

ASU NATIONAL CONFERENCE 2014

17-19 November 2014 • ME Bank Centre, Punt Road Oval, Richmond

UNIONS  A•S•U
shaping our society

Agenda

National Conference 2014 website: www.asu.asn.au/about/natconf/natconf2014

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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:

2.0 Previous National Conference Meeting • 26-28 November 2012

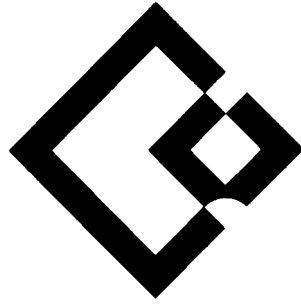
2.1 Minutes of National Conference Meeting • 26-28 November 2012

Recommendation:

“That the minutes of the National Conference meeting held on 26-28 November 2012 be confirmed.”

Moved:

Seconded:



A•S•U

NATIONAL CONFERENCE 2012

MINUTES

A•S•U

NATIONAL CONFERENCE 2012

**NATIONAL WINE CENTRE OF AUSTRALIA
ADELAIDE**

26-28 NOVEMBER, 2012

BUSINESS ORDER

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MINUTE TAKER: WARREN FRIDELL

DRAFT - Not Approved

ASU NATIONAL CONFERENCE DELEGATES 2012

ASU NATIONAL OFFICE (3)

David Smith, National Secretary
Linda White, Assistant National Secretary
Greg McLean, Assistant National Secretary

**CENTRAL & SOUTHERN QUEENSLAND
CLERICAL AND ADMINISTRATIVE BRANCH
(VOTES 15)**

Julie Bignell
Ruth McFarlane
Christine Collyer
Zoe Kennedy
Mandy Elizabeth Fisher
Barry Stark
Mark Starkey
Mark Taylor
Kevin Wayne Place
Jan Sheppard
Joanne Justo
Valda Graham

**NEW SOUTH WALES & ACT (SERVICES)
BRANCH (VOTES 16)**

Sally McManus
Natalie Lang
Lyn Bevington
Narelle Clay
Mark Coleman
Diane Horafios
Geoff Fuller
Peter Hull
John Maher
Maree McDermott
Jorge Segovia
Robert McLean
Antony Steel
Maralyn Schofield

NSW UNITED SERVICES BRANCH (VOTES 36)

Graeme Kelly
Steve Birney
Myra Bowman
Phillip Bowering
Kellie Gale
Stephen Donley
Leslie Coyle
Mark Gill
Shane Clapham
Julie Griffiths
Ross Crawford
Stephen Hughes
Natalie Falvey
John Mackay
Scott McNamara
Christina Savage
Ian Fayle

Mark Hartley
Frank Holobowski
Tyrone Lynch
Noel Martin
Glen Charles McAtear
Trent McQuillan
Paul Reid
Noel Anthony (Tony) Dean
Russell Woods
Sandra Morthen
Stephen Mulholland
Robert Potter
Sharon Louise Sewell
Gary Vann
Paul Leslie Sansom
Scott Douglas Peterson
Narelle Rich
Craig Chandler
Paul Leslie Wesley

**QUEENSLAND (SERVICES AND NORTHERN
ADMINISTRATIVE) BRANCH (VOTES 20)**

Kath Nelson, National Vice-President
Jennifer Thomas
Bill Batten
Debbie McDonald
Tehanne Denham-Jarvis
Penelope Carr
Paul Brogan
Margaret Evans
Terese Kingston
Robert Ball
Lynette Henson
Annette Watt
John Finn
Sharyn McCarthy
Veronica Meachen
Herbert Snide
Christopher Mellersh
Marianne Ryan
Nicole Burrell
Robin (Bob) Paten

**SOUTH AUSTRALIAN AND NORTHERN
TERRITORY BRANCH (VOTES 10)**

Katrine Hildyard
Joseph Scales
Pam Andritsakis
Phil Lawson
Rosi Reschke
Kristen Gilbertson
Alyce Brewis
Robert Habel
Kara Marks
Leith Semmens

TAXATION OFFICERS' BRANCH (VOTES 5)

Jeff Lapidus
Peter Chaplin
Gaetano Greco
Neil Colebrook
Geoffrey Southern

**VICTORIAN AND TASMANIAN AUTHORITIES
AND SERVICES BRANCH (VOTES 27)**

Brian Parkinson
Russell Atwood, National President
Lisa Darmanin
Igor Grattan
Richard Duffy
Darren Creswell
Gregory Day
Desmond Horton
James Mackay
Ann Beck
Piergiorgio Moro
Maree Renden
Linda Seaborn
Josephine Ackerman
John O'Neill
Robyn Glascott
Wendy Phillips
Troy Parkinson
Dale Borthwick
Aiden Hume
Georgina Freeman
Marilyn Turnbull
Carol Buckingham
Linda Shanks

**VICTORIAN PRIVATE SECTOR BRANCH
(VOTES 9)**

Ingrid Stitt
David Leydon
Amanda Dando
Alan Hall
Vicki Rogers
Lindsay Hesketh
Carita Kazakoff
Stephen McInerney
Enza Peers

WESTERN AUSTRALIAN BRANCH (VOTES 9)

Paul O'Neill
Wayne Wood
Pat Branson
Patricia Richardson
Angela Hartwig
Nigel Rainford
Andy White
Michael Dentrinos
Garry Allan

MONDAY 26TH NOVEMBER, 2012

Conference commenced at 3.07pm with Russell Atwood, National President, in the Chair together with David Smith, National Secretary, Linda White, Assistant National Secretary and Greg McLean, Assistant National Secretary, as today's Conference panel.

CREDENTIALLED DELEGATES

Delegates registered for today's session of Conference.

NATIONAL OFFICERS' – FULL TIME

David Smith, National Secretary	Linda White, Assistant National Secretary	Greg McLean, Assistant National Secretary
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CENTRAL & SOUTHERN QUEENSLAND CLERICAL AND ADMINISTRATIVE BRANCH

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

NEW SOUTH WALES & ACT (SERVICES) BRANCH

Sally McManus	Peter Hull	Robert McLean
Natalie Lang	John Maher	Antony Steel
Narelle Clay	Maree McDermott	Maralyn Schofield
Mark Coleman	Jorge Segovia	

NEW SOUTH WALES UNITED SERVICES BRANCH

Graeme Kelly	Scott McNamara	Sandra Morthen
Steve Birney	Christina Savage	Robert Potter
Myra Bowman	Ian Fayle	Sharon Louise Sewell
Phillip Bowering	Mark Hartley	Paul Leslie Sansom
Kellie Gale	Tyrone Lynch	Scott Douglas Peterson
Stephen Donley	Glen Charles McAtear	Narelle Rich
Mark Gill	Paul Reid	Craig Chandler
Ross Crawford	Noel Anthony (Tony) Dean	Paul Leslie Wesley
John Mackay	Russell Woods	

QUEENSLAND (SERVICES & NORTHERN ADMINISTRATIVE) BRANCH

Kath Nelson – National Vice-President		
Bill Batten	Lynette Henson	Christopher Mellersh
Debbie McDonald	Annette Watt	Marianne Ryan
Tehanne Denham-Jarvis	Sharyn McCarthy	Nicole Burrell
Penelope Carr	Veronica Meachen	Robin (Bob) Paten
Terese Kingston	Herbert Snide	

SOUTH AUSTRALIAN AND NORTHERN TERRITORY BRANCH

Katrine Hildyard	Phil Lawson
Joseph Scales	Rosi Reschke
Pam Andritsakis	Kristen Gilbertson

TAXATION OFFICERS' BRANCH

Peter Chaplin

Gaetano Greco

Neil Colebrook

VICTORIAN & TASMANIAN AUTHORITIES AND SERVICES BRANCH

Russell Atwood – National President

Brian Parkinson

Lisa Darmanin

Igor Grattan

Richard Duffy

Darren Creswell

Gregory Day

Desmond Horton

James Mackay

Ann Beck

Piergiorgio Moro

Maree Renden

Linda Seaborn

Josephine Ackerman

John O'Neill

Robyn Glascott

Wendy Phillips

Troy Parkinson

Dale Borthwick

Carol Buckingham

VICTORIAN PRIVATE SECTOR BRANCH

Ingrid Stitt

David Leydon

Amanda Dando

Alan Hall

Vicki Rogers

Carita Kazakoff

Stephen McInerney

WESTERN AUSTRALIAN BRANCH

Paul O'Neill

Wayne Wood

Pat Branson

Patricia Richardson

Angela Hartwig

Nigel Rainford

Andy White

Michael Dentrinos

Garry Allan

QUORUM WAS ESTABLISHED**OPENING OF ASU NATIONAL CONFERENCE 2012****WELCOME TO KAURNA COUNTRY**

National President, Russell Atwood introduced Kurna Elder, Aunty Josie Aguis.

Kurna Elder, Aunty Josie Aguis gave the Welcome to Kurna Country acknowledging the Kurna people and their land.

Russell Atwood, National President thanked Aunty Josie and welcomed all Delegates to the 2012 ASU Conference.

OPENING ADDRESS BY DAVID SMITH, NATIONAL SECRETARY

David Smith, National Secretary delivered the opening address of the Conference, reflecting on achievements of the Union since the last Conference in 2010 and raised the future challenges we will face.

After acknowledging the traditional owners of the land upon which the Conference is meeting, and also acknowledging the previous National Secretary and National President who retired after the last Conference in 2010, David Smith said he was proud to report that the Union is continuing to meet its key objectives:

- Membership has grown;
- We continue to lead in our industries and act as a champion for them; and
- Celebrating significant victories including in the historic Equal Pay Case for social and community services members.

In relation to the Equal Pay Case and its supporting campaign "Pay Up", David Smith said, "Through the Pay Up campaign the ASU has come of age with a successfully coordinated national campaign."

David also recognised the tireless work of Assistant National Secretary Linda White in coordinating the campaign.

Future challenges that the ASU will face include the normal attacks from bad employers but also fundamental changes in the kind of work that is performed and where it is performed. Technology is changing the nature of the traditional workplace once again. How will we organise workers when we don't have a traditional workplace?

Sessions during the National Conference meeting will consider all these issues.

David Smith also took the opportunity to confirm that the ASU has zero tolerance for maladministration within the Union organisation and misuse of members' funds. Our members can have confidence in the way the ASU manages their dues.

In closing, David extended thanks to our generous Conference sponsors and to our delegates for taking the time to attend. Without their efforts, we could not be the great union that we are!

PRESENTATION

Craig Burgess provided a "Tablet and WiFi" instructions presentation to all conference delegates.

Conference business resumed at 3.28pm

AGENDA ITEMS

1.0 APOLOGIES, PROXIES, OBSERVERS

1.1 APOLOGIES

Recommendation:

"That the following apologies for the whole of National Conference 26th November to 28th November, 2012 be accepted."

Mandy Elizabeth Fisher	Central & Southern Queensland Clerical and Administrative Branch
Kevin Wayne Place	Central & Southern Queensland Clerical and Administrative Branch
Jan Sheppard	Central & Southern Queensland Clerical and Administrative Branch
Joanne Justo	Central & Southern Queensland Clerical and Administrative Branch
Valda Graham	Central & Southern Queensland Clerical and Administrative Branch
Lyn Bevington	New South Wales & ACT (Services) Branch
Geoff Fuller	New South Wales & ACT (Services) Branch
Leslie Coyle	New South Wales United Services Branch
Shane Clapham	New South Wales United Services Branch
Julie Griffiths	New South Wales United Services Branch
Stephen Hughes	New South Wales United Services Branch
Frank Holobowski	New South Wales United Services Branch
Noel Martin	New South Wales United Services Branch
Trent McQuillan	New South Wales United Services Branch
Stephen Mulholland	New South Wales United Services Branch
Gary Vann	New South Wales United Services Branch
Paul Brogan	Queensland (Services & Northern Administrative) Branch
Margaret Evans	Queensland (Services & Northern Administrative) Branch
Robert Ball	Queensland (Services & Northern Administrative) Branch
Abbie Spencer	South Australian and Northern Territory Branch
Alyce Brewis	South Australian and Northern Territory Branch
Geoffrey Southern	Taxation Officers' Branch
Georgina Freeman	Victorian & Tasmanian Authorities and Services Branch
Marilyn Turnbull	Victorian & Tasmanian Authorities and Services Branch
Linda Shanks	Victorian & Tasmanian Authorities and Services Branch
Aiden Hume	Victorian & Tasmanian Authorities and Services Branch
Lindsay Hesketh	Victorian Private Sector Branch
Enza Peers	Victorian Private Sector Branch

Recommendation:

“That the following apologies for today’s session of Conference be accepted.”

Robert Habel	South Australian and Northern Territory Branch
Leith Semmens	South Australian and Northern Territory Branch

Moved: Steve Bernie
Seconded: Wayne Wood
Motion was put and declared carried.

1.2 PROXIES

Recommendation:

“That the following proxies for the National Conference 26th November to 28th November, 2012 be accepted.”

Mandy Elizabeth Fisher	To	Mark Starkey
Kevin Wayne Place	To	Julie Bignell
Jan Sheppard	To	Ruth McFarlane
Joanne Justo	To	Christine Collyer
Valda Graham	To	Zoe Kennedy
Lyn Bevington	To	Sally McManus
Leslie Coyle	To	John Mackay
Shane Clapham	To	Sharon Sewell
Julie Griffiths	To	Stephen Birney
Stephen Hughes	To	Graeme Kelly
Frank Holobowski	To	Sharon Sewell
Noel Martin	To	Graeme Kelly
Trent McQuillan	To	Graeme Kelly
Stephen Mulholland	To	John Mackay
Gary Vann	To	Stephen Birney
Paul Brogan	To	Kath Nelson, National Vice-President
Margaret Evans	To	Kath Nelson, National Vice-President
Robert Ball	To	Kath Nelson, National Vice-President
Robert Habel	To	Joseph Scales
Leith Semmens	To	Joseph Scales
Abbie Spencer	To	Joseph Scales
Alyce Brewis	To	Joseph Scales
Geoffrey Southern	To	Jeff Lapidis
Georgina Freeman	To	Troy Parkinson
Aiden Hume	To	Troy Parkinson
Marilyn Turnbull	To	Brian Parkinson
Lindsay Hesketh	To	David Leydon
Enza Peers	To	Ingrid Stitt

Moved: Kath Nelson
Seconded: Wendy Philips
Motion was put and declared carried.

1.3 OBSERVERS

Recommendation:

“That the following observers for the National Conference 26th November to 28th November, 2012 be admitted.”

Mary-Anne O'Neill	Central & Southern Queensland Clerical and Administrative Branch
Wil Stracke	Victorian & Tasmanian Authorities and Services Branch
Dulcie Donaldson	Western Australian Branch
Jill Hugo	Western Australian Branch
Katherine Sutton	Western Australian Branch

Moved: Graeme Kelly
Seconded: Jeff Lapidos
Motion was put and declared carried.

1.4 ADOPTION OF AGENDA

Recommendation:

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

Moved: Veronica Meachen
Seconded: Mark Coleman
Motion was put and declared carried.

2.0 PREVIOUS NATIONAL CONFERENCE MEETING

2.1 MINUTES OF NATIONAL CONFERENCE 2010 - 9-11 NOVEMBER, 2010

Recommendation:

"That the minute of the National Conference meeting held on the 9-11th November 2010, be confirmed."

Moved: John Flynn
Seconded: Dale Borthwick
Motion was put and declared carried.

2.2 BUSINESS ARISING FROM PREVIOUS CONFERENCE, 9-11 NOVEMBER, 2010

There was no business arising from the previous conference.

PRESENTATION

EQUAL PAY CAMPAIGN & OFF-SHORING BY LINDA WHITE, ASSISTANT NATIONAL SECRETARY

Russell Atwood, National President invited all delegates from the SACS industry to stand. All Equal Pay Campaign delegates who were the face of the campaign were recognised and acknowledged.

The Equal Pay Campaign video presentation was screened to the Conference.

Off-Shoring was presented by Linda White, Assistant National Secretary.

3.0 2012 BRANCH CONFERENCE MOTIONS – NSW UNITED SERVICES BRANCH

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:

**A•S•U NATIONAL CONFERENCE 2012
NATIONAL WINE CENTRE OF AUSTRALIA • 26-28 NOVEMBER 2012
ADELAIDE**

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

Moved: Steve Birney
Seconded: Sharon Sewell

Amendment:

That the superannuation employer contributions be increased to 15.4%.

Moved: Steve Birney
Seconded: Sharon Sewell

The amendment was acceptable to the mover and seconder and became part of the motion.

AMENDED 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 15.4% across all of our industry sectors.”

Moved: Steve Birney
Seconded: Sharon Sewell
Motion was put and declared carried.

3.2 MOTION 2: LOCAL GOVERNMENT – COAL SEAM GAS MINING

Mark Gill spoke to the environmental damage that CSG mining will have. The effects of CSG will go to salination, soil and water degradation and a terrible legacy on future generations. Needs to be investigated and Union must have a position.

Recommendation:

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

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

Moved: Mark Gill
Seconded: Myra Bowman

AMENDED Recommendation:

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

The United Services Branch calls on ASU National Conference to develop a national position on coal seam gas mining.

The United Services Branch calls on ASU National Conference to support local government and community campaigns against coal seam gas mining.”

Moved: Mark Gill
Seconded: Myra Bowman
The amendment was acceptable to the mover and seconder and became part of the motion.
Motion was put and declared carried.

3.3 MOTION 3: AIRLINES – QANTAS SALES ACT

Christina Savage spoke to 'blindness' of the current CEO QANTAS history and the QANTAS Sales Act which led to grounding of the fleet. We need to protect our member's interests in QANTAS.

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: Christina Savage
Seconded: John Mackay
Motion was put and declared carried.

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: Robert Potter
Seconded: Paul Sansom
Motion was put and declared carried.

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

Scott McNamara spoke to the previous activism in this area and that the Government proposed cap of 180K will hit the new tax threshold. This will adversely affect employees who have worked in energy and council areas for 40-50 years even though the legislation was introduced to stop golden handshakes for corporate executives.

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 members are not disadvantaged at the time of their retirement."

Moved: Scott McNamara
Seconded: Scott Peterson

Amendment:

That the word "increase" be deleted and in its place insert the word "amend".

Moved: Scott McNamara
Seconded: Scott Peterson
The amendment was acceptable to the mover and seconder and became part of the motion.

AMENDED 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 amend the current cap of \$180K on Eligible Termination Payments (ETP). The aim of the legal challenge is to ensure members are not disadvantaged at the time of their retirement.”

Moved: Scott McNamara
Seconded: Scott Peterson
Motion was put and declared carried.

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: Natalie Falvey
Seconded: Paul Reid

Amendment:

That the words “of the legal challenge” be deleted.

Moved: Natalie Falvey
Seconded: Paul Reid

The amendment was acceptable to the mover and seconder and became part of the motion.

AMENDED 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 is to ensure our members are not disadvantaged at the time of the period of leave which would impact on their retirement package.”

Moved: Natalie Falvey
Seconded: Paul Reid
Motion was put and declared carried.

3.7 SUPERANNUATION

National Executive endorsed the following recommendation and forwarded it on to National Conference for consideration.

Recommendation:

“That in relation to superannuation, the 2012 ASU National Conference endorses the following resolution:

1. The Productivity Commissions recent report, ‘Default Superannuation Funds in Modern Awards, October 2012’ is correct in recommending that industry funds should continue as default funds in Modern Awards and that the FWA has the proper role of determining funds named in Awards. The ASU calls on the

Federal Government to implement this recommendation and to reject demands that retail funds should be given free rein in Modern Awards.

2. There should be no limitations in Superannuation being subject to Collective Bargaining and Industrial Regulation. No restrictions should apply on the right of workers to bargain to raise super above the proposed future Super Guarantee of 12% now, and that no "trade-off" in wages should be given to employers as "compensation" for superannuation increases. The ASU will campaign across its industries to increase the employer contribution rate to 15% by 2018, as is already the case in some Energy companies and Local Councils.
3. There should not be any absorption of the super guarantee by employer paying higher than the guarantee and these employer must maintain the current differential between the guarantee and their current superannuation contributions.
4. The ASU oppose the call in some quarters to use billions of dollars in Super savings as a reason to buy and promote the privatised public assets, such as electricity, gas, ports and water; and local government functions. The ASU re-affirms that privatisation of public assets is anti-worker and anti-consumer, and that worker's funds should not be used as an excuse to privatise publicly owned assets."

Moved: David Smith
Seconded: Robyn Glasgow
Motion was put and declared carried.

4.0 LIFE MEMBERSHIP

Branches forwarded on resolutions passed at Branch Executive meetings nominating members for the 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: David Smith
Seconded: Penny Carr
Motion was put and declared carried.

BRANCH REPORTS

VICTORIAN & TASMANIAN AUTHORITIES AND SERVICES BRANCH

Richard Duffy presented the Branch report.

NEW SOUTH WALES & ACT (SERVICES) BRANCH

Sally McManus presented the Branch report.

VICTORIAN PRIVATE SECTOR BRANCH

The Victorian Private Sector provided a video presentation.

TAXATION OFFICERS' BRANCH

Jeff Lapidos presented the Branch report.

QUEENSLAND (SERVICES AND NORTHERN ADMINISTRATIVE) BRANCH

Nicole Burrell presented the Branch report together with a video presentation.

CENTRAL & SOUTHERN QUEENSLAND CLERICAL AND ADMINISTRATIVE BRANCH

Julie Bignell together with Ruth McFarlane presented the Branch report.

CONFERENCE ADJOURNED AT 5.45PM

DRAFT - Not Approved

TUESDAY 27TH NOVEMBER, 2012

Conference commenced at 8.45am with National President, Russell Atwood, in the Chair together with David Smith, National Secretary, Linda White, Assistant National Secretary and Greg McLean, Assistant National Secretary, as today's Conference panel.

CREDENTIALLED DELEGATES

Delegates registered for today's session of Conference.

NATIONAL OFFICERS' – FULL TIME

David Smith, National Secretary	Linda White, Assistant National Secretary	Greg McLean, Assistant National Secretary
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CENTRAL & SOUTHERN QUEENSLAND CLERICAL AND ADMINISTRATIVE BRANCH

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

NEW SOUTH WALES & ACT (SERVICES) BRANCH

Sally McManus	Diane Horafios	Jorge Segovia
Natalie Lang	Peter Hull	Robert McLean
Narelle Clay	John Maher	Antony Steel
Mark Coleman	Maree McDermott	Maralyn Schofield

NEW SOUTH WALES UNITED SERVICES BRANCH

Graeme Kelly	John Mackay	Russell Woods
Steve Birney	Scott McNamara	Sandra Morthen
Myra Bowman	Christina Savage	Robert Potter
Phillip Bowering	Ian Fayle	Sharon Louise Sewell
Kellie Gale	Mark Hartley	Paul Leslie Sansom
Stephen Donley	Tyrone Lynch	Scott Douglas Peterson
Mark Gill	Glen Charles McAtear	Narelle Rich
Ross Crawford	Paul Reid	Craig Chandler
Natalie Falvey	Noel Anthony (Tony) Dean	Paul Leslie Wesley

QUEENSLAND (SERVICES & NORTHERN ADMINISTRATIVE) BRANCH

Kath Nelson – National Vice-President		
Jennifer Thomas	Lynette Henson	Christopher Mellersh
Bill Batten	Annette Watt	Marianne Ryan
Debbie McDonald	John Finn	Nicole Burrell
Tehanne Denham-Jarvis	Sharyn McCarthy	Robin (Bob) Paten
Penelope Carr	Veronica Meachen	
Terese Kingston	Herbert Snide	

SOUTH AUSTRALIAN AND NORTHERN TERRITORY BRANCH

Katrine Hildyard	Rosi Reschke	Leith Semmens
Joseph Scales	Kristen Gilbertson	
Phil Lawson	Robert Habel	

TAXATION OFFICERS' BRANCHJeff Lapidos
Neil Colebrook

Peter Chaplin

Gaetano Greco

VICTORIAN & TASMANIAN AUTHORITIES AND SERVICES BRANCHRussell Atwood – National President
Lisa Darmanin
Igor Grattan
Richard Duffy
Darren Creswell
Gregory Day
Desmond HortonJames Mackay
Ann Beck
Piergiorgio Moro
Maree Renden
Linda Seaborn
Josephine AckermanJohn O'Neill
Robyn Glascott
Wendy Phillips
Troy Parkinson
Dale Borthwick
Carol Buckingham**VICTORIAN PRIVATE SECTOR BRANCH**Ingrid Stitt
David Leydon
Amanda DandoAlan Hall
Vicki Rogers
Carita Kazakoff

Stephen McInerney

WESTERN AUSTRALIAN BRANCHPaul O'Neill
Wayne Wood
Pat BransonPatricia Richardson
Angela Hartwig
Nigel RainfordAndy White
Michael Dentrinos
Garry Allan**QUORUM WAS ESTABLISHED****AGENDA ITEMS****1.0 APOLOGIES, PROXIES, OBSERVERS****1.1 APOLOGIES****Recommendation:**

"That the following apologies for today's session of Conference be accepted.

Brian Parkinson Victorian & Tasmanian Authorities and Services Branch

Moved: Wendy Phillips
Seconded: Robyn Glasgow
Motion was put and declared carried.

1.2 PROXIES**Recommendation:**

"That the following proxies for today's session of Conference be accepted.

Brian Parkinson To Russell Atwood, National President

Moved: Wendy Phillips
Seconded: Robyn Glasgow
Motion was put and declared carried.

1.3 OBSERVERS

Recommendation:

“That the following observers for today’s session of Conference be admitted.”

Wil Stracke	Victorian & Tasmanian Authorities and Services Branch
Dulcie Donaldson	Western Australian Branch
Jill Hugo	Western Australian Branch
Katherine Sutton	Western Australian Branch

Moved: Wendy Phillips
Seconded: Robyn Glasgow
Motion was put and declared carried.

GUEST SPEAKER

Russell Atwood, National President introduced the Prime Minister’s, The Hon Julia Gillard’s welcome to ASU Conference Delegates video message.

PLENARY SESSIONS

PLENARY SESSION 1: SUPERANNUATION

David Smith, National Secretary introduced the guest speakers:

Paul Schroder, AustralianSuper
Tim Lyons, ACTU
Debby Blakey, HESTA

Topics discussed:

1. Investment strategies CPI plus 4%, is this a real target for today's industry funds and their balanced options in the long term, or should we be looking at age-based investment strategies or life cycle investment strategies?
2. Is there anything wrong with industry fund models? Equal representation on boards, disclosure and governance? Is what we are hearing in the media a real problem for our industry funds or are they victims of their own success.
3. What role should Unions play in the current debate around Superannuation in particular industry funds, what should be objectives over the coming 10 years in regards to governance, board make up, use of capital, retirement outcomes and future mergers of industry funds.

Plenary session included questions and answer time.

David Smith, National Secretary thanked all the guest speakers.

Russell Atwood, National President invited all delegates to proceed to the rear of the building for the ASU group photograph.

PLENARY SESSION 2: INDUSTRIAL RELATIONS

Greg McLean, Assistant National Secretary introduced the guest speakers:

Deputy President Peter Sam, AM, Fair Work Australia
Josh Bornstein, Maurice Blackburn

Plenary session included questions and answer time.

Greg McLean, Assistant National Secretary, thanked all the guest speakers.

SPECIAL GUEST SPEAKER

DR ANNE SUMMERS, AO – ARE WE SERIOUS ABOUT EQUALITY?

National Vice-President, Kath Nelson, introduced and welcomed Dr Anne Summers, the Walkley Award winning journalist, author, business woman and public commentator.

Dr Anne Summers addressed delegates about the 40-year history of the gender equality project in Australia. After outlining some key issues and examples, Dr Summers questioned concepts of progress and success in relation to the project. Her presentation to ASU National Conference delegates was a call to address the critical issues of gender equality in Australia.

Delegates asked questions of the speaker.

Sally McManus, NSW & ACT (Services) Branch, thanked Dr Anne Summers for her address.

GUEST SPEAKER

BENJIE VELASCO, PHILIPPINE AIRLINES EMPLOYEES ASSOCIATION (PALEA)

Ingrid Stitt, Secretary, Victorian Private Sector Branch, introduced Benjie Velasco, Media Officer, Philippine Airlines Employees Association (PALEA).

Benjie Velasco addressed delegates about AAWL and PALEA who are working with solidarity partners to organise leafleting of PAL flights in the coming period. Benjie advised that he is visiting Melbourne to discuss the PAL dispute and hear about the ongoing issues with Qantas.

Russell Atwood, National President, thanked Benjie Velasco for his address.

BRANCH REPORTS

NEW SOUTH WALES UNITED SERVICES BRANCH

Graeme Kelly presented the Branch report together with two on-screen presentations - a photo display and a new promotional membership video.

SOUTH AUSTRALIAN & NORTHERN TERRITORY BRANCH

Katrine Hildyard, Branch Secretary, together with Phil Lawson, Kristen Gilbertson, Rosi Reschke and Robert Habel, presented the Branch report. A video presentation followed.

WESTERN AUSTRALIAN BRANCH

Garry Allan and Andy White presented the Branch report together with a PowerPoint presentation.

CONFERENCE ADJOURNED AT 5.00PM

WEDNESDAY 28TH NOVEMBER, 2012

Conference commenced at 9.10am with Russell Atwood, National President, in the Chair together with David Smith, National Secretary and Linda White, Assistant National Secretary, as today's Conference panel.

CREDENTIALLED DELEGATES

Delegates registered for today's session of Conference.

National Officers' – Full Time

David Smith, National Secretary Linda White, Assistant National Secretary

Central & Southern Queensland Clerical and Administrative Branch

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

New South Wales & ACT (Services) Branch

Sally McManus Peter Hull Robert McLean
Natalie Lang John Maher Antony Steel
Mark Coleman Maree McDermott Maralyn Schofield
Diane Horafios Jorge Segovia

New South Wales United Services Branch

Graeme Kelly John Mackay Russell Woods
Steve Birney Scott McNamara Sandra Morthen
Myra Bowman Christina Savage Robert Potter
Phillip Bowering Ian Fayle Sharon Louise Sewell
Kellie Gale Mark Hartley Paul Leslie Sansom
Stephen Donley Tyrone Lynch Scott Douglas Peterson
Mark Gill Glen Charles McAtear Narelle Rich
Ross Crawford Paul Reid Craig Chandler
Natalie Falvey Noel Anthony (Tony) Dean Paul Leslie Wesley

Queensland (Services & Northern Administrative) Branch

Kath Nelson – National Vice-President
Jennifer Thomas Lynette Henson Christopher Mellersh
Bill Batten Annette Watt Marianne Ryan
Debbie McDonald John Finn Nicole Burrell
Tehanne Denham-Jarvis Sharyn McCarthy Robin (Bob) Paten
Penelope Carr Veronica Meachen
Terese Kingston Herbert Snide

South Australian and Northern Territory Branch

Katrine Hildyard Pam Andritsakis Rosi Reschke
Joseph Scales Phil Lawson Kristen Gilbertson

Taxation Officers' BranchJeff Lapidos
Neil Colebrook

Peter Chaplin

Gaetano Greco

Victorian & Tasmanian Authorities and Services BranchRussell Atwood – National President
Lisa Darmanin
Igor Grattan
Richard Duffy
Darren Creswell
Gregory Day
Desmond HortonJames Mackay
Ann Beck
Piergiorgio Moro
Maree Renden
Josephine Ackerman
John O'NeillRobyn Glascott
Wendy Phillips
Troy Parkinson
Dale Borthwick
Carol Buckingham**Victorian Private Sector Branch**Ingrid Stitt
David LeydonAmanda Dando
Alan HallVicki Rogers
Carita Kazakoff**Western Australian Branch**Paul O'Neill
Wayne Wood
Pat BransonPatricia Richardson
Angela Hartwig
Nigel RainfordAndy White
Michael Dentrinos
Garry Allan**QUORUM WAS ESTABLISHED****AGENDA ITEMS****1.0 APOLOGIES, PROXIES, OBSERVERS****1.1 APOLOGIES****Recommendation:**

"That the following apologies for today's session of Conference be accepted.

Greg McLean	National Office, Sydney
Robert Habel	South Australian and Northern Territory Branch
Leith Semmens	South Australian and Northern Territory Branch
Brian Parkinson	Victorian & Tasmanian Authorities and Services Branch

Moved: Wendy Phillips
Seconded: Robyn Glasgow
Motion was put and declared carried.

1.2 PROXIES**Recommendation:**

"That the following proxies for today's session of Conference be accepted.

Greg McLean	To	David Smith
Robert Habel	To	Joseph Scales
Leith Semmens	To	Joseph Scales
Brian Parkinson	To	Russell Atwood, National President

Moved: Wendy Phillips
Seconded: Robyn Glasgow
Motion was put and declared carried.

1.3 OBSERVERS

Recommendation:

“That the following observers for today’s session of Conference be admitted.”

Mary-Anne O’Neill	Central & Southern Queensland Clerical and Administrative Branch
Wil Stracke	Victorian & Tasmanian Authorities and Services Branch
Dulcie Donaldson	Western Australian Branch
Jill Hugo	Western Australian Branch
Katherine Sutton	Western Australian Branch

Moved: Wendy Phillips
Seconded: Robyn Glasgow
Motion was put and declared carried.

Russell Atwood, National President invited all delegates to proceed to their designated workshop session group as marked on their name tags.

WORKSHOP SESSIONS

Workshop Session - Group 1, Chaired by Michael Rizzo, Industrial Officer, ASU National Office
“Unfair Dismissals & FWA Dispute Resolution Procedure”

- Dr Joanna Howe, University of Adelaide
- Commissioner Peter Hampton, FWA

Workshop Session – Group 2, Chaired by Warren Fridell, Industrial Officer, ASU National Office
“Insecure Work & Pressures of Modern Work”

- Dr Iain Campbell, RMIT University
- Prof. Barbara Pockock, University of South Australia
- Dave Garland, Training & Project Coordinator, National Union of Workers

Workshop Session – Group 3, Chaired by Justin Cooney, Industrial Officer, ASU National Office
“Bargaining in a Hostile Environment”

- Julie Bignell, ASU Central & Southern Queensland Clerical & Administrative Branch
- Wil Stracke, ASU Victorian & Tasmanian Authorities and Services Branch

Russell Atwood, National President welcomed all delegates back from the workshop sessions. Russell invited Michael Rizzo, ASU National Office, to report back on the outcomes and motions of the workshop sessions.

Michael Rizzo presented the outcomes and resolutions from the Workshop Sessions.

Sally McManus, NSW & ACT (Services) Branch, raised the point of the order raised with regard to bringing motions forward for adoption.

The following Workshop resolutions to be referred to National Executive for their consideration.

WORKSHOP Session – Group 1 “Unfair Dismissals & FWA Dispute Resolution Procedure”

That this ASU National Conference adopts the following position regarding unfair dismissal and dispute resolution jurisdiction:

1. Seek to expand coverage of unfair dismissal rights for all employees.
2. That we campaign for the UK “pre-claim conciliation” model be placed in legislation, where conciliation/mediation occurs before the termination of employment occurs and not after termination as in our current system.
3. Seek to place in Enterprise Agreements dispute settlement procedures which encompass all aspects of the employment relationship, including such things as outsourcing and company policies.

WORKSHOP Session – Group 2 “Insecure Work & Pressures of Modern Work”

This 2012 National Conference of ASU delegates agrees that ASU Branches will adopt strategies to make work secure for all employees by:

1. Writing clauses in Collective Agreements that the right to request flexible work patterns is backed by the right to appeal any unfavourable decision or response by the employer.
2. Lobbying to have the legislation changed to reflect the right to appeal.
3. Committing to educate our members and potential members of the issues surrounding insecure work.
4. Recognising in Collective Agreements that work from home is paid work.
5. Writing clauses for Collective Agreements that casual employees have the right to conversion to permanent employment on request.

WORKSHOP Session – Group 3 “Bargaining in a Hostile Environment”

That this ASU National Conference adopts the following position to strengthen the good faith bargaining provided in the Fair Work Act:

1. Give power to Fair Work Australia to refuse to approve an enterprise agreement where a lack of good faith bargaining is proven.
2. The Bargaining in a Hostile Environment workshop heard of numerous examples, including in Warrnambool in Victoria, and in South Australia, where employers try to use non-union employee bargaining representatives, or try to by-pass union bargaining representatives by negotiating directly with employees, or by sending a proposed EBA to a vote before bargaining has concluded. In such circumstances Fair Work Australia should have the power to refuse to approve the agreement.

PRESENTATION

Russell Atwood, National President and David Smith, National Secretary, announced to the conference that Craig Burgess, ASU National Office Manager, is leaving the ASU to move overseas with his partner. David Smith thanked Craig for his effortless and long standing service provided to the ASU as the National Office Manager.

Craig Burgess spoke about his service at the ASU and thanked everyone for their support and friendship provided over the years.

The National President closed the conference.

CONFERENCE CONCLUDED AT 12.30PM

2.2 Business Arising from the Minutes of the National Conference Meeting • 26-28 November 2012

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

3.0 Conference Motions

3.1 Queensland workers under attack

The following motion was referred to National Conference from the Queensland Services and Northern Administrative Branch Executive meeting on 13th September 2014.

Recommendation:

“The 2014 ASU National Conference condemn the Newman Government’s actions to:

- Strip away job security and entitlements of our members in local government;
- Privatised our assets and the jobs of our members in Energy, Rail and Ports; and
- Remove and reduce funding and therefore jobs of our members providing services in our community organisations.”

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:

- Errold Bryant, Central & Southern Queensland Clerical and Administrative Branch
- Kevin Place, Central & Southern Queensland Clerical and Administrative Branch
- Kathrine Nelson, Queensland (Services & Northern Administrative) Branch
- Robert (Bob) Ball, Queensland (Services & Northern Administrative) Branch
- Marion Fielke, South Australian & Northern Territory Branch
- Peter Chaplin, Taxation Officers' Branch
- Barry Miller, Victorian & Tasmanian Authorities & Services Branch
- Igor Grattan, Victorian & Tasmanian Authorities & Services Branch.”

Moved:

Seconded:

LIFE MEMBER PROFILES



Errold Bryant

Nominated by: Central & Southern Queensland C&A Branch

Errold is currently a member of the Branch Council. He has been a member of the ASU (and our predecessor the FCU) for 31 years and performed the role of Delegate in his workplace, the Brisbane City Council, for much of that time.

Errold has also served on the Branch Conference and Branch Council, and has been an important resource for us in terms of financial and governance issues, as well as having a great deal of practical experience and common sense.

He has participated in almost every kind of union activity over the years, from enterprise bargaining to industrial action, and has been an inspiration to many members and fellow Delegates across the union.

We have great pleasure in awarding Life Membership to Errold.



Kevin Place

Nominated by: Central & Southern Queensland C&A Branch

Many Delegates and members have been supported by Kevin Place over the years. Kevin has worked across all sectors of the union, and has also conducted training courses and many, many negotiations for improvements to pay and conditions for thousands of ASU members.

Kevin, originally from South Australia, has chosen to return to Adelaide for his retirement. Having attempted to retire once from the ASU some years ago, he was successfully lured back and eventually became Assistant Secretary.

Kevin was also concurrently Deputy Secretary for the state amalgamated entity, Together. We would like to thank Kevin on behalf of all ASU members for his valuable and significant contribution over several decades.



Kathrine Nelson

Nominated by: Queensland (Services & Northern Administrative) Branch

Kath joined the Union in 1993, first employed as a receptionist, working her way to becoming an accomplished industrial officer. In 2011 she was elected Secretary of the ASU Qld Services Branch and QSU, the first time these positions were held by a woman, and also elected ASU National Vice President. She was a member of the Queensland Council of Unions (QCU) Executive.

A committed advocate for working people, Kath was highly respected in the union movement by employers and governments, leaving many industrial legacies.

Her most notable role was in the historic Queensland Social and Community Services Pay Equity Case (2008) which confirmed Queensland SACS workers performed work which was undervalued because of gender and laid the essential groundwork for the Federal Pay Equity Case (2012).

Through her leadership, lobbying and negotiation skills, Kath was instrumental in obtaining guarantees from the Gillard Government to fund the pay equity increases.



Robert (Bob) Ball

Nominated by: Queensland (Services & Northern Administrative) Branch

Bob worked in local authorities for 37 years and from the onset was an active campaigner in his workplace, Brisbane City Council, ensuring workers' rights were loudly heard.

Bob has worn many hats for the Union: Workplace Delegate, BCC Industry Committee Member, National Conference Delegate, Executive Member and Branch President, a position he held from 1998 through to retirement in 2014.

One of Bob's greatest achievements as President was overseeing the change to the Union's structure and operations in the late 1990s from a servicing model to an organising one.

A loyal work mate, Bob has assisted many members, sat at numerous negotiating tables, eyeballed the odd boss or two and been at the forefront of rallies, campaigning for just working rights. His determination, participation, leadership and vision have been an influential force in showing us all what it takes to beat the opposition and grow stronger from campaigning.



Marion Fielke

Nominated by: South Australian & Northern Territory Branch

Marion joined the ASU in 1988. She and her late husband John were Workplace Representatives at the City of Onkaparinga.

Upon retirement, Marion convened our first Retired Members Group. Amongst parliamentary tours and superannuation seminars, they are meticulously archiving photos and records ahead of our 110th anniversary next year.

"Whilst planning for my retirement I was thinking about what was important to me. My family and their future were top of the list. What could I do after retirement to help make their future better and more secure? Good employment was a start. A fair deal for young people like my teenage granddaughter was essential."



Peter Chaplin

Nominated by: Taxation Officers' Branch

Peter joined the ATO in 1999 and joined the Tax Branch in keeping with his history as a union activist in Lindsay Tanner's FCU Victorian Branch. Peter began by recruiting in the call centre, was elected Branch President in 2003, and retained his position until shortly after he retired from the ATO in early 2014.

Peter negotiated several ATO Enterprise Agreements, represented the ASU on the ATO's peak union consultative forums and helped ASU members around the country with their industrial issues. He always stood up to the ATO when its senior management pressed him to break from our Union's position, not easy when you are their employee.



Barry Miller

Nominated by: Victorian & Tasmanian Authorities & Services Branch

Barry commenced employment at the City of Whittlesea in 1970 as a Truck Driver and became a member of the former Municipal Employees Union. He was a Union Delegate prior to commencing employment with the MEU in 1981 where he was employed as an Organiser.

Barry has been the Organiser for just about every Council and Water Authority in the state of Victoria at some point in time.

Barry has been very well respected by the members during his time as an Organiser and will be missed by the membership and staff of the Union.



Igor Grattan

Nominated by: Victorian & Tasmanian Authorities & Services Branch

Igor joined the Union and became a delegate in 1990 whilst employed at the City of Melbourne working as a Storeman. In 1991 he was employed by the former Municipal Employees Union via the “Jobskills Program”.

In 1992 he was appointed Union Organiser with the former MEU and worked in this capacity until 2007 where he was elected as Assistant Secretary of the Victorian Authorities & Services Branch.

Igor has worked tirelessly over the years to protect the interests of our membership, including being a Board Member of Primary Skills Victoria for many years. He has been an excellent mentor to several Branch officials and will be missed by the membership and staff of the Union.