

AGENDA

1.0 ATTENDANCE

- 1.1 Apologies
- 1.2 Proxies
- 1.3 Observers
- 1.4 Adoption of Agenda

2.0 PREVIOUS NATIONAL CONFERENCE MEETING • 9 – 11 NOVEMBER, 2010

- 2.1 Minutes of National Conference Meeting • 9 – 11 November, 2010
- 2.2 Business Arising from the Minutes of the National Conference Meeting • 9 – 11 November, 2011

3.0 2012 CONFERENCE BRANCH MOTIONS – NSW UNITED SERVICES

- 3.1 Superannuation Guarantee
- 3.2 Local Government – Coal Seam Gas Mining
- 3.3 Airlines – QANTAS Sales Act
- 3.4 Off-Shoring
- 3.5 Retirement – Eligible Termination Payments (ETP)
- 3.6 Superannuation – Parental Leave

4.0. LIFE MEMBERSHIP

- Mary-Anne O'Neill
- Linden Scotts
- Keith Harvey
- Paul Slape
- Barry O'Brien
- Maxine Winkley



1.0 ATTENDANCE

1.1 APOLOGIES

Recommendation:

“That the Apologies be accepted.”

Moved:

Seconded:

1.2 PROXIES

Recommendation:

“That the Proxies be accepted.”

Moved:

Seconded:

1.3 OBSERVERS

Recommendation:

“That the Observers be admitted.”

Moved:

Seconded:

1.4 ADOPTION OF AGENDA

Recommendation:

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

Moved:

Seconded:



A•S•U NATIONAL CONFERENCE 2012

2.0 PREVIOUS NATIONAL CONFERENCE MEETING • 9-11 NOVEMBER, 2010

2.1 MINUTES OF NATIONAL CONFERENCE MEETING • 9 – 11 NOVEMBER, 2010

Recommendation:

“That the minutes of the National Conference meeting held on 9 – 11 November, 2010 be confirmed.”

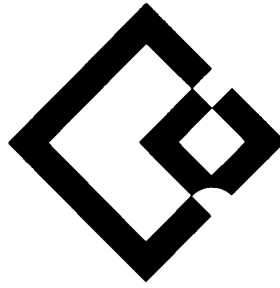
Moved:

Seconded:

2.2 BUSINESS ARISING FROM THE MINUTES OF THE NATIONAL CONFERENCE MEETING • 9 – 11 NOVEMBER, 2010

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





A•S•U

National Conference 2010

MINUTES

A•S•U

NATIONAL CONFERENCE 2010

**Brisbane Convention & Exhibition Centre
9 – 11 November, 2010**

MINUTES

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	Tasmanian Branch	
	Taxation Officers' Branch	
	United Services Branch	
	Victorian Authorities and Services Branch	
	Victorian Private Sector Branch	
	Western Australian Branch	
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	Senator the Hon Chris Evans, Minister for Tertiary Education, Skills, Jobs and Workplace Relations	
	Panel Sessions:	
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	AFTINET	
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	Skills for Local Government	
	Close of Business	

Minute Taker: Zoe Edwards

ASU National Conference 2010

Delegates

ASU National Office

Paul Slape
Linda White
Greg McLean

Kellie Gale
Elizabeth Cumming
Stephen Donley
Leslie Ronald Coyle
Mark Gill

Tehanne Denham
Penelope Carr
Malcolm Case
Jennifer Moss
Jeffrey Smith
Robert Ball
Lynette Henson
Annette Watt
John Finn
Ben Thompson
Alison Daniels
Herbert Snide

Victorian Authorities and Services Branch

Brian Parkinson
Russell Atwood
Lisa Darmanin
Igor Grattan
Michael Rizzo
Pia Cerveri
Greg Day
Mary Hollindale
Lisa Cook
Piergiorgio Moro
Maree Renden

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell
Ruth McFarlane
Christine Collyer
Zoe Kennedy
Mandy Fisher
Barry Stark
Mark Starkey
Mark Taylor
Kevin Place
Donna Webster
Jannette Sheppard

Robyn Davis
Jodie Harrison
Julie Griffiths
Rhonda Barton
Stephen Hughes
Amanda Cronin
Paul Strutt
John Mackay
Peter Collins
Scott McNamara
Christina Savage
Harry Pittman
Jim Taylor
Marilyn Timmins
Beverley Spearpoint
Ingrid Smithers

South Australian and Northern Territory Branch

Katrine Hildyard
Ian Steel
Pam Andritsakis
Phil Lawson
Rosi Reschke
Racheal Abdulla
Anne McLaughlin
Steve Mitchell
Sue McKinnon

Mark Brady
Dean Barnett
Josephine Ackerman
John O'Neill
Robyn Glascott
Wendy Phillips
Enzo Mercuri
Troy Parkinson
Dale Borthwick

New South Wales & ACT (Services) Branch

Sally McManus
Michael Flinn
Craig Carr
Narelle Clay
Bill Wotton
Diane Horafios
Alan Jenkinson
Peter Hull
John Maher
Maree McDermott
Jorge Segovia
Robert McLean
Geoff Fuller

Anna Watson
Lynette Fraser
Paul Reid
Doug Woodhouse
Tony Dean
Russell Woods

Tasmanian Branch

Sean Kelly
Robert Ralph
Frank Henderson
John Phillips

Victorian Private Sector Branch

Ingrid Stitt
David Leydon
Claire Weller
Alan Hall
Vicki Rogers
Kevin Incigneri
Gaynor Lowery
Jo Craddock
Sharon Sanchez

North Queensland Clerical & Administrative Branch

Margaret Dale
Jeanine Orzani
Nikki Burrell
Lorraine Walter

Taxation Officers' Branch

Jeff Lapidos
Peter Chaplin
Keith Meynell
Gaetano Greco
Geoff Southern

Western Australian Branch

Paul O'Neill
Wayne Wood
Pat Branson
Angela Hartwig
Carolyn Wall
Michael Dentrinos
Nigel Rainford
Patricia Richardson

United Services Branch

Graeme Kelly
Steve Birney
Scott Peterson
Phillip Bowering

Queensland Services Branch

David Smith
Henrietta Moran
Bill Batten
Debbie McDonald

Tuesday 9th November, 2010

Conference commenced at 9.40am with National President, Henrietta Moran, in the Chair.

CREDENTIALLED DELEGATES

National Officers - Honorary

Henrietta Moran National President, Queensland Services Branch

National Officers - Full Time

Paul Slape National Secretary
Linda White Assistant National Secretary
Greg McLean Assistant National Secretary

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell, Vice President Ruth McFarlane Christine Collyer
Barry Stark Mark Starkey Mark Taylor
Zoe Kennedy

New South Wales & ACT (Services) Branch

Sally McManus Michael Flinn John Maher
Jorge Segovia Maree McDermott Diane Horafios
Geoffrey Fuller Robert McLean

NSW United Services Branch

Graeme Kelly Steve Birney Scott Peterson
Phillip Bowering Kellie Gale Elizabeth Cumming
Stephen Donley Scott McNamara Mark Gill
Robyn Davis Paul Reid Julie Griffiths
Graeme Kelly Russell Woods John Mackay
Peter Collins Harry Pittman Christina Savage
Beverley Spearpoint Lynette Fraser Anna Watson
Tony Dean Doug Woodhouse

North Queensland Clerical & Administrative Branch

Margaret Dale Jeanine Orzani Lorraine Walter

Queensland Services Branch

David Smith Henrietta Moran Bill Batten
Debbie McDonald Tehanne Denham Penelope Carr
Robert Ball Lynette Henson Jeffrey Smith
John Finn Alison Daniels Annette Watt
Herbert Snide

South Australian and Northern Territory Branch

Katrine Hildyard Pam Andritsakis Phil Lawson
Rosi Reschke Racheal Abdulla

Tasmanian Branch

Sean Kelly Robert Ralph Frank Henderson
John Phillips

Taxation Officers' Branch

Peter Chaplin Geoff Southern Keith Meynell
Gaetano Greco

Victorian Authorities and Services Branch

Brian Parkinson	Russell Atwood	Lisa Darmanin
Greg Day	Michael Rizzo	Troy Parkinson
Lisa Cook	Piergiorgio Moro	Dale Borthwick
Enzo Mercuri	Wendy Phillips	Maree Renden
John O'Neill	Robyn Glascott	Josephine Ackerman

Victorian Private Sector Branch

Ingrid Stitt	David Leydon	Vicki Rogers
Jo Craddock		

Western Australian Branch

Paul O'Neill	Wayne Wood	Michael Dentrinos
Patricia Richardson	Kate Davis	Angela Hartwig
Nigel Rainford	Carolyn Wall	

QUORUM WAS ESTABLISHED

OPENING OF ASU NATIONAL CONFERENCE 2010

Welcome to Country

Shannon Ruska, Nunukul Yuggera Aboriginal Dance Troupe, traditional owner, gave the Welcome to Country.

Opening address by The Hon. Bill Shorten, Minister for Financial Services and Superannuation; Assistant Treasurer

National Secretary, Paul Slape welcomed delegates to the Conference and introduced The Hon. Bill Shorten, Minister for Financial Services and Superannuation; Assistant Treasurer.

Minister Shorten addressed the conference.

Brian Parkinson (Victorian Authorities and Services Branch), Piergiorgio Moro (Victorian Authorities and Services Branch) and Michael Dentrinos (Western Australian Branch) asked questions of Minister Shorten.

Russell Atwood, Victorian Authorities and Services Branch, thanked The Hon. Bill Shorten for opening the conference and his address to delegates.

Welcome to Country – Performance

The Nunukul Yuggera Aboriginal Dance Troupe performed the welcome ceremony.

10.45am -11am MORNING TEA BREAK

Conference resumed at 11:10am.

National President, Henrietta Moran, introduced the Office Bearers and addressed the conference in regard to housekeeping.

National Opening address by Paul Slape, ASU National Secretary

National Secretary, Paul Slape, addressed the conference.

AGENDA ITEM

1.0 APOLOGIES, PROXIES, OBSERVERS

1.1 Apologies

Moved: Paul Slape
Seconded: Linda White

“That the following apologies be accepted.

Kevin Place	C&SQ C&A Branch
Amanda Fisher	C&SQ C&A Branch
Donna Webster	C&SQ C&A Branch
Jannette Sheppard	C&SQ C&A Branch
Craig Carr	NSW & ACT (Services) Branch
Narelle Clay	NSW & ACT (Services) Branch
Peter Hull	NSW & ACT (Services) Branch
Bill Wotton	NSW & ACT (Services) Branch
Alan Jenkinson	NSW & ACT (Services) Branch
Asran Pugh	NSW & ACT (Services) Branch
Natalie Lang	NSW & ACT (Services) Branch
Amanda Cronin	NSW US Branch
Rhonda Barton	NSW US Branch
Jodie Harrison	NSW US Branch
Marilyn Timmins	NSW US Branch
Stephen Hughes	NSW US Branch
Jim Taylor	NSW US Branch
Ingrid Smithers	NSW US Branch
Paul Strutt	NSW US Branch
Leslie Ronald Coyle	NSW US Branch
Malcolm Case	QLD Services Branch
Ben Thompson	QLD Services Branch
Jennifer Moss	QLD Services Branch
Ian Steel	SA & NT Branch
Anne McLaughlin	SA & NT Branch
Steve Mitchell	SA & NT Branch
Sue McKinnon	SA & NT Branch
Jeff Lapidos	TAX Branch
Pia Cerveri	VIC A&S Branch
Dean Barnett	VIC A&S Branch
Mark Brady	VIC A&S Branch
Igor Grattan	VIC A&S Branch
Mary Hollindale	VIC A&S Branch
Sharon Sanchez	VIC PS Branch
Alan Hall	VIC PS Branch
Kevin Incigneri	VIC PS Branch
Gaynor Lowery	VIC PS Branch
Claire Weller	VIC PS Branch
Pat Branson	WA Branch”

THE MOTION WAS PUT AND DECLARED CARRIED

1.2 Proxies

Moved: Paul Slape
Seconded: Julie Bignell

“That the following proxies be accepted.

Proxies for 9th November, 2010

Kevin Place	To Zoe Kennedy, C&SQ C&A Branch
Jeff Lapidos	To Peter Chaplin, TAX Branch

Proxies for the whole National Conference, 9th November to 11th November, 2010

Amanda Fisher	To Mark Starkey, C&SQ C&A Branch
Donna Webster	To Christine Collyer, C&SQ C&A Branch
Jannette Sheppard	To Ruth MacFarlane, C&SQ C&A Branch
Craig Carr	To Dianne Horafios, NSW & ACT (Services) Branch
Narelle Clay	To Sally McManus, NSW& ACT (Services) Branch
Peter Hull	To Michael Flinn, NSW & ACT (Services) Branch

Bill Wotton
Alan Jenkinson
Asran Pugh
Natalie Lang
Amanda Cronin
Rhonda Barton
Jodie Harrison
Marilyn Timmins
Stephen Hughes
Jim Taylor
Ingrid Smithers
Paul Strutt
Leslie Ronald Coyle
Malcolm Case
Ben Thompson
Jennifer Moss
Ian Steel
Anne McLaughlin
Steve Mitchell
Sue McKinnon
Pia Cerveri
Dean Barnett
Mark Brady
Sharon Sanchez
Alan Hall
Kevin Incigneri
Gaynor Lowery
Claire Weller
Pat Branson

To Robert McLean, NSW & ACT Services) Branch
To Jorge Segovia, NSW & ACT (Services) Branch
To John Maher, NSW & ACT (Services) Branch
To Maree McDermott, NSW & ACT (Services) Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To Graeme Kelly, NSW US Branch
To David Smith, QLD Services Branch
To Henrietta Moran, QLD Services Branch
To Robert Ball QLD, Services Branch
To Katrine Hildyard, SA & NT Branch
To Katrine Hildyard, SA & NT Branch
To Katrine Hildyard, SA & NT Branch
To Katrine Hildyard, SA & NT Branch
To Lisa Darmanin, VIC A&S Branch
To Josephine Ackerman, VIC A&S Branch
To Troy Parkinson, VIC A&S Branch
To Ingrid Stitt, VIC PS Branch
To Ingrid Stitt, VIC PS Branch
To David Leydon, VIC PS Branch
To Ingrid Stitt, VIC PS Branch
To Vicki Rogers, VIC PS Branch
To Wayne Wood, WA Branch

Proxy form submitted for Mary Hollindale to Igor Grattan, VIC A&S Branch, could not be accepted given that Igor Grattan would not be present at the conference.”

THE MOTION WAS PUT AND DECLARED CARRIED

1.3 Observers

Moved: Wayne Wood
Seconded: Jeanine Orzani

“That the following observers be admitted.

Sharon Sewell	NSW US Branch
John Hickson	NSW US Branch (after lunch)
Ann Beck	VIC A&S Branch
Robert Priddle	VIC A&S Branch”
Paul Burlinson	WA Branch
Debbie Costick	WA Branch
Gerald Upham	WA Branch

THE MOTION WAS PUT AND DECLARED CARRIED

1.4 Adoption of Agenda

Moved: Julie Griffiths
Seconded: David Smith

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

THE MOTION WAS PUT AND DECLARED CARRIED

EQUAL PAY CAMPAIGN – Linda White, Assistant National Secretary

A video presentation screened about the campaign so far.

Assistant National Secretary, Linda White, gave a presentation about the social, community and disability services equal remuneration case; and the campaign so far.

Julie Griffiths, NSW United Serves Branch and Beverley Spearpoint, NSW United Services Branch, asked questions.

AGENDA ITEM

2.0 PREVIOUS NATIONAL CONFERENCE MEETING, 18 -20 NOVEMBER, 2008

2.1 Minutes of National Conference 2008

Moved: Paul Slape
Seconded: Jeanine Orzani

"That the minute of the National Conference meeting held on the 18- 20 November 2008 be confirmed."

THE MOTION WAS PUT AND DECLARED CARRIED

2.2 Business Arising from Previous Conference

There was no business arising from the previous conference.

6.0 LIFE MEMBERSHIP

National Secretary, Paul Slape, provided an overview about the qualification requirements for Life Membership.

Moved: Paul Slape
Seconded: Piergiorgio Moro

"That Life Membership be conferred upon the following members:

- Dennis Bell, Central & Southern Queensland Clerical & Administrative Branch
- John Hickson, New South Wales United Services Branch
- Harry Pittman, New South Wales United Services Branch
- David Lowe, Northern Queensland Clerical & Administrative Branch
- Wendy Turner, Queensland Services Branch
- Henrietta Moran, Queensland Services Branch
- Margaret Adams, South Australian & Northern Territory Branch
- Bill Fleming, Tasmanian Branch
- Frank Henderson, Tasmanian Branch
- John Phillips, Tasmanian Branch
- Robert Ralph, Tasmanian Branch
- Richard Ladders, Victorian Authorities & Services Branch
- Sandra Lynch, Victorian Authorities & Services Branch

THE MOTION WAS PUT AND DECLARED CARRIED

12:15 - 1:20pm LUNCH BREAK

Conference reconvened at 1:30pm.

BRANCH REPORTS

Victoria Authorities and Services Branch / Tasmanian Branch

The report was presented by Brian Parkinson, VIC A&S Branch. A DVD presentation about the Branch followed.

Sean Kelly, TAS Branch, spoke in support of the merger of the VIC A&S Branch with the Tasmanian Branch.

Queensland Services Branch

The report was presented by David Smith.

GUEST SPEAKER

Senator The Hon. Chris Evans, Minister for Tertiary Education, Skills, Jobs and Workplace Relations

National Secretary, Paul Slape, introduced the Senator. Senator The Hon. Chris Evans, Minister for Tertiary Education, Skills, Jobs and Workplace Relations addressed the conference.

Questions were asked of the Senator by Michael Denetrios, WA Branch and Piergiorgio Moro, VIC A&S Branch.

Assistant National Secretary, Linda White, thanked the Senator for his address.

BRANCH REPORTS

North Queensland Clerical and Administrative Branch

The report was presented by Margaret Dale.

Victorian Private Sector Branch

The report was presented by Ingrid Stitt.

AGENDA ITEM**4.0 PROTECTION OF NSW LOCAL GOVERNMENT AWARD RATES OF PAY**

Moved: Peter Collins
Seconded: Paul Reid

“That the 2010 ASU National Conference endorses the following resolution:

If NSW Local Government is excluded from the modern award system there is a real likelihood that this situation could alter with a change of State and/or Federal Government. The differences in the rates of pay under the Modern local government award 2010 and the NSW Local Government (State) Award are extreme. Where the modern award to be applied in NSW local government take home pay orders along would not be sufficient. Those employees indentified as “red circle” positions (known colloquially in NW Local Government as “present occupants only”, or POOs”) could well have their rates of pay frozen for years, if not decades.

When and if the red circle/POO does take effect, there would be a significant impact on the living standards of our members.

It’s proposed that the ASU conduct a federal lobby for the government to:

“Pass regulations and/or vary the Fair Work Award principles to provide that any employee whose pre-existing state award/NAPSA rate is over and above the equivalent modern award rate will gain access to general award increases under Fair work Award variations.”

Employees dependent on federal award rates of pay have already gone for a period of twelve months without access to general wage increases. While the Federal Government and ACTU are supporting a “catch up” increase in this year’s Fair Pay Commission order, this absorption issue could well undermine the positive effective of any such order.”

Peter Collins, NSW United Services Branch spoke in favour of the motion.

THE MOTION WAS PUT AND DECLARED CARRIED

5.0 DOMESTIC VIOLENCE

Moved: Lisa Darmanin
Seconded: Angela Hartwig

“The National Conference acknowledges the serious impact of family violence on individuals and communities. The overwhelming impact of victims of family violence are women and children and this experience has a devastating affect on their health and welfare, often into the long term. The impact of family violence is also felt in workplaces and in our broader community.

The national conference believes that the ASU can play an important role in eliminating family violence and has a responsibility to work towards this goal. National Conference therefore commits the union to working towards the goal of eliminating family violence by:

- Showing leadership in advocating for industrial and workplace based initiatives aimed at preventing family violence and/or providing support to victims seeking to escape family violence;
- Advocating for the inclusion of clauses in workplace agreements aimed specifically at eliminating family violence and providing support to those in the workplace experiencing family violence;
- Raising awareness of the issue amongst our members, encouraging ASU members to participate in events and activities aimed at eliminating family violence and providing financial and/or other support as appropriate to such events and activities;
- Building partnerships with other organizations in order to achieve these ends. This will include in the first instance becoming a Project Partner in the Domestic Violence Workplace rights and Entitlement Project with the Australian Domestic and Family Violence Clearinghouse (ADFVC) to build the capacity of our union to implement domestic violence workplace provisions.”

Lisa Darmanin, VIC A&S Branch, spoke in favour of the motion.

Beverley Spearpoint, NSW United Services Branch, spoke in favour.

Greg McLean, Assistant National Secretary, spoke about the ASU’s support of White Ribbon day.

THE MOTION WAS PUT AND DECLARED CARRIED

3.30pm – 3.45pm AFTERNOON TEA BREAK

Conference reconvened at 3:50pm.

1.0 ATTENDANCE

1. Proxies

Moved: Paul Slape
Seconded: Greg McLean

“That the following Proxy be accepted.

Julie Bignell, C&SQ C&A Branch To Linda White, National Office Melbourne
from 3.30pm on the 9/11/10

THE MOTION WAS PUT AND DECLARED CARRIED

BRANCH REPORT

Western Australian Branch

The report was presented by Paul O'Neill, Branch President and delegate Michael Dentrinos.

A DVD presentation about the Branch followed.

PRESENTATION

AFTINET – Harvey Purse, AFTINET Campaigner

Assistant National Secretary, Greg McLean, introduced Harvey Purse.

Harvey Purse spoke about the Australian Fair Trade and Investment Network (AFTINET) and the importance of fair trade.

National Secretary, Paul Slape, thanked Harvey Purse for addressing the conference.

CONFERENCE ADJOURNED at 5:05pm

DRAFT - Not Approved

Conference commenced at 9.10am with National President, Henrietta Moran, in the Chair.

CREDENTIALLED DELEGATES

National Officers - Honorary

Henrietta Moran National President, QLD Services Branch

National Officers - Full Time

Paul Slape National Secretary
Linda White Assistant National Secretary
Greg McLean Assistant National Secretary

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell, Vice President Ruth McFarlane Christine Collyer
Mark Starkey Mark Taylor Barry Stark
Zoe Kennedy

New South Wales & ACT (Services) Branch

Sally McManus Michael Flinn John Maher
Jorge Segovia Maree McDermott Diane Horafios
Robert McLean Geoffrey Fuller

NSW United Services Branch

Graeme Kelly Steve Birney Scott Peterson
Phillip Bowering Kellie Gale Elizabeth Cumming
Stephen Donley Scott McNamara Mark Gill
Robyn Davis Paul Reid Julie Griffiths
Graeme Kelly Russell Woods John Mackay
Peter Collins Harry Pittman Christina Savage
Beverley Spearpoint Anna Watson Doug Woodhouse
Lynette Fraser Tony Dean

North Queensland Clerical & Administrative Branch

Margaret Dale Jeanine Orzani Lorraine Walter

Queensland Services Branch

David Smith Henrietta Moran Bill Batten
Debbie McDonald Tehanne Denham Penelope Carr
Robert Ball Lynette Henson Jeffrey Smith
John Finn Alison Daniels Annette Watt

South Australian and Northern Territory Branch

Katrine Hildyard Pam Andritsakis Phil Lawson
Rosi Reschke Racheal Abdulla

Tasmanian Branch

Sean Kelly Robert Ralph Frank Henderson
John Phillips

Taxation Officers' Branch

Jeff Lapidos Peter Chaplin Keith Meynell
Gaetano Greco Geoff Southern

Victorian Authorities and Services Branch

Brian Parkinson Russell Atwood Lisa Darmanin
Greg Day Michael Rizzo Dale Borthwick
Lisa Cook Piergiorgio Moro Maree Renden
John O'Neill Robyn Glascott Josephine Ackerman
Enzo Mercuri Troy Parkinson Wendy Phillips

Victorian Private Sector Branch

Ingrid Stitt
Jo Craddock

David Leydon

Vicki Rogers

Western Australian Branch

Paul O'Neill
Patricia Richardson
Nigel Rainford

Wayne Wood
Kate Davis
Carolyn Wall

Michael Dentrinos
Angela Hartwig

AGENDA ITEM

1.0 APOLOGIES, PROXIES, OBSERVERS

1.2 Proxies

Moved: Jeanine Orzani
Seconded: Julie Griffith

"That the following proxies be accepted.

Proxies received for 10th – 11th November, 2010

Kevin Place
Herbert Snide

To Zoe Kennedy, C&SQ C&A Branch
To Bill Batten, QLD Services Branch"

THE MOTION WAS PUT AND DECLARED CARRIED

PANEL SESSIONS

Superannuation Panel

Chaired by: Greg McLean, Assistant National Secretary

Speakers: Debbie Blakey, HESTA, David Smith, QLD Services Branch, Scott McNamara, NSW US Branch, Tom O'Neill, AustralianSuper, Gayleen Smith, Selectus Salary Packaging

The panel discussed issues surrounding the effects of the Global Financial Crisis on superannuation funds, repercussions of the Government's Cooper Review and the importance of workers' planning for their retirement. The role of unions through bargaining and lobbying to improve superannuation for members was also explored.

Industrial Relations Panel

Chaired by: Keith Harvey, ASU National Industrial Officer

Speakers: Jo Justo, ASU National Office, Vice President Michael Lawler, Fair Work Australia, Dave Perry, QLD Services Branch, Nicky Lindsay, C&SQ C&A Branch.

Vice President Lawler spoke of the importance of an independent judiciary - including in industrial relations - in applying and interpreting the law as determined by Parliament. His Honour reflected on a number of key issues arising from the new Fair Work Act and answered questions from Conference delegates on a range of issues.

Keith Harvey introduced the fundamentals of the new Fair Work system and Jo Justo spoke about bargaining under the new Act and the essential requirements for successful outcomes for members. Dave Perry spoke about bargaining in local government in Queensland - which is now in the State IR system. Nicky Lindsay spoke of a successful bargaining campaign in the Mater Hospital.

Occupational Health & Safety Panel

Chaired by: Henrietta Moran, National President

Speakers: John Nucifora, ASU National Industrial Officer, Russell McGregor, VIC A&S Branch, Graeme Kelly, NSW US Branch, Anna Watson, NSW US Branch, Professor Richard Johnstone, Griffith University, Dr Bob Russell, Griffith University.

The theme of the OH&S panel session was "Don't risk it! Fix it!"

Speakers talked about how unions can be positive about changes to OH&S by:

- understanding national OH&S law harmonisation [Prof Richard Johnstone];
- being familiar with the latest research on call centres [Dr Bob Russell];
- taking control of drug and alcohol testing in local government through the NSW US Branch project [Graeme Kelly and Anna Watson];
- reactivating [re-unionising] health and safety representatives through the VIC A&S Branch project [Russell McGregor]; and
- national co-ordination of traditional state-based approaches to OH&S organising and campaigning.

CONFERENCE ADJOURNED at 5:15pm

DRAFT - Not Approved

Conference commenced at 9.00am with National President, Henrietta Moran, in the Chair.

CREDENTIALLED DELEGATES

National Officers - Honorary

Henrietta Moran National President, QLD Services Branch

National Officers - Full Time

Paul Slape National Secretary
Linda White Assistant National Secretary
Greg McLean Assistant National Secretary

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell, Vice President Ruth McFarlane Christine Collyer
Mark Starkey Mark Taylor Barry Stark
Zoe Kennedy

New South Wales & ACT (Services) Branch

Sally McManus Michael Flinn John Maher
Jorge Segovia Maree McDermott Diane Horafios
Robert McLean Geoffrey Fuller

NSW United Services Branch

Graeme Kelly Steve Birney Scott Peterson
Phillip Bowering Kellie Gale Elizabeth Cumming
Stephen Donley Scott McNamara Mark Gill
Graeme Kelly Paul Reid Julie Griffiths
Peter Collins Russell Woods John Mackay
Harry Pittman Beverley Spearpoint Christina Savage
Lynette Fraser Doug Woodhouse Anna Watson
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North Queensland Clerical & Administrative Branch

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Katrine Hildyard Pam Andritsakis Phil Lawson
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Brian Parkinson Russell Atwood Lisa Darmanin
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John O'Neill Robyn Glascott Josephine Ackerman
Enzo Mercuri Troy Parkinson Wendy Phillips

Victorian Private Sector Branch

Ingrid Stitt
Jo Craddock

David Leydon

Vicki Rogers

Western Australian Branch

Paul O'Neill
Patricia Richardson
Nigel Rainford

Wayne Wood
Kate Davis
Carolyn Wall

Michael Dentrinos
Angela Hartwig

AGENDA ITEM**1.0 APOLOGIES, PROXIES, OBSERVERS**

No additional apologies, proxies or observers.

PANEL SESSION

Youth Panel

Chaired by: Zoe Edwards, ASU National Office

Speakers: Zoe Kennedy, C&SQ C&A Branch, Lisa Darmanin, VIC A&S Branch, Michael Dentrinos, WA Branch, Kate Davis, WA Branch.

Zoe Edwards introduced the challenges facing the union movement - especially the aging profile of the 'typical' union member compared to those workers who had never been union members. She also drew on ACTU research regarding the attitudes of young people to unionism.

Each of the young unionists on the panel then spoke about how they had first become union members and reflected on the strategies that unions needed to implement if they were to attract a new generation of activists and members to the ranks of the union movement. A key issue was whether recruiting young people was fundamentally different to recruiting workers in other age groups.

BRANCH REPORTS**NSW & ACT (Services) Branch**

The report was presented by Sally McManus.

10.30am – 10.45 am MORNING TEA BREAK

GUEST SPEAKER**Nick Crosling, Government Skills Australia**

Greg McLean introduced Nick Crosling.

Nick Crosling, Government Skills Australia, addressed the conference.

AGENDA ITEM**1.0 ATTENDANCE, PROXIES, OBSERVERS****1.2 Proxies**

Moved: Robyn Glascott
Seconded: Paul Slape

"That the following proxy be accepted.

Proxy received for 11th November, 2010

THE MOTION WAS PUT AND DECLARED CARRIED**AGENDA ITEM****3.3 ASU AVIATION MEMBERS CONSULTATIVE COMMITTEE
3.1 AVIATION UNIONS COORDINATION**

Moved: Christina Savage
Seconded: Steve Birney

"That the 2010 ASU National Conference endorses the following resolution:

Item 3.3:

We acknowledge the role of the National Airlines Division Council (NADC) in coordinating the ASU branches and members in airlines. We believe that the airline industry members would benefit from further rank and file structures to ensure that delegates and members have forums to discuss current airline issues and share information so that we can increase industry awareness and achieve better results for all members. Such forum should include the formation of join consultative committee made up of state based ASU airline and aviation members which we request the National office form and co-ordinate as soon as practicable.

Item 3.1:

That the 2010 ASU National Conference endorses the following resolution:

The Airlines Branch call on the ASU to liaise with both the ACTU and Unions NSW to co-ordinate all unions with coverage in the aviation industry and airport. This would enable our delegates to have a uniform approach to aviation issues."

THE MOTION WAS PUT AND DECLARED CARRIED

Linda White, Assistant National Secretary, spoke in support.

A question and answer session followed.

3.2 BARGAINING IN THE AVIATION INDUSTRY DURING THE GFC

Moved: Julie Griffith
Seconded: Scott McNamara

"That the 2010 ASU National Conference endorses the following resolution:

The Airline Branch supports the efforts of our members bargaining with their employers to maintain our hard fought for wages and conditions. We recognize the cyclical nature of the aviation industry but strongly reject attempts by our employers to use the current global economic crisis to justify ongoing attacks on wages and conditions. To this end to support members fighting to maintain the standards in the aviation industry."

THE MOTION WAS PUT AND DECLARED CARRIED**8.0 HESTA SUPERANNUATION BOARD**

Moved: Linda White
Seconded: Peter Chaplin

(Referred by National Executive 8 November 2010)

"That the National Executive endorsed the following and resolved to forward it to National Conference for consideration:

This National Conference notes that there are no employee representatives for SACS workers on the HESTA super board and there are two employer representatives. SACS members now make up approximately one quarter of HESTA's membership; it is unacceptable that SACS workers have no representation on their Super Fund.

This Conference demands that the HESTA Board immediately take steps to resolve this issue to ensure proportional representation and directs the National Secretary to report to the next Executive what if any steps have been taken."

THE MOTION WAS PUT AND DECLARED CARRIED

7.0 STOP THE NT INTERVENTION – JOBS WITH JUSTICE FOR ABORIGINAL WORKERS

Moved: Katrine Hildyard
Seconded: Kate Davis

"That the 2010 ASU National Conference endorses the following resolution:

1. Income Management:

The ASU opposes compulsory Income Management or any Centrelink program which restricts inalienable rights to social security.

Conference notes that \$105 million was allocated in the 2009/10 federal budget to administer programs or compulsory income management in the Northern Territory. The 'Closing the Gap Monitoring Report NT' released in October stated that \$150.3 million of Centrelink income was 'Income Managed' over this period. Conference condemns the excessive waste of this punitive program where resources are badly needed in these communities for employment and social services.

Conference endorses section 27 of ACTU ATSI policy passed at the 2009 Congress which states:

"Congress calls on the government to work with communities to develop voluntary, agreed programs which support communities in all aspects of social life including financial literacy, parenting and caring responsibilities."

The Social Security and Other Legislation Amendment Act 2010, which passed through the Senate in June has allowed for the expansion of compulsory Income Management across the NT and authorizes the future imposition of compulsory Income Management on communities across Australia. Conference notes the opposition to this legislation from a broad cross section of the community, including the Australian Council of Social Services, the ACTU Indigenous Committee and both the Central and Northern land councils. Conference calls for the repeal of this legislation.

2. CDEP and Aboriginal Employment:

Conference notes the enormous damage to Aboriginal communities and employment in the community sector done by the decision to begin closing down Community Development Employment Projects (CDEPs) across Australia.

Conference condemns the 'reformed' CDEP program which are coercing people in remote communities to work for Centrelink entitlements, 50% of which are 'Income Managed' for workers in the Northern Territory.

Conference calls for massive investment in job creation, with proper salary packages in all Aboriginal communities, to replace the jobs lost through cuts to CDEP.

Conference endorses the statement 'Jobs with Justice' published in the Australian newspaper on July 29 2010 and support by the SA, NT, NSW and ACT branches of the ASU (Appendix 1) and commits to a campaign to advance the demands of the statement.

3. NT Intervention:

Conference notes that the United Nations Committee for the Elimination of Racial Discrimination (UNCERD) ruled in August 2010 that Intervention legislation provides clear evidence of “embedded racism” against Aboriginal people in Australia. The UNCERD report also said living conditions had deteriorated for Aboriginal people under the intervention through loss of land, property, employment, legal rights and opportunities for cultural development.

Conference endorses section 18 of ACTU ATSI policy passed at the 2009 Congress which states:

18 Congress rejects that changes and proposed changes to Aboriginal Land Rights Acts, the elimination of permit systems in Aboriginal communities, and the forced acquisition of Aboriginal title to land, have any relationship to genuine measures to protect children. Congress calls on government to cease its policy of making communities trade their land rights for the provision of essential services which are fundamental rights in all other Australian communities.

Conference condemns the suspension of the Racial Discrimination Act (1975) to implement discriminatory intervention measures. Conference also notes submissions made by a broad range of organisations including the Australian Human Rights Commission and Amnesty International which outline how amendments to NTER legislation passed in June still deny Aboriginal communities access to the full protections of the RDA.

Conference calls for the repeal of all discriminatory NTER legislation. Addressing the acute social crisis faced by Aboriginal communities in the NT will require the ongoing commitment of significant resources to improve community life. Aboriginal people must be empowered to shape the direction of service delivery and economic development in their communities.”

Appendix 1 is the statement published in ‘The Australian’ on Friday October 29.
“Stop the NT Intervention – jobs with justice for Aboriginal workers.

Michael Rizzo, VIC A&S Branch, spoke in support.

Piergiorgio Moro, VIC A&S Branch, spoke in support.

Harry Pittman, NSW US Branch, spoke in support.

Pam Andritsakis, SA & NT Branch, spoke in support.

Racheal Abdulla, SA & NT Branch, spoke in support.

THE MOTION WAS PUT AND DECLARED CARRIED

BRANCH REPORT

NSW United Services Branch

The report was presented by Graeme Kelly.

12.30pm – 1.15pm LUNCH BREAK

Conference reconvened at 1:30pm.

BRANCH REPORTS

Taxation Officers’ Branch

The report was presented by Jeff Lapidis.

South Australian and Northern Territory Branch

The report was presented by Katrine Hildyard, Pam Andritsakis, Phil Lawson, Racheal Abdulla and Rosi Reschke.

CLOSE OF BUSINESS

National Secretary, Paul Slape, thanked all delegates for attending the conference. Paul Slape also thanked Henrietta Moran for Chairing the conference and for her service and support provided during her eight years as the President, as she would be retiring at the end of her term.

Paul Slape continued to thank all guest speakers, sponsors, Industrial Officers, staff and conference organisers for their support and effort in achieving a successful event.

Paul Slape gave a presentation to Henrietta Moran and Mariana Podgorski, ASU National Office.

Paul Slape further announced that this was his last National Conference and that he would be resigning from the position of National Secretary.

Graeme Kelly, NSW United Services Branch, Greg McLean, National Office Sydney and Linda White, National Office Melbourne, thanked Paul Slape for his support and service to the ASU, however, the Union would be acknowledging his pronouncement at an appropriate time.

The National President, Henrietta Moran, declared the conference closed, thanked the delegates for their co-operation and wished all a safe trip home.

Conference concluded at 2:40pm

DRAFT - Not Approved

3.0 2012 BRANCH CONFERENCE MOTIONS – NSW UNITED SERVICES

The following motions were passed at the New South Wales United Services Branch Conference 2012.

3.1 MOTION 1: SUPERANNUATION GUARANTEE

Recommendation:

“That the 2012 ASU National Conference endorses the following resolution:

The United Services Branch calls on the ASU to vigorously pursue increased superannuation employer contributions to 15% across all of our industry sectors.”

Moved:

Seconded:

3.2 MOTION 2: LOCAL GOVERNMENT – COAL SEAM GAS MINING

Recommendation:

“That the 2012 ASU National Conference endorses the following resolution:

The United Services Branch calls on the ASU to support any local government authority who opposes Coal Seam Gas Mining.”

Moved:

Seconded:

3.3 MOTION 3: AIRLINES – QANTAS SALES ACT

Recommendation:

“That the 2012 ASU National Conference endorses the following resolution:

The United Services Branch calls on the ASU to write to the Federal Minister for Transport, Anthony Albanese to secure a commitment to strengthen and maintain the QANTAS Sales Act. The ASU requests a formal response to this matter.”

Moved:

Seconded:



A•S•U National Conference 2012

3.0 2012 Branch Conference Motions – NSW United Services

3.4 MOTION 4: OFF-SHORING

Recommendation:

“That the 2012 ASU National Conference endorses the following resolution:

The United Services Branch calls on the ASU to write to the Federal Government to develop policies and agreements to prevent Australian jobs going off-shore.”

Moved:

Seconded:

3.5 MOTION 5: RETIREMENT – ELIGIBLE TERMINATION PAYMENTS (ETP)

Recommendation:

“That the 2012 ASU National Conference endorses the following resolution:

The United Services Branch calls on the ASU to support a legal challenge to increase the current cap of \$180K on Eligible Termination Payments (ETP). The aim of the legal challenge is to ensure our members are not disadvantaged at the time of their retirement.”

Moved:

Seconded:

3.6 MOTION 6: SUPERANNUATION – PARENTAL LEAVE

Recommendation:

“That the 2012 ASU National Conference endorses the following resolution:

The United Services Branch calls on the ASU to pursue superannuation entitlements to be paid on all Parental Leave. The aim of the legal challenge is to ensure our members are not disadvantaged at the time of the period of leave which would impact on their retirement package.”

Moved:

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.

National Executive has also recommended the members for Life Membership.

Recommendation:

“National Conference resolves that Life Membership of the ASU be conferred on the following members:

- Mary-Anne O’Neill, Central & Southern Queensland Clerical & Administrative Branch
- Linden Scotts, New South Wales United Services Branch
- Keith Harvey, Victorian Private Sector Branch
- Paul Slape, Victorian & Tasmanian Authorities and Services Branch
- Barry O’Brien nominated by: Western Australian Branch.
- Maxine Winkley nominated by: South Australian & Northern Territory Branch.”

Moved:

Seconded:



4.0 LIFE MEMBERSHIP – MARY-ANNE O'NEILL



Mary-Anne O'Neill
Nominated by: Central & Southern Queensland Clerical & Administrative Branch

Mary-Anne's activism was engaged when as a young woman she listened to a speech in Tumut from a man on the back of a truck that inspired her. This man was Gough Whitlam. Being part of a rural community meant that team work was important, particularly during bushfire season. The loss of the family dairy farm to progress also alerted Mary-Anne at a young age to harsh realities of life.

Mary-Anne worked as a switchboard operator for some years and was recruited into becoming a Delegate for her union at the time. From this early activism, she came to work in the union office. This route eventually led to her running a centre dedicated to health and safety training for workers.

The ASU lured Mary-Anne to Queensland in 1995 where she began working as an Organiser in the private sector. The Branch was made up of 85% female members at this time, and the union was undergoing significant change, moving from a servicing to organising culture. The change in direction presented significant challenges for the union, and Mary-Anne was integral to this process, working with the Leadership of the Australian Services Union C&SQ to build a Branch that focused once again on members.

Over time, Mary-Anne took on the role of the Branch Trainer and the Assistant Branch Secretary.

During these years, she was instrumental in setting up Work Organising committees and recruiting delegates across both the Private Sector and Public sector. She also supported members during the privatisation of Suncorp, Tatts Bet (TAB) and Golden Casket from government owned corporations to private enterprise.



4.0 LIFE MEMBERSHIP – MARY-ANNE O'NEILL

In 2009, Mary-Anne answered the call for further public service, taking up a position in the Bligh Government as the Member for Kallangur. She continued to promote the union and recruit new members, and applied her significant organising skills to working with her new local constituency. During her campaign Mary-Anne told people that her union would have open access to her calendar and that she would do all she could to assist ASU Members if and when she was elected to State Parliament, and she honoured her promise.

One of Mary-Anne's many strengths is that she fundamentally understands the value of empowering delegates and members.

Many of the delegates who Mary-Anne trained are still active today, and have changed their lives through applying the skills that she taught them.

One of the reasons that delegates maintained their activism was to do with the way the Mary-Anne trained them. Her training was always captivating and she took delegates on the journey that had them being as excited about being involved with the union because she herself was committed and was passionate about the union. Mary-Anne was often heard to say that she spent her day's tap dancing – If only everyone's tap dancing inspired delegates and members as much as Mary-Anne's.

Mary-Anne was also committed to OH&S. She was passionate about ensuring workers safety and she translated this to all her training courses.

Her commitment to our members has never waived and now post Politics she continues her support in attending rallies and continuing to use her contacts to assist members wherever possible.

It is with great pleasure that our Branch recommends Mary-Anne for Life Membership of the ASU.



4.0 LIFE MEMBERSHIP – LINDEN SCOTTS



Linden Scotts
Nominated by: New South Wales United Services Branch

Linden Scotts received Life Membership of the United Services' Branch of the ASU at our Federal Conference in September 2011. The previous year Linden was awarded a Certificate of Merit at the Branch's 2010 Conference and it is only fitting that he now receives the highest acknowledgement for his outstanding services to the Union, Life Membership of the ASU.

Linden joined the Federated Clerks Union in 1970 while working at Tooth & Company then moved on to Adstream IXL and finally Carlton and United Breweries. He remained until 1997 when he accepted redundancy. During his employment at Carlton and United Breweries he took on the responsibility of Union Rep for two years. In 1999 Linden became a Union Rep at the Teachers Federation Health and has continued in this capacity until his retirement in December 2010.

From 2003 to 2010 Linden became a member of the Sydney C&A Branch Committee of Management. Linden accepted the position of Branch President and held this position until his retirement in 2010.

Linden has always carried out his duties in a highly professional and a gentlemanly way. He has been the key to the growth in our numbers and the enthusiasm of our Committee of Management members. Linden has always been honest, reliable and is highly regarded by his fellow delegates.



4.0 LIFE MEMBERSHIP – KEITH HARVEY



Keith Harvey
Formerly Industrial Officer, ASU National Office
Nominated by: Victorian Private Sector Branch

Until June 30th 2011 Keith was employed full-time as a National Industrial Officer with the Australian Services Union. He had been so employed since the ASU was created in 1993.

Prior to that date Keith was an employee of the National Office of the Federated Clerks Union of Australia. He was first employed by the FCU in 1979 as Research Officer after completing his Economics degree.

In his employment at the ASU, he coordinated the Union's involvement in the grueling award modernisation process during 2008 and 2009.

Keith had personal responsibility for a number of occupational areas and industries including the private sector clerical occupation which was a priority sector.

He appeared in all hearings relating to the Clerks Private Sector Award and also in relation to many other industries and sectors. He wrote or coordinated many of the submissions filed by the ASU in the course of the award modernisation proceedings.

Keith would have had the heaviest workload of any union or employer advocate through that period as the ASU lodged more written submissions than any other single organisation.

Keith was also involved in the preparation for the recent ASU's SACS Equal Remuneration Order (Equal Pay case) Application which was ultimately successful.

Earlier part of his work for the Federated Clerks Union involved the establishment of committees and bodies to determine the need for and define the competency standards for the performance of clerical and administrative work which had never been done before.



4.0 LIFE MEMBERSHIP – KEITH HARVEY

In the late 1980s and early 1990s there was a concerted policy program undertaken by the then federal government in the areas of micro-economic reform and reform of the systems of vocational education and training. Keith was involved in this work such as being a member of the Employment and Skills Formation Council, a subsidiary body of the National Board of Employment Education and Training. The ESFC, while Keith was a member, produced a report advocating a new Vocational Training system in Australia which would include non-trades occupations, including clerical and administrative employees.

At the same time the government in concert with the ACTU and its affiliated trade unions and employer organisations began a process known as award re-structuring operating under the 'structural efficiency' principle of the then Commission.

This activity was undertaken in respect of clerical awards, beginning with the Victoria Commercial Clerks Award. Keith Harvey was part of the joint union-employer working party established to design and validate a new classification structure for the award. As a result of the working party's efforts a comprehensive skills based classification structure was introduced into the award.

Since his retirement he has been employed casually to perform industrial work for the ASU and two other unions.

Keith is also a Board member and Chair of Aspire Learning, a learning resources company publishing learning resources particularly for training employees in clerical and administrative occupations.

Until recently Keith was also a Board member of the Innovation and Business Skills Australia Industry Skills Council - responsible for the setting of training standards for occupations in the business services sector and in other industries.

Keith has also drafted several ASU submissions in relation to a wide range of Federal Government Inquiries into Workplace Relations related issues.

Keith has also trained other advocates and written academic papers on union and Labor history.

Keith's research and advocacy skills before industrial tribunals are highly regarded and the reason why he is still in demand after retirement; and not just by the ASU.



4.0 LIFE MEMBERSHIP – PAUL SLAPE



Paul Slape
Formerly ASU National Secretary
Nominated by: Victorian & Tasmanian Authorities and Services Branch

Paul retired from the union movement in 2011, after 46 years of service, most recently as the National Secretary of the Australian Services Union, a role he occupied for 14 years.

During his long career Paul worked at all levels of the organisation which gave him a sensitivity to and appreciation of the efforts of all of us working in the team to defend and advance workers' rights. This ensured he was not only respected by his colleagues but well loved, too.

As a leader of the MEU Victorian Branch, Paul also was a member of the VTHC Executive in the 1970s and 1980s and was also a member of the ACTU Executive from 1988 until his retirement.

Paul commenced with the Municipal Employees' Union (MEU) as a 17yr old administrative assistant in 1964, working as an Organiser from 1969-1976 until he was elected Assistant Secretary in 1976. Paul was elected General Secretary in 1982 and served in this position until 1993. In this same period, Paul was the Federal Secretary of the Union, becoming the Joint National Secretary of ASU from 1993 to 1996. Paul was elected National Secretary in 1997 until his retirement in March 2011.

Paul also recognised the need to guarantee workers' future prosperity after their retirements. To ensure the best possible outcomes he became part of the Local Authorities Superannuation Board or LASB (now known as Vision), and he served as a Director and President at various times.

Recognising the need for political activism to achieve real gains, Paul was also active in the ALP, serving a term as Victorian President.



4.0 LIFE MEMBERSHIP – PAUL SLAPE

His efforts for local government workers in particular extended to work on various other bodies including the ALGT (Australian Local Government Training), National Local Government Productivity Council, Victorian Grants Commission and the Australian Council of Local Government Steering Committee. His work on all these bodies was focussed on ensuring the best outcomes for workers.

Paul was also active on the international stage representing workers' interests. He held the positions of Chair Oceania Region and Executive Board Member for Public Services International (PSI) over many years. He used his position to promote international solidarity and he believed that promoting labour standards all over the world would lead to better outcomes for both overseas and Australian workers.



4.0 LIFE MEMBERSHIP – BARRY O'BRIEN



Barry O'Brien
Formerly Industrial Officer, ASU National Office
Nominated by: Western Australian Branch

Barry O'Brien retired from his full-time position of ASU National Industrial Officer on Friday, 27th January 2012, at the age of three score and ten (70).

Barry worked with the ASU National Office for 27 years, commencing work as a National Industrial Officer with the Municipal Officers Association (MOA) on 3rd January 1985. His working history is best summarized in his own words from the following email message that Barry circulated to all of his friends and colleagues on 27th January 2012:

"Up until 1968 I had never been a member of a union and I had no real knowledge of Unions. If anyone had told me then that I would have been active and employed in the union movement for the next 44 years my life I would have told them they were insane.

My initiation into the union movement came about in 1967 due to circumstances which I found myself in whilst working as an offshore oilfield diver in Bass Strait. The classic reasons for unionism - unsafe working conditions, poor pay and conditions of employment, led me into become actively involved with the formation and registration of the a union called the Professional Divers Association of Australasia (the PDAA).

My involvement with the PDAA was from 1967 until 1991 when the PDAA amalgamated with the Seamen's Union. I believe it is a very real honour to have served the trade union movement for 45 years of my life. I am most grateful to the ASU for my last 27 years employment and most thankful to the officers and staff (past and present) who have been not only been my workmates but have become good friends.

I would like to acknowledge and pay tribute to all of my workmates and I feel proud to have been a member of past teams in the National Office and the present team.



4.0 LIFE MEMBERSHIP – BARRY O'BRIEN

I have greatly enjoyed working with each and every one of you and I know I will greatly miss the daily contact and social interaction at work with you all after I retire. The ASU is very fortunate to have such dedicated and talented workforce. I am fortunate to have spent much my working life with good Union people who are motivated to assist others. I love you all and together we made a difference!

I have particularly enjoyed working with all of my mates (male and female) who participated on the ASU National Energy Industry Committee - NEIC.

I have made some very good friends in various ASU Branches over the years and in particular I have had a very long and rewarding association with the WA Branch and I have made some very solid and lasting friendships there.

I have greatly enjoyed my work with the ASU as an Industrial Officer and going "cold turkey" from industrial work will be a wrench but I think it is the right time at age 70 years to search for peace and beauty and to explore the meaning of life."

Barry has been of great assistance to the Officers and employees of our WA Branch. He has been a tireless worker on behalf of our Branch and has often provided very wise and reliable counsel when we were confronting difficult circumstances at various times.

He was the architect and driving force behind the very successful ASU National Energy Industry Committee that operated most effectively between 1995 and 2006. Barry provided terrific leadership and ensured that only the most principled decisions resulted from this professional working group of industrial officers and members that consistently rose above the usual petty bickering and politics that was the norm between branches, states and tribes.

Barry also played a very significant role in the substantial body of work required to achieve the reactivation and restructuring of our State Union s between 2009 and 2011.

Special mention must be made of his dedication, persistence and tenacity in ensuring that National David Taylor Memorial Award was adopted and delivered on behalf of ASU in the various States of Australia.

It is with great pleasure that I recommend that the WA Branch Executive Council nominate Barry O'Brien for the very high honour of National Life Membership. His substantial contribution to our Union over 27 years has more than earned this recognition.



4.0 LIFE MEMBERSHIP – MAXINE WINKLEY



Maxine Winkley

Nominated by: South Australian & Northern Territory Branch

Maxine joined her Union 38 years ago in 1974 when she worked at the SA TAB. Maxine was committed to working with and for her fellow ASU members, who were predominantly women, for fairness and respect at work.

Maxine quickly stepped into the role of ASU Workplace Representative and was an inspirational workplace and Union leader at SA TAB. While organising systems, strategies and structures were being talked about across the Union movement, Maxine was implementing them. She grew the membership across SA TAB, identified and developed other workplace leaders, developed bargaining and campaign strategies, built relationships with the representatives of other Unions on site and at all times acted with integrity and compassion.

Her wise leadership was instrumental in campaigning to tackle the privatisation of the SA TAB and her bravery in speaking up for others inside and outside of her workplace, to the media and to other groups of ASU members across her Union knew no bounds.

Maxine recently retired from the TAB but has retained her ASU membership. As she always has been, she is incredibly active in her community. Maxine was a key campaigner in the Rights at Work campaign and for the past four years has volunteered every Thursday as a radio announcer on the Your Rights at Night radio programme. Maxine has become an outstanding media personality through this role and her exploration of ASU and other Union stories is outstanding.

Maxine's gentle and wise leadership has guided many ASU members and others over the years to understand and be prepared to help build inclusive and active Union structures in their workplaces and industries. Her commitment to making her community a better place is to be commended.

