# THE AUSTRALIAN WORKERS' UNION
# WEST AUSTRALIAN BRANCH




# NATIONAL CONFERENCE REPORT

# 2024

WA BRANCH

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WA BRANCH

# SECRETARY

REPORT

I am extremely proud to present the WA Branch report to the 2024 National Conference.

Our report highlights and provides an overview of our challenges, member driven campaigns, key achievements, and the future direction of the AWU in WA. I believe our report showcases our unwavering commitment to our Western Australian members.

You will review a summary of our negotiating outcomes, member engagement activities and how we work side by side with members to deliver workplace power and strength through unity.

Our report demonstrates the importance of placing members at the forefront of everything we do and why we do it. On display is empowering members and developing and supporting workplace delegates.

I would like to formally acknowledge our National Secretary Paul Farrow and his hard-working team.

I also take this opportunity to recognise the solidarity from my colleagues, Stacey Schinnerl, Tony Callinan, Ronnie Hayden, Peter Lamps, and Ian Wakefield. Our National and interstate colleagues are the true definition of stronger together.

Special thanks to my Branch Executive and leadership team. We are always learning, listening, and developing our expertise to advance the industrial interests of our members by organising workplace power across the WA's industrial landscape.

We trust our report illustrates the entire WA Branch team's high level of dedication, passion, and commitment.

Our organising, admin and industrial team remain laser focused on representing members' best interests in every corner of this great state.

Thank you for standing alongside us.

**Brad Gandy**
**WA Branch Secretary**
**The Australian Workers' Union**



# WA LEADERSHIP




**ANDY HACKING**
WEST AUSTRALIAN BRANCH PRESIDENT




**BRAD GANDY**
WEST AUSTRALIAN BRANCH SECRETARY




**CRAIG BEVERIDGE**
WEST AUSTRALIAN ASSISTANT SECRETARY

# ORGANISERS



**DAN MCCAIG**
SOUTH WEST COORDINATOR



**ANDY DUFFY**
NORTH WEST COORDINATOR




**SHANE ROULSTONE**
WMWA COORDINATOR



**ROSS KUMEROA**
OFFSHORE ALLIANCE



**JEFF PRATT**
MID WEST & PUBLIC SECTOR




**SULIMAN ALI**
FPU ORGANISER




**WILLIE HOPE**
GOLDFIELDS ORGANISER



**CATE O'KEEFFE**
GOLDFIELDS ORGANISER



**BEN HUGHES**
KWINANA ORGANISER



**SHANE MALCOLM**
SOUTH WEST ORGANISER



**TONY HALL**
OFFSHORE ALLIANCE



**ANDY RANFORD**
ALUMINA ORGANISER

# LEGAL



**EMMA DOUGLAS**
COMPLIANCE AND INDUSTRIAL COORDINATOR



**CRAIG DUNNE**
LEGAL OFFICER



**EUNICE ONG**
LEGAL OFFICER



**LUCY WARDLE**
LEGAL OFFICER



**RHEANNE LONG**
INDUSTRIAL ASSISTANT



**ANGELICA MARTINO**
INDUSTRIAL ASSISTANT



**AWU WA BRANCH TEAM**
AT MAY DAY 2024

# ADMINISTRATION



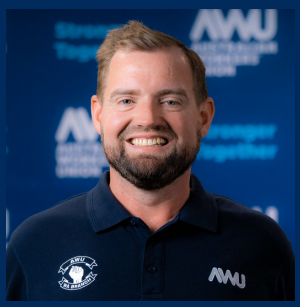
**SUE PETHICK**
OFFICE & TRAINING COORDINATOR



**LEANNE STOKES**
EXECUTIVE ASSISTANT



**ALICE FITZGERALD**
MEMBERSHIP OFFICER



**HARRY BURROWS**
MEMBERSHIP ENGAGEMENT & COMMUNICATIONS



**JESSICA WIBOWO**
SENIOR ACCOUNTS OFFICER



**ROSA TU**
ACCOUNTS OFFICER



**ANTHONY HARRIS**
MEMBERSHIP ADMIN



**EMILY DENNIS**
RECEPTION

**IZZY JOHNSTON**
OFFSHORE ALLIANCE

# AWU MEMBERS AT WORK


























AWU
AUSTRALIAN WORKERS' UNION
Western Australia


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PHS 35




Components




PHS 44
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WA BRANCH
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WA BRANCH






# MAY DAY 2024

## MEMBERS MARCH IN FREMANTLE FOR MAY DAY ONCE AGAIN.

The AWU faithful hit the streets of Fremantle in force once again to march proudly in the May Day parade celebrating all the hard-fought struggles and wins of the AWU and the wider union movement in Western Australia.

The AWU delegation was led by National Secretary, Paul Farrow and WA Branch Secretary, Brad Gandy who proudly guided hundreds of AWU members from the Esplanade through Fremantle and back. The dedication of our members was on display with over 400 members taking part in the AWU May Day march - our best turnout to date!

We were proud to march alongside our union brothers and sisters including our Offshore Alliance and Western Mine Workers' Alliance members who had a strong presence within the AWU delegation. Our members are our union and we couldn't be prouder of our AWU members who came from far and wide with many travelling from the South West, Albany, Mid-west, Pilbara, Kalgoorlie and beyond to show their support for the AWU.

We're excited to see what's in store for next year's march.














AWU
WA BRANCH


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Stronger Together






AWU
AUSTRALIAN WORKERS' UNION
Stronger Together
Western Australia

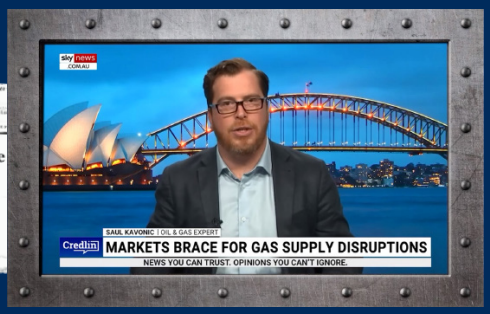
# OFFSHORE ALLIANCE

## PROTECTED INDUSTRIAL ACTION - WOODSIDE & CHEVRON










Our Offshore Alliance members won their fight against two of the biggest multi-nationals operating in Australia. Our Offshore Alliance members at Woodside and Chevron got organised and built union density on site to force Woodside and Chevron to negotiate union agreements with Tier 1 rates of pay.

Members put an end to 30 years of individual contracts on Woodside's North Rankin, Goodwyn Alpha and Angel Platforms. This wasn't without a fight; Woodside threw everything it could at our members to stop them organising, but they dug in and won – 13 times in a row in the Fair Work Commission and Federal Court.

After 15 months, long delays and every legal trick in the book by Woodside's lawyers and management, Woodside caved at the 11th hour before protected industrial action was taken.

Our members at Chevron's Gorgon, Wheatstone Platform and Wheatstone Downstream facilities showed incredible patience in the face of extreme resistance by Chevron's lawyers and management. Chevron workers took protected industrial action including rolling stoppages and bans on loading tankers with LNG or condensate.

After repeated delays and long negotiations Chevron sought the help of the Fair Work Commission to assist in the negotiations. During the Fair Work Commission assisted negotiations Chevron agreed in-principle to meet the union half-way on many items present in our log of claims. Unfortunately this agreement did not last long with Chevron's lawyers attempting to back out of this agreement only a few weeks later. This reignited our members and just as they did before they stuck together and voted once again to take protected action. The following week Chevron folded and finally agreed to pay Tier 1 oil and gas rates of pay in a union negotiated Enterprise Bargaining Agreement.

Thanks to the dedication of Offshore Alliance members, delegates, organisers and legal team, workers on Woodside and Chevron facilities have an EBA which respects their work and experience, provides advancement opportunities and pays them what they're worth.

# WMWA'S FIGHT FOR FAIR

## BHP'S AREA C AND SOUTH FLANK IN OUR SIGHTS

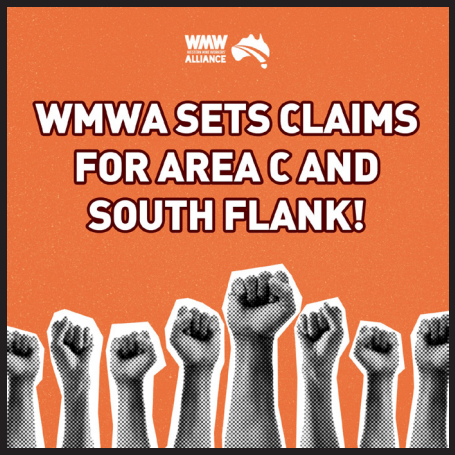
The Western Mine Workers' Alliance (WMWA), an alliance between the AWU and MEU, has commenced bargaining with BHP at their Area C and South Flank mine sites in WA's Pilbara region. In September the AWU and WMWA Leadership team including National Secretary, Paul Farrow and WA Branch Secretary, Brad Gandy were in the Pilbara meeting with members on-site and at WMWA member dinners and meetings.

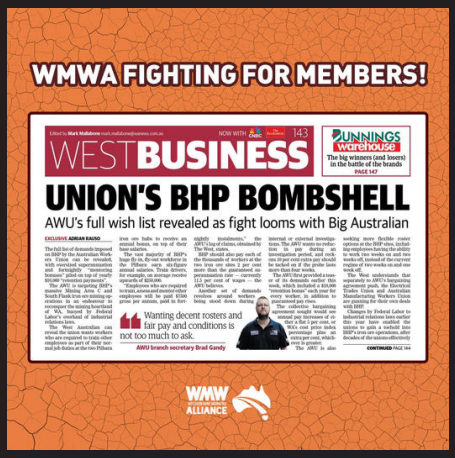
The WMWA is fighting for fair, we are unashamedly pursuing better pay and conditions for our members at the BHP Area C and South Flank mine sites. This includes guaranteed pay increases of 5% or WA CPI +1% (whichever is greater) and a $10,000 retention bonus for every worker.

After the completion of the Pilbara tour the WMWA submitted their log of claims which included:

- A Fair site-wide agreement that covers all employees
- No reduction in workers' current terms and conditions
- Fair guaranteed annual pay increases of 5% or WA CPI % + 1 (whichever is greater paid on employee's base rate and allowances)
- Fair pay equity for workers across the site and compared with other sites – to address the generally low rates paid to workers at South Flank and Area C
- Real Roster options for employees, including 2 and 2
- A 10K annual retention bonus for each worker onsite
- A fair, clear, detailed, and comprehensive classification structure that encourages progression for all employees including all trades.
- Fair compensation for working public holidays
- Fair compensation for dealing with delayed flights
- Fair allowances for the type of work done – like nightshift & higher duties
- Fair job security and redundancy provisions

Our members in the Pilbara put in long hours and work in extreme heat keeping the WA economy booming and it's only fair that they get their share. of BHP's massive profits.






# MINING - PILBARA




## MEMBERS AT CITIC PACIFIC MINING TAKE ACTION

AWU members at Citic Pacific Mining working at the Sino Iron project in the Pilbara are celebrating their new EBA. After continual delays by management and months of waiting for Citic Pacific to respond to their log of claims AWU members through their Organiser, Andy Duffy put in an application for a Protected Action Ballot Order (PABO).

The application was successful, and the Deputy President of the Fair Work Commission asked Citic Pacific to respond to our members' claims. Citic's response was less than satisfactory, and our members voted overwhelmingly 'YES' to taking Protected Industrial Action.

AWU members threatened Protected Industrial Action of 2 hour rolling stoppages, ramping up to 4, 6, 8 and then 12. When it became clear that the AWU would not back down Citic responded to our claims with a 5% one-off payment as backpay in 2023, 19% pay increase (8% in 2024, 5% in 2025, 3% in 2026 and 3% in 2027), improved parental leave and backpay of first pay increase to when the first 'Yes' vote was achieved.

Our Sino Iron members did not back down in face of pressure from management and are now enjoying the pay increase they deserve.







# MINING - GOLDFIELDS



## FORCING NORTHERN STAR TO THE NEGOTIATION TABLE

Since the passage of the Federal Government's *'Secure Jobs, Better Pay'* legislation, the AWU has been busy forcing belligerent mining employers back to the negotiation table, this includes in the Kalgoorlie Superpit, both above and underground. Since then the AWU has completed the negotiations for the Mt Charlotte Underground and KCGM Surface Agreements locking in pay and conditions for hundreds of workers at the Kalgoorlie Superpit for another 3 years.




Pit operator KCGM (Northern Star Resources) did not want to negotiate these agreements, applying to terminate the Mt Charlotte Underground Agreement prior to the new legislation being introduced to Federal Parliament. The AWU won and forced Northern Star back to the negotiation table once again to get our members a better deal in the Goldfields.




## MEMBER MINIVAN HITS THE ROAD TO KALGOORLIE

The AWU team and WA Branch Secretary, Brad Gandy hit the road for the first time this year with the AWU Member Minivan visting our members in Kalgoorlie at Main Roads, Water Corp, KCGM (Superpit) and Gold Fields Australia (St Ives Mine) discussing their pay, conditions and workplaces.




The Goldfields was just the beginning and we can't wait to see the Member Minivan across Western Australia.

# ALUMINA - ALCOA



## ALCOA MEMBERS CELEBRATE THEIR NEW EBA!

AWU members at Alcoa approved their new agreement with 92% of workers at the Huntly and Willowdale Mines and refineries in Kwinana, Wagerup and Pinjarra voting in favour of their new Enterprise Bargaining Agreement.

Members at Alcoa have time and time again been the definition of union power. AWU members across all 5 of Alcoa's sites in Western Australia work together every day to ensure no worker is left behind.

Alcoa is acutely aware of the high density and union power of the AWU on their sites. This year being the 5 year anniversary of the 53 day strike in 2018 is a timely reminder that the AWU is a force to be reckoned with at Alcoa.

The workplace power held by AWU members at Alcoa allowed the bargaining committee to put forward a strong offer of 6% and 6% over a two year agreement.

Alcoa responded in turn with a counter-offer of 10% over two and a half years, an offer the delegates, members and workforce voted to accept. Thank you to all the members who took part in our member survey receiving over 1200 submissions - 80% of AWU members on site which informed the AWU's offer.



**Alcoa Delegates mass meeting - Pinjarra**

# KWINANA CLOSURE




## KWINANA REFINERY CLOSURE - POWER IN THE UNION

In January 2024, Alcoa announced the closure of the Kwinana Alumina Refinery by 2025 after 60 years of operation in Western Australia. The AWU is deeply disappointed by Alcoa's decision which was made with little consideration of their workforce or their families and local community.

The closure will result in the loss off 700 jobs at the Kwinana Refinery with 500 AWU members impacted by the end of 2024 and a further 200 by the end of 2025. The AWU was on site on the first day of the closure and was there every week until the final round of redundancies supporting our members when they needed us the most.

AWU National Secretary, Paul Farrow and WA Branch Secretary, Brad Gandy worked closely with the local AWU team to ensure no stone was left unturned in ensuring our members at Kwinana received every last cent they were entitled to under their EBA and received priority when it came to internal transfers if they wished to continue at Alcoa.

Our Alcoa Kwinana members reaped the rewards from their 53 day strike with the key issues in that EBA dispute being the redundancy (job security) clause. A clause which resulted in them receiving tens to hundreds of thousands more compensation than would be granted to them by the NES. Our focus now shifts to continuing to support our remaining members at the Kwinana Alumina Refinery performing care and maintenance and in doing so honouring our retiring members' legacy.








# NICKEL AND LITHIUM



## WA NICKEL AND LITHIUM UPDATE

2024 has been a rough year for our members working in rare earths including the troubled Nickel and Lithium industries.

AWU members working at BHP's Nickel West sites in Kwinana and Kambalda near Kalgoorlie received the bad news of a curtailment in production shortly after Quantum Resources members out at the Ravensthorpe Nickel Mine and Refinery. These curtailments were a direct result of an influx of cheaper and lesser quality nickel being dumped onto the international market by Indonesian producers backed by China.

At the same time AWU members at Ablemarle Lithium were informed of the halting of expansion plans and the closure of their second lithium production train at the Kemerton Lithium Hydroxide Plant in WA's South West due to 'weaker than expected growth in electric vehicle sales'.

The AWU has been working on-site and behind the scenes to provide workers with on the ground support and ensure that BHP provides it's workers with a choice - redeployment or redundancy. At the time of writing BHP has assured the AWU and WA Government that they have provided redeployment options for the majority of the workforce already having redeployed over 700 workers to their iron ore and other mining operations.

The union has also been lobbying WA Mines Minister, Hon David Michael MLA and Federal Resources Minister, Hon Madeleine King MP to help the WA industries survive this economically challenging time. These conversations have resulted in royalty relief from the WA State Government and a Critical Minerals Production Tax Incentive (Tax Credit) to help support local producers compete against the unrelenting market forces.

The AWU understands the dire situation faced by the WA Nickel and Lithium Industry but will not stand by while employers use this as an opprtunity to callously cut their workforces with reckless abandon. We will do everything within our power to protect and help create new jobs in these struggling yet vitally important industries to Western Australia's economy and future prosperity.

# KWINANA STRIP



## KWINANA UPDATE

The AWU has continued to build union and workplace power across the Kwinana Industrial Strip signing new union agreements at TRONOX, Tianqi, ATOM and Cockburn Cement while supporting our members at BHP Nickel West and Alcoa Kwinana Refineries.

## TRONOX MEMBERS LOAD UP WITH 16%

Our TRONOX members celebrated their new EBA in February 2024 fighting for and winning a 16% pay increase over 4 years and further increases to their higher duties and other loadings.

By sticking together AWU members on site have also been able to establish a Joint Consultative Committee (JCC) in order to discuss conditions of work and ongoing workplace reforms at TRONOX.

## TIANQI LITHIUM REFINERY EBA COMPLETE

Members at Tianqi Lithium refinery are now enjoying improved pay and conditions thanks to their newly negotiated EBA. AWU members at Tianqi fought for and won a 20% pay increase over 4 years with improved allowances and conditions.



## NEW KWINANA ORGANISER - BEN HUGHES

Introducing Ben Hughes, our new Organiser on the Kwinana Strip. Ben comes to the AWU as a long time shop steward for the Shoppies Union (SDA) at the Woolworths Distribution Centre with experience in negotiating and enforcing EBAs and the Fair Work Act.

Ben has replaced Andy Hacking as the Organiser for the Kwinana Strip while Andy transitions towards retirement. Our members in Kwinana are in good hands with Ben already proving that he is up to the task securing a brand new EBA at Cockburn Cement.

# ROAD MAINTENANCE



## MAIN ROADS CONTRACTORS MOVE IN-HOUSE

AWU members working in road maintenance were formally welcomed into Main Roads by the Minister for Transport and Deputy Premier, Hon Rita Saffioti at the Neerabup Depot in Perth's northern suburbs in October 2023.

Workers from the Jandakot, Neerabup and regional depots have now moved from insecure contract work into sustainable and better paid jobs as public sector employees.

The AWU has been working with the State Government to ensure every worker has an opportunity to work for Main Roads. Our Organisers and WA Branch Secretary, Brad Gandy have travelled from Esperance to the Goldfields to Geraldton and the Pilbara and everywhere in between to welcome and support our newest Main Roads members as they transition to becoming Main Roads employees.

The message from members has been loud and clear with many excited to see what new opportunities and pathways their new employer holds for them and their families.







# PETROLEUM - ATOM



## ATOM MEMBERS VOTE YES TO NEW EBA

In October 2023, the Fair Work Commission approved the *ATOM Kwinana Terminal Operators Enterprise Bargaining Agreement 2023*.

When BP callously closed their refinery in 2021 they shattered the working future of many AWU members and put Australia's fuel security at risk. BP thought they had seen the last of the AWU and our members, they were wrong.

BP returned to the site through its joint venture with UGL - ATOM with rates of pay which did not align with industry standards. This pushed ATOM employees to reach out to AWU Organiser and WA Branch President, Andy Hacking who got them organised, unionised and ready to fight for competitive rates of pay which respects their work.

Andy and our ATOM members met opposition at every turn, whether it was through challenging our members' MSD (Majority Support Determination) or opposition to the pay and conditions sought by members - which sought to simply align them with industry standard rates.

Unfortunately for ATOM management our members stood strong and fought to improve their pay and conditions, preparing to take protected industrial action. In the end their solidarity paid off with the agreement receiving overwhelming support from the workforce and they were rewarded with overall pay increases of 35-39%, increased shift and emergency response allowances and improved job descriptions and progression for their efforts.



# FOOD PROCESSING



## UNION MUSHROOMS AT THE MUSHROOM EXCHANGE

Have you ever wondered where your mushrooms come from when you buy them at Coles or Woolies? Well look no further than this dedicated crew of AWU Food Processing members working at the Mushroom Exchange located in Casuarina (suburb) south of Perth. Mushroom Exchange workers have won a significant boost to their base rate of pay and improved their allowances as part of their new EBA approved in early 2023.

## SEALANES - FILLET O'FISH AND A PAY INCREASE

Workers at Sealanes' agreement had expired but their employer did not initiate negotiations. AWU Organiser, Suliman Ali stepped in and used the new legislation to ensure workers at Sealanes could bargain to get a better deal. A

AWU members at Sealanes produce WA's filleted fish supplies and are now enjoying a significantly improved EBA with new allowances and 11% pay increase over 3 years thanks to their organiser and negotiation team.

## HELLERS FOODS

AWU members at Hellers will receive a pay increase and improved allowances as part of their base hourly rate meaning that they will now be paid superannuation and entitlements on all allowances.

Through their EBA, members have further negotiated improved rosters - from a 7 day week roster to a 5 day week roster with weekends now being counted as overtime instead of regular days.

## PATTIES FOODS

Our members at Patties foods have locked in a 5% pay increase, new forklift, cold work and leading hand allowances, overtime rate uplift and protections for permanent part time employees, improved anti-discrimination and union delegate rights clauses. Next time you're shopping for a frozen meal look for Patties and know it's union made.

# BUSH FIREFIGHTING



## FIGHTING FIRES AND NEGOTIATING AGREEMENTS

Our bushfire fighting members continue to keep our homes and communities safe from fire. We are currently in the process of completing negotiations on the DBCA / DPAW Fire Agreement and General Agreement.

The AWU has been working with our members on the ground to enforce your agreement and made written and verbal submissions to the State Government demanding they scrap the unfair State Wages Policy. **These demands were met by the new Premier, Hon. Roger Cook MLA on 18 December 2023 when he put an end to the regressive and restrictive wages policy - a win for all AWU Public Sector Members.**

## KEEPING US SAFE

Shout-out to our AWU bushfiries who kept the fire in Jarrahdale and North Dandalup under control.

The work they did to keep our community and Alcoa members at the Huntly Mine Site safe in November of 2023 is to be commended.







## NEW ORGANISER - SHANE MALCOLM

We are proud to welcome one of DBCA's very own into the AWU's organiser ranks with former DBCA Delegate, Shane Malcolm joining the AWU WA team in October 2023.

Shane has been with the AWU now for over a year working closely with our South West members at Laminex in Dardanup and DBCA / DPAW across Western Australia to help them get a better deal at work.

# GRAIN AND PORTS



COUNTRY OPS EBA DRINKS

## CBH COUNTRY OPS AGREEMENT AND PORT NEGOTIATIONS

There were smiles all round as CBH Organisers, Jeff Pratt and Andy Hacking alongside the AWU negotiation team closed the CBH Country Operators EBA with CBH management.

The Agreement brings to a close many meetings and thousands of kilometres traversed by the AWU CBH Organisers. Andy and Jeff would like to thank all Country Operators and AWU members for their patience, diligence and support throughout the process and look forward to enforcing the new CBH Country Operators Agreement across WA.

The AWU CBH Ports delegates in Albany, Geraldton and Esperance undertook intractable bargaining negotiations with AWU Ports Organiser, Jeff Pratt and AWU Legal Officer, Craig Dunne to work through longstanding EBA issues affecting our CBH Ports members.

The negotiations of the three Port Agreements are almost complete with members soon to receive approximately a 5% pay increase per year of the agreement and casual workers to also receive a boost of 20% in the first year of the agreement.



ALBANY PORT




GERALDTON PORT



GERALDTON PORT



ALBANY PORT



CBH MINGENEW

# TIMBER - END OF AN ERA



## WORKERS GIVE ONE LAST CHEERS TO NANNUP TIMBER MILL

In January 2023, our South West team joined over 40 timber workers at the Nannup Timber Mill to raise a glass one last time and say farewell to the 98 year old timber mill operating since 1925 in the AWU town.

Decisions have consequences, and our members in Nannup felt the force of this decision. That's why the AWU stepped up to ensure that the State Government provided enhanced redundancies and retrained them for their future.

AWU Forestry Organiser, Andy Hacking was hopeful saying: *"This is an end of an era for Nannup. The closure of the Timber Mill will be felt throughout the Nannup community. The AWU is proud to have secured the worker packages which are providing older timber workers a boost to their retirement and will help buy young workers time to retrain or find a new job."*

We are continuing to support our members in accessing their redundancy and training packages. Members have been encouraged to maintain their membership and stay in touch as the AWU represents most industries in the South West and Great Southern.





# CLOSING LOOP HOLES

## AWU MEMBERS GIVE EVIDENCE TO SENATE COMMITTEE ON CLOSING LABOUR HIRE LOOPHOLES BILL

The Fair Work Legislation Amendment (Closing Loopholes) Bill 2023 passed Federal Parliament which was great news for AWU members working in mining and resources and many more. The legislation closed loopholes that undermined the pay and conditions of millions of workers and will ensure EBA rates are paid on sites with an EBA.

In October 2023, the AWU gave evidence to the Senate Committee on how the changes will benefit working people across Australia, particularly in the mining and resources sectors in WA. Labour hire has been used time and time again to undermine the pay, conditions and safety present in AWU Enterprise Bargaining Agreements (EBAs). ***This legislation seeks to ensure that labour hire workers doing the same job on the same site as direct employees of the PCBU (eg. BHP, Rio Tinto, Woodside, Chevron, Shell, FMG) cannot be paid any less than the rates previously agreed to in that site's EBA.***

The CCI and CME outlined their fears that these new laws combined with the previously passed *'Secure Jobs, Better Pay Bill'* would lead to the AWU doing to the mining industry what the Offshore Alliance has successfully done in the offshore oil and gas sector. In what can only be described as an incredible omission or own goal, they voiced concerns relating to WA mining workers becoming organised and unionised - saying the quiet part out loud.

The AWU and Offshore Alliance fights tooth and nail against the biggest multinationals operating in Western Australia to even get them to the negotiating table and our members have fought even harder to secure the EBAs that we now have in the oil and gas sector. The CCI and multinationals want you to believe that these reforms will somehow negatively impact you, but this couldn't be further from the truth. **If a worksite has an EBA workers can always be paid a higher rate than the EBA - but they don't want you to know that.**

Since the passage of the legislation the AWU has used this legislation to successfully negotiate new agreements at the Kalgoorlie Superpit and Mt Charlotte Underground Mine in the Goldfields and is currently forcing BHP back to the negotiating table at their Area C and South Flank mine sites.






# DELEGATE TRAINING




## BUILDING WORKPLACE POWER - TRAINING OUR DELEGATES

Delegates are the lifeblood of our union and a good delegate is worth their weight in gold. There is no one more vital to the success of the AWU than our dedicated Delegates who work tirelessly representing their workmates everyday.

Throughout 2023 and 2024 the AWU has invested heavily into holding regular Delegate training focusing on building workplace power and empowering our Delegates to take action in their workplaces. In 2024 we have held Delegate training in our Perth Office and in Kalgoorlie and look forward to hosting more training out where our members live and work in the future.

A special thank you goes out to all of our dedicated delegates who attended training this year and to AWU National Trainer, Chris Hughes for travelling from Melbourne to ensure all our Delegates receive top notch training.












# MEMBER COMPETITIONS




## GIVING BACK TO OUR MEMBERS

As the AWU grows we are able to give more back to our members and their families.

Not only do we continue to support our members on-site and during their EBA negotiations but also through new member benefits such as Journey Cover but also through our popular Fuel Fridays, Father's Day Bunnings Voucher or Royal Show Ticket competitions.

**Fuel Fridays:** In July and August we ran Fuel Fridays which gave every AWU member a chance to win one of five $50 fuel vouchers every Friday simply by liking our Facebook posts.

**Royal Show Tickets:** In September the AWU gave away free tickets to the Perth Royal Show - a family fun event where AWU members could win tickets simply by letting us know who they wanted to take with them and what they wanted to do at the show.

**Father's Day:** Earlier in September we ran a 'Thanking Union Dads' competition with every AWU dad eligible to win a $100 Bunnings Voucher to go towards their projects at home.

This competition was extremely popular with union dads telling us what they'd spend the voucher on at home like Luke from CBH Area 10 who used the voucher to help build some new garden planters in his backyard. We look forward to running more competitions and giveaways in the future.






# JOURNEY COVER

## NEW MEMBER BENEFIT

On 1 October 2024, the AWU WA Branch launched a new member benefit for all financial members - **AWU Journey Cover!**

AWU Journey Cover insures members for **up to $2,000 a week** if they are injured on their way to or from work.




AWU Journey Cover comes at **no extra cost** to financial (paid-up) WA Branch members, including our Offshore Alliance and Western Mine Workers' Alliance members. As our union grows, so do the benefits we provide to our members.

Members can access Journey Cover after a **short 14-day waiting period** and are covered for a period of 104 weeks (2 years). Further, if they suffer permanent or total disablement or accidental death during their journey, the member or their dependents will receive a lump-sum payment of up to $100,000.

AWU WA Branch members can find more information on this new member benefit by contacting their AWU Organiser or our Perth office on 08 9221 1686.

# 2025 IN FOCUS

## BUILDING WORKPLACE POWER, TRAINING DELEGATES AND FIGHTING FOR OUR MEMBERS

The AWU in Western Australia has grown quickly over the last 5 years and now consists of over 12,500 members and still growing. This focus on growth has given our union renewed strength at the negotiating table and has allowed us to secure increased pay and conditions across WA.

Although with this continual growth comes increased responsibility to our members and while we will never stop in our fight to improve their pay and conditions we will also seek to utilise the recent Delegates Rights legislation to empower our members on site and consolidate workplace power across our industries.

In 2025 the AWU in WA will build workplace power through recruiting and training new Delegates to help the AWU grow in size and strength but also ensure that they have the adequate time, resources and training to best represent their workmates.

We will also continue to expand our member benefits starting with this year's announcement of AWU Journey Cover to help improve the already great value our members receive from their AWU membership.

AUSTRALIAN WORKERS' UNION

# Stronger Together


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