarah Danckert ✉️ Twitter

Honey Birdette former staff in new campaign over alleged harassment, exploitation

 Gina McColl ✉️ Twitter

Sexual harassment an 'everyday occurrence' for Australia's young workers

 Nick Toscano ✉️ G+ Twitter

Show comments

GET FKD: 1 IN 5 YOUNG AUSSIE WORKERS HAVE WAGES STOLEN BY DODGY EMPLOYERS

digital news site Junkee has provided extensive coverage of our #NotYourHoney campaign actions and research snapshots.

YWC campaigns have also been covered in less traditional online publications - everyone from Cosmopolitan to Smart Company to Rag Trader (as well as Fairfax's online, New Zealand-based news website stuff.co.nz) was covering the Honey Birdette campaign, while Hospitality Magazine covered our Rights for Riders campaign.

Television and Radio

YWC campaigns have received extensive coverage on television. We've appeared on The Project several times, with YWC Coordinator Keelia Fitzpatrick appearing to provide comment on several stories including on "zombie" Workchoices-era individual workplace agreements. The Project also dedicated whole segments to the work of the YWC twice - firstly to cover our first research snapshot into the health and safety conditions of young workers,

and secondly to cover our campaign for better conditions for workers at Subway franchises.

The YWC was also approached by the Nine Network's A Current Affair about our campaign to end the use of traineeships to keep young people on unfairly low wages at Grill'd. This media coverage contributed to Grill'd's executives coming to the table to negotiate fairer traineeships and conditions for young workers.

YWC staff have also appeared on a number of commercial and community radio programs on a host of networks including ABC, 3CR, 3RR, and SYN.

For an updated list of all our media appearances, please visit youngworkers.org.au/press

YOUNG WORKERS CENTRE COMMITTEE OF MANAGEMENT



We have been fortunate to have the wisdom and passion of a diverse set of Committee of Management members to guide us through our first 18 months as a new organisation. They bring expertise from a variety of fields - trade unions, the legal sector and community organisations - which has been invaluable to the Centre. We thank them for their dedication and enthusiasm. We would also like to thank and acknowledge the contributions of previous COM members the Honourable Shane Marshall and Shen Narayanasamy who served on the committee during 2016.

Colleen Chen - President

Colleen Chen is the co-founder of Interns Australia, a support and advocacy body for interns and students undertaking work placements in Australia. In 2017 Colleen was awarded Law Student of the Year by the Law Institute of Victoria. In 2015, Colleen was awarded the National Youth Employment Award by the Department of Education and Training for her work raising awareness of youth employment issues in Australia and was selected as a delegate at the International Labor Organization.

Jessica Dawson-Field - Vice President

Jessica is an employment lawyer in Maurice Blackburn's Melbourne office. She holds a Bachelor of Arts and a Juris Doctor, and was admitted to practice in 2014. Before joining the firm, Jessica gained experience working in an

employment and commercial litigation team for a top tier commercial firm, as well as a union. She was also a Student Research Fellow at the Centre of Employment and Labour Relations Law at the University of Melbourne.

Wil Stracke - Secretary

Wil is the Industrial and Campaigns Officer for the Victorian Trades Hall Council.

Jake Wishart - Treasurer

Jake Wishart is an organiser for the Media, Entertainment & Arts Alliance (MEAA) and soon to be campaigner at 350.org. His background is in community organising, campaigning and media having worked for the United Firefighters Union, Adam Bandt MP, Essential Media Communications & Radio Adelaide.

Sherry Huang (National Union of Workers)

Sherry Huang is an organiser at the National Union of Workers and a researcher for ABC Four Corners. She arrived in Australia on a working holiday visa in 2010 in order to research the working conditions of temporary migrants to Australia, and in January 2013 started her PhD at RMIT University. Sherry founded T-WHY, a digital information service for young Taiwanese people working in Australia, in 2014.

Yasser Bakri (Victorian Bar)(Non-voting member)

Yasser is a barrister with 6 years of litigation experience and immediately prior to going to the bar had a busy practice in the Industrial and Employment Law department at Slater & Gordon.

Simon Schmidt (Independent Education Union)

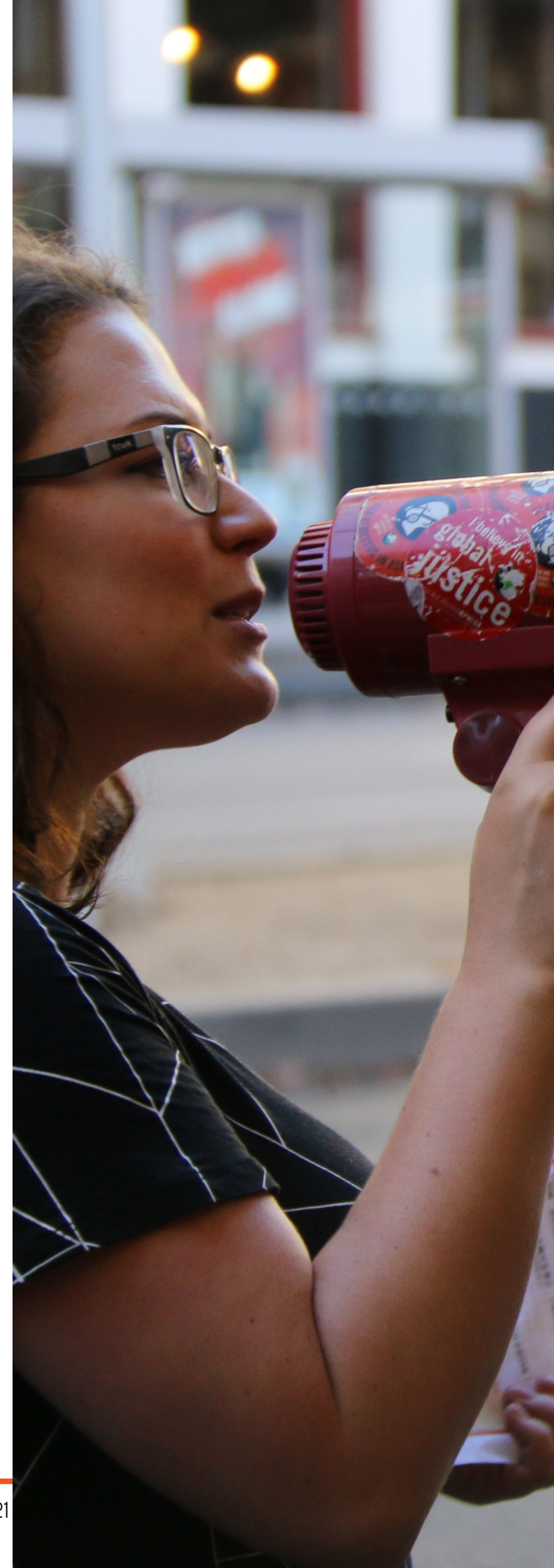
Simon is an official with the Independent Education Union Victoria Tasmania.

Abbey Kendall (Slater & Gordon)

Abbey is an in-house lawyer at the Electrical Trades Union and brings experience from her time as an industrial and employment lawyer at Slater & Gordon Lawyers.

The Hon. Peter Gray

Peter retired after 29 years as a judge of the Federal Court of Australia in 2013. Previously, he practised as a barrister in Melbourne, covering a wide variety of areas, with a specialisation in industrial law. He has a Bachelor of Laws with First Class Honours from the University of Melbourne and a Bachelor of Civil Law from Oxford University. While a judge, Peter also served as a judge of the Industrial Relations Court of Australia, a Presidential Member of the Administrative Appeals Tribunal, Aboriginal Land Commissioner, and a Deputy President of the National Native Title Tribunal.



YOUNG WORKERS CENTRE INCORPORATED

54 Victoria Street, Carlton 3053
Vic # No. A0094577V

The financial statement below sets out the financial position of Young Workers Centre Incorporated (“YWC Inc”), the legal centre arm of the Young Workers Centre.

The Young Workers Centre was established by Victorian Trades Hall Council (VTHC) in late 2015 and YWC Inc was incorporated on 5 February 2016.

For the period 5 February 2016 to 30 June 2017, the Young Workers Centre’s (including YWC Inc) staffing costs and expenses have been covered by VTHC, through grant monies received by VTHC for that purpose. YWC Inc has been fine-tuning its governance structures, including to revise its constitution, and as at 30 June 2017 is working to formalise its funding arrangements with VTHC.

Profit and Loss Statement (as at 30 June 2017)

Income	Revenue	\$0.00
	Total	<u>\$0.00</u>
Expenditure	Administration	\$0.00
	Total	<u>\$0.00</u>
	Surplus/Deficit	<u>\$0.00</u>

Balance Sheet (as at 30 June 2017)

Assets	Current Assets	
	Cash at Bank	\$100
	Total Assets	<u>\$100</u>
Liabilities	Current Liabilities	\$0.00
	Total Liabilities	<u>\$0.00</u>

WHAT’S NEXT?

We know that we’re stronger when we stand together – that’s why we need your help! Over the next 12 months, the Young Workers Centre will continue to grow.

We’re going to visit more schools in more locations, our universities network is going to keep expanding, and we’re gearing up to run our first major campaign to end unfair and discriminatory junior rates in the wake of WOW Summit.

What you can do to help:

- Spread the word! Drop in to the office and pick up some contact cards, or download and print some flyers from the website and pass them on. Young people can’t get involved with the Young Workers Centre unless they know we exist, so help us spread the word!
- Follow us on social media: The Young Workers Centre is active on a variety of social media platforms, including:
 - Facebook: facebook.com/YWCVictoria
 - Twitter: @YWCVictoria
 - Instagram: @YoungWorkersVic
 - LinkedIn: Young Workers Centre
- Volunteer: Whether you want to be on the megaphone at an action, talking to young people about their rights at work, or have a couple of spare hours to help us with some data entry – we have tonnes of ways for you to get involved! Sign up at youngworkers.org.au/volunteer





youngworkers.org.au
1800 714 754