



ASU National Conference 2024 website: <https://bit.ly/natconf2024>

AGENDA

1.0 Attendance

- 1.1 Apologies, Proxies and Observers
- 1.2 Adoption of Agenda

2.0 Previous ASU National Conference Meeting 9-11 November 2022

- 2.1 Minutes of the ASU National Conference Meeting 9-11 November 2022
- 2.2 Business Arising from the Minutes of the ASU National Conference Meeting 9-11 November 2022

3.0 Conference Motions

- 3.1 Artificial Intelligence – Queensland (Services and Northern Administrative) Branch
- 3.2 Building Climate Safe Communities – South Australian & Northern Territory Branch and NSW & ACT (Services) Branch
- 3.3 Reproductive Health Leave – Queensland Together Branch

4.0 Life Membership

1.0 Attendance

1.1 Apologies, Proxies and Observers

Recommendation:

“That the following apologies, proxies and observers for the whole of National Conference be accepted:

Moved:

Seconded:

1.2 Adoption of Agenda

Recommendation:

“That the Agenda and Program, as circulated, be adopted as the agenda for this meeting.”

Moved:

Seconded:

2.0 Previous ASU National Conference Meeting 9-11 November 2022

2.1 Minutes of the ASU National Conference Meeting 9-11 November 2022

Recommendation:

[\(paper here, p6\)](#)

“That the minutes of the ASU National Conference meeting held on 9-11 November 2022 be confirmed.”

Moved:

Seconded:

2.2 Business Arising from the Minutes of the ASU National Conference Meeting 9-11 November 2022

[Any business arising from the minutes of the previous meeting of the ASU National Conference should be raised in this item.]

3.0 Conference Motions

3.1 Artificial Intelligence - Queensland (Services and Northern Administrative) Branch

The following motion was referred to National Conference by the Queensland (Services and Northern Administrative) Branch to adopt the following motion into union policy.

Recommendation:

“The ASU supports a human-centered approach to artificial intelligence. We believe that technology should enhance our abilities, not replace human judgment or decision-making.

We believe in a participative and democratic approach to AI in the workplace, ensuring that its use and impact are clear and understandable for all workers. The foundations of AI, including how data is sourced and used, should be open and transparent.

The ASU supports the rights of every worker to:

- Work free of surveillance.
- Engage in work that promotes social and psychological wellbeing.
- Actively participate in decision-making processes regarding changes in the workplace.

In line with these values, we commit to:

- Advocating for AI technologies that align with legal and ethical standards.
- Supporting ongoing training and resources for workers to understand and engage with AI effectively.
- Promoting data privacy and security measures that protect sensitive information.
- Encouraging regular assessments of AI's impact on work processes, ensuring transparency in findings.
- Ensuring consultation with workers regarding any AI implementations that involve data collection or surveillance.
- Fostering collaboration and feedback mechanisms between employees and management regarding AI technologies.
- Upholding the principle that AI should not be used to eliminate roles without opportunities for re-skilling.
- Considering the environmental implications of AI technologies in organisational practices.

The ASU is dedicated to ensuring that AI technology enhances the work experience for all members while upholding their rights and dignity in the workplace.”

Moved: Jennifer Thomas

Seconded:

3.2 Building Climate Safe Communities – South Australian & Northern Territory Branch and NSW & ACT (Services) Branch

The following motion was referred to National Conference by the South Australian & Northern Territory Branch and NSW & ACT (Services) Branch to adopt the following motion into union policy.

Recommendation:

“ASU members across our diverse sectors are on the frontlines of the climate crisis. Worker insights and experiences are crucial in shaping effective responses to the challenges posed by climate change and natural disasters.

As we confront the changing climate, we will ensure that workers are at the forefront of conversations about how these issues impact their lives and livelihoods. To achieve this, we will unite our efforts under a comprehensive plan that recognises the vital role of union members in advocating for climate justice, a just transition, and building climate-safe communities.

ASU National Conference commits to:

Championing a Just Transition

We will advocate for a just transition to renewable energy, ensuring that the Net Zero Economy Authority and Federal and State Governments actively listen to workers and communities.

This transition is essential for meeting our climate commitments, delivering quality jobs for our members, and providing cost-effective services.

Providing Essential Support for Workers

We will campaign and bargain in our workplaces for industrial entitlements and resources for workers experiencing the impacts of climate change. The ASU will:

- Develop resources to support ASU members focused on occupational health and safety, as well as addressing climate-related trauma and psychosocial safety, equipping members with the knowledge they need to navigate climate change and disaster impacts.
- Campaign for paid leave for emergency service volunteering and for those affected by climate-related events, including salary maintenance for workers unable to work due to extreme weather conditions.
- Develop and campaign for industrial entitlements for workers supporting vulnerable people in communities experiencing climate-related crises and natural disasters.
- Campaign for adequate funding of services to support communities in adaptation, climate crisis, recovery and resilience.

Engaging Workers in Climate Justice

We will mobilise ASU members to participate in climate advocacy efforts, ensuring their voices are heard in discussions about the future of work in a changing climate. This issue matters deeply to ASU members, and we must empower workers to advocate for action in their workplaces and communities.

Protecting Our Energy Future

Supporting a just transition to renewable energy, as it is the most effective way to meet our climate commitments, deliver quality jobs for our members, and provide cost-effective essential services. This transition not only safeguards the environment but also ensures that workers are at the forefront of shaping a sustainable future. We will actively engage with all levels of government to protect our energy future.

By taking these steps, we will create a strong and united movement that can address the immediate impacts of climate change but build climate safe communities for ASU members.”

Moved: Abbie Spencer

Seconded: Angus McFarland

3.3 Reproductive Health Leave – Queensland Together Branch

The following motion was referred to National Conference by the Queensland Together Branch to adopt the following motion into union policy.

Recommendation:

“This ASU affirms our ongoing commitment to the "It's for Everybody" campaign, which advocates for essential paid reproductive health leave for all workers. Reproductive health can impact all workers; it affects everybody at every stage of their working life, including, but not limited to, menstruation, fertility issues, breast and prostate screenings, and perimenopause and menopause.

Reproductive Health Leave is crucial for addressing the diverse needs of workers. Conditions related to reproductive health can not only cause significant physical discomfort but also contribute to mental health issues such as anxiety and depression. This impact on quality of life and productivity can lead to lost income or job loss.

Paid reproductive health leave would enable access to critical medical appointments and treatments, allowing workers to manage their health without the stress of financial insecurity. While Reproductive Health Leave is for everybody, it will also make a positive impact on women's leave balances in particular.

The ASU commits to:

- Developing comprehensive resources to assist members on having conversations about the importance of Reproductive Health Leave and its impact on worker health and wellbeing.
- Supporting the implementation of Reproductive Health Leave in workplaces by developing a model clause for workplaces.
- Advocating for a universal Reproductive Health Leave entitlement for all workers.

Moved: Dee Spink

Seconded:

4.0 Life Membership

Branches forwarded on resolutions passed at Branch Executive meetings nominating members for ASU National Life Membership in accordance with the National Rule 33 – Life Membership.

ASU National Executive has also recommended the members for Life Membership.

- Barry Gough, Victorian and Tasmanian Authorities & Services Branch
- Linda White (Posthumously), Victorian Private Sector Branch
- Michael Flinn, New South Wales & ACT (Services) Branch
- Glen McAtear, New South Wales United Services Branch
- Christine (Chris) Fox, Queensland Together
- John Gazzola, South Australian & Northern Territory Branch
- Lawrence (Laurie) McCann, South Australian & Northern Territory Branch
- Margaret (Maggie) L'Estrange, South Australian & Northern Territory Branch



National Conference 2022 website: <https://bit.ly/ASUNatConf-2022>

MINUTES

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Chair initial here.....

GUEST Speakers

Welcome to Country - Uncle John Graham

Life Membership address:

- Vivienne Doogan, endorsed Life Member and former President of ASU QLD Together Branch
- John Payne, endorsed Life Member and Consultant at Hall Payne Lawyers

Keynote address: Craig Foster, retired Australian soccer player and human rights advocate

WELCOME RECEPTION sponsored by HESTA - speaker: Stephen Reilly, HESTA Chief Executive Officer

WOMENS' Lunch sponsored by CareSuper - speakers: Tara Lombardi, CareSuper and Julia Fox, National Assistant Secretary, SDA

DINNER & DELEGATE OF THE YEAR AWARDS sponsored by Australian Super

Speakers: Robert Potter and Charlie Donnelly, Australian Super

Prime Minister's message, Delegate of the Year Awards and Entertainer Jenny Wynter

CONFERENCE MOTIONS

- Endorse The Uluru Statement from the Heart
- Endorse Funding for Local Government

BRANCH Innovative Growth Campaigns received

- QLD (Services & Northern Administrative) Branch
- QLD Together Branch
- Victorian Private Sector Branch
- VIC & TAS Authorities & Services Branch
- NSW United Services Branch
- NSW & ACT (Services) Branch
- Western Australian Branch
- National Office

CAMPAIGN Update:

- Family and Domestic Violence Leave
- Restore Respect to the Community and Disability Sectors
- Worth More at Work
- Keep Australia Flying

PLENARY 1: Future of Work in the Age of Artificial Intelligence

Chaired by Robert Potter, National Secretary

- Sharan Burrow, ITUC General Secretary (via Zoom from Egypt)
- Dr Theresa Anderson, Social Informaticist, Connecting Stones Consulting and Women in Data Science Ambassador
- Dr Mahendra Samarawickrama, Director - The Centre for Sustainable AI
- Dr Jim Stanford, Director of the Centre for Future Work (via Zoom from Canada)

PLENARY 2: National IR Reform

Chaired by Jennifer Thomas, National Vice President

- Pearl Lim, Senior Industrial Officer, ASU – Western Australian Branch
- Marian Baird AO, Professor of Gender and Employment Relations (via Zoom)
- Emeline Gaske, ASU Assistant National Secretary

PLENARY 3: Superannuation – Social Investment Report

Chaired by Jennifer Thomas, National Vice President

- Serlina Chu, Manager ESG & Stewardship Investments for Australian Super
- Akaash Sachdeva, Senior Responsible Investment Adviser for HESTA
- Cr Linda Scott, Chair of Care Super

Chair initial here.....

Opening of the ASU National Conference 2022

Conference commenced at 2.47pm AEST with Paul O'Neill, National President, in the Chair. Paul O'Neill provided an Acknowledgement to Country and welcomed delegates to National Conference.

Opening Address

Paul O'Neil introduced Robert Potter, National Secretary who provided an opening address which included the positive growth of members in the ASU and strong financial sustainability of operations along with a presentation 'What will be known for?'

Welcome to Country

Paul O'Neill introduced elder Uncle John Graham who gave a Welcome to Country. Paul O'Neill thanked Uncle John Graham for the presentation.

1.0 Attendance

Paul O'Neill advised that Conference registration was to be adopted as the attendance record for the entire Conference; Branch Secretaries were requested to notify Dani Brooks, minute taker of any further apologies, proxies and observers.

National Elected Officers

Paul O'Neill, National President

Jennifer Thomas, Vice National President

Robert Potter, National Secretary

Emeline Gaske, Assistant National Secretary

Victorian & Tasmanian Authorities and Services Branch

Dale Borthwick

Carol Buckingham

Lisa Darmanin

Melanie Gent

Barry Gough

Marita Hagel

Thomas Hillebrand

Billy King

Ty Lockwood

James Mackay

Kristy Meikle

Maree Renden

Eleonora Tamburini

Gina Tate

Tash Wark

Adele Welsh

Leon Wiegard

Victorian Private Sector Branch

Amanda Dando

Cassie Farley

David Leydon

Maddy O'Brien

Sarah Rogan

Imogen Sturni

Taxation Officers' Branch

Kristen Baker

Ancel Greenwood

Jeffrey Lapidos

Amelia Tucker

Giselle Wood

NSW & ACT (Services) Branch

Narelle Clay

Martin Davis

Benjamin Kensington

Angus McFarland

Danna Nelse

Samantha Parker

Tom Patton

Julie Perkins

Nadia Saleh

Angelique Sasagi

Lisa Smajlov

Patrick Walsh

Judith Wright

Chair initial here.....

New South Wales United Services Branch

Alex Baker	Luke Hutchinson	Melissa Pond
Raffaele Catanzariti	Graeme Kelly	Narelle Rich
Ross Crawford	Jed Lawton	Sharon Sewell
Troy Dunne	Noel Martin	Thi Thu Thao Tran
Larry Freeman	Jamie McKinnon	Glen Wallace
Kellie Gale	Jim O'Malley	Jeff Wearing
Katie Gillen	Natalie Piggott-Herridge	

Queensland (Services & Northern Administrative) Branch

Kathleen Cotter	Karina Maxwell	Ariana Russell
Margaret Evans	Debbie McDonald	Andrew Somerville
Lucas Garretty	David McDowell	Mark Taylor
Neil Henderson	Ronnee Meachen	Lorraine Walter

Queensland Together Branch

Sharon Abbott	Alan Gee	Angela Saville-Balsamo
Corey Bentley	Sarah-Jane Hart	Alex Scott
Nicole Bradford	Rohan Huguenin	Dee Spink
John Conlan	Damian Jones	James Swan
Eva Foster	Brendan Kelly	Zaida Variava
Christine Fox	Paul O'Driscoll	

South Australian and Northern Territory Branch

Scott Cowen	Robert Habel
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Western Australian Branch

Elizabeth Hodgson	Georgia McMahon	Wayne Wood
Jill Hugo	Nigel Rainford	Kerry Wood
Allan Jauncey	Jodie Richardson	

Quorum was established.

Minute taker: Dani Brooks

Procedural motion:

“That the resolutions appearing in items 1.0 – 2.1 of the Agenda be moved en bloc.”

Moved: Kate Cotter

Seconded: James McKay

MOTION WAS PUT AND DECLARED CARRIED

1.1 Apologies, Proxies and Observers

Resolution:

“That the following apologies, proxies and observers for the whole of the ASU National Conference be accepted:

Chair initial here.....

Given Name	Surname	Branch	Apology / Observer	Proxy to
Lee-Anne	Crans	VIC/TAS A&S	Apology	
Simon	Davis	VIC/TAS A&S	Apology	
Robyn	Glascott	VIC/TAS A&S	Apology	
Wendy	Phillips	VIC/TAS A&S	Apology	
Jan	Wrigley	VIC/TAS A&S	Apology	
Kerry	Farley	NSW/ACT (Services)	Apology	
Paul	Rowe	NSW/ACT (Services)	Apology	
Maralyn	Schofield	NSW/ACT (Services)	Apology	
Alby	Bordignon	NSW USU	Apology	Katie Gillen
Peter	Campise	NSW USU	Apology	Ross Crawford
Carl	Cleaver	NSW USU	Apology	Natalie Piggott-Herridge
Cathriona	Dolan	NSW USU	Apology	Kellie Gale
Stephen	Donley	NSW USU	Apology	Noel Martin
Arthur	Jenkins	NSW USU	Apology	Graeme Kelly
Glen	McAtear	NSW USU	Apology	Sharon Sewell
Sandie	Morthen	NSW USU	Apology	Alex Baker
Stephen	Mulholland	NSW USU	Apology	Larry Freeman
Annamaria	Saglimbeni	NSW USU	Apology	Thao Tran
Gary	Vann	NSW USU	Apology	Jeff Wearing
David	Walsh	NSW USU	Apology	
Michele	Bailey	QLD Together	Apology	
Rachel	Barley	QLD Together	Apology	
Raymond	Booker	QLD Together	Apology	
Michelle	Byard	QLD Together	Apology	
Catherine	Moller	QLD Together	Apology	
Zach	Potter	QLD Together	Apology	
Michael	Thomas	QLD Together	Apology	
Peter	Wilson	QLD Together	Apology	
Trevor	Rankin	QLD Together	Apology	
Leon	Cermak	SA/NT	Apology	Robert Habel
Lesley	Donnelly	SA/NT	Apology	Robert Habel
Julie	Douglas	SA/NT	Apology	Scott Cowen
Kristen	Gilbertson	SA/NT	Apology	Robert Habel
Maggie	L'Estrange	SA/NT	Apology	Scott Cowen
Abbie	Spencer	SA/NT	Apology	Scott Cowen
Fouzia	Aden	National Office	Observer	
Dani	Brooks	National Office	Observer	
Joanne	Knight	National Office	Observer	
Jody	Miles	National Office	Observer	
John	Nucifora	National Office	Observer	
Jonathan	Pipke	National Office	Observer	
Corey	Rabaut	National Office	Observer	
Anne	Rutherford	National Office	Observer	
Suzy	Sliwczynski	National Office	Observer	
Rose	Steele	National Office	Observer	
Gillian	Strong	National Office	Observer	
Malcolm	Treseder	National Office	Observer	
Adam	Wieladek	National Office	Observer	

Chair initial here.....

Given Name	Surname	Branch	Apology / Observer	Proxy to
Virginia	Wills	National Office	Observer	
James	Borth	VIC/TAS A&S	Observer	
Jan	Primrose	NSW/ACT (Services)	Observer	
Matthew	Hughes	WA	Observer	
Pearl	Lim	WA	Observer	
Katherine	Sutton	WA	Observer"	

Moved: Kate Cotter
Seconded: James McKay

MOTION WAS PUT AND DECLARED CARRIED

1.2 Adoption of Agenda

Resolution:

“That the agenda and program, as circulated, be adopted as the agenda for this meeting.”

Moved: Kate Cotter
Seconded: James McKay

MOTION WAS PUT AND DECLARED CARRIED

2.0 Previous ASU National Conference Meeting 21-23 November 2018

2.1 Minutes of the ASU National Conference Meeting 21-23 November 2018

Resolution:

“That the minutes of the ASU National Conference meeting held on 21-23 November 2018 be confirmed.”

Moved: Kate Cotter
Seconded: James McKay

MOTION WAS PUT AND DECLARED CARRIED

2.2 Business Arising from the Minutes of the ASU National Conference Meeting 21-23 November 2018

It was noted that there was no business arising from the previous conference.

3.0 Conference Motions

Paul O’Neill introduced Wayne Wood, Branch Secretary of the Western Australian Branch and Karina Maxwell from the Queensland (Services & Northern Administrative) Branch who spoke on behalf of the motion ‘The Uluru Statement from the Heart – Voice, Treaty, Truth.’

National Conference acknowledged a one-minute silence in memory of Cassius Turvey.

Chair initial here.....

3.1 The Uluru Statement from the Heart – Voice, Treaty, Truth – Western Australian Branch

The following motion was referred to National Conference by the Western Australian Branch to adopt the following motion into union policy.

Resolution:

“Makarrata- Coming together after a struggle

The ASU recognises the prodigious history leading to the dialogues of Aboriginal and Torres Strait Islander peoples coming together and signing the Uluru Statement from the Heart, in 2017. This resolution of ASU National Conference 2022 is tied to the Uluru Statement.

The Uluru Statement from the Heart - Voice, Treaty, Truth

Aboriginal and Torres Strait Islander peoples seek recognition in the Australian constitution. Such constitutional reform must be more than symbolic.

Recognition should also enshrine substantive, structural reforms that are endorsed by Aboriginal and Torres Strait Islander communities. The principal reforms presented in the Uluru Statement, are the recognition of Aboriginal and Torres Strait Islander peoples as the First Nations of this land (‘the Truth’), a Treaty linked to that sovereignty and a protected Voice to the Australian Parliament.

47th Parliament of Australia

The Albanese government, led by Prime Minister Anthony Albanese of the Australian Labor Party, made holding a referendum on an Indigenous voice to parliament during his first term, an election promise in 2022.

National Conference, therefore, commits to supporting First Nations peoples and the constitutional reforms presented in The Uluru Statement from the Heart of 2017, calling on Australians to enshrine Voice, Treaty, Truth in the Australian Constitution.”

Moved: Wayne Wood

Seconded: Karina Maxwell

MOTION WAS PUT AND DECLARED CARRIED

Campaign Update: Family and Domestic Violence Leave

Paul O’Neill introduced Emeline Gaske, Assistant National Secretary who provided an update on the Family and Domestic Violence Leave. The Australian Services Union celebrates the passage through both Houses of Commonwealth Parliament of a bill for 10 days paid family and domestic violence leave in the National Employment Standards. This is now the law of the land and will apply to 11 million workers including casuals.

Emeline Gaske introduced delegates Adele Welsh from the Victorian and Tasmanian Authorities and Services Branch and Samantha Parker from the NSW & ACT (Services) Branch who provided a report about the Family and Domestic Violence Leave campaign.

Chair initial here.....

Branch Innovative Growth Campaigns

The following Branches provided a presentation on their Branch Innovative Growth Campaigns:

- Queensland (Services & Northern Administrative) Branch 'Let's Make Long Service Portable campaign'
- NSW United Services Branch campaign

4.0 Life Membership

Paul O'Neill introduced Jennifer Thomas, National Vice President. Jennifer Thomas advised that that National Life Membership had been conferred and acknowledged at the ASU National Executive meetings on 12 August 2022 and 9 November 2022.

Jennifer Thomas introduced Vivienne Doogan, endorsed Life Member and former President of ASU QLD Together Branch who provided an address on behalf of the Life Members referred to below. Life Membership certificates were presented to members in attendance.

Jennifer Thomas introduced John Payne, endorsed Life Member and consultant from Hall Payne Lawyers who provided a presentation for David Smith's Posthumous Life Membership. Alana Smith accepted the Posthumous Life Member Certificate. National Conference acknowledged a one-minute silence in memory of David Smith.

- David McDonald, New South Wales United Services Branch
- David Smith (Posthumously), Queensland (Services and Northern Administrative) Branch
- John Payne, Queensland (Services and Northern Administrative) Branch
- Lynette (Lindy) Henson, Queensland (Services and Northern Administrative) Branch
- Martin Davis, New South Wales and ACT (Services) Branch
- Vivienne Doogan, Queensland Together Branch
- Kate Flanders, Queensland Together Branch
- Michelle Jackson, Victorian and Tasmanian Authorities and Services Branch
- Brenton Medlin, South Australian and Northern Territory Branch
- Ian Kinlough, South Australian and Northern Territory Branch
- Andrew (Andy) White, Western Australian Branch
- Stephen (Steve) Arnold, Western Australian Branch
- Nigel Rainford, Western Australian Branch

Conference adjourned at 5pm AEST.

Conference commenced at 8.41am AEST with Paul O'Neill, National President, in the Chair.

1.0 Attendance

1.1 Apologies, Proxies and Observers

Resolution:

“That the apologies, proxies and observers for today’s session of the ASU National Conference be accepted.”

Moved: Robert Potter
Seconded: Lisa Darmanin

MOTION WAS PUT AND DECLARED CARRIED

Plenary Session 1: Future of Work in the Age of Artificial Intelligence

Robert Potter, chaired the session and introduced the panel speakers:

- Speaker 1, Sharan Burrow, ITUC General Secretary (via Zoom from Egypt)
- Speaker 2, Dr Theresa Anderson, Social Informaticist, Connecting Stones Consulting and Women in Data Science Ambassador
- Speaker 3, Dr Mahendra Samarawickrama, Director - The Centre for Sustainable AI
- Speaker 4, Dr Jim Stanford, Director of the Centre for Future Work (via Zoom from Canada)

The speakers provided presentations and took questions from delegates. Robert Potter thanked the speakers for their presentations and delegates for their participation.

Robert Potter announced to conference that at the ASU National Executive meeting yesterday unanimously endorsed the formation of ASU Pride and provided a brief summary of the resolution as follows:

- At the ASU we stand with the LGBTIQ+ community, and actively support our members to be themselves at work. We fight for safe, inclusive, respectful workplaces. We stand up for all workers because equality is union business.
- To celebrate the formation of ASU Pride, we have some fantastic campaign materials and rainbow lanyards that you can take back with you – and we will be sending more out to each state branch in the coming weeks. The campaign materials and rainbow lanyards will be at the registration desk during the morning tea break, after the conference photo.

At 10.30am delegates broke for morning tea and group photograph.

SMALL GROUP DISCUSSIONS – Key questions from Plenary 1

The meeting resumed and delegates worked in small groups at their tables, facilitated by Robert Potter, ASU National Secretary.

CAMPAIGN Update: Restore Respect to the Community and Disability Sectors

Emeline Gaske presented the ‘Restore Respect to the Community and Disability Sectors campaign’.

Chair initial here.....

CONFERENCE Business: Innovative Growth Campaign & Agenda Items

Paul O'Neill presented the following Innovative Growth Campaigns:

- Western Australian Branch 'Collie Just Transition'
- Victorian & Tasmanian Authorities & Services Branch 'Library's campaign'.

CAMPAIGN Update: Worth More at Work

Emeline Gaske presented the 'More at Work Campaign'.

At 12.45pm delegates broke for lunch and resumed at 2.00pm.

Plenary Session 2: National IR Reform

Jennifer Thomas, chaired the session on National IR Reform and introduced the panel speakers:

- Speaker 1, Pearl Lim, Senior Industrial Officer, ASU – Western Australian Branch
- Speaker 2, Marian Baird AO, Professor of Gender and Employment Relations (via Zoom)
- Speaker 3, Emeline Gaske, ASU Assistant National Secretary

The speakers provided presentations and took questions from delegates. Jennifer Thomas thanked the speakers for their presentations and delegates for their participation.

WORKSHOP: How we can deliver industrial outcomes for ASU workers

Delegates were assigned into one of four workshop groups and reported back on the outcomes after afternoon tea.

Conference adjourned at 5.14pm.

Conference commenced at 9.03am AEST with Paul O'Neill, National President, in the Chair. Paul O'Neill advised that at 11am Conference would observe one minutes silence for Remembrance Day. Wayne Wood provided the website to Uluru Statement of the Heart.

1.0 Attendance

1.1 Apologies, Proxies and Observers

Resolution:

“That the apologies, proxies and observers for today’s session of the ASU National Conference be accepted.”

Moved: Robert Potter
Seconded: Kate Cotter

MOTION WAS PUT AND DECLARED CARRIED

3.0 Conference Motion

Paul O'Neill introduced Troy Green, General Manager, Tweed Shire Council who provided a presentation regarding the Local Government Funding.

Graeme Kelly spoke on behalf of the motion.

3.2 Local Government Financial Sustainability – NSW Local Government, Clerical, Administrative, Energy, Airlines and Utilities Branch

The following motion was referred to National Conference by the NSW Local Government, Clerical, Administrative, Energy, Airlines and Utilities Branch to adopt the following motion into union policy.

Resolution:

“The ASU recognises local governments are an important part of our community. They provide the services that we, as citizens, rely heavily on: waste management, roads maintenance, and the provision of local libraries and public swimming pools to name a few.

The ASU recognises the financial sustainability of local governments across Australia continues to be a challenge and has been undermined by Commonwealth funding arrangements that are no longer fit for purpose.

In recent times the COVID-19 pandemic has presented challenges to local government on a scale not seen before and has further exacerbated the sustainability challenges already faced by the sector. The diversity of the sector means that no single solution or approach will address the sustainability challenges faced by many local governments.

National Conference therefore commits to lobbying the federal government to implement the following measures aimed at improving the financial sustainability of local government:

- Australian government Financial Assistance Grants (FAGs) to Local Government should be set to at least 1% of aggregate Commonwealth tax revenue.
- Reform the Local Government financial system to ensure no councils are financially disadvantaged.

Chair initial here.....

- End cost shifting – Government must offer funding and grants to keep pace with delivery costs.
- A federally funded trainee and apprenticeship scheme should be launched centred on Local Government.
- The establishment of a Fair Jobs Code to stop the exploitative use of labour hire, lift standards and to protect the rights of all local government workers.
- Amendments to National Disaster Funding should be made to channel additional funding through Local Government and ensure financial assistance is expended in affected local communities and work performed by locally employed council workers.
- Inclusion of Local Government as a permanent member of National Cabinet
- Rate capping should be abandoned as a matter of priority.
- The Regional Employment Development Scheme (the RED scheme) should be reintroduced. This could be provided at a reasonable cost with the Federal Government providing a base pay equivalent to current safety net payments and council's topping up those payments to the rates of pay applicable in that particular workplace having regard to Award, Enterprise, and Salary System rates of pay in the relevant State or Territory.
- Ensure a national Energy Transition Authority is federally funded and established.

Financial sustainability will allow local governments to provide the goods and services they promise, in an efficient and sustainable manner: because no one can afford for councils to fail due to financial difficulties.

Moved: Graeme Kelly
Seconded: Wayne Wood

MOTION WAS PUT AND DECLARED CARRIED

PLENARY 3: Superannuation – Social Investment Report

Jennifer Thomas chaired the session on superannuation and introduced the panel speakers.

- Speaker 1, Serlina Chu, Manager ESG & Stewardship Investments for Australian Super
- Speaker 2, Akaash Sachdeva, Senior Responsible Investment Adviser for HESTA
- Speaker 3, Cr Linda Scott, Chair of Care Super

The speakers addressed conference and took questions from delegates. Jennifer Thomas thanked the speakers for their presentations and delegates for their participation.

At 10.33am delegates broke for morning tea and resumed at 10.55am. At 11am delegates observed a one-minute's silence for Remembrance Day.

CONFERENCE Business: Branch Innovative Growth Campaigns

Paul O'Neill presented the following Innovative Growth Campaigns:

- Victorian Private Sector Branch 'Engaging Young Workers'
- NSW & ACT (Services) Branch 'Growth campaign'

CAMPAIGN Update: Keep Australia Flying

Emeline Gaske presented the 'Keep Australia Flying campaign'.

Emeline Gaske presented the QLD Together Branch Innovative Growth Campaign.

KEYNOTE Address

Robert Potter introduced the keynote address Craig Foster, retired Australian soccer player, human rights advocate and NSW Australian of the Year. Delegates were invited to ask questions of the speaker. Paul O’Neill thanked Craig for his presentation to delegates.

Paul O’Neill closed the conference and gave a special thank you to the National Office staff for organising the conference.

The ASU National Conference concluded at 12.54pm AEST.

Draft not approved

ASU National Conference minutes approved by:

Chair name: _____
(print name) *(signature)* *(date)*

Chair initial here.....