

**Young
Workers
Centre**

ANNUAL REPORT

JULY 2019 —
JUNE 2020

YOUNG WORKERS CENTRE

TRADES HALL

Young Workers Centre

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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, educating, 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 of all 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.





A MESSAGE FROM THE CHAIR

Jake Wishart, Chair

2020 has tested our bonds of community and solidarity like never before and like the whole State of Victoria, our Centre has had to adapt how we operate while staying true to our values and our mission.

On behalf of the YWC Committee of Management, I would like to thank and congratulate our leaders in Felicity and Oanh and Luke, and all our dedicated staff and advocates for their tenacity in the face of the unprecedented challenge of COVID-19. The fact that our staff and advocates have managed to kick goals for young workers this year while working from home, juggling caring responsibilities, and overcoming tech challenges speaks to the commitment of our talented team.

For young workers in Victoria and our clients, the pandemic-recession has underscored some things we already knew: insecure work is deadly in Australia and it needs to be tackled head on with organising, education and legal advocacy. For people of colour, migrant workers, international students, those in the “gig economy”,

apprentices and the unemployed, the COVID crisis has been particularly acute. Through working collectively for our shared interests & values, our Centre continues to ensure our movement is diverse, relevant and building power for those who need it most.

This year we achieved one of our long-term strategic goals in the midst of a state-wide lockdown when the Victorian Parliament became the first in Australia to pass landmark wage theft laws in June. These laws are a structural response to the individual cases of theft and exploitation that come through our doors every day. From George Calombaris to 7/11 to Coles - if you deliberately steal wages from young workers in Victoria you will be held to account, including jail-time for the most unscrupulous bosses. Whilst new laws alone will not end exploitation completely, we know they will have a major impact in increasing deterrence and changing culture, power and practice in the workplace. What an achievement - let's make them stick.

It's 5 years now since we set up the YWC, and we've never been in a stronger position. We've trained hundreds of advocate lawyers, activists and organisers. We've won back over \$1 million in stolen wages. We've stood up for apprentices and those exploited by sham contracting. We've made wage theft a crime in Victoria. COVID-19 has made us battle-hardened and stronger for the challenges ahead. Every volunteer, staff member, client, organiser and supporter should be immensely proud of what we have achieved together.

We set up the Centre with a view to empowering the next generation of young workers to find their own voice and their own power. With this in mind, at the end of this year I will be stepping down as Chair of the Committee of Management and making space for new leaders to get involved and make a contribution. I'm so proud of what we have achieved together and I look forward to continuing to support the Centre and Trades Hall as a volunteer into the future.



A MESSAGE FROM THE DIRECTOR AND PRINCIPAL SOLICITOR

**Felicity Sowerbutts,
Director, and
Oanh Tran,
Principal Solicitor**

The 2019-2020 year has been another enormous 12 months for the Young Workers Centre, and like all other organisations, a year that we never imagined or planned for.

COVID-19 is having a disproportionate impact on young workers. Young workers have found themselves unemployed or underemployed in even greater numbers. At the conclusion of the financial year the Victorian unemployment rate for 15-24 year olds had leapt to 16.5%. Young worker vulnerabilities have been exacerbated by the fact that so many young Victorians are employed in highly casualised and insecure work in industries, such as hospitality and entertainment, which have been hit the hardest by the restrictions.

Enquiries to the Young Workers Centre have almost doubled during the 2019-2020FY as young workers have struggled to navigate this stressful and confusing time.

Despite this the Young Workers Centre have adapted to the changing work situations - we transitioned to working from home at the end of March and became a paperless Centre immediately and relatively smoothly. Young Workers Centre staff and advocates have continued to provide timely advice and assistance to young

workers over the phone and delivered outreach to young workers through Zoom sessions and Facebook Live. Our workplace rights and safety education sessions, supported by WorkSafe and EML, have continued to be rolled out to schools, TAFEs, universities and youth organisations across Victoria. Since April these have been delivered online and via e-learning modules that we quickly developed.

Despite the challenges that the 2019-2020 year has brought we are thrilled that wage theft is now a crime in Victoria, a world first and a culmination of four years of campaigning, organising and young workers bravely telling their stories. The likes of George Calombaris and other dodgy bosses will no longer be able to get away with ripping off workers. Thousands of Victorians workers have never known what it's like to be paid a legal wage, because stealing wages from workers has become the norm in some industries. That changes in July 2021 when this law comes into effect.

We have continued to organise young workers in Victoria to take action. In collaboration with Victorian Trades Hall Council we launched JobScammer.com.au and have organised workers to win at Dymocks and Young Engineers. Our Gig Economy Unit organised food delivery riders to take action in

Geelong and outside Deliveroo HQ and Subway workers staged a protest outside a CBD store. Young workers have continued to take action online, including participating in virtual phonebanks, activist meetings and training sessions during the pandemic.

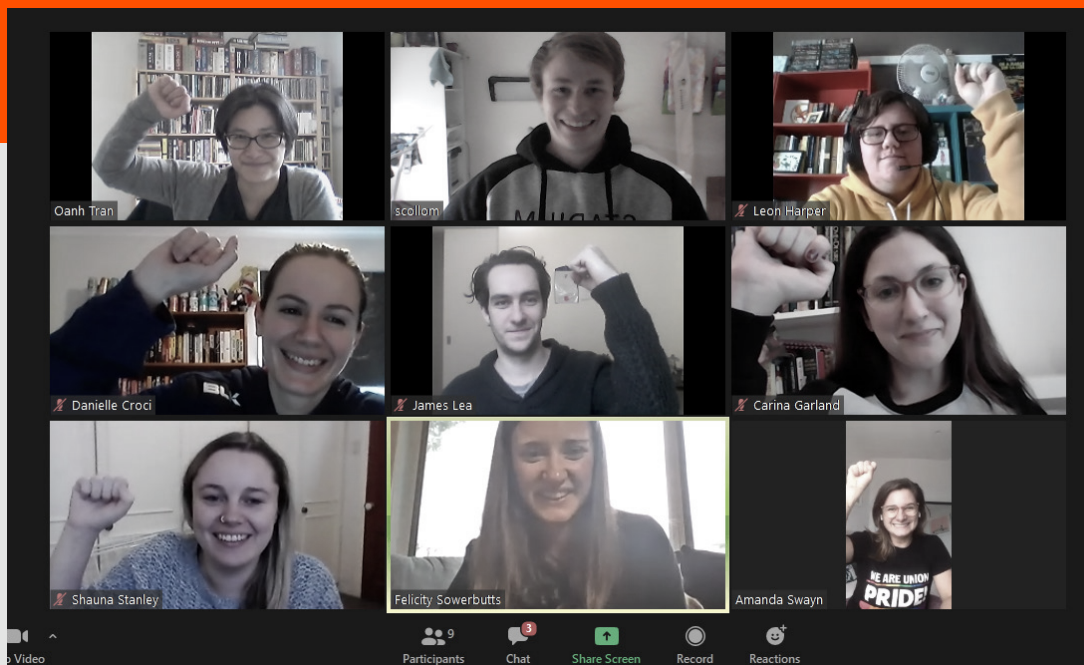
The Young Workers Centre has continued to be a credible voice in the media. We have broken stories and provided comments on a range of issues including; wage theft, JobKeeper, bullying and harassment, gig economy, apprenticeship rights and workplaces like Mecca, Subway and Grill'd.

We would also like to acknowledge the contribution of the wonderful law students who complete their placements with the YWC, especially those who completed their placements remotely. Without advocates our capacity in the legal centre would be vastly reduced.

Thanks to the ongoing support of Slater + Gordon Lawyers and Maurice Blackburn Lawyers who have enabled us to hold training and social events for young workers.

Thanks to our Committee of Management, which has collectively provided good governance and strategic vision to the YWC.

MEET THE YOUNG WORKERS CENTRE TEAM



Olivia Pusey

Advocate Team Leader

Lauren Gerondakis

Advocate Team Leader

Leon Harper

Solicitor

Amanda Swayn

Solicitor

Danielle Croci

Outreach Organiser

Scott Collom

Outreach Organiser

James Lea

Campaign and Outreach Organiser

Shauna Stanley

Campaign and Outreach Organiser

Oanh Tran

Principal Solicitor

Felicity Sowerbutts

Director

Past team members:

Patrick Faulkner, Alan MacGill



LEGAL ADVICE AND ASSISTANCE

Our legal centre is the first and only specialist community legal centre in Victoria to represent young people with employment issues. Our legal team and law student advocates provide legal information, advice and representation for young workers in Victoria aged 30 and under. We are accredited by Community Legal Centres Australia (CLCA) under its National Accreditation Scheme (NAS), which is an industry based certification process for community legal centres to support, recognise and promote good practice in the delivery of community legal services.

QUOTES

"Great professional people and great attention to detail with lots of knowledge. Thank You!"

"I wasn't really getting anything beneficial until I contacted you guys, but then my boss stood up and listened."

"I didn't know YWC existed before a colleague publicised the issue. It's unbelievable there is a resource helping Young workers for free! I never thought I would get backpay, I never thought that I deserved it until YWC made me realise I did deserve it."

OUR NUMBERS:

July 2019 – June 2020

579

young people assisted

508

required information only

71

became legal clients

16

matters went to commission or court

\$344,372.39

won for young workers

We could not have achieved some of the successful outcomes for our clients without the expertise of the following barristers:

- Yasser Bakri
- Felicity Fox
- Andrew White
- Geoff Lake

PROGRAM

We were joined this year by 34 law students from seven different law schools as Young Worker Advocates. These law students undertook placements for university credit with the Young Workers Centre, under the guidance of our Advocate Team Leaders, Olivia Pusey and Lauren Gerondakis, and our Solicitors Oanh Tran, Amanda Swayn, and Leon Harper.

When young workers speak up about their problems at work, our advocates are the first to hear their stories. 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 and applications to Fair Work Commission about unfair dismissal and general protections
- 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.

In response to the COVID-19 pandemic, Young Workers Centre began operating remotely in mid-March 2020. Sadly we had to temporarily pause our advocate placement program. As of late June 2020 we have recommenced remote supervision and welcomed many of our Semester 1 2020 advocates back.

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 2 2019:

Lauren Gerondakis, Finbar Larkin, Madeleine Mantegazza, Sarina Murray, Mateen Ayobi, Hayley Georgiadis, Isabella Relva, Nathan Locke, Zaynab Sherifdeen, Zoe Pace, Georgie Jeans, Malaz Dewanyang, Bianca Yousif, and Renee McCarthy



Summer 2020:

Jon McArthur, Imogen Power, Valerie Hew, Reece Druiven, Marihan Khatoon, and Joshua Moore



Semester 1 2020:

Dion Leow, Natalie Montalto, Lucy Stewart, Raegnon Braganza, Joe Sevilano, Theodoros Chrisant, Selina Gu, Madelaine Pittle, Caitlin Sproull, Sonia Jolley, Belinda Atalay, Maryam Akhlaqi, and Maddison Sideris



QUOTES

"I loved it and thought the whole experience was managed incredibly well. I love that my learning was really considered and nurtured as well."

"I was able to speak with clients and hone my communication skills. I was able to find a style and tone that was professional but also suited me and my personality, and I think it was well received by clients and was effective in gaining information."

"I enjoyed being given the opportunity to draft applications and dive deeper into a client's issue. Working on the same client over the course of the placement was also nice as I got to see how their case progressed and the steps it took to go from intake to a result."

"I also really enjoyed hearing about all the different cases being worked on by YWC at the moment and what the lawyers got up to. I think it gave me a really valuable insight into the industry."

"I have already noticed myself making sure that my friends understand their workplace rights and feel comfortable telling them how to seek assistance if they have issues."

"Had a great time, learnt a lot, and felt I was actually helping clients."

INDUSTRIAL LAW MENTORING FOR LAW STUDENTS

Our third industrial and employment law mentoring and networking night was an incredible success, with over 70 students gaining insight into the career paths and lives of employment lawyers, industrial officers, union organisers and other worker advocate roles. Photo of Networking Night in Solidarity Hall.

UNIVERSITY PARTNERS

Thanks to our program partners at La Trobe University, the University of Melbourne, Royal Melbourne Institute of Technology, Deakin University, Australian Catholic University, Swinburne University and Victoria University.

RESEARCH AND ADVOCACY

We believe young people's experiences at work must be at the centre of youth and employment policy making. We advocate to ensure young workers voices are heard by policymakers, academics, politicians and the broader community.



WIN! WAGE THEFT IS A CRIME

The Wage Theft Bill 2020 passed the Victorian Parliament in June 2020. This is a world first and a culmination of four years of campaigning, organising and young workers bravely telling their stories in the media, with politicians, at community street stalls and a community doorknock. In light of COVID-19, young activists celebrated by catching up online the day after the laws passed Parliament.

SNAPSHOT RESEARCH INTO FOOD DELIVERY RIDERS EXPERIENCES

In November 2019, after surveying more than 240 food delivery riders, we released research and survey analysis about their experiences working in the on demand economy.

- Riders have up to \$322.15 in wages and superannuation stolen from them each week.
- No riders have successfully negotiated a pay rise.
- Companies can cut riders' rates of pay unilaterally.
- 1 in 4 riders have been in an accident while working. They have little to no support for recourse on the roads.

This report was launched to coincide with a protest outside Deliveroo's Melbourne Head Office and the report generated media in the Guardian and on 7News Melbourne.

FRANCHISE SURVEY

Off the back of the Young Workers Centre's snapshot into Occupational Health and Safety in the franchise industry in late 2018 we launched a survey to look into the pay and conditions of young workers in franchises in February 2020.

Over 700 young workers have responded to the survey and given us an insight into the conditions they are working under. We aim to release a report based on our findings in the 2020-21FY.

SUBMISSIONS

In October 2019 we made a submission to the discussion paper on Improving Protections of Employees' Wages and Entitlements: Strengthening Penalties for Non-Compliance.

In this we shared the experiences of nine young workers who have reached out to the Young Workers Centre for assistance in wage theft related matters with the Federal Government.



EDUCATION AND OUTREACH

Our education program trains young people in high schools, TAFEs and other community programs about bullying, safety, and their rights at work. We educate young people as they enter the world of work.

Our education team – currently comprising of Danielle, Scott, James and Shauna – continued to deliver work-ready training modules to high school students across Victoria.

Modules include:

- Occupational Health and Safety
- Bullying and Discrimination
- Your Rights at Work

Training is designed to prepare young people for life at work before their first job, and to support them navigating their early working years. Students can share their own experiences at work, and be directly referred to the Young Workers Centre legal team for tailored legal advice if needed.

This year we also developed a combined module aimed specifically at apprentices. This was in response to an increase in enquiries from apprentices and the opportunity to present to a cohort of Head Start apprentices.

Since the Young Workers Centre was founded in February 2016 we have delivered training to over 30,000 young Victorians.

OUR NUMBERS:

July 2019 – June 2020

5,994

young people trained

224

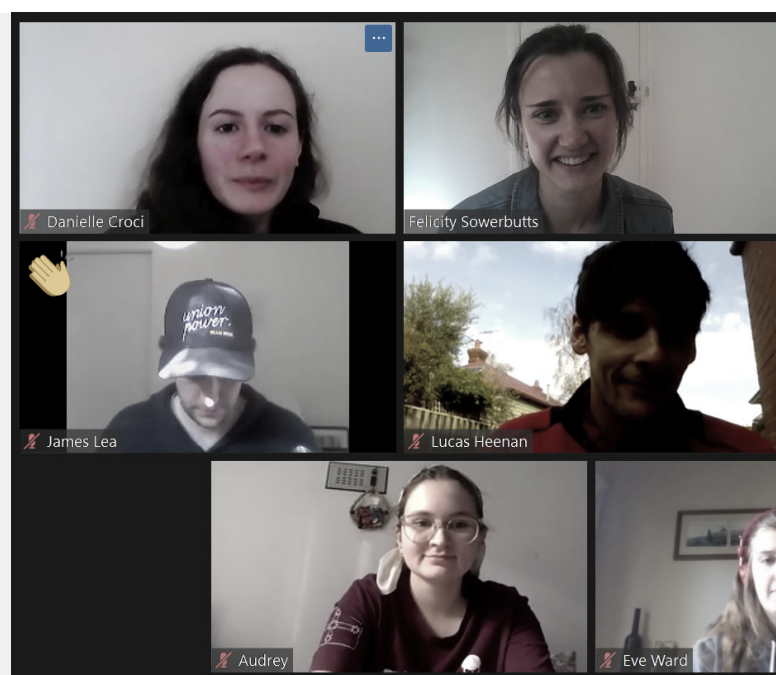
training modules delivered

89

high schools and institutions

11

regional high schools and institutions visited



ADAPTING TO COVID-19

Victorian schools and educational institutions transitioned to remote learning in late March 2020 which meant we experienced cancellations and postponements of face-to-face training.

To adapt to the changing circumstances we developed 3 e-learning modules which reflect the training packages which we would ordinarily deliver face-to-face.

- Your Rights at Work e-learning module
- Bullying and Discrimination e-learning module
- Safety at Work modules e-learning module

To date over 860 students have completed the e-learning modules.

The team has also been present at various careers days including Melton Careers Expo, Whitelion Dare2B Youth Conference, Australian Progress Careers Day and a Youth Day event at Marvel Stadium.

We have collaborated with community and youth organisations including WestJustice and Maribyrnong and Moonee Valley Local Learning and Employment Network.

The Young Workers Centre have also attended orientation week events at University of Melbourne, La Trobe University, Swinburne University, Australian Catholic University, Federation University (Berwick, Churchill and Ballarat) and William Angliss Institute.

COMMUNITY OUTREACH

REACHING YOUNG PEOPLE IN REGIONAL VICTORIA

The outreach team ran a regional roadshow to bushfire affected region of Gippsland in February 2020. In the Gippsland region our outreach organisers delivered workplace rights training in Sale and Federation University in Churchill.

We have also attended schools and TAFEs in Warragul, Sale, Ballarat, Drouin, Geelong, Rochester and Castlemaine.

We also had a week-long regional roadshow planned to Bendigo in April 2020 but this was postponed due to COVID-19 and will be rearranged at a later date.

WOW SUMMIT

In August 2019, we ran our third World of Work (WOW) Summit. 83 students from 8 high schools across metropolitan Melbourne attended the Summit, which involved a simulation game, a panel of young workers from a variety of industries sharing career insights, plus leadership development and campaign training sessions.

The program culminated in students taking action.

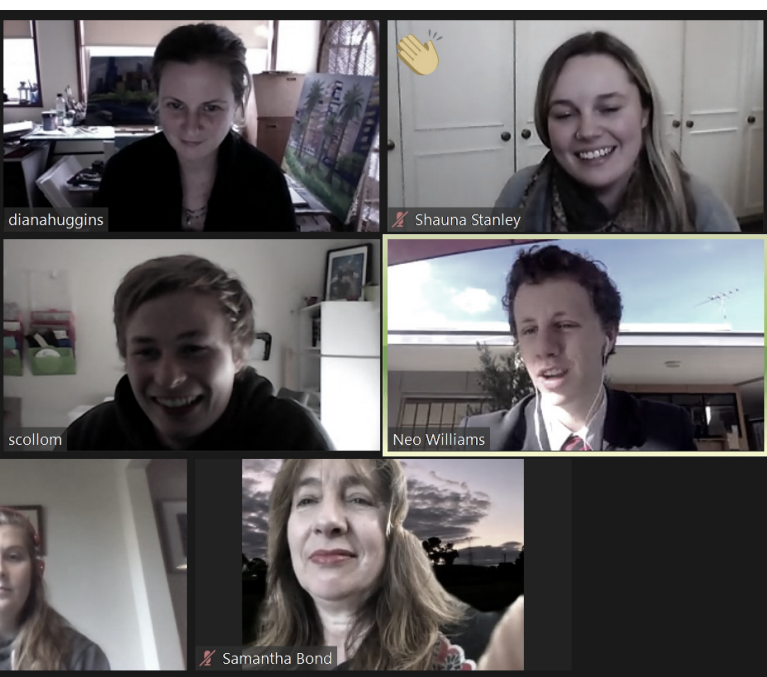
The program builds students' education and campaigning capacity, allowing them to communicate their knowledge with their peers in their schools and communities.

APPRENTICES AND TRAINEESHIPS

We have experienced an increase in the number of apprentices reaching out to the Young Workers Centre, from across industries and across Victoria. Their employment issues include but are not limited to bullying and harassment, unsafe workplaces, unpaid TAFE fees and wage theft.

In the 2019-2020FY we identified apprentices as a cohort of young workers who are particularly vulnerable. Therefore, we delivered tailored Your Rights at Work training at the HeadStart induction day to over 100 apprentices and trainees. HeadStart is a new, Victorian-based model for apprenticeships and traineeships for school students.

We have also developed an apprenticeship specific e-learning module which has been promoted through the Apprenticeship Support Program and TAFEs and developed new materials for our website. In the 2020-2021FY we have a plan to expand this work further.



YOUNG WORKERS COMMUNITY CAMPAIGNING AND TRAINING

We believe that training activists and resourcing them is essential to empower young workers to speak up and make change in their own workplaces, campuses and communities.

We believe in providing regular opportunities for young people to take action to achieve real change, generate media and share the stories of young people.

CAMPAIGNING

- We have hosted numerous community events, activist meetings, phonebanks; action-orientated events online during the COVID-19 pandemic to campaign for a wage subsidy for all;
- We held a worker meeting for Subway workers;
- We have held actions outside Deliveroo and Subway in Melbourne CBD;
- We have organised food delivery riders to stop work in Geelong;
- We have supported Hospo Voice and young hospitality workers to take action.

MECCA

In November 2019 young, women workers spoke out on Instagram about bullying and harassment at cosmetic retail stores, Mecca. The Young Workers Centre supported the workers to launch a Megaphone petition, share their stories with the media and campaign for psychologically safe workplaces. Mecca committed to an investigation and hired an external adviser to manage the investigation.

JOBSCAMMER.COM.AU

In April 2020 and in collaboration with Victorian Trades Hall Council the Young Workers Centre launched the JobScammer website, a website where workers can report bosses taking advantage of the JobKeeper wage subsidy.

Young Workers Centre triaged all enquiries from 108 Victorian workers aged 30 and under. YWC named and shamed several dodgy employers including Boost Juice, TK Maxx, Affinity Education and MyChemist.

We have also supported young workers to stick together with their co-workers and demand that their employer opt them into the JobKeeper scheme where they had previously refused. This has involved supporting young workers in meetings with their employer, supporting them to draft correspondence, launch a petition or speak to the media. Success stories include:

- Dymocks Chadstone
- Young Engineers
- Bakers Delight Bendigo

Work of this nature continues at:

- General Pants Co.
- Decjuba



ACTIVIST TRAINING AND WORKSHOPS

Over the past year we have trained and supported activists to have conversations in their communities and workplaces about the issues that matter to them:

- Delivery of campaign training workshop to migrant community leaders in the western suburbs of Melbourne as part of WestJustice's Train the Trainer Program;
- We delivered a one day conference in November 2020;
- We delivered Media Training in May 2020.



IN THE MEDIA

The Young Workers Centre has been prominent in the media across print, TV and radio. We have worked hard to make sure that young people and their experiences are being heard in the media.

We have called out brands such as Subway, Deliveroo, Mecca, Grill'd, General Pants Co., Cotton On and George Calombaris' empire and through the media have equipped and empowered young workers with the information to combat workplace health and safety, to understand their payslip, to recover stolen wages and how to navigate confusing and stressful work environments due to COVID-19.

We have also elevated young workers' voices in the media, including workers from Subway, Mecca, Grill'd, Decjuba, General Pants Co. and food delivery riders. Many young workers have also shared their experiences of being young workers during the COVID-19 pandemic. On this note we also held media training for young workers in May 2020 with ABC journalist, Matilda Marozzi.

YOUR RIGHTS AT WORK

Talking about pay: <https://www.abc.net.au/life/the-right-time-to-talk-about-pay-when-going-for-a-job/12471826>

Pay secrecy: <https://www.abc.net.au/life/closing-the-gender-and-racial-pay-gap-by-talking-about-your-pay/12335502>

Understanding your payslip: <https://www.abc.net.au/life/understanding-your-payslip/11923748>

Unfair dismissals: <https://www.abc.net.au/life/how-to-know-if-you-have-been-dismissed-unfairly-from-work/11703434>

WAGE THEFT

<https://www.facebook.com/watch/?v=2334205233507438>

https://www.abc.net.au/radio/sydney/programs/breakfast/breakfast/11638142?fbclid=IwAR23dV2xQ_4VilBsrLyKat7210ko03z6RIImmA6Y9rGCIaje_KVJtpQA0kyg

<https://www.abc.net.au/life/how-to-know-youre-being-ripped-off-at-work-and-what-you-can-do/11559372?fbclid=IwAR0hIG19uMNMihcQxFjGZkP09DxmYCIHnmCGzAXfjNTiVDDOL1gKzAnl4Os>

<https://joy.org.au/saturdaymagazine/2019/10/felicity-sowerbutts-on-wage-theft/>

<https://www.abc.net.au/triplej/programs/hack/hack/11411606?fbclid=IwAR3Vm2-tQx-H-ueOaRe3Pdw8sQSFckQghWFTLu33T064SXkUkrVHc9mNAy8>

Wage theft laws: <https://www.theage.com.au/politics/victoria/wage-theft-to-become-a-crime-as-victoria-s-parliament-passes-new-laws-20200617-p553ba.html>

<https://www.abc.net.au/radionational/programs/lifematters/stemming-the-growing-tide-of-wage-theft/11999688>

Wage thief, George Calombaris: <http://thewire.org.au/story/george-calombaris-wage-theft-is-only-the-tip-of-the-iceberg/?fbclid=IwAR3VD5Ye0pbyrp1sC3p3d563kRPEQvKmgwh2wQVBG4CDM0xU95n2Wjw5kk>

https://www.abc.net.au/radio/melbourne/programs/mornings/mornings/11301860?fbclid=IwAR1x36uzAdcZTzIdN4sooY5ADrcjIP4W1rd92ZJR0He3hR_9Yf1BGRX-Rs

<https://www.news.com.au/finance/business/retail/administrators-selling-calombaris-venues/news-story/c16fee6883dd98824d2a420b9b4cc2ca>

<https://www.abc.net.au/radio/melbourne/programs/mornings/mornings/11930478>

<https://twitter.com/10NewsFirstMelb/status/1227111925475106816>

<https://twitter.com/7NewsMelbourne/status/1227128702690938882>

HEALTH & SAFETY AT WORK

Workplace bullying: <https://www.abc.net.au/life/what-is-and-is-not-workplace-bullying/12016124>

Young workers policing COVID restrictions: <https://www.abc.net.au/radionational/programs/drive/what-some-young-workers-are-facing-during-the-pandemic/12482404>

Mecca workers experiencing bullying at work: <https://www.pedestrian.tv/news/mecca-allegations-bullying-complaints/>

<https://au.finance.yahoo.com/news/mecca-investigation-011344896.html>

<https://www.pedestrian.tv/news/mecca-investigating-bullying-claims/>

https://www.heraldsun.com.au/business/companies/mecca-hires-adviser-to-investigate-mass-complaints-of-staff-mistreatment/news-story/7823969ad743233193eed9d0e57a2162?fbclid=IwAR04gl8F6plANuIjxELQwluSUSNVvW7Vb7EGP6LyKt3W_UfWLUF6w5fy3Zw

https://www.theage.com.au/business/companies/its-all-fake-beauty-giant-mecca-facing-bullying-claims-20191117-p539q4.html?ref=rss&utm_medium=rss&utm_source=rss_feed&fbclid=IwAR16-h4u2wi4DVqCaizsJr-43si65E383CyhaLAFPXqUkiFDs3LJWAoyOpw

COVID-19

JobKeeper FAQ: <https://www.abc.net.au/life/jobkeeper-annual-leave-questions-answered-by-legal-experts/12268494>

The long term impact on young workers: <https://independentaustalia.net/business/business-display/young-workers-worse-off-than-ever,14189>

<https://www.abc.net.au/news/2020-07-07/coronavirus-young-adults-facing-difficult-economic-future/12426886>

Stage 4 lockdown: <https://www.abc.net.au/triplej/programs/hack/hack/12510114>

Impact on casual, insecure workers: <https://www.abc.net.au/triplej/programs/hack/coronavirus-covid-19-outbreak-linked-to-casual-insecure-work/12496660>

<https://www.abc.net.au/news/2020-04-09/coronavirus-cash-crisis-savings-dry-up-support-weeks-away/12133294>

Rates of COVID amongst young people: <https://www.abc.net.au/news/2020-07-24/coronavirus-intensive-care-nurse-warns-young-people-will-die/12486738>

Workplace organising: Mecca, Grill'd, Subway, Cotton On, General Pants Co., Decjuba

Workers excluded from JobKeeper: <https://www.abc.net.au/radio/melbourne/programs/mornings/mornings/12240736>

<https://www.theaustralian.com.au/nation/coronavirus-dodgy-bosses-warned-over-jobkeeper/news-story/015c225c8b083678144840e76c62af99>

[https://www.abc.net.au/radionational/programs/drive/one-third-of-casuals-unprotected-by-](https://www.abc.net.au/radionational/programs/drive/one-third-of-casuals-unprotected-by-jobkeepers-scheme/12108064?fbclid=IwAR2azgZRQFAWxOmHd9OVguza3HsdrJlIFZ9xeabYGBMZJqh4TntdNXm8olo)

[jobkeepers-scheme/12108064?fbclid=IwAR2azgZRQFAWxOmHd9OVguza3HsdrJlIFZ9xeabYGBMZJqh4TntdNXm8olo](https://www.abc.net.au/radionational/programs/drive/one-third-of-casuals-unprotected-by-jobkeepers-scheme/12108064?fbclid=IwAR2azgZRQFAWxOmHd9OVguza3HsdrJlIFZ9xeabYGBMZJqh4TntdNXm8olo)

General Pants workers excluded from JobKeeper: <https://www.abc.net.au/7.30/big-retailers-accused-of-unfairly-excluding/12323138?fbclid=IwAR2PaX2mJom-oAQnogh0gyj503VJlb9uhDFJNPUWnuqMpxM99a1yiT1xbS4>

<https://www.facebook.com/watch/?v=228853461502682>

Decjuba: <https://www.abc.net.au/radio/melbourne/programs/mornings/mornings/12396224>

Young workers organising during COVID-19: <https://www.3cr.org.au/sticktogether/episode-202006030830/workers-survive-covid-together>

Subway workers: <https://www.9news.com.au/national/subway-australia-staff-speak-out-about-loophole-creating-unfair-wages/b5235084-1c3d-48b1-b076-ec4b5230261b>

https://www.abc.net.au/radionational/programs/breakfast/subway-employees-stuck-in-outdated-zombie-agreements/11791390?fbclid=IwAR28s2-Bfi059EGiFoK3rSL_ZrbWCR6A5btbkWuKljo-iN2pTTD56Xp2P3U

<https://www.theage.com.au/business/small-business/subway-under-investigation-by-fair-work-over-staff-underpayment-20190809-p52flv.html?fbclid=IwAR0bHrbMM9ZqnHgAKN-ju1gkuUsE-NzTBsBEH-XHZ0eSbtRNDL308J4ySo>

Grill'd workers: <https://www.abc.net.au/radio/melbourne/programs/mornings/mornings/11758812?fbclid=IwAR0izm-ZUzfD-R58pgvLHpCNL4p6MHWQ7CFxwBifw1SEHlyoDTPfMPO8Kt4>

<https://www.theage.com.au/national/victoria/grill-d-customers-left-with-a-sour-taste-after-low-wage-revelations-20191207-p53hsg.html>

https://www.youtube.com/watch?v=Vn4hBngmXvA&feature=youtu.be&fbclid=IwAR2s3ZPUH-SbDosQkzH1V7B_zkSWPeKfaAO-6v9QxDcg044mcZ6zuKpq4WQ

APPRENTICESHIP RIGHTS

<https://www.3cr.org.au/sticktogether/episode-202008120830/end-newspapers-and-apprenticeships-during-pandemic>

<https://www.miragenews.com/am-i-being-treated-fairly/>

<https://shows.acast.com/mygain-podcast/episodes/am-i-being-treated-fairly>

GIG ECONOMY

YWC report into food delivery riders: <https://twitter.com/7NewsMelbourne/status/1197052990537879552>

https://www.theguardian.com/australia-news/2019/nov/20/food-delivery-bike-couriers-in-australia-being-underpaid-by-up-to-322-a-week?fbclid=IwAR1_oxuUX4Y7WtOw2BQo17mHjKkhZlhdBq3JKeDIqnML_Zpj5ufwBVrjiBE

https://junkee.com/bike-couriers-wage-theft/230893?fbclid=IwAR1KsPEWUqFjZmw9C3Rrj-RsZ6EJYoHyVOv8W7z_J_y_5_jUSLzbFWR19pg

Geelong riders organising: https://www.geelongadvertiser.com.au/subscribe/news/1/?sourceCode=GAWEB_WRE170_a&dest=

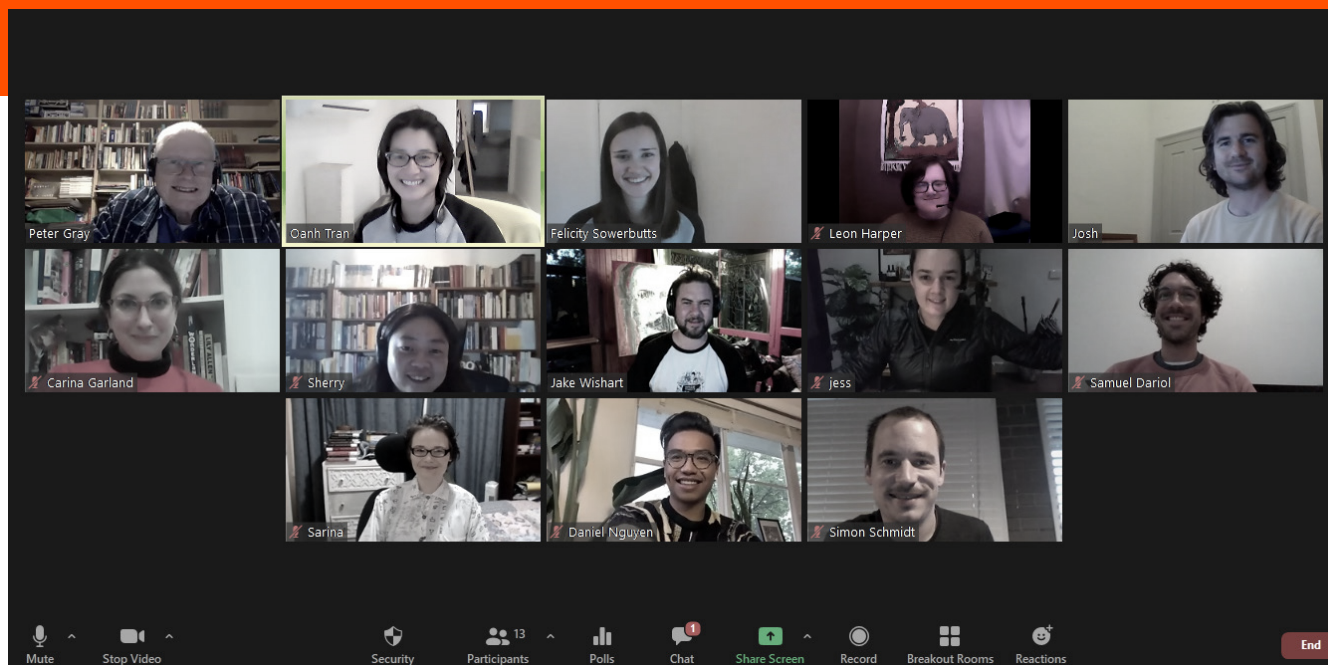
<https%3A%2F%2Fwww.geelongadvertiser.com.au%2Fnews%2Fgeelong-riders-demanding-deliveroo-raise-pay-rate%2Fnews-story%2Fd2f3447e43d3951250b6fe43b2ca811d&memtype=anonymous&mode=premium&v21suffix=105-b>

Inquiry into the On Demand Economy report: <https://www.abc.net.au/radionational/programs/drive/long-awaited-gig-economy-inquiry-report-finally-released/12458444>

<https://www.theage.com.au/politics/victoria/workers-pay-price-as-gig-economy-avoids-regulations-inquiry-finds-20200714-p55bv2.html>

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

MEET THE COMMITTEE OF MANAGEMENT



Jake Wishart

Chair

Simon Schmidt

Treasurer

Carina Garland

Secretary

Samuel Dariol

Jessica Dawson-Field

The Hon. Peter Gray

Sherry Huang

Josh Liley

Daniel Nguyen

Yasser Bakri

Non-voting member

Annabel Harding

Non-voting member

Bree O'Dwyer

Non-voting member

Sarina Murray

Non-voting member

See website for biographies.

YOUNG WORKERS CENTRE INCORPORATED

FINANCIAL REPORT

54 Victoria St, 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, as at 30 June 2019.

For the period 1 July 2018 to 30 June 2019 and in accordance with funding arrangements entered into with VTHC, staff have been provided to the Young Workers Centre (including YWC Inc) by VTHC through grant monies received by VTHC for that purpose. Going forward, other non-staffing expenses will be met by YWC Inc funds transmitted to it in accordance with funding arrangements between YWC Inc and VTHC.

PROFIT AND LOSS

For the year ended 30 June 2020

Trading Income	
Interest Income	30.52
Sales	121,500.00
Total Trading Income	121,530.52
Gross Profit	121,530.52
Operating Expenses	
Insurance	(299.80)
Total Operating Expenses	(299.80)
Net Profit	121,830.32

BALANCE SHEET

As at 30 June 2020

Assets	
Bank	
Young Workers Centre Inc.	24,571.84
Total Bank	24,571.84
Current Assets	121,530.52
Accounts Receivable	121,500.00
Total Current Assets	121,500.00
Total Assets	146,071.84
Liabilities	
Current Liabilities	
GST	29.98
Total Current Liabilities	29.98
Non-current Liabilities	
Loan-VTHC	100.00
Total Non-current Liabilities	100.00
Total Liabilities	129.98
Net Assets	145,941.86
Equity	
Current Year Earnings	121,839.32
Retained Earnings	24,111.54
Total Equity	145,941.86

KEEP IN TOUCH

We know that young workers are stronger when they stand together and are empowered to speak up and shout out.

Over the next 12 months we will visit more schools in regional Victoria, expand our work to support young apprentices and young workers to campaign for fairer apprenticeships and reforms in the franchise sector.

We also intend to train volunteer leaders to run campaigns and organise other young workers.

To hear about what we're up to in 2020-2021 and how you can get involved follow us on social media.



facebook.com/YWCVictoria



[@YWCVictoria](https://twitter.com/YWCVictoria)



[@YoungWorkersVic](https://www.instagram.com/YoungWorkersVic)



[Young Workers Centre](https://www.linkedin.com/company/YoungWorkersCentre)

And whether you want to be on a megaphone, at an action, or talking to young people about their rights at work you can sign up to volunteer at:

youngworkers.org.au/volunteer



NTS
MITTEE

FOUNDED
1890

TRADES HALL COMMITTEE
FOUNDED 1912
and Affiliated to
TRADES HALL COUNCIL
1862

FOUNDED
1890



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 [Young Workers Centre](https://www.linkedin.com/company/YoungWorkersCentre)

youngworkers.org.au/

