

LIFE MEMBER PROFILES

NAOMI ARROWSMITH



NOMINATED BY: NSW & ACT (SERVICES) BRANCH

Naomi Arrowsmith has been a union activist all of her working life and has worked for a range of unions including the ASU.

Naomi served as an Organiser, Assistant Secretary and Deputy Secretary with the Branch. She commuted daily from her home town of Port Kembla to the Branch office in Redfern and was often required to travel to Newcastle. She worked in every industry division of the Branch, having been Team Leader of the Water, Transport, Airlines, Shipping & Travel industry divisions and the Administration Team and an Organiser in the SACS Team. She worked very long hours and immersed herself in her work to improve the lives of ASU members.

At one time, Naomi was leading concurrent EA negotiations with three of the largest employers of members, Sydney Water, Hunter Water and Railcorp, and achieved improved pay and conditions for all members who worked for these organisations.

Naomi was instrumental in the opening of the ASU office in Wollongong and concluded her union career by fighting for (and winning!) Equal Pay with SACS members in the Illawarra. Naomi was an inspiring mentor for many of the Branch's current staff, including Branch Secretary Natalie Lang and Assistant Secretary Lauren Hutchins. Naomi has continued her activism in the Illawarra in retirement and is a member of the steering committee of the Forever ASU Proud Network.

RAYMOND (JOHN) BRIGGS

NOMINATED BY: NSW & ACT (SERVICES) BRANCH



Raymond (John) Briggs was a long term delegate in the Asset Information Systems and Services department of Sydney Trains and its predecessors until his retirement this year and a member of the Transport Industry Committee of Management.

John was a loyal, hardworking and very reliable delegate who was quick to support members in resolving local issues. He was involved in successive rail enterprise agreement negotiations which consistently delivered some of the best working conditions in Australia.

John was great at communicating with fellow members about union business and always on the lookout for new activists. Along with other Transport Industry Committee of Management members, John was a wonderful supporter of cross industry campaigns including the We Won't Wait Campaign for paid domestic violence leave and the No Profit from Rape campaign to save Rape and Domestic Violence Services Australia.

John continues to be an active unionist in retirement as a founding member of the Forever ASU Proud Network.

JEREMY (JERRY) EVANS

NOMINATED BY: NSW & ACT (SERVICES) BRANCH



Jeremy (Jerry) Evans worked in the Water Industry and has been a union member and activist his whole working life - almost 50 years.

Jerry has been a very active union member and activist, having served on the Water Industry Division Committee of Management for around 20 years and on the Branch Executive for around 10 years.

Throughout this period, Jerry has seen many changes and challenges. Twenty years ago, a group of Sydney Water workers, including Jerry, were transferred to a new authority, the Sydney Catchment Authority, and then to Water NSW fifteen years after that. Each transfer involved complex negotiations around conditions of employment. The last few years at Water NSW have been particularly difficult, with a hostile management downgrading jobs and attempting to reduce conditions.

Jerry has been at the forefront of supporting colleagues throughout, advocating for members who suffered terrible bullying and other mistreatment at the hands of managers, and fighting to protect pay and conditions at successive award and EA negotiations. At the time of his retirement in August this year, members at Water NSW enjoyed a 3.3% payrise and their conditions are intact, thanks to Jerry and his fellow delegates and union members.

Jerry has left ASU members at Water NSW in extremely good hands by mentoring other delegates, two of whom have recently joined the Water Industry Division Committee of Management.

Jerry is continuing his union activism in retirement through his role as a member of the steering committee of the Forever ASU Proud Network.

FRAN HAYES

NOMINATED BY: NSW & ACT (SERVICES) BRANCH



Fran Hayes joined the Australian Social Welfare Union (ASWU) in 1977 as a Social Work Graduate and was part of the campaign for the first federal Award for ASWU members.

Within 12 months of joining the ASWU Fran was employed as the ASWU's first full time organiser and was the NSW representative on the national ASWU Award Committee that coordinated the industrial and organising elements of the campaign. Fran held various elected positions in the ASWU at a NSW and Federal level.

Fran's work on the campaign included serving the first industry log of claims for youth workers on the Government in 1979. To proceed in winning an Award, Fran and ASWU members had to first overcome objections to the ASWU's union coverage to even have an Award! They took their fight right up to the High Court of Australia where they won in the historic Community Youth Support Scheme (CYSS) Case in 1983. This case paved the way for the community sector (and many other human services) to be recognised as "industries" that could have Awards made, overturning decades of precedent. The ASWU then went on to win the first SACS Award in 1985.

Fran then went on to share her successful organising skills across the entire movement, by working at the Trade Union Training Authority until it was abolished by John Howard in 1996. Since that time she has been an active member of the National Pay Equity Coalition, including supporting the ASU in our Equal Pay campaign. Arising from our historic Equal Pay win, workers in the SACS industry were required to be reclassified under the Modern Award and Fran was a member of the expert panel which oversaw resolution of classification disputes in NSW. She has also worked as a consultant and advisor to Government on Women's Policy.

It is thanks to the tireless efforts of Fran and her peers that our SACS members were able to subsequently grow from strength to strength as they campaigned to improve their Award over time and grow their union from 1,000 members when Fran started to over 30,000 SACS members nationally today.

Fran has played a significant role in the history of our union that is worthy of celebration and recognition through the Award of Life Membership of the Australian Services Union.

MARK MALLITT



NOMINATED BY: NSW & ACT (SERVICES) BRANCH

Mark commenced employment with the then Metropolitan Water Sewerage and Drainage Board on 16 May 1978 and joined the union on the same day, a decision which in Mark's words, "I have never regretted and in fact have been very grateful for ever since."

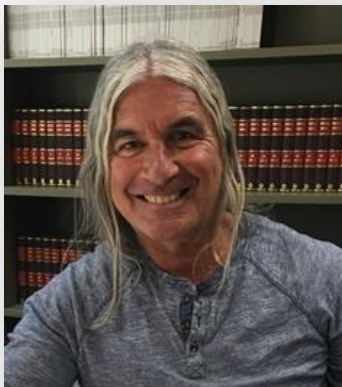
For many years, Mark was an active union member who supported fellow members and union campaigns, then became a workplace delegate and a member of the ASU Water Division Committee of Management.

Mark's ASU comrades have always appreciated Mark's empathy and attention to detail when dealing with members describing him as "a people person through and through who works tirelessly to help anyone encountering difficulties at work. Mark liaises with management to try to get the best results for staff. He is always calm and positive, he treats all people with respect and is the shoulder and listening post for many people in the organisation."

Mark worked closely with colleagues who were under threat of being displaced during a particularly difficult restructure while at the same time having to apply and keep his own position. He also spent two years with fellow Life Member recipient Jeremy Evans fighting furiously for a number of colleagues who were victims of bullying. During the last few years, Mark has played a mentoring role supporting an ASU delegates network that tackled challenging issues including job evaluation appeals.

Mark retired in May this year and intends to continue his activism as a member of the steering group of the Forever ASU Proud Network.

MICHAEL (MICK) TALONE



NOMINATED BY: NSW & ACT (SERVICES) BRANCH

Mick was employed by Sydney Water and has been an ASU member for around 40 years until he retired in July this year.

Mick was a long term senior delegate in Treatment, a member of both the Water Division Committee of Management and Branch Executive, and Branch Treasurer.

Fellow members have commented on Mick's extraordinary hard work to "ensure we have better working conditions and the respect we all deserve", his "integral part in the successful award negotiations" and "continued concern for the rights of workers."

Mick was part of the ASU team which led the fight in 2017 against outsourcing of Treatment and Civil Maintenance and the EA negotiations, attending countless leadership forums, workshops, mass meetings and EA negotiations all over Sydney, often on his days off and after coming off night shift. We are thrilled that Mick has agreed to continue his work with ASU members as a Foundation member of the Forever ASU Proud Network, where he will be focused on training and mentoring delegates as a retired ASU member.

Mick has shown outstanding commitment, dedication and leadership throughout his ASU membership and is an incredibly deserving recipient of the Award of Life Membership.

STEPHEN BIRNEY

NOMINATED BY: NSW UNITED SERVICES BRANCH



Stephen commenced working at Tweed Shire Council in 1978 soon becoming the Municipal Employees' Union (MEU) workplace delegate for council's outdoor workforce.

When the Union restructured its branches in 1994 Stephen became the Tweed Council Branch Committee of Management delegate and was elected as the inaugural Branch Secretary and State Executive member, the Branch Secretary position he still holds today.

In 1999 Stephen was elected the President of the Municipal Employees' Union on a ticket that sought to wipe out corruption within the Union, a promise that he kept and delivered.

In 2003 Stephen was elected the inaugural President of the amalgamated unions the MEU and the Federated Clerks forming the United Services Union (USU). In 2015 Stephen was elected the President of the Australian Services Union (ASU), the position he still holds today.

Stephen has never sought recognition for any position he has held, he has a very strong ethical approach to his role, if there is no benefit for the members in what we as a union are doing then he questions, why we are doing it. In all of the years he has held office he has only missed three meetings within his portfolio of positions, he is the true champion of the worker and the USU Executive fully support Stephen's Life Membership nomination of the ASU.

PHIL BOWERING

NOMINATED BY: NSW UNITED SERVICES BRANCH



Phil Bowering has had a long history in local government and has made great contributions to the MEU/USU over that time. He has been a delegate, Committee of Management Member and Executive Member for the Southern Branch as well as a mentor to many new delegates who over the years came on to the Branch. He was always there for members of the USU without question and would encourage Branch delegates to communicate with each other. Phil would always say, if they try something in one Council they will try it in all Councils, stay in front of the game.

KAYEE GRIFFIN

NOMINATED BY: NSW UNITED SERVICES BRANCH



Kayee joined the Municipal Employees' Union in 1981 and is a current member of the Union's Retired Members Club. Kayee was the first female organiser employed by the Municipal Employees' Union and held the positions of Delegate to Federal Council, ASU Vice President of Women, National (1995-1999) and ASU Senior Vice President, National (1999-2003).

Kayee's list of ALP Party involvement is extensive and she has held the public offices of Alderman & Councillor Canterbury City Council, First Female Mayor Canterbury City Council (2 terms: 1995 – 2003), Member Legislative Council (2003-2011) and Deputy President –Legislative Council (late 2009-2011).

GREG MCLEAN

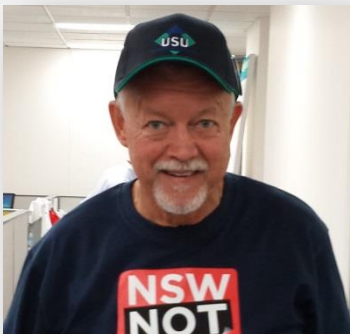
NOMINATED BY: NSW UNITED SERVICES BRANCH



Greg joined the NSW MEU in 1971 and started work at Sydney County Council in 1972 becoming a delegate and then member of the Public Utilities Salaried Officer's Association (PUSOA) Committee of Management. He began work for the MEU (USU) in 1979 holding the positions of Research/Industrial Officer, Organiser and Branch Secretary of the PUSOA Branch. In 1997 Greg was elected to the position of Assistant Branch Secretary of the ASU National Office where he was a strong advocate for the local government electricity and water Union Members and their industries, anti-privatisation, skills recognition and training. He is a current Local Government Councillor and was awarded an OAM for his services to the Union movement

PAUL REID

NOMINATED BY: NSW UNITED SERVICES BRANCH



In 1983 Paul started work in local government and was elected MEU Delegate in 1984, later elected Head Delegate. Paul led the MEU Delegate's Committee to successfully negotiate the South Sydney Wages & Salaried Staff Award which rewarded outdoor staff and lower graded indoor staff with 16% wages (compounded) over 3 years. Paul considers this as one of his great Union achievements. Paul commenced secondment with the MEU as an Organiser in 1996 and became a fulltime official in 1997. In his time with the MEU/USU Paul also worked as an Industrial Officer until 2003, HR Officer for a while finishing his working career as one of the Union's Training and Educative Services Officers.

GRAHAM (ZIGGY) ZELL



NOMINATED BY: NSW UNITED SERVICES BRANCH

Since commencing employment at Nambucca Shire Council on 9 July 1984 Graeme has been an active and proud MEU/USU member and Delegate.

Graeme held positions on the Northern Branch Committee of Management as well as a Conference Delegate and served the members at Nambucca well. His casual manner and constant search for the detail in all things was well respected by his fellow members.

Graeme has since retired but his 33 years at Council will be well remembered as will his cheeky charm. Graeme was, and remains, a good friend of the USU and an outstanding representative of our Union.

MARGARET (MARGIE) DALE



NOMINATED BY: QUEENSLAND (SERVICES & NORTHERN ADMINISTRATIVE) BRANCH

Margie Dale joined the Federated Clerks Union of Australia, North Queensland Branch Union of Employees on the 12 May 1982, working at James Cook University in the Library.

It wasn't long after Margie joined the union, that she became an active Union Delegate. Margie was keen on ensuring fellow members had the knowledge and skills to play their role in building power within their workplace. In 1993, Margie became Vice-President.

In 1999, Margie bravely put her career at James Cook University on hold and ran for the position of Branch Secretary of the North Queensland Clerical and Administrative Branch where she was elected unopposed as the first female Branch Secretary.

Margie always ensured that her Branch was represented on National and State Union matters, often putting in her own time traveling interstate and across our area of coverage.

During Margie's time as Branch Secretary of the Branch and then later as Coordinator for the North Queensland region of The Services Union, she fought many battles locally and on a national level for pay rights and conditions for members who work at:

- Ansett
- Qantas
- Jetstar
- James Cook University
- Queensland Health
- Mater Private Hospital
- Queensland Country Credit Union
- Townsville Taxis, and
- Private Organisations

We congratulate Margie on her Life Membership.

PETER DEVEY

NOMINATED BY: QUEENSLAND TOGETHER BRANCH



Peter joined our union in 1974. He has been a union activist for over 4 decades and his activism has covered all levels – workplaces, regional structures, council, conference, executive and committees.

Peter was elected to QPSU Council in 2000, then elected to Executive in 2002. As Treasurer, he oversaw the sale of our building to establish a sound financial position for our union.

Peter's commitment as a leading delegate in TAFE and QLD Health in regional Queensland has been outstanding – standing up for members, participating in enterprise bargaining and in campaigns such as Your Rights at Work and other election campaigns as well as supporting our union campaigns.