

ASU NATIONAL CONFERENCE 2022

**Life
Membership**



By your side



STEPHEN (STEVE) ARNOLD

Nominated by: WESTERN AUSTRALIAN BRANCH

Steve joined the ASU in 2001, becoming a Delegate that same year and a Branch Executive Councillor for the Municipal Employees Division in 2005.

A leader in his workplace, Steve had been a member of the Municipal Employees Union (MEU) and was key to the Albany yard becoming ASU. The MEU nationally had amalgamated with the ASU in 1993, then the state entity disamalgamated successfully in 2000 forming the breakaway union representing local government outside workers, the LGRCEU.

Having the whole workplace represented by one union created a united workplace and gave City of Albany members more strength when it came to collective bargaining.

Outstanding Delegates in remote and regional areas is integral to our union. With the tyranny of distance, they often go above and beyond in representing members in their workplace and often the community too. This is certainly the case with Steve.

Steve is also a good representative of the ASU in the Albany community, leading community efforts during the Use Your Power campaign as well as State and Federal elections. Steve actively assisted the ASU during the Community Living Association underpayments case

His contributions have been recognised by members in his workplace who nominated Steve for Delegate of the Year. He was awarded Delegate of the year for the Municipal Employees Division in 2006 and won this again as well as the overall Delegate of the Year for the WA Branch in 2008.

It is recommended that the Branch Executive Council recognises Steve Arnold's long-term and outstanding contribution to ASU members with Life Membership of the Australian Services Union.



MARTIN DAVIS

Nominated by: NEW SOUTH WALES AND ACT (SERVICES) BRANCH

Martin Davis worked on train stations for Sydney Trains and predecessor organisations for over 40 years until his retirement as St Marys Station Duty Manager in September 2022.

Martin joined his union the NSW Division of the Australian Transport Officers Federation in 1980 which became part of the ASU NSW and ACT Services Branch in 1993.

Martin has been an active member of the Transport Industry Division Committee of Management for over 20 years and more recently the Branch Executive. He has represented Rail members in successive enterprise agreement negotiations and has played a key role in current EA negotiations which are now into their sixteenth month with members participating in protected industrial action for over twelve months in support of job security and fair pay and conditions. Martin famously coined the slogan "No Deed No Deal" in reference to a Deed providing public sector leading redundancy and redeployment entitlements. Martin's advocacy in this area saw the NSW Government agreeing to maintain these entitlements for 15,000 Rail employees.

Martin has been a keen participant in broader union campaigns including the successful and historical ASU campaign for universal paid family and domestic violence leave. He is well known amongst his colleagues and union comrades for his kindness, compassion and sharp intellect and his tireless work to ensure that ASU members get a fair go at work, are treated with dignity and respect and receive decent wages and conditions.



VIVIENNE DOOGAN

Nominated by: QUEENSLAND TOGETHER BRANCH

Vivienne has been a lifelong union activist, a wonderful comrade. Vivienne has been a leading voice at some many rallies, she has led from the front as a member, rank and file activist and then full time union official.

Vivienne was elected to the Qld Professional Officers Association (QPOA) Council representing members in the then Department of Primary Industries in 1989. Vivienne stepped up to fill a casual vacancy on the Executive of our union (then the State Public Services Federation Queensland) in 1999, she was then elected as Junior Vice-President in 2004. Vivienne was then elected as President of the Union from 2006 (Qld Public Sector Union) to 2019 (Together Qld Branch of ASU).

In 2019 Vivienne moved into the role of Branch Assistant Secretary and after a triumphant and important career has recently retired this year.

Vivienne was an Emma Miller recipient in 2000.

As an activist Vivienne has participated in so many things. Climate Committees, Refugee Rights, the Queensland Community Alliance and more.



KATE FLANDERS

Nominated by: QUEENSLAND TOGETHER BRANCH

Kate Flanders has worked for the union for 19 years and was Branch Assistant Secretary from 2011 to 2022 until recently elected as Qld Labour State Secretary. Kate has worked as an industrial officer, trainer, organiser and also worked at ACTU as an educator and campaign leader for the Your rights at work campaign in Queensland in 2007.

Before joining the union Kate worked as an administrative officer in private hospitals and a research assistant at Griffith University, before she found her passion as a union leader. Kate has a law degree from University of Queensland.

Kate has led many campaigns in the union such as 'Wage Balance, Its only Fair', the ground campaign for "Your Rights at Work" and "Climate Heroes" and many countless bargaining campaigns in the public sector of Qld Government. Kate regularly advocated for members in the QIRC in dispute conferences, conciliation, and arbitration. Kate is passionate about campaigning for gender pay equity and equal rights for all workers. Kate is committed to empowering workers and the community to make decisions about their working futures and to ensure they have all the resources they need to fight for their jobs and services.



LYNETTE (LINDY) HENSON

Nominated by: QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

Lindy Henson has been a long-time member of The Service Union, originally joining the Municipal Officers Association. She has also been a Workplace Delegate for around 32 years at Townsville City Council (TCC) where she has worked for the same length of time.

Lindy has been a dedicated representative of members at TCC both individually and collectively. She has also been a staunch advocate for women's issues and for ensuring Queenslanders have access to Natural Disaster Leave.

Lindy is a proud North Queenslander and was the very first ever female Vice President for the Local Government Industry Committee, a job she did for many years. She is also the first female Deputy President and the first female President of the Queensland Services Union. Lindy has dedicated her working life to improving outcomes for ASU members, especially for people living in regional communities.

Lindy is also passionate about the issues First Nations workers face and is dedicated to Reconciliation. She was the instigator of the Queensland Services Branch establishing an Aboriginal and Torres Strait Islander Traineeship in the Brisbane office.

This year, Lindy has made plans to commence her retirement from TCC and her union duties: and with that, she has left a great legacy with our Union.



MICHELLE JACKSON

**Nominated by: VICTORIAN AND TASMANIAN
AUTHORITIES AND SERVICES BRANCH**

Michelle has been an MOA/ASU member for more than 40 years starting her career at the State Electricity Commission Victoria. She was an active union delegate at Hume City Council from the 1990's until early 2000's.

In 2002 Michelle commenced work as an Organiser with the Victorian and Tasmanian Authorities and Services Branch and became the first female Branch Secretary in 2017.

Universally known as a fearless advocate for all workers, and ASU members across all industries, Michelle is an outstanding mentor and supporter of hundreds of women in the ASU Vic/Tas branch.

Michelle has been continuously innovative throughout her union career. Most recently she updated the local government claim to include contemporary items such as heat and fire response, responding to climate change and gender affirmation measures.

In 2019 Michelle coordinated a massive Change the Rules campaign as well as leading the overhaul of the Branch's governance processes and showed great principles and steady leadership during times of great challenge to the Vic/Tas Branch from 2017-2019.

Michelle retired in July 2022 and leaves a proud legacy of strength, activism and courage.



IAN KINLOUGH

Nominated by: SOUTH AUSTRALIAN AND NORTHERN TERRITORY BRANCH

Ian has worked at AGL's Torrens Island Power Station since the early 1990's.

During his decades working at the Power Station, Ian has been an ASU Workplace Rep and Bargaining Rep. He has played a key role in many rounds of bargains - bringing a level of expertise and historical knowledge to the table that proved hard to argue with.

Of course, the energy sector has changed dramatically during Ian's time at Torrens Island.

Climate change demands we move away from heavy polluting energy production, and this has led to increased uncertainty at gas-fired Torrens Island. Constant speculation in the media and warnings from management about potential mergers and closures have made Ian's role as a union leader ever more challenging.

Recognising the impact of this uncertainty on workers and their families, Ian has joined ASU delegations to Canberra to lobby government ministers directly about the need for a proper Just Transition plan. He has also participated in roundtables with the SA Energy Minister and senior bureaucrats, offering frank and fearless advice in the aftermath of the state-wide blackout.

In addition to his work as a Workplace and Bargaining Rep, Ian has also generously volunteered his time on Branch Council. Highly engaged and enthusiastic, Ian has played an important role in rebuilding the SA + NT Branch into a sustainable and growing union.



DAVID McDONALD

**Nominated by: NEW SOUTH WALES
UNITED SERVICES BRANCH**

David McDonald - a dedicated and hardworking Union Member for over 52 years, and Delegate and workplace Safety Officer for over 30 years. David joined the MEU (USU) at the age of 15 upon commencement of employment as a Garbo.

David represented his fellow unionists and was respected, supported and the members always had his back when he went into bat for a better work life balance as well as other important issues affecting the members.

David had 100% membership at the yard, he mentored and assisted many a young worker during his time at Council and organised various events for the members. David will be sorely missed.



BRENTON MEDLIN

**Nominated by: SOUTH AUSTRALIAN
AND NORTHERN TERRITORY BRANCH**

Brenton Medlin has worked at the Torrens Island Power Station since 1980, beginning his career as an apprentice and working as an electrical fitter. He was appointed as an Assistant Unit Controller in 1988 and became an ASU Workplace Rep in 1989.

Brenton has been one of our most capable, knowledgeable, and passionate workplace leaders. He has led his crew of Operators through some tough battles, including the privatisation of ETSA and multiple changes of ownership at the Station. He has led the ASU bargaining team for decades – and in turn has provided leadership and direction to the other unions on site that form a single bargaining unit. Brenton has also led lengthy and highly technical negotiations with management during major restructures and the establishment of a framework of training and associated pay grades.

He has the deep respect of ASU members at Torrens Island. Brenton's colleagues argue that his tireless efforts over the 30 years of being a Workplace Rep cannot be underestimated. "We all owe him a debt of gratitude for the conditions we still enjoy today despite the continued efforts of our employer to remove them."



JOHN PAYNE

Nominated by: QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

John Payne has worked with the union movement for over three decades.

Completing his law degree and then articles under the supervision of a union lawyer at W H Tunny & Co., John later became an industrial officer for the Municipal Officers' Association of Australia (MOA), the predecessor of the ASU – of which he remains a member to this day.

John's legal background assisted him in his capacity as an industrial officer and after a few years, he established Hall Payne Lawyers in 1991 with a focus on industrial relations and unions.

John is passionate about the "business end of trade unions," such as compliance issues and has been involved in the establishment of organisations such as Australian Salaried Medical Officers' Federation and the Virgin Independent Pilots Association.

John has attained an impressive track record and national reputation. He was awarded "pre-eminent lawyer in Queensland" for employees and union work. His expertise is highly sought across Australia, working with organisational clients in corporate governance, industrial relations, constitutions and structures.

John remains an avid trade union supporter. He is great friend and advocate of the ASU and its members.



NIGEL RAINFORD

Nominated by: WESTERN AUSTRALIAN BRANCH

Nigel joined the ASU in 1989. He became a Delegate in 2001, then stepped up to represent Local Government members as a member of the Committee of Management and on the Branch Executive Council in 2003.

For the last 12 years, Nigel has represented and served the wider membership in the roles of Branch Treasurer and National Conference Delegate.

At a local level in his workplace, Nigel is a respected Delegate and leader. He has taken a lead role in negotiations, representing members and organising workers at one of the worst employers that we have in WA, the City of Wanneroo. He has worked to grow the membership at the City, which has never been easy, and has represented members in every round of negotiations since bargaining commenced in 1998. This coincided with the City splitting to also create the City of Joondalup, having previously been responsible for a huge 785km² of Perth Metropolitan land.

Nigel always steps up. He actively participates in ASU events like May Day, rallies at WALGA and WA Parliament and has volunteered his time for elections and campaigns like Use Your Power, Keep Local Government Local and Local Government Matters. In broader union campaigns when ASU or Unions WA are calling for assistance with activities such as phone banking, Nigel will be there!

He was also a founding member of the Public Utilities and Local Government Employees direct branch to WA Labor.

As an experienced Branch Executive Councillor, Nigel proved to be an excellent successor to ASU WA Branch Life Member Patricia Richardson in the role of Branch Treasurer when she stepped up into the role of Deputy Branch President.

Nigel's knowledge, keen eye for detail and balanced approach in all matters has been an asset to our union. He has been the Treasurer of a Branch Executive Council that, through tough decision making and good financial management, was able to reduce the branch membership fees from 1 July 2018 and has been able to maintain that same rate till at least 30 June 2023. No mean feat when Perth's CPI has been surging but, with wages not keeping up with the cost of living, it has meant the ASU has not added to this burden.

It is recommended that Nigel's service to members and ongoing commitment to this union and the greater



DAVID SMITH (Posthumously)

Nominated by: QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

David's respect for others and humility belied his extraordinary life-long contribution to a better quality of life for working Australians.

Having started on the shop floor as a clerk at Queensland Rail when he was young, David became a member of Australian Services Union. In 1991, David started work at our Union, rising quickly to Assistant State Secretary in 1993 and Queensland Branch Secretary in 2001.

In 2011, David was elected National Secretary with the job of bringing cohesion to the organisation and his legacy will endure long into the future. David worked for the ASU for almost three decades. He ran the ground-breaking Queensland Equal Pay case which led to the ASU's successful national campaign for Equal Pay for the female-dominated social and community services sector.

David's belief in the labour movement extended to his active involvement in the Labor Party and his passionate advocacy for universal superannuation. He was a recognised industry expert having served as a Fund Director from 2007-18 at Energy Super and from 2018-19 at HESTA. He was a Director of the Australian Institute of Superannuation Trustees (AIST) from 2013 and was AIST's immediate Past President.

David belief in universal superannuation underpinned the ASU's determination to improve super outcomes for women. His legacy to provide working people with dignity in retirement is a unifying force for the whole union movement.



ANDREW (ANDY) WHITE

Nominated by: WESTERN AUSTRALIAN BRANCH

Andy worked in Compliance at the City of Geraldton from 1998, however from 2002-2008 he worked for the Shire of Broome where he first served ASU members as a Delegate from 2003.

When he returned to Geraldton in 2008, he became a Delegate in that workplace.

He has also served members of the ASU WA Branch as a member of the Committee of Management for Local Government (2001-2008), a Branch Executive Councillor since 2003 and as a National Conference Delegate since 2014.

Andy worked to develop a Delegate network and mentor new Delegates as they have stepped up. This included when the Shires of Greenough and, later, Mullewa amalgamated with City of Geraldton to eventually become the City of Greater Geraldton. Andy took a lead Delegate role, taking the time to attend union meetings throughout the council's worksites. The Delegates have worked together to create unity with the workers throughout the City's worksites and increase the membership for both the inside and outside workforces.

Strong Delegates like Andy in regional areas are key to the ASU's strength and members getting good representation when they have issues that need resolving. The tyranny of distance in WA means that members don't have the luxury to call upon an ASU official to attend meetings in person. Andy's skills, knowledge and experience means he has the capacity to provide quality industrial representation.

The members have a huge amount of respect for Andy. This was particularly evident when we asked members to say a few words on video for his Delegate of the Year nomination. The heartfelt expressions of appreciation were clear.

The membership applauded his fortitude in leadership and the unity he created during the COVID-19 pandemic. During that time City of Greater Geraldton's extremely hostile management illegally stood down 133 permanent Local Government Officers and Municipal Employees for four weeks.