

SUMMER  
2022-23

AMWU

AMWU

# Opal workers HIT THE GRASS



Queensland  
workers win  
job security

Building  
Australia's public  
transport here

Our health  
and safety  
experiences



## Retail or industry super fund? What's the difference?

You work hard for your money – and that includes your super. So, you want to ensure you get the best returns to build your best retirement outcome – even if retirement feels like a long way down the track.

So where should you invest your super? Do you choose an industry fund or a retail fund?

### Industry fund vs. retail fund

Both industry and retail funds are run for their members' best financial interests in retirement. However, retail super fund providers have a responsibility to shareholders, while industry funds don't pay dividends or profits to shareholders.

Choosing the right super fund should be made with a long-term view. After all, if you start work at 18, you could be contributing to your super for over 40 years.

### Industry super funds

Industry super funds are profit-for-member organisations. This means profits are for the benefit of members, not shareholders. They were originally started by trade unions and employer associations, as a joint enterprise to ensure Australians had money set aside for retirement.

As 'profit for member' organisations, industry super funds have historically delivered higher returns to members, seen in the table opposite.

AustralianSuper is an industry super fund and Australia's largest super fund, with over 2.88 million members<sup>1</sup>. The Fund uses its size and scale to take advantage of opportunities that aren't available to smaller funds.

### Retail super funds

Retail super funds are run by financial institutions, such as banks, and wealth management companies.

With retail funds, they can outsource key day-to-day functions to companies within its group.

These services include administration and investment management, and these sections of the fund are allowed to make a profit that goes to the parent company's shareholders.

### AustralianSuper Balanced option net benefit

	Over 5 years	Over 10 years	Over 15 years
AustralianSuper Balanced option	\$23,636	\$91,376	\$128,125
All super funds (average)	\$17,978	\$71,778	\$99,002
Retail super funds (average)	\$15,315	\$61,846	\$72,807

Net benefit refers to investment earnings to 30 June 2022 (less administration and investment fees). Comparisons modelled by SuperRatings, commissioned by AustralianSuper. The outcome shows the average difference in 'net benefit', a measure of past investment earnings after administration fees, investment fees and contribution taxes have been taken out. The results compare the AustralianSuper Balanced investment option and comparable balanced options, for historical periods to 30 June 2022. Insurance premiums and other fees and costs may also apply. Outcomes vary between individual funds. See Assumptions [australiansuper.com/campaigns/accumulation-net-benefit-model-assumptions](https://australiansuper.com/campaigns/accumulation-net-benefit-model-assumptions) for more details. Investment returns are not guaranteed. Past performance is not a reliable indicator of future returns.

In the table above, you can see that the Balanced option saves up to \$55,318 more super (over 15 years), compared to the average retail super fund.

Make sure you do your research when choosing between an industry fund and retail fund. Your decision can make a big difference to your future.

**It's Australian. It's super. And it's yours.**

1. As at 30 June 2022.

Sponsored by AustralianSuper. This information may be general financial advice which doesn't take into account your personal objectives, financial situation or needs. Before making a decision about AustralianSuper, you should think about your financial requirements and refer to the relevant Product Disclosure Statement available at [australiansuper.com/pds](https://australiansuper.com/pds) or by calling 1300 300 273. A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at [australiansuper.com/TMD](https://australiansuper.com/TMD). AustralianSuper Pty Ltd, ABN 94 006 457 987, AFSL 233788, Trustee of AustralianSuper ABN 65 714 394 898.



# Editorial

By any standard, 2022 was an impressive year for the AMWU and the labour movement. With you involved, 2023 will be even bigger.

With thousands of our comrades from across the country, we reframed the federal election as a "manufacturing election" and, with a wave of public support, we changed the government. After nine long years of the Morrison show, and their policies to keep wages low, jobs insecure, and workers powerless, it's profoundly satisfying to see some positive change on the horizon.

While Labor now holds the power of decision-making in Canberra, our union's role is to make sure the Albanese government lives up to the ambition we hold and that they committed to. You will remember their commitments to rebuild Aussie manufacturing, invest in skills and training, and to bring in new workplace laws that will give workers more power.

Even bigger is our agenda to advance the lives, rights and dignities of all of the working class.

As the cost-of-living crisis is biting harder in our weekly budgets, it is made worse by the Reserve Bank's ideological obsession with raising interest rates - enhancing the profits of the banking sector at the expense of working people. Inflation, too, is rising - driven by record profits, not by wages growth - and our mortgages, rents and energy bills are becoming harder to pay.

We haven't been idle in the face of these threats to our members' quality of life and peace of mind. The minimum wage case was an important moment for workers who are paid the bare minimum and to set the scene to get wages moving. The 5.2 per cent increase in the minimum wage won in June was a direct result of relentless advocacy by the entire movement. The AMWU's submission called for an extra \$45 per week or a 5.8 per cent increase. We now have a big job ahead of us to keep this momentum going as hundreds of AMWU agreements come up for negotiation and our union focuses on getting our members organised on the job.

The new changes to Australia's industrial relations system will deliver a big opportunity in multi-employer bargaining, reversing decades of attacks against working

people's right to bargain with their bosses from a position of collective strength - and will give many of our members the ability to join with workers on other sites to get the same wages and end the race to the bottom.

The legislation will make it easier for workers to recover unpaid wages from their employers, end the termination of enterprise agreements, and limit businesses putting casual workers on endless fixed-term contracts. It will also establish equal pay rights in industries dominated by women, helping to fix the gender pay gap. The anti-union Australian Building and Construction Commission (ABCC) will be abolished, and the *Fair Work Act* will be expanded to include job security as an objective of the Act, and expressly ban sexual harassment from workplaces.

We should see this as a down payment on a bigger agenda for workers. There's a lot more we need to win. We need to make wage theft a crime, deliver better rights and protections for union delegates, and fix our union right of entry laws. And of course, the right to strike remains illegal in Australia outside of EBA negotiation periods.

The business lobby and their friends in Parliament and the media will now be out in force, trying to scare people into believing that the sky will fall in if workplace laws change and workers start winning better pay and conditions. What they don't realise is that the ground has shifted. In the real world, working people are feeling how profoundly unequal our society has become.

Workers' wages have stagnated for almost a decade whilst productivity, corporate profits and executive bonuses continue to skyrocket. This is unsustainable.

In 2023, we'll continue to organise and fight to make sure that the workers who kept the country running throughout the pandemic are afforded justice, dignity and respect.

We deserve nothing less.

In Unity,

**Steve Murphy**

AMWU National Secretary

# Contents

4

## OUR GEMS AT OPAL

Opal members nationwide walk off

6

## BUILDING THEM HERE

Bringing back locally made public transport

8

## JOB GUARANTEED

Queensland energy workers win security

9

## HEALTH AND SAFETY

Insights from our latest survey

12

## DELEGATE PROFILE

A workplace leader at WA Newspapers

Front cover photo by member Matty Hill. Instagram: @3hills\_photography

AMWU News is produced by the Australian Manufacturing Workers' Union

# Opal workers WALK OFF

More than 700 members at Opal sites around the country recently took protected action.

**A**fter months of trying to bargain with a hostile and uncooperative management, members at eight Opal Australia & New Zealand worksites around the country voted in November to begin protected industrial action.

A major packaging company, Opal has an atrocious recent track record of trying to undercut workers' wages and conditions. Earlier this year, Opal management submitted 32 claims that would have essentially rewritten the entire EBA, doing away with workers' rights and conditions that had been won over more than 20 years.

Among the worst claims was a plan to lengthen the working week from 35 hours to 38 and create a two-tiered

system where new starters would be paid \$15 an hour less than current workers. The company EBA was overwhelmingly rejected by members, with over 97 per cent voting no.

With Opal management unwilling to work in good faith, members voted to take 48 hours of protected action and put in place an indefinite ban on overtime.

Jason Chrimes has been a delegate at Opal in WA since 2005. He says "the action has been excellent so far and exactly what we've asked of all our members."

"We have the upper hand - members have been disciplined and the union has been good at informing their members," he says.

"We're a 95-per-cent union site and prepared well in a short amount of time. This whole thing has been brought on by the company because of their attitude and the disrespect shown to their workers."

AMWU NSW assistant state secretary and former pre-press operator Belinda Griggs was down at Revesby to hand out merchandise, work the trailer barbecue and keep members fired up.

She says the strength and determination of Opal members from the start has been a massive boost to the action.

"Our members have stood strong," Griggs says. "They're united with our delegates, and they're not about to lose any of the conditions they've fought for over 20 years to win."



PERTH



Griggs says the unfairness of Opal management's offers and bargaining tactics is made even worse by the company's enormous profitability over the last several years. Opal reported an income of more than \$1.6 billion in the 2019-20 financial year.

"Big packaging companies like Opal made an absolute fortune during COVID - suddenly, everything needed extra packaging," Griggs says. "It's unbelievable that they've been raking in these enormous profits over the last few years and turn around now and try to cut wages."

Opal management has also been trying to strip away workers' rights on the other side of the Tasman. Hundreds of comrades in E tū, Aotearoa New Zealand's largest private sector union, took industrial action in September after being offered inadequate pay rises by Opal Kiwi Packaging.

With Opal workers standing strong in two countries, members are in a position of collective strength to protect their rights and conditions, and win the pay rises they deserve - especially when wages aren't keeping up with quickly rising living costs. Solidarity with our Opal members - we're with you every step of the way. •

## MOWBRAY

## REEVESBY

Above: Opal members around the country out in force. (Rocklea photos by member Matty Hill.)

Opposite: WA Opal members on the grass.

# BUILDING TEAM HERE

We're relaunching our campaign to make sure public transport is built locally for generations to come.

**"If it goes on the road, rails or water, it's built here."**

In those twelve words, AMWU Newcastle organiser Tim Jackson described a better public transport manufacturing policy than Australia has had in decades.

Tim was speaking to the media at UGL's train manufacturing and repair factory at Broadmeadow. It was early November, and NSW Labor leader Chris Minns was visiting to talk up his commitment to build the next generation of Tangara train cars locally.

It was a welcome commitment and a good start. But one local build is not enough. Australia hasn't had a nationally consistent policy to ensure domestic public transport manufacturing for a long time. A lack of leadership from federal governments and decades of privatisation and offshoring has wasted a generation of local manufacturing potential and delivered expensive, poorly made public transport units that don't fit Australia's requirements.

That's why we're relaunching our Build Them Here campaign with an expanded federal focus.



Build Them Here was originally a NSW campaign that has run since 2010. It has secured strong commitments from the NSW Labor Party to prioritise local public transport manufacturing and has made the NSW Coalition government's mismanagement of public transport procurement a major issue ahead of the next state election in March.

### New South Wales: a cautionary tale

From ferries that can't fit under bridges to tram cars riddled with cracks, the NSW Coalition government's policy of buying public transport off the shelf from overseas has proven to be a colossal failure. Instead of putting faith in local manufacturing, the state's government preferred to spend public money on inferior products made elsewhere. In 2020, then-Premier Gladys Berejiklian infamously said, "Australia and New South Wales are not good at building trains. That's why we have to purchase them."

It was Berejiklian as Transport Minister - and her successor Andrew Constance - who bought the 610 Mariyung rail cars from South Korea that are supposed to form the New Intercity Fleet. The Mariyung cars have become legendary as an example of how badly wrong outsourcing public transport manufacturing can go.

Costs have blown out by over \$1 billion because the cars were too wide to fit on sections of the Blue Mountains line. The NSW government only recently agreed to modify the Mariyung cars so that major safety hazards were fixed. The original units would have placed passengers and rail staff in serious danger if someone fell into the gap between the train and the platform.

Train cars designed, built and maintained in Australia could have avoided all these problems - and created hundreds of secure, well-paid manufacturing jobs in the process.

### Victoria leads the way

The aim of Build Them Here isn't just to influence the NSW election - it's to achieve a consistent national policy across federal, state and territory governments that prioritises local



Above: AMWU Newcastle organiser Tim Jackson speaks at UGL in Broadmeadow.

Opposite: Workers at UGL in Broadmeadow.

public transport manufacturing for all future projects.

After more than ten years of federal government inaction, it's been left to state governments to determine the makeup of their public transport builds. Some went down the path of offshoring, and have paid the price, while others committed to local manufacturing and have begun reaping the benefits.

Victoria is the gold standard and shows what a healthy domestic public transport manufacturing industry can accomplish. Victoria manufactures its own trains, trams and buses, and has good support mechanisms in place to train apprentices looking to work on local public transport builds.

AMWU members have fought hard to secure these commitments from the Victorian Government, and our success has been a huge win for workers. A long-term government commitment to domestic manufacturing means workers have job security and peace of mind, as maintenance, upgrades and new orders are always coming down the line.

Building our public transport here also gives workers and apprentices the training and skills they'll need as public transport increasingly moves from fossil fuels to batteries and

renewables. In April, the state's new locally made electric buses rolled off the line at Volgren in Dandenong South. Over the next nine years, those buses will replace 341 diesel buses that will be progressively phased out.

### Building the future

Other states are looking to replicate Victoria's success. Last year, the Bellevue Railcar Manufacturing facility opened in Perth, where AMWU members are building the first locally manufactured trains to roll onto WA's network in more than 30 years. In August, construction began on a new train manufacturing workshop in Torbanlea that will build 65 new trains for south-east Queensland's rail network.

But coordination and long-term thinking from federal, state and territory governments is the only way Australia can make sure every train, tram, bus and ferry is built here. Smaller states and territories may need assistance to build up their own manufacturing capabilities, so they don't have to look overseas. Canberra's light rail network uses tram cars built in Spain. Tasmania's rail cars used to be locally made but now mostly come from the United States.

In the October budget, the federal government established the Office of National Rail Industry Coordination, a Department of Industry body to design a coordinated national approach to domestic rail manufacturing over the next two decades. The budget also included funds for the establishment of a Rail Industry Innovation Council to boost training, and research and development.

It's vital that workers and their communities lead this push - and that it extends beyond just rail. That's the ultimate aim of the Build Them Here campaign: to create a thriving local public transport manufacturing sector across the country.

Nothing that looks like a train car, a tram, a ferry or a bus should be coming off a ship. It's a big ask - and one that we will have to hold governments of all stripes accountable to. But now is the time to be ambitious. We can build them here. •

# Queensland energy workers win JOB SECURITY

Unions in Queensland have secured a historic commitment in the state's Energy Workers' Charter.

In September, years of work behind the scenes by our Queensland branch came to fruition. Queensland and Northern Territory branch secretary Rohan Webb joined officials from the ETU, CFMEU, ASU and Professionals Australia in Brisbane to co-sign the Energy Workers' Charter - a world-first agreement between unions, government and industry to provide a just transition for workers at state-owned power stations as they move from coal to renewables.

"We gave a commitment to our members: no worker would be left behind," Webb says. "This is the first step in giving AMWU members the confidence that their union has their back moving forward."

The charter - signed by five unions, Premier Annastacia Palaszczuk, energy minister Mick de Brenni, Energy Queensland, and state-owned power suppliers - guarantees all government-owned power stations will stay open during the move to renewables and will receive funding to convert into clean energy generators.

Workers at these power stations will have first opportunity for new jobs at these generators and will be supported over years to retrain and move into new roles.

"We've been working together with other energy unions, the Palaszczuk government and major energy generators on the Queensland Energy Workers' Charter for a long time," Webb says.

"It's a critical step in protecting workers, their families and communities while we take the opportunities the energy transformation presents."

Crucially, the charter includes a Job Security Guarantee for every Queensland energy worker at affected sites. The Job Security Guarantee means every energy worker at a state-owned power station will stay in ongoing employment and will receive compensation for benefits that don't apply in their new roles.

Instead of a one-size-fits-all approach, workers will be offered choices that reflect their personal circumstances, like their age, location, skill set, and personal preference. Workers will be able to access subsidised training and secondments, receive financial help if they decide to relocate, and get help looking for work outside the energy sector if they choose.

"Every worker in the government-owned energy generation sector will have individual plans developed with them for their future," Webb says. "It's a nation-leading step as our energy network changes."

The charter forms part of the Queensland Government's \$62 billion Energy and Jobs Plan, which aims to move the state's grid almost entirely from coal to renewables by 2035. The Queensland Government estimates the plan will create more than 100,000 jobs by 2040.

Under the plan, Queensland's coal-fired power stations will move to renewables hubs, including a host of planned solar, wind and hydro projects, and 1,500 km of high-voltage transmission grid will be built to connect regional cities to new energy builds. It includes construction of the planned Pioneer-Burdekin Pumped Hydro Project, which will be the largest

pumped hydro energy storage facility in the world when it is completed in 2035.

The charter mirrors the work being done by our union all over the country to support workers in traditional mining and energy jobs to find good, secure, well-paid and compatible work as Australia moves from fossil fuels to renewables.

From the Hunter Jobs Alliance in NSW to the Just Transition Working Group in WA's South West, AMWU members have been leading efforts to make sure that no worker is left behind in the energy transition. •

## The Energy Workers' Guarantee states that:

- 1** Every energy industry worker is guaranteed a job within the government-owned energy sector as it transforms.
- 2** Every energy industry worker will be offered agreed financial support and options for transitioning to their new career.
- 3** Workers whose current job no longer exists and who do not wish to accept the offer of an alternative job in accordance with that commitment will have access to other options.
- 4** Every energy industry worker will be encouraged to pursue the options and pathways that best suit their individual circumstances.



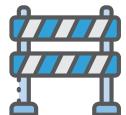
The hydroelectric Wivenhoe Power Station has an installed capacity of 500 megawatts.

# Sick and tired

AMWU members have identified rates of workplace injury, mental health, and workplace culture as major concerns in a new work health and safety survey.



The results are in from the ACTU's third annual Work Shouldn't Hurt survey. More than 38,000 people across the union movement answered questions about their experiences of workplace health and safety, including more than 1,000 AMWU members.

 The results raise some serious questions about the state of workplace health and safety on many manufacturing worksites and show how important the work of union delegates and health and safety representatives (HSRs) is in keeping workers safe from managerial indifference and the drive for profit.

 The survey brings home what we have always known - workers rely on their workmates to guard against workplace injury and illness. It is alarming that 67% of our members who participated identified as having been exposed to harmful dusts, fumes or gases ranging from 'sometimes' to 'always'. It should be zero. There is no excuse for workers being exposed to these hazards.

 Only 38% of AMWU members are satisfied with their workplace's health and safety, down from 40% last year. In the past year, 3% have experienced a death in their workplace, while 66% have either experienced a serious workplace injury requiring hospitalisation or know someone in their workplace who has.

 In the last 12 months, 36% of AMWU respondents suffered a physical workplace injury, while 32% had experienced a mental health issue like anxiety or depression. Only 39% had experienced neither.

 Unsurprisingly, one of the reasons for such high rates of death and injury was a culture at many businesses of ignoring, downplaying or suppressing workers' concerns about

## In the last 12 months:



**36%**  
of our members  
were physically  
injured at work



**32%**  
experienced a  
mental health  
issue

health and safety. Only two-thirds of AMWU members felt comfortable raising WHS matters with management, and less than half received regular communication about health and safety issues from their employers.



Management bullying and intimidating workers who spoke out about WHS was reported by 30%, and 39% reported sick or injured workers being pressured to return to work before they were ready. Only 38% of workers were consulted about workplace changes that might affect health and safety, and only a third worked somewhere that involves workers in day-to-day decision-making.



While 60% of members reported that their workplace had clear WHS policies, only 40% believed their employers complied with their own procedures. Just 28% said their workplace fixed health and safety problems promptly, and only 22% said their employers placed an equal importance on workers' mental health. Only 27% agreed that management put worker health and safety above service, production or output.



The survey also found strong links between unsafe work and job insecurity. Nearly half of AMWU respondents have worked while sick because they

didn't have access to paid leave entitlements. More than half of members on contracts would prefer a permanent position, and 47% are worried about losing their job or having their hours cut.



Of women, non-binary and intersex AMWU members, nearly a quarter personally experienced sexual harassment at work - usually in the form of inappropriate comments or behaviour from management or other workers. None made formal complaints to management, largely due to fears of negative consequences or a lack of faith in workplace processes. Fewer than a quarter were satisfied with how their workplaces responded.



One of the few silver linings was how many workplaces had a dedicated HSR. Three quarters of members reported a HSR on site, while 70% had a health and safety committee in their workplace. Concerningly, only 57% of those HSRs were elected by workers, and only 59% of HSR elections were run by either union delegates or the workers themselves. Management ran 31% of HSR elections, potentially placing workers at risk by installing a HSR more concerned with running the company line than with workplace health and safety.



This is an important survey that helps us focus resources on addressing the significant hazards members face in their workplaces. **Every member has a role to play in making sure they have an elected union HSR in place. If you don't have a HSR, regardless of the size of the business you work for, it's time to have a discussion with your delegate about getting one.** Once you've elected your HSR, make sure they are union trained and always lend them your support.

For advice or assistance, contact the AMWU Helpdesk on 1300 732 698.

# Union meeting dates 2023

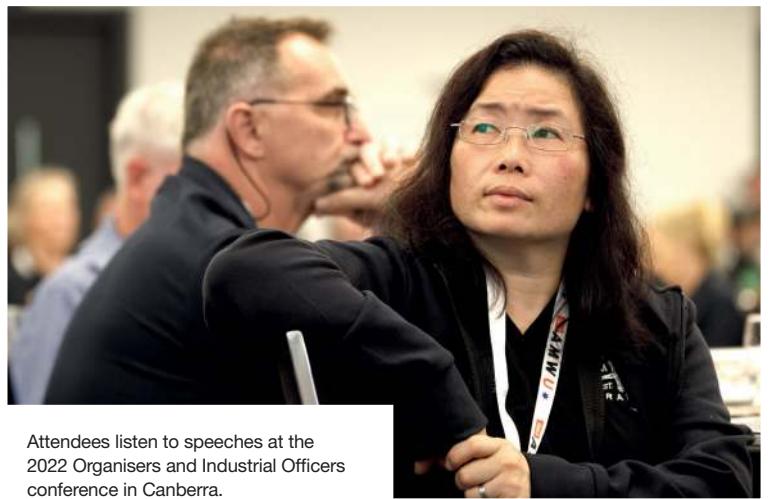
Our important dates have been set for the year ahead.

## National Steering Committee

### (Admin & Budget):

11am AEST via Zoom

DATE	DUE DATE FOR AGENDA ITEMS
Thursday 9 February	6 February
Thursday 16 March	13 March
Thursday 20 April	17 April
Thursday 18 May	15 May
Monday 19 June (in session all day)	14 June
Thursday 20 July	17 July
Thursday 17 August	14 August
Monday 18 September	13 September
Thursday 19 October	16 October
Thursday 16 November	13 November
Monday 11 December (in session all day)	6 December



Attendees listen to speeches at the 2022 Organisers and Industrial Officers conference in Canberra.

## National Audit, Risk & Investment Committee:

10am - 2pm in Meeting Room 2, Chalmers Street  
8 June  
30 November

## National Conference:

29 August - 1 September  
(Agenda closes 18 July)

## RMD National Conference:

3-4 July (Melbourne)

## National Council:

Commencing at 10am on the first day and concluding at 3pm on the second day

DATE	DUE DATE FOR AGENDA ITEMS	AGENDA PAPERS CIRCULATED	CLOSING DATE FOR SUPPLEMENTARY ITEMS
21 March (via Zoom)	7 March	15 March	16 March
20-21 June	6 June	14 June	15 June
19-20 September	5 September	13 September	14 September
12-13 December	28 November	6 December	7 December

The following written reports to be provided at the June and December National Councils:

- National Industry Committee
- State Steering Committee
- Audit, Risk & Investment Committee
- Skilled Trades Committee
- Women's Committee
- Retired Members
- Helpdesk
- National Campaigns
- National Communications Unit
- National Education Unit
- National WHS Unit
- National Research Centre

## State Meetings:

STATE	CONFERENCES	DELEGATES FORUMS
New South Wales	6-7 July	14 March
Victoria	10-11 July	16 March
Queensland	13-14 July	27-28 March
South Australia	17-18 July	6 March
Western Australia	18-19 July	8 March
Tasmania	11-12 July	28 February

# AMWU Financial Accounts 2021/22

Please find below the union's financial summary for 2021/2022. The union's full accounts can be found in the Rules and Elections section of our website. If you would like a free printed copy of the full financial reports, please call the AMWU Helpdesk on 1300 732 698 or email [amwu@amwu.org.au](mailto:amwu@amwu.org.au).

## How are these financial reports prepared?

Our financial year ends on 30 September. At this point, the union's external auditors scrutinise our accounts and provide a report on their compliance with Australian accounting standards and the *Fair Work (Registered Organisations) Act*. Following their adoption by the National Council, they are made available to members and lodged with the Fair Work Commission. The same process applies to the accounts in each state.

## What information is included in these reports?

The reports include income and expenditure, commercial relationships, the members of our governing bodies, your representatives on industry superannuation funds, the salaries of our highest paid officials, and significant detailed information on the accounts of the union.

## How are my dues protected?

We have a proud tradition of good governance and financial management, supported by solid policies and procedures, and overseen by the national and state councils, the Audit, Risk and Investment Committee, and the union's internal and external auditors. We have strict controls around credit cards, purchasing, conflicts of interest, and gifts and hospitality. Our union's officers also attend union governance and financial training.

## What happens to my union dues?

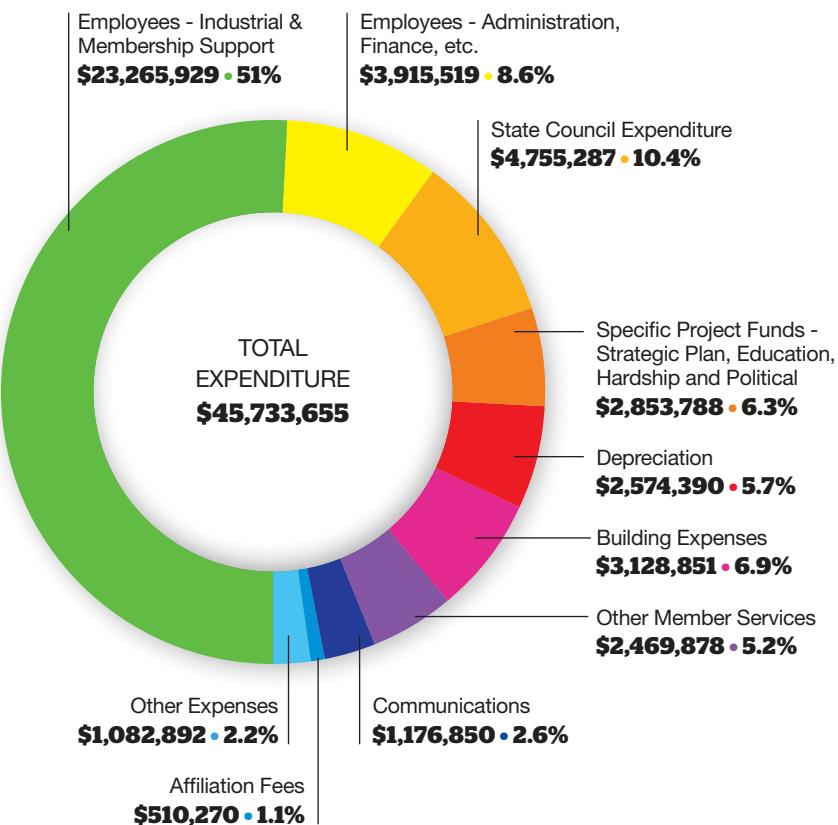
All AMWU membership dues are paid to the national union and money is allocated to the state branches according to budget policy. Your union dues are listed as Contributions in our accounts.

A significant portion of membership dues go to support the organisers and staff who provide industrial and

bargaining support to members, and to build the union by encouraging new members to join. The union also employs a number of legal, education, communications and policy specialists to defend the interests of members and a range of people to keep the union functioning in finance, IT and asset management.

Your dues support a range of direct member services and products including the Helpdesk for industrial support, AMWU Care for 24-hour counselling, and a range of insurances such as emergency transport and journey cover where it's needed. The union also allocates \$2 per quarter for each member to the political fund to ensure that we engage in national and state political debate on behalf of our members and to maintain our affiliation with the Australian Labor Party. •

## AMWU Expenditure 2021/22



## National Union Snapshot 2021/22

Income from Members	\$33,222,245
Other Income	\$12,064,045
Total Income	\$45,286,290
Expenditure	\$45,733,655
Assets	\$228,365,893
Highest Salary Paid	\$130,866
Union Agreements in 2022	418

# Contacts

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 @theamwu

## DELEGATE PROFILE: **Taylor Small**

Taylor Small is a casual publisher at WA Newspapers and has worked there for over 10 years



Joining the union just over a decade ago was a no-brainer for Taylor: her dad was in the AMWU and her grandad was part of a union in the UK working in shipping yards.

"It was the way I grew up and was raised," she says.

As someone unable to bite their tongue when something is unfair, Taylor put her hand up to be a delegate and a voice for her fellow casuals on site.

"We didn't have a casual rep and I knew we needed one," she says.

She was right. When workers at WA Newspapers were locked out in late 2021 and again a few months later – this time for 70 days – Taylor rallied the casual workers, stepping up to make sure everyone felt heard and remained staunch against a company trying to slash their entitlements.

"It was gut-wrenching," she says. "A lot of people struggled to make ends meet and even put fuel in their cars."

The strength of members was formidable, backed by solidarity from AMWU members across the country and union members across the movement. Members at WA Newspapers could see they were not alone.

"The way everyone stood together and supported each other was amazing," Taylor says.

She believes everyone should join their union "because look at what we have and what we have fought for. Everyone on site is benefitting from it."

"People have your back in the union, and you need that support in any workplace."

Taylor is also a delegate to the WA State Conference, the union's highest governing body in the state, and has recently been put up as Mother of the Chapel (or lead delegate) at WA Newspapers, replacing her dad who held the role before her. •

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