



National Conference 2016 website:

<http://www.asu.asn.au/about/natconf/natconf2016>

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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 • 17-19 November 2014

2.1 Minutes of National Conference Meeting • 17-19 November 2014

Recommendation:

“That the minutes of the National Conference meeting held on 17-19 November 2014 be confirmed.”

Moved:

Seconded:

ASU NATIONAL CONFERENCE 2014



MINUTES

DRAFT - not approved

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

Richmond

Business Order

Welcome Opening of Conference

Item No.

- 1.0 Attendance
- 1.1 Apologies
- 1.2 Proxies
- 1.3 Observers

- 1.4 Adoption of Agenda
- 2.0 Previous National Conference Meeting • 26-28 November 2012
- 2.1 Minutes of National Conference Meeting • 26-28 November 2012
- 2.2 Business Arising from the Minutes of the National Conference Meeting • 26-28 November 2012
- 3.0 Conference motions
- 3.1 Queensland workers under attack
- 4.0 Life membership

BRANCH REPORTS

New South Wales & ACT (Services) Branch
NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Victorian Private Sector Branch
Western Australian Branch

PLENARY SESSIONS & SPEAKERS

PLENARY Session 1 – Q&A Panel Session – #asunion14

Is Australia still the land of the 'fair go'? Are we being paid too much? Is our standard of living too high and is it sustainable?

- Moderator: Chris Masters – Journalist & Author
 - John Osborn – Australian Chamber of Commerce & Industry (ACCI)
 - Emma King – Victorian Council of Social Service (VCOSS)
 - Tim Lyons – ACTU
 - Innes Willox – Australian Industry Group (Ai Group)

PLENARY Session 2 – Industrial Relations

- Deputy President John Kovacic – Fair Work Commission
- Professor Anthony Forsyth – RMIT University

KEYNOTE address: The Future of Work

- Dr Keith Suter – futurist, thought leader & author

GUEST SPEAKERS

Conference Dinner - The Hon Brendan O'Connor MP
Nicole Livingstone OAM

WORKSHOPS

WORKSHOP 1: ASU 2030 – unions of the future

- Dr Veronica Sheen – Monash University
- Associate Professor Janis Bailey – Griffith University

WORKSHOP 2: Superannuation – investing workers' capital

- Anne-Marie Corboy – HESTA Super
- Cate Wood – CareSuper
- Paul Schroder – AustralianSuper

WORKSHOP 3: Unionism in a hostile environment

- Mark Irving – Barrister
- Associate Professor Andrew Scott – Deakin University

OFFICIAL DELEGATES

ASU NATIONAL CONFERENCE 2014

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

ASU National Office

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

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell
Ruth McFarlane
Christine Collyer
Beth Barnes
Mandy Elizabeth Fisher
Barry Stark
Mark Starkey
Mark Taylor
Irene Monro
Jan Sheppard
Jo Justo
Valda Graham

New South Wales & ACT (Services) Branch

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

NSW United Services Branch

Graeme Kelly
Steve Birney
Bev Spearpoint
Phil Bowering
Kellie Gale
Stephen Donley
Katerina Tahija
Mark Gill
Shane Clapham
Shane Lummis
David (Ross) Crawford
Stephen Hughes
Natalie Falvey
John Mackay
Scott McNamara
Steven Vann

Mark Hartley
Frank Holobowski
Ben Thompson
Ian Fayle
Noel Martin
Glen McAtear
Clare Raffan
Paul Reid
Noel (Tony) Dean
Russell Woods
Sandra Morthen
Stephen (Toby) Mulholland
Robert Potter
Sharon Sewell
Gary Vann
Paul Sansom
Scott Peterson
Narelle Rich
Craig Chandler
Paul Wesley

Queensland (Services and Northern Administrative) Branch

Neil Henderson
Jennifer Thomas
Peter Duffy
Debbie McDonald
Tehanne Denham-Jarvis
Penelope Carr
Jessie Westaway
Margaret Evans
Terese Kingston
Lorraine Walter
Lynette Henson
Annette Watt
John Finn
Kathleen McDonald
Veronica Meachen
Colin Morehouse
Christopher Mellersh
Marianne Ryan
Adam Thompson
Robin (Bob) Paten

South Australian and Northern Territory Branch

Joseph Scales
Abbie Spencer
Darren Wicks
Maggie L'Estrange
Rosi Reschke
Kristen Gilbertson
Sandra Dunn
Robert Habel

Cathy Spurr
Leith Semmens

Taxation Officers' Branch

Jeff Lapidus
Ancel Greenwood
Gaetano Greco
Neil Colebrook
Geoffrey Southern

Victorian and Tasmanian Authorities and Services Branch

Richard Duffy
Russell Atwood
Lisa Darmanin
Darren Creswell
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
Aaron De La Torre
Carol Buckingham
Robyn Lambert

Victorian Private Sector Branch

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

Western Australian Branch

Paul O'Neill
Wayne Wood
Jill Hugo
Patricia Richardson
Angela Hartwig
Nigel Rainford
Andy White
Michael Dentrinos
Dulcie Donaldson

Monday 17th November, 2014

Conference commenced at 3.00pm 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.

Credentialed 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

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell
Ruth McFarlane
Christine Collyer
Beth Barnes

Barry Stark
Mark Starkey
Mark Taylor
Irene Monro

Jan Sheppard
Jo Justo
Valda Graham

New South Wales & ACT (Services) Branch

Sally McManus
Narelle Clay
Geoff Fuller

Natalie Lang
Maree McDermott
Jorge Segovia

Robert McLean
Antony Steel
Maralyn Schofield

New South Wales United Services Branch

Graeme Kelly
Steve Birney
Bev Spearpoint
Phil Bowering
Kellie Gale
Stephen Donley
Katerina Tahija
Mark Gill
Shane Clapham
Shane Lummis

David (Ross) Crawford
John Mackay
Scott McNamara
Steven Vann
Mark Hartley
Ben Thompson
Noel Martin
Glen McAtear
Clare Raffan
Noel (Tony) Dean

Sandra Morthen
Robert Potter
Sharon Sewell
Paul Sansom
Scott Peterson
Narelle Rich
Craig Chandler
Paul Wesley

Queensland (Services & Northern Administrative) Branch

Neil Henderson
Peter Duffy
Debbie McDonald
Tehanne Denham-Jarvis

Penelope Carr
Jessie Westaway
Lynette Henson
Annette Watt

Kathleen Macdonald
Colin Morehouse
Marianne Ryan

South Australian and Northern Territory Branch

Joseph Scales
Abbie Spencer
Maggie L'Estrange

Rosi Reschke
Kristen Gilbertson
Sandra Dunn

Robert Habel

Taxation Officers' Branch

Jeff Lapidos

Neil Colebrook

Victorian & Tasmanian Authorities and Services Branch

Richard Duffy
Russell Atwood
Lisa Darmanin
Darren Creswell
Desmond Horton
James Mackay

Ann Beck
Piergiorgio Moro
Maree Renden
Linda Seaborn
John O'Neill
Robyn Glascott

Troy Parkinson
Dale Borthwick
Aaron De La Torre
Carol Buckingham

Victorian Private Sector Branch

Ingrid Stitt
David Leydon
Amanda Dando

Alan Hall
Vicki Rogers
Lindsay Hesketh

Carita Kazakoff

Western Australian Branch

Paul O'Neill
Wayne Wood
Jill Hugo

Patricia Richardson
Nigel Rainford
Andy White

Michael Dentrinos
Dulcie Donaldson

Minute taker: Joanne Knight

Quorum was established.

Opening of ASU National Conference 2014

Welcome to Kulin Country

National President, Russell Atwood gave the Acknowledgement of Kulin Country, acknowledging the Wurundjeri people and their land.

Russell Atwood introduced Richmond Football Club CEO, Brendon Gale to give a Welcome to Venue (Korin Gamadji Institute).

Brendon Gale gave the Welcome to Korin Gamadji Institute.

Russell Atwood, National President thanked CEO Brendon Gale and welcomed all Delegates to the 2014 ASU Conference.

Opening address by David Smith, National Secretary

David Smith addressed Conference Delegates.

Brigid Marasco provided a communications presentation to all conference delegates.

Conference business resumed at 3.26pm.

1.0 Apologies, Proxies, Observers

1.1 Apologies

Recommendation:

“That the following apologies for the whole of National Conference be accepted.”

Jennifer Thomas
Margaret Evans
Terese Kingston
Veronica Meachen
Gary Vann

Queensland (Services and Northern Administrative) Branch
Queensland (Services and Northern Administrative) Branch
Queensland (Services and Northern Administrative) Branch
Queensland (Services and Northern Administrative) Branch
NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch

Natalie Falvey	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Stephen (Toby) Mulholland	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Frank Holobowski	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Stephen Hughes	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Russell Woods	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Ian Fayle	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Paul Reid	NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch
Darren Wicks	South Australian and Northern Territory Branch
Leith Semmens	South Australian and Northern Territory Branch
Ancel Greenwood	Taxation Officers' Branch <i>(Apology only for 17 and 18 November 2014)</i>
Robyn Lambert	Victorian and Tasmanian Authorities and Services Branch
Stephen McInerney	Victorian Private Sector Branch
Enza Peers	Victorian Private Sector Branch

Moved: David Smith
Seconded: Joseph Scales

MOTION WAS PUT AND DECLARED CARRIED

1.2 Proxies

Recommendation:

“That the following proxies for the National Conference 17th November to 19th November, 2014 be accepted.”

Jennifer Thomas	To	Neil Henderson
Margaret Evans	To	Marianne Ryan
Terese Kingston	To	Penelope Carr
Veronica Meachen	To	Lynette Henson
Gary Vann	To	Graeme Kelly
Stephen (Toby) Mulholland	To	Graeme Kelly
Frank Holobowski	To	Graeme Kelly
Stephen Hughes	To	Graeme Kelly
Russell Woods	To	Graeme Kelly
Natalie Falvey	To	Stephen Birney
Ian Fayle	To	Stephen Birney
Paul Reid	To	Stephen Birney
Darren Wicks	To	Joseph Scales
Leith Semmens	To	Joseph Scales
Ancel Greenwood	To	Jeff Lapidos <i>(proxy only for 17 & 18 November 2014)</i>
Robyn Lambert	To	Wendy Phillips
Stephen McInerney	To	Ingrid Stitt, National Vice-President
Enza Peers	To	Ingrid Stitt, National Vice-President

Moved: David Smith
Seconded: Richard Duffy

MOTION WAS PUT AND DECLARED CARRIED

1.3 Observers

Recommendation:

“That the following observers for the National Conference 17th November to 19th November, 2014 be admitted.”

Judith Wright	NSW & ACT (Services) Branch
Marion Fielke	South Australian and Northern Territory Branch
Steve Georganas	South Australian and Northern Territory Branch
Peter Chaplin	Taxation Officers' Branch
John Argote	Victorian and Tasmanian Authorities and Services Branch
Katherine Sutton	Western Australian Branch
Paul Ceccnini	Western Australian Branch
Keith Boase	Western Australian Branch
Dani Brooks	National Office

Moved: David Smith
Seconded: Robyn Glascott

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: David Smith
Seconded: Penny Carr

MOTION WAS PUT AND DECLARED CARRIED

2.0 Previous National Conference Meeting

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

Recommendation:

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

Moved: James McKay
Seconded: Ruth MacFarlane

MOTION WAS PUT AND DECLARED CARRIED

2.2 Business Arising from Previous Conference • 26-28 November, 2012

Business arising from the previous conference:

Mark Taylor, C&SQ C&A Branch raised the Motion 2: Local Government – Coal Seam Gas Mining.

Greg McLean reported on the motions passed at the 2012 National Conference and invited interested delegates to join discussion at adjournment of Day 1.

The item was noted.

ASU COAL SEAM GAS MINING POSITION

The ASU Branches and National Office have a strong position in opposing development that harms or may harm local communities; ASU members are involved both in their employment and voluntary community activism in safe guarding communities.

The issue of coal seam gas mining in residential, farming and water catchment areas is very much an unknown quantity with respect to short term and long term affects both directly and indirectly. We note there are also issues associated with traditional underground long wall mining and its associated dangers to water tables, water catchment areas and issues faced by ASU members and their communities.

It should also be noted that the so called natural gas shortage in parts of Australia comes at a time when our gas exports are the highest they have ever been, to overseas companies. This would show that the market based system is not working for all Australian citizens, with the export price and infrastructure favouring the export of mined gas, from large deposits, and thus the profits of some.

The ASU believes that the Federal Government, should like other country Governments, earmark an independent determined amount of export gas to be retained for Australian domestic and business purposes, along with electricity generation. The ASU notes there are exceptionally large gas fields in mainland Australia, its close sea beds and neighbouring countries.

We believe the large gas reserves, currently used for export, should be available to all Australians – and the development of large national Gas pipelines, should be used in place of coal seam gas mining.

For these reasons we oppose continued coal seam gas mining – unless new factors supported by non-mining and independent experts become available.

We further support the belief that local communities should be able to have a say and determine local projects in their community.

3.0 2014 Branch Conference Motions

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

3.1 Queensland Workers Under Attack

Neil Henderson reported on the motion and the effect it has on Queensland.

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: Neil Henderson

Seconded: Lynette Henson

MOTION WAS PUT AND DECLARED CARRIED

The following motions were referred to National Conference from the NSW United Services Branch (due to administrative error, the motion was deferred. Item 3.2 resumed following Item 4.0.)

3.2 Green Army

Greg McLean spoke on behalf of the motion.

Mark Taylor made a comment; that Unions' keep a watching brief on quality of training offered to participants and their experience is dependent upon genuine training opportunities.

Recommendation:

"The National Conference opposes the reduction of wages and conditions by the introduction of Government programs (e.g. Abbott Green army proposal) or any other Government proposal that undercuts award employment standards for Australian Workers."

Moved: Steve Birney

Seconded: Greg McLean

MOTION WAS PUT AND DECLARED CARRIED

3.3 Effects of 457 Visas on Employment

Mark Gill and Greg McLean spoke on behalf of the motion.

Recommendation:

"The National Conference views with great concern the implication of overseas workers being used through the issuing of 457 Visas and the impact on the Union members.

The National Conference request the ASU National Office to investigate the impact in all sections where the Union has coverage regarding business entities and contracting out firms."

Moved: Mark Gill

Seconded: Scott McNamara

MOTION WAS PUT AND DECLARED CARRIED

Amendment:

"Call for workers on 457 visas or similar schemes to be offered permanent residency/migration status."

Moved: Pierogiorgio Moro

Seconded: Linda Seaborn

Scott McNamara spoke against the amendment.

With permission of Conference Delegates, Steve Georganos spoke for the amendment.

Mark Gill spoke against the amendment.

The amendment was put to delegates and did not become part of the motion.

The original motion was put and declared carried.

4.0 Life Membership

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

At its meeting on 17 November 2014 National Executive 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: David Smith
Seconded: Linda White

MOTION WAS PUT AND DECLARED CARRIED

Branch Reports

Queensland (Services and Northern Administrative) Branch

Lynette (Lindy) Henson presented the Branch report and Jessie Westaway, Branch report – Youth. Branch delegate of the year nominee notified: Penny Carr, Tenants' Union of Queensland.

New South Wales United Services Branch

Graeme Kelly presented the Branch report, commencing with consecutive on-screen presentations: a strategic breakfast for potential clerical members; a campaign video about local government elections; a promotional membership video. The report was completed with a video roll of honour acknowledging all US Branch delegates prior to notification of branch delegate of the year nominee. Branch delegate of the year nominee notified: Chris Wellington, Broken Hill Shire Council.

New South Wales & ACT (Services) Branch

Sally McManus presented the Branch report supported by a PowerPoint presentation and the Fair Work Commission video case study on facilitation of Sydney Water negotiations through interest based bargaining. The Branch did not notify a Branch delegate of the year nominee.

Western Australian Branch

Jill Hugo and Keith Boase presented the Branch report supported by a PowerPoint presentation. Jill commenced by notifying the conference of the WA Branch delegate of the year nominee: Keith Boase. Keith provided some background to the Branch campaign on metropolitan Local Government Amalgamations. Jill continued with a summary of recent Branch achievements and completed with a video of members who had successfully negotiated an enterprise agreement for the Shire of Broome.

Victorian Private Sector Branch

Ingrid Stitt presented the Branch report, commencing with an on-screen presentation: a photo montage of Branch delegate activities throughout 2014. Branch delegate of the year nominee notified: Rebecca Bull, Target Head Office.

Victorian & Tasmanian Authorities and Services Branch

Richard Duffy notified Branch delegate of the year: Aaron De La Torre, Qantas Tasmania.

Conference adjourned at 5.37pm

Conference commenced at 8.52am 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.

Credentialed 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

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell
Ruth McFarlane
Christine Collyer
Beth Barnes

Barry Stark
Mark Starkey
Mark Taylor
Irene Monro

Jan Sheppard
Jo Justo
Valda Graham

New South Wales & ACT (Services) Branch

Sally McManus
Narelle Clay
Mark Coleman
Geoff Fuller

Natalie Lang
John Maher
Maree McDermott
Jorge Segovia

Robert McLean
Antony Steel

New South Wales United Services Branch

Graeme Kelly
Steve Birney
Bev Spearpoint
Phil Bowering
Kellie Gale
Stephen Donley
Katerina Tahija
Mark Gill
Shane Clapham
Shane Lummis

David (Ross) Crawford
John Mackay
Scott McNamara
Steven Vann
Mark Hartley
Ben Thompson
Noel Martin
Glen McAtear
Clare Raffan
Noel (Tony) Dean

Sandra Morthen
Robert Potter
Sharon Sewell
Paul Sansom
Scott Peterson
Narelle Rich
Craig Chandler
Paul Wesley

Queensland (Services & Northern Administrative) Branch

Neil Henderson
Peter Duffy
Debbie McDonald
Tehanne Denham-Jarvis
Penelope Carr

Jessie Westaway
Lorraine Walter
Lynette Henson
Annette Watt
Kathleen Macdonald

Colin Morehouse
Marianne Ryan
Adam Thompson
Robin (Bob) Paten

South Australian and Northern Territory Branch

Abbie Spencer

Kristen Gilbertson

Sandra Dunn

Taxation Officers' Branch

Jeff Lapidos

Neil Colebrook

Victorian & Tasmanian Authorities and Services Branch

Russell Atwood
Lisa Darmanin
James Mackay
Ann Beck

Maree Renden
Linda Seaborn
Josephine Ackerman
John O'Neill

Wendy Phillips
Dale Borthwick
Aaron De La Torre
Carol Buckingham

Victorian Private Sector Branch

Ingrid Stitt
David Leydon
Amanda Dando

Alan Hall
Vicki Rogers
Lindsay Hesketh

Carita Kazakoff

Western Australian Branch

Paul O'Neill
Wayne Wood
Jill Hugo

Patricia Richardson
Nigel Rainford
Andy White

Michael Dentrinos
Dulcie Donaldson

Minute taker: Joanne Knight

Quorum was established.

1.0 Apologies, Proxies, Observers

1.1 Apologies

Recommendation:

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

Moved: Wendy Phillips
Seconded: Robyn Glascott

MOTION WAS PUT AND DECLARED CARRIED

1.2 Proxies

Recommendation:

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

Moved: Wendy Phillips
Seconded: Robyn Glascott

MOTION WAS PUT AND DECLARED CARRIED

1.3 Observers

Recommendation:

"That the observers for today's session of Conference be admitted."

Moved: Wendy Phillips
Seconded: Robyn Glascott

MOTION WAS PUT AND DECLARED CARRIED

Plenary Session 1: Q&A Panel Session – #asunion14

David Smith introduced plenary session sponsored by AustralianSuper.

Q&A. Is Australia still the land of the 'fair go'? Are we being paid too much? Is our standard of living too high and is it sustainable?

Moderator: Chris Masters – Journalist & Author

Speakers:

- John Osborn – CEO, Australian Chamber of Commerce & Industry (ACCI)
 - Can never be paid too much provided remuneration is linked to productivity outcomes.
- Tim Lyons – ACTU Assistant Secretary
 - The concept of Risk transfer. Risks previously dealt with collectively by society increasingly transferred to individual workers including job security, education and health. Privatisation, outsourcing and financialisation of society leads the risk transfer and significantly impairs the sustainability of the 'fair go'.]
- Emma King – CEO, Victorian Council of Social Service (VCOSS)
 - The 'fair go' is: what can we afford not to pay? A third of Victorians in poverty have a job. Proposed reforms of the current federal government are inherently unfair. While living costs have lowered on average for every Australian, they have increased for low income earners on services that consumers cannot live without. How we can bring back the 'fair go' is by acknowledging the long term benefits of social investment.]
- Innes Wilcox – CEO, Australian Industry Group (Ai Group)
 - There is no gain in being a low wage economy but how are we to manage being a high wage economy and continue to achieve growth. Superannuation and house prices have led to high wages growth on average for Australians. Tax in transfer system may be poor in design for current relativities. Role of government in taxation, infrastructure investment, skills and education However, enormous structural change facing e.g. manufacturing sector.]

The moderator invited speaker responses. Tim Lyons, Innes Wilcox, Emma King and John Osborn discussed the erroneous aspects of a debate in Australia that links labour law and productivity capacity and its impact that stagnates policy outcomes.

Delegates raised the following questions and panel provided answers:

Sally McManus made comments about the lack of choice in employment security and put a question to the panel: Can we talk about rapid wealth transfer to few, taken from working people.

Moderator: Are we overwhelmed by structural change or can we help by multi-skilling young Australians?

Emma King and Innes Wilcox responded.

Mark Taylor put a question to the panel about the need for investment in training and vocational education.

Innes Wilcox and Tim Lyons responded.

Narelle Rich put a question to the panel: Are we going to be the first generation to pass on a lesser standard of living to our kids.

John Osborn, Emma King and Tim Lyons responded.

Delegate commented on lack of benefit from consumer driven education leading to debt and resulting in a lack of connection to training for workforce planning.

Emma King and Innes Wilcox responded to roundabout of fully contestability of services.

Joseph Scales put a question to the panel: the reality of fear of debt incurred a real barrier to entering the education system.

Emma King responded.

Moderator put a question to Innes Wilcox: Do you have to be smarter about the jobs ahead for 30 years to come?

Innes Wilcox responded.

Tim Lyons added his own comments.

David Leydon put a story and a question to the panel: How is making long-serving productively employed but aging workers, redundant and replacing those employees with a more flexible less secure workforce a 'fair go' in Australia today?

Emma King, John Osborn, Tim Lyons and Innes Wilcox responded.

Penny Carr put a question to the panel: What are some of the key ways to tackle housing affordability when negative gearing and capital gains tax are probably driving it; and, how are we to change it when 1 in 6 (the top 20% of income earners) are benefitting from these measures?

Tim Lyons, Emma King and Innes Wilcox responded.

The Moderator thanked the panel and delegates and closed the Q&A.

David Smith thanked the panel and delegates for their full participation, and Chris Masters for moderating the Q&A.

Plenary Session 2: Industrial Relations

Linda White introduced plenary session on Industrial Relations.

Speakers:

Deputy President John Kovacic – Fair Work Commission, addressed delegates on 6 broad areas:

- i. The Commission's workload – collective vs. individual dispute resolution.
- ii. Major cases. 1st of 4 yearly reviews of modern awards 2014, 2014-15 Annual Wage Review, 2014-15 Equal Remuneration Case/Child Care, superannuation review of default fund terms, other significant full bench matters.
- iii. Future directions and the change programme of the Commission developed in response to increased individual dispute resolution and self-represented parties.
- iv. The broader issues of workplace relations dominating the political debate of the past decade: productivity debate, ageing population, shrinking mining and manufacturing sectors.
- v. Trade Union Royal Commission.
- vi. New appeals tribunal to deal with FWC decisions.

Professor Anthony Forsyth – RMIT University supported by a PowerPoint presentation.

Linda White thanked the speakers and delegates.

Keynote Address: The Future of Work

Dr Keith Suter

Greg McLean introduced and welcomed Keynote Speaker, sponsored by AustralianSuper.

Dr Keith Suter – futurist, thought leader & author addressed the conference.

Delegates asked questions of the speaker.

Russell Atwood put a question to the Speaker: Free trade agreements are a bad thing; the Australian services industry makes up about 70% of GDP; the mining and manufacturing industries are shrinking. What is your view of a free trade agreement?

Greg McLean thanked Dr Keith Suter for address on the Future of Work.

Branch Reports

Central & Southern Queensland Clerical and Administrative Branch

Irene Munro, Ruth McFarlane Mark Starkey and Jan Sheppard presented the Branch report supported by a PowerPoint presentation; which included a video presentation from Youtube. Branch delegate of the year nominee notified: Adam MacDonald.

Special Report – ACTU National Campaign

Sally McManus provided a special report to Conference Delegates on behalf of the ACTU National Campaign – Defending Australia's Living Standards, supported by a PowerPoint presentation.

Conference adjourned at 5.05pm

Conference commenced at 9.35am 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.

Credentialed 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

Central & Southern Queensland Clerical and Administrative Branch

Julie Bignell
Ruth McFarlane
Christine Collyer
Beth Barnes

Barry Stark
Mark Starkey
Mark Taylor
Irene Monro

Jan Sheppard
Jo Justo
Valda Graham

New South Wales & ACT (Services) Branch

Mark Coleman
Geoff Fuller
John Maher

Maree McDermott
Jorge Segovia
Robert McLean

Antony Steel
Maralyn Schofield

New South Wales United Services Branch

Graeme Kelly
Steve Birney
Bev Spearpoint
Phil Bowering
Kellie Gale
Stephen Donley
Katerina Tahija
Mark Gill
Shane Clapham

Shane Lummis
David (Ross) Crawford
Scott McNamara
Steven Vann
Mark Hartley
Ben Thompson
Glen McAtear
Clare Raffan
Noel (Tony) Dean

Sandra Morthen
Robert Potter
Sharon Sewell
Paul Sansom
Scott Peterson
Narelle Rich
Craig Chandler
Paul Wesley

Queensland (Services & Northern Administrative) Branch

Neil Henderson
Peter Duffy
Debbie McDonald
Tehanne Denham-Jarvis
Penelope Carr

Jessie Westaway
Lorraine Walter
Annette Watt
John Finn
Kathleen Macdonald

Colin Morehouse
Marianne Ryan
Adam Thompson
Robin (Bob) Paten

South Australian and Northern Territory Branch

Abbie Spencer
Maggie L'Estrange

Kristen Gilbertson
Sandra Dunn

Taxation Officers' Branch

Jeff Lapidos
Ancel Greenwood

Gaetano Greco
Neil Colebrook

Victorian & Tasmanian Authorities and Services Branch

Russell Atwood
Lisa Darmanin
Darren Creswell
Desmond Horton
James Mackay

Ann Beck
Piergiorgio Moro
Maree Renden
John O'Neill
Robyn Glascott

Wendy Phillips
Troy Parkinson
Dale Borthwick
Aaron De La Torre
Carol Buckingham

Victorian Private Sector Branch

Ingrid Stitt
Amanda Dando

Vicki Rogers
Lindsay Hesketh

Carita Kazakoff

Western Australian Branch

Paul O'Neill
Wayne Wood
Jill Hugo

Patricia Richardson
Angela Hartwig
Nigel Rainford

Andy White
Michael Dentrinos
Dulcie Donaldson

Minute taker: Joanne Knight

Quorum was established.

1.0 Apologies, Proxies, Observers

1.1 Apologies

Recommendation:

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

Noel Martin NSW Local Government, Clerical, Administrative, Energy, Airlines & Utilities Branch

Moved: Wendy Phillips
Seconded: Robyn Glascott

MOTION WAS PUT AND DECLARED CARRIED

1.2 Proxies

Recommendation:

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

Noel Martin to Stephen Birney

Moved: Wendy Phillips
Seconded: Robyn Glascott

MOTION WAS PUT AND DECLARED CARRIED

1.3 Observers

Recommendation:

"That the observers for today's session of Conference be admitted."

Moved: Wendy Phillips
Seconded: Robyn Glascott

MOTION WAS PUT AND DECLARED CARRIED

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

Workshop Sessions

WORKSHOP 3: Unionism in a hostile environment. Chaired by Michael Rizzo.

- Mark Irving – Barrister
- Professor Marilyn Pittard – Monash University.

WORKSHOP 1: ASU 2030 – unions of the future. Chaired by John Nucifora.

- Dr Veronica Sheen – Monash University
- Associate Professor Janis Bailey – Griffith University.

WORKSHOP 2: Superannuation – investing workers' capital. Chaired by Joanne Knight.

- Anne-Marie Corboy – HESTA Super
- Cate Wood – CareSuper
- Paul Schroder – AustralianSuper.

Russell Atwood invited Michael Rizzo, John Nucifora and Joanne Knight and to present a summary report and outcomes from the Workshop Sessions.

Branch Reports

Taxation Officers' Branch

Neil Colebrook and Jeff Lapidos presented the Branch report. The Branch did not notify a Branch delegate of the year nominee.

South Australian & Northern Territory Branch

Joseph Scales presented the Branch report. The Branch did not notify a Branch delegate of the year nominee.

Sponsor Door Prizes

Russell Atwood invited Sponsors to draw winners of door prizes offered over the duration of the Conference:

1. AustralianSuper hamper won by Robyn Glascott.
2. ACTU/Member Benefit Connect won by Ruth McFarlane.
3. Union Shopper won by Darren Creswick.

Conference business resumed at 1.26pm.

Special Guest Speaker

Nicole Livingstone OAM

Russell Atwood introduced and welcomed Motivational Speaker: Nicole Livingstone OAM – Australian Sportswoman & Media Personality.

Delegates invited to ask questions of the speaker.

Mark Taylor put a question to the speaker: Do you put any credence in the claim that the Australian athletes at the London 2012 Games were distracted by social media?

Nicole Livingstone answered.

David Smith thanked Nicole Livingstone OAM for her motivational speech to delegates.

David Smith announced that Russell Atwood will not stand for re-election in 2015, making him unavailable to continue in his role as National President and thanked him for his service.

David Smith also thanked Brigid Marasco for co-ordinating the conference.

Russell Attwood closed the conference.

Conference concluded at 2.04 pm

DRAFT - not approved

2.2 Business Arising from the Minutes of the National Conference Meeting • 17-19 November 2014

[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 Ending Community Development Program (CDP) – SA & NT Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation of the July 2016 ACTU Executive:

A decent living standard, just wages, social protections, the social safety net and self-determined, fulfilling employment is at the heart of the Australian Union Movement. The Australian Union Movement will work to increase and empower Aboriginal and Torres Strait Islander union members, workers and their communities for a strong representative voice to ensure these rights.

Our alternative vision is one where:

- Aboriginal and Torres Strait Islander people are the architects of their place in Australia and are equal partners in the development and implementation of policies that effect their way of life;*
- Aboriginal and Torres Strait Islander workers are engaged in fulfilling employment with the standard conditions and wages afforded to other Australian workers;*
- Aboriginal and Torres Strait Islander people are respected; the diversity of cultures, lands and traditions are respected and seen as an integral part of the Australian identity; and*
- Aboriginal and Torres Strait Islander peoples have economic security, a decent social safety net and access to universal social services (health, education, essential services) which provide the foundation for a decent and fulfilling life with equality and opportunity.*

The current Turnbull government is overseeing some of the worst attacks on Aboriginal and Torres Strait Islander workers and community organisations in a generation. Not since the wins of the Wave Hill Walk Off have we seen government sanctioned wage discrimination.

The Community Development Program (CDP) undermines the industrial rights of 37,000 workers of which 31,000 are Aboriginal and Torres Strait Islander workers. The CDP forces workers into 25 hours of labour, provides no federal occupational health and safety or workers ‘compensation protection, provides no superannuation, no workplace employment standards and could be exploited by employers as a free source of labour.

While the federally mandated maximum wage that oppressed the workers at Wave Hill is gone, the Community Development Program remains, mandating that the people in remote communities work longer hours than people in metropolitan areas for the same welfare payments, or risk months cut off from government support.

The ACTU Executive is committed to ending any employment discrimination against Australia workers and as such condemns the CDP and will advocate for the restoration of equitable treatment for Aboriginal and Torres Strait Islander workers.

The ACTU Executive endorses the ACTU officers to pursue whatever community, campaign, legislative and legal mechanisms it deems appropriate to end the CDP and fight shoulder to shoulder with Aboriginal and Torres Strait Islander workers in the pursuit of equality and fairness for all Australian workers.

The Australian Services Union commits to participate in a campaign to ending the CDP.”

Moved:

Seconded:

3.2 Closing the Gender Super Retirement Gap – QLD (S&NA) Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

The National Conference believes that the ASU can play an important role in closing the gender super retirement gap that many of our members face as retirement approaches.

National Conference therefore commits to lobbying the federal government to kick start measures to at least move towards some equity in superannuation to:

- Immediately increase compulsory employer contributions from 9.5 to 12 per cent, which Tony Abbott halted in 2014.
- Boost women’s superannuation balances and address the effects of longevity on annual retirement incomes by increasing compulsory employer contributions for women at a level that is two per cent higher than the mandatory rate for men or a lump sum payment of \$10 000 at age 21.
- Amend sex discrimination legislation to make these extra payments possible for women.
- Introduce progressive taxation of superannuation, based on marginal rates minus a rebate that will address the inequitable nature of current tax settings to improve women’s retirement incomes, particularly for those on lower incomes.
- Remove the current exemption for employer superannuation payments to employees earning less than \$450 per month, as these employees are mostly female.
- Make the \$500 low income payment permanent for all women regardless of income levels.
- Allow super funds to discriminate in favour of women in regards to fees charges.
- Compulsory super payments during PPL.
- Free financial planning and education.”

Moved:

Seconded:

Information to support motion - Closing the Gender Super Retirement Gap

When women have to extend their working year by 70 days just to reach the average annual male wage, it becomes an even harder and more daunting task to accumulate a decent superannuation nest egg.

This superannuation gender gap is the real crisis facing our quickly ageing membership and society.

The union movement and industry super funds have warned about this gap for many years, and it's encouraging to now see retail super funds echoing these concerns.

In 2015, the average super balance at retirement for women was \$138,150 but was \$292,500 on average for men. Based on modelling from Industry Super Australia, that current \$154,000 gap will increase to \$170,000 by 2030.

There are clear reasons for this: women on average earn less than men, women tend to take time out of the workforce to raise children, often return to work on a part time basis, and regularly take on other caring responsibilities for elderly parents and/or grandchildren.

Divorce and separation can also negatively impact their retirement income.

Women are living longer than men, with an average life expectancy of 84 years compared with 80 years for men, and as such need their retirement income to stretch over a longer period of time.

However, figures from the Association of Superannuation Funds of Australia (ASFA) show that women are retiring on average with 53% less super than men. Even women who contribute to their maximum ability can face a retirement shortfall.

But this doesn't give governments and employers an excuse to simply ignore this issue.

Despite decades of legislative, industrial and social advancement, women are still so far behind at a vulnerable time in their lives.

During the 2016 federal election campaign, the LNP showed itself a rudderless ship on super.

They cut the Low Income Superannuation Contribution for low income workers in 2014 – women are the majority of this group – and then scrambled to replace that with their own version, the Low Income Superannuation Tax Offset.

3.3 Climate Change - VIC Private Sector Branch

The following motion was referred to National Conference by the Victorian Private Sector Branch to adopt the following motion into union policy.

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

The ASU understands that the climate change crisis is an issue of environmental and social justice. Those who have done the least to cause climate change will experience the consequences first and worst.

Climate change will have the greatest impact on our youth, our future generations and importantly, those who have the smallest voices and those who will find it hardest to adapt.

The ASU Victorian Private Sector Branch is committed to climate justice. Through solidarity with our allies and through our organising, we work to address inequality.

The environment is a social good to be conserved. The ASU fights for fairness and equality when it comes to influence over and distribution of environmental goods.

We note that the ASU covers significant numbers of workers in the energy industry, including in coal fired power stations. Accordingly we want to see a transition to a cleaner, fairer, job-rich Victoria that can provide these workers with a just transition.

A Victoria that respects the rights of all people and that supports workers in the transition to a sustainable future. A Victoria that gives all workers fair access to the clean economy and leaves young people to inherit a safer, cleaner world.

In this motion, Delegates of the ASU commit to the following union objectives:

- Provide fair access to a “clean” economy for all;
- Extends our leadership in renewable energy and ensures the benefits of new technology are shared by all;
- Support workers to transition into “clean” jobs;
- Reduce Victoria’s carbon emissions in line with the 1.5 degree Safe Global Warming target.”

Moved:

Seconded:

3.4 Climate Change and Just Transition for Workers and Communities - SA & NT Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

The Australian Services Union accepts the overwhelming science that carbon pollution is causing climate change.

We are committed to ambitious action to reduce carbon emissions and avoid the worst impacts of climate change.

We recognise the opportunities for Australia in being a world leader in the transition to a low carbon economy.

We want to ensure a just transition for workers, their families and communities.

Only the labour movement will ensure that workers in carbon-intensive industries are supported through the decarbonisation transformation.

Workers and families in regional areas who are affected by the closure of carbon intensive industries are some of the first in South Australia to feel the impact of the transition to a low-carbon economy.

The Australian Services Union stands with these workers and families and supports plans which assist local workers and local populations to obtain jobs through skill acquisition, skill transferability and skill enhancement in the new low carbon industries particularly in the renewable energy sectors.

The Australian Services Union supports Climate Change Strategies which:

- build on Australia’s past climate change action towards more ambitious targets;
- support the development of renewable energy generation;
- maximise opportunities for green and decent jobs;
- prepare workers for jobs in the low-carbon economy;
- encourage investment in and targets industry assistance to low-carbon industries;
- give highest priority to transitioning workers and communities affected by closures and reduced job opportunities in carbon-intensive industries;
- give workers and unions a voice;
- align climate change responses with regional development strategies;
- respect labour and human rights; and
- ensure social protection for individuals and communities.”

Moved:

Seconded:

3.5 Plebiscite for Marriage Equality – SA & NT Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

The ASU is a proud supporter of marriage equality.

The ASU therefore naturally supported the ACTU Executive marriage equality resolution in August, which opposed the Turnbull Government’s proposed plebiscite:

“The Turnbull government has proposed a non-binding and costly plebiscite be held that would in effect result in significant public vilification of a wide range of people, including the children of same sex couples, and have no more legal standing than an opinion poll.

The ACTU Executive believes that during a time when more people are having their jobs destroyed, their wages cut and their living standards diminished it is not appropriate to spend in excess of \$160 Million on a national opinion poll.

\$160 Million would be better spent providing training to young unemployed workers, restoring refuge services for the victims of domestic violence or putting back funding that was stripped out of much needed community legal services.

The ACTU Executive believes that all people in Australia must be treated equally in law.

*The ACTU Executive calls on the Turnbull government to allow a free vote on this issue thus avoiding a divisive and costly plebiscite and providing an opportunity for our elected representatives to ensure equal rights for all couples regardless of their gender.”
(Excerpt from ACTU Executive resolution)*

In the vast majority of Australian workplaces, it is no longer acceptable to critique, make fun of, or worse, discriminate against LGBTIQ people due to their sexuality and/or gender identity.

A plebiscite for marriage equality not only licences such behaviour – it encourages it.

As the union for the social and community services sector, ASU members acutely understand the harm this sort of ‘debate’ would cause for the entire workforce, and in particular the LGBTIQ community.

The core values of our Union are equality, rights and safe workplaces – a plebiscite and opposition to marriage equality flies in the face of these values.

The ASU will continue to campaign against a plebiscite for marriage equality and for a successful vote on a Marriage Equality Bill within the Australian Parliament.”

Moved:

Seconded:

3.6 Domestic Violence Leave – NSW & ACT (Services) Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

At the time of writing, already 50 women have died this year in Australia as a result of violence against women. Many of these women have died at the hands of an intimate partner, former partner or family member. As a community we must act to end violence against women.

Access to paid Domestic Violence leave is a vital industrial entitlement that the ASU has a proud history of pursuing through Enterprise bargaining. We have seen its inclusion in agreements across every industry that ASU members work in.

We know that access to Paid Domestic Violence leave has the real and practical effect of saving the lives of women and their children. It also enables women to remain engaged in the paid workforce, and financially secure while they are experiencing and leaving violence.

The ASU recognises the important Modern Award case that the ACTU is running in pursuit of having paid domestic violence leave included in all modern awards. We remain committed in our support of this case and note that the ASU has provided a significant number of witnesses to the case.

The ASU further acknowledges that ACTU congress in 2015 adopted the call for paid domestic violence leave to be included in the National Employment Standards.

Including Paid Domestic Violence Leave in the National Employment Standards is important because it would not only ensure that every National System employee would be entitled to it, but that no Enterprise Agreements could remove workers’ entitlement to paid domestic violence leave.

The NES includes entitlements to annual leave, personal carers leave, parental leave, community services leave and long service leave. We must ensure that domestic violence leave is not seen as any less of an entitlement.

If we are going to end violence against women and their children, we must also address community perceptions about the issue, and including paid domestic violence leave in the NES is a step towards this.

This conference acknowledges and applauds the decades of hard work of ASU members in developing and fighting for paid domestic violence leave provisions.
The ASU calls upon all levels of government to support our call for paid domestic violence leave in the NES.”

Moved:

Seconded:

3.7 Local Government Rate Capping – SA & NT Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

The Australian Services Union is opposed to rate capping within local government.

Experience shows that rate capping bears a negative impact on the financial sustainability of local government.

Rate capping limits the capacity of local government to raise the revenue required to fund essential services and infrastructure, and would unacceptably limit growth in local government workers’ wages.

The Australian Services Union furthermore believes that the attachment of conditions to a rate capping policy, which allowed councils to compete for capping increases, is likely to impose an unacceptable administrative, financial, and/or political burden on councils.”

Moved:

Seconded:

3.8 Community Services Funding and Support – NSW & ACT (Services) Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

ASU members working in social and community services campaigned together in the 2016 federal election for a fairer way of funding community services. They rallied, lobbied, held local actions in their communities and called on candidates across marginal seats to sign an ASU pledge for a better deal for community services and their workers.

On the eve of the election, the Federal LNP Government established a Productivity Commission Inquiry to open community services funding to greater “competition” and “contestability” by allowing for-profit multinational corporations to make money from the provision of family and community services such as domestic violence and homelessness.

This cannot go unchallenged.

The community sector already faces endless re-tendering, short term contracts and a competitive environment that affects members job security and wages and conditions as providers fight for ever reducing government funds.

The Australian Services Union calls on all Governments to:

- Not support or implement competitive tendering for community services and ensure a fairer distribution of funds between smaller locally based organisations and larger organisations, and between specialist providers and generalist providers.
- Exclude for-profit providers from receiving government funds for the provision of social and community services
- Implement sustainable funding cycles of at least 5 year service agreements
- Commit to planned indexation of community and social services funding
- Value and fund the important advocacy work of the community sector and never silence the voice of the sector and the people they support via gag-clauses or any other such restriction
- Establish a national framework for action by federal, state and territory governments to reduce violence against women and their children. In particular, a new funding stream of additional funds to fill current service gaps across jurisdictions in the provision of specialist women-led women’s services across Australia so a holistic approach is taken to supporting women and their needs when leaving domestic violence.”

Moved:

Seconded:

3.9 National Disability Insurance Scheme (NDIS) – QLD (S&NA) Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

The ASU national NDIS campaign is focused on making sure that the NDIS is the best it can be for everyone involved. The ASU supports people with disabilities having choice and control. We believe this is maximised where there is a stable, skilled and properly paid workforce.

We believe that to ensure the NDIS is the best it can be, the workforce must be supported with a decent safety net of conditions, and secure jobs, so the sector can grow and retain skilled professional workers.

The ASU will continue to campaign on our four key pillars:

- Decent pay and conditions protected in NDIS pricing;
- Secure jobs at the centre of service delivery;
- Workforce engagement in how providers adapt to NDIS; and
- Professional standards and career paths.

In doing so the ASU calls on all governments to:

- Enhancing skill levels, skill recognition and continuing professional development of the disability sector workforce and that there is access to quality and relevant training provided by TAFE;
- Ensuring employment standards and employee entitlements are protected and maintained through the National Disability Insurance Scheme funding mechanisms so NDIS pricing reflects the true cost of required staffing supports for people with a disability;
- Minimise the spread of casualised and insecure work in the disability sector; and
- Develop best practice standards and accreditation of supports in consultation with stakeholders so that quality controls and safeguards can be established, maintained and properly funded.”

Moved:

Seconded:

3.10 Higher Education – QLD Together Branch

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

Recommendation:

“That the 2016 ASU National Conference endorses the following recommendation:

ASU National Conference recognises the importance of improving the living standards of all Australians. In doing so, we acknowledge education as a key enabler to improving the living standards of all Australians, what it means for Australian families, and what it means for those who work in the education sector.

The Australian Services Union commits to working with other Unions in lobbying current and future federal governments to:

- secure a high quality publicly funded education system; and
- end the agenda for the deregulation of our higher education sector (VET and Universities).

Specifically, we call upon the Federal Government to deliver a quality post-compulsory education which:

- is publicly accessible to all and is federally funded;
- promotes the benefits of what education brings as a key underpinning enabler to the Australian society and economy;
- includes quality assurance frameworks and regulations for all post-compulsory education providers, specifically for the VET and Higher Education sectors;
- is accessible to all Australians, and encourages increased participation by underrepresented sectors of our community (e.g. Aboriginal and Torres Strait Islander peoples, people of low socio-economic status, remote and regional communities, and people from a non-English speaking background).”

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:

- Rod Miles - Queensland Together Branch
- Paul Marzato - NSW United Services Branch
- Jim Montague - NSW United Services Branch
- Mark Gill - NSW United Services Branch
- Ian Buckley - Queensland (Services & Northern Administrative) Branch
- Pauline Gallagher - New South Wales & ACT (Services) Branch
- William (Billy) Wotton - New South Wales & ACT (Services) Branch
- Anne McEwen - South Australian & Northern Territory Branch
- Lindsay Goode - South Australian & Northern Territory Branch
- Ian Petrie - South Australian & Northern Territory Branch
- Keith Meynell - Taxation Officers' Branch
- Russell Atwood - Victorian & Tasmanian Authorities & Services Branch
- Garry Weaven - Victorian & Tasmanian Authorities & Services Branch
- Greg Day - Victorian & Tasmanian Authorities & Services Branch
- John O'Neill - Victorian & Tasmanian Authorities & Services Branch

Moved:

Seconded: