**MINUTES OF AMWU VICTORIAN STATE COUNCIL MEETING HELD AT 251 QUEENSBERRY STREET CARLTON**

**COMMENCING AT 8:30 am WED, April 9th, 2025**

President Bro. Mick Terry presided and declared the meeting open at 8.40 am.

**STATE COUNCILORS PRESENT:**

|  |  |  |  |
| --- | --- | --- | --- |
| Bro T. Mavromatis | Bro V. Pepi | Bro A. Anderson | Bro D. Darling |
| Sis M. Sikk | Bro D. Taranto | Bro M. Terry | Bro M. Kennedy |
| Bro. R. Balantyne | Bro H. Lollis | Bro J. Purves | Bro M. Light |
| Bro T. Piccolo | Bro A Kane | Bro C. Ormsby | Bro M. Benson |
| Bro.N. Tuddenham | Bro D Andrews | Bro D. Rozario |  |

**STATE COUNCILORS APOLOGIES:**

|  |  |  |  |
| --- | --- | --- | --- |
| Bro D. Slevin | Bro J. Traynor |  |  |
| Bro C. Spindler |  |  |  |
| Bro J. Repacholi |  |  |  |

**Observer and minute taker: Tanya Kryvonosova**

**DECLARATION OF MATERIAL PERSONAL INTEREST.**

State President Bro Mick Terry reminds State Council members of their obligations as “Officers” under the Fair Work (Registered Organisations) Act 2009 to disclose all material personal interests that may arise with their union role as an elected Official to representative bodies of the AMWU.

Declaration forms are available throughout these proceedings for those Officers requiring to

make a new disclosure.

*The State Council notes no Declarations were made for the April 9th, 2025, State Council meeting.’*

The minutes of the State Council held on February 5th, 2025, be endorsed.:

**Moved:** Tony Piccolo

**Seconded**: Tony Anderson

***Carried***

**STATE SECRETARY’S REPORT**

* **Bro Matthew Benson – appointment to the casual vacancy on State Council**

The State Secretary reported on the casual vacancy for the State Councillor position created following Bro Noel Mitchell’s resignation and called on State Council to endorse Bro Matthew Benson to be appointed to this casual vacancy for the remainder of the term of the office

***Resolution:***

*“This Victorian State Council notes the report and endorses Bro Matthew Benson to be appointed as the State Councillor, filling the casual vacancy created following Bro Noel Mitchell resignation for the remainder of the term of the office “*

**Moved:** Tony Anderson

**Seconded:** Daniel Andrews

***Carried***

* **Bro Michael Light – appointment to the casual vacancy on State Council and State Conference**

The State Secretary reported on the casual vacancy for the State Councillor and State Conference Delegate position,created following Bro Nathan Campisi’s resignation and called on State Council to endorse Bro Michael Light to be appointed to these casual vacancies for the remainder of the term of the office.

***Resolution:***

*“This Victorian State Council notes the report and endorses Bro Michael Light to be appointed to the State Council/State Conference delegate filling the casual vacancy, created following Bro Nathan Campisi resignation, for the remainder of the term of the office”*

**Moved:** Tony Anderson

**Seconded:** Jamie Purves

***Carried***

* **Victorian State Conference 19-20 May 2025**

The State Secretary reported that a thorough search has been conducted to find the venue, which is suitable, considering various factors like capacity, location, accessibility and budget. The most competitive quote was received from Mariott Hotel in Docklands, we are still in the process of finalising the total cost expected to go up to $ 100,000, including accommodation, venue cost, dinner, breakfast, parking and entertainment.

***Resolution:***

*“This Victorian State Council notes the report and endorses the cost of up to $ 100,000 to cover the cost of the State Conference”*

**Moved:** Daniel Andrews

**Seconded:** Melinda Sikk

***Carried***

* **100 prepaid exit passes for single day parking for the Delegates Forum**

The State Secretary reported on the 100 exit passes for single day parking only at $14 per pass purchased for the Delegates Forum parking with a total cost of $1,400 paid to CBD parking at 58 Franklin Street.

***Resolution:***

*“This Victorian State Council notes the report and endorses the payment of $1,400 for 100 exit passes for single day parking for the Delegates Forum to be paid to CBD Parking at 58 Franklin Street”*

**Moved:** Dominic Rozario

**Seconded:** Tony Anderson

***Carried***

* **Geelong Labour Day Dinner 2025**

The State Secretary reported on the payment of $ 1,100 to purchase a table of 11 to attend Geelong Labour Day Dinner 2025, held on Friday 14th of March 2025.

***Resolution:***

*“This Victorian State Council notes the report and endorses the payment of $1,100 to be paid to Geelong Trades Hall to purchase a table of 11 for the Geelong Labour Day Dinner 2025”*

Bro Tony Anderson has not participated in discussion.

**Moved:** Nathan Tuddenham

**Seconded:** Michael Light

***Carried***

* **Sis Siti Sanijah Solidarity Campaign**

The State Secretary reported on the Solidarity campaign run by AMCOR Moorabbin and Preston to support workers in AMCOR Malaysia, who are standing strong in their fight for living wage, safer conditions and fair benefits. Union Leaders like Sis Siti Sanijah refuse to back down, despite facing intimidation, pay cuts and unfair firing. AMCOR workers in Moorabbin and Preston have collected around $ 1000 to support the solidarity campaign fighting to reinstate Sis Sanijah, information about the campaign is attached. The State Steering Committee was considering donating $ 1000 towards the course and the State Secretary is asking for the endorsement of this donation.

***Resolution:***

*“This Victorian State Council notes the report and endorses to contribute a one off $ 1000 payment to support Sis Siti Sanijah Solidarity Campaign”*

**Moved:** Tony Anderson

**Seconded:** Dominic Rozario

***Carried***

* **Promotional merchandise for our members**

The State Secretary reported on the following Promotional merchandise items purchased, based on the 3 competitive written quotes received and presented to the State Secretary and Victorian Leadership to ensure the best value for our members and good governance principals observed:

* $ 2,524.50 payment made to “Fashion Clubwear” for 100 t-shirts for the Food Delegate Forum
* $ 1,479.50 payment made to “BlueGum” for 150 caps
* $ 3,734.50 payment made to “Fashion Clubwear” for 100 sweaters “Established in 1852”
* $ 1,812.25 payment made to Fashion Clubwear” for 50 sweaters “In AMWU we trust”
* $ 1, 922.25 payment made to “Fashion Clubwear” for 50 sweaters “Women in trade “

***Resolution:***

*“This Victorian State Council notes the report and endorses the total payment of $ 11,473 made from the Promotional Fund towards Promotional merchandise for our members, based on the competitive quotes received and presented to the State Secretray and Victorian Leadership to ensure the best value for our members and good governance principals observed”*

**Moved:** Jamie Purves

**Seconded:** David Tarranto

***Carried***

* **Branch meeting 25 February 2025 – room hire and catering**

The State Secretary reported that due to the ongoing refurbishment in Carlton office, February Branch meeting had to be held using the external venue again, the payment of $ 1,228 was made to The Leveson Hotel towards room hire, morning tea and beverages (coffee, tea and soft drinks)

***Resolution:***

*“This Victorian State Council notes the report and endorses the payment $ 1,228 made to The Leveson Hotel to cover the cost for the Branch meeting held on the 25 February 2025 at The Leveson Hotel, including the room hire, morning tea and beverages”*

**Moved:** Tony Anderson

**Seconded:** Dominic Rozario

***Carried***

* **New Team Structure and EBA signage process**

The State Secretary reported on the new Team Structure established by the Victorian Branch, with a purpose of “Recruiting as a Team, sharing workload and support each other” in delivering Branch objectives, mentoring and training. The new structure is included in the attachments. The State Secretary called upon State Council to endorse Chris Spindler and Vince Pepi Team Coordinators to have the authority to sign EBAs on behalf of the Victorian Branch, also ensure the vetting process is consistent for all teams.

***Resolution:***

*“This Victorian State Council notes the report and endorses for Bro Chris Spindler and Bro Vince Pepi to have authority to sign EBA on behalf of the Victorian Branch “*

**Moved:** Tony Anderson

**Seconded:** Pranita Sami

***Carried***

* **“Thank you” Letter from Austin Health**

The State Secretary reported on receiving a “Thank you letter” and Impact Report for 2023-24 from Austin Health following our $ 4,000 donation made in 2022 for “Building the Bridge” Resource Book for the Olivia Newton – John Cancer and Wellness Centre, expressing their deep appreciation of our support , which assisted many patients and families affected by cancer , the letter is attached for State Councilors attention.

***Resolution:***

*“This Victorian State Council notes the report and commends Victorian Branch for the great work they are doing supporting different organisation”*

**Moved:** Dominic Rozario

**Seconded:** Jamie Purves

***Carried***

* **Urgent Solidarity call: Tell Unilever to ensure the immediate reinstatement of FSBMM General Secretray Dani Afgani and collective bargaining right at Bango now**

The State Secretary provided a brief report on the situation at Bango factory in Subang, Indonesia and asked to read a draft model letter included in the attachments to show our support and solidarity to Dani Afgani, who was unfairly terminated for taking his trade union leave and demand for Dani Afgani reinstatement and necessary actions taken to facilitate good faith bargaining.

***Resolution:***

*“This Victorian State Council notes the report and resolves to support the campaign by signing the letter of support”*

**Moved:** Micheal Light

**Seconded:** Daniel Andrews

***Carried***

* **Request received from Bro Danny Miller**

The State Secretary reported on the request received from Bro Danny Miller to be paid higher duties that of Level 7 during the work he has done for Ventia National agreement. Bro Miller reported that the workload during this period has dramatically increased, and he worked “harder than he ever worked in his life”, was exposed to uncomfortable and inhospitable environments, coordinating the work of 8 different officials interstate. This period of work came at a greater toll to Bro Miller’s family and wellbeing. Since Bro Miller involvement, our membership grew by around another 50 % and his involvement and work done brought in around $ 70,000 for the same period he is requesting higher duties, Bro Miller believes based on the work done and results achieved his request is not unreasonable and is recognition of reward for effort

***Resolution:***

*“This Victorian State Council notes the report and calls upon the State Secretary to further look into Bro Danny Miller request to make sure it is within the governance rules and current wages and entitlements for officials and officers”*

**Moved:** Andy Kane

**Seconded:** Dominic Rozario

***Carried***

* **Bro Paul Savari – appointment to the casual vacancy State Conference**

The State Secretary reported on the casual vacancy for the State Conference Delegate position created due to Bro Noel Mitchell’s resignation and called on State Council to endorse Bro Paul Savari to be appointed to this casual vacancy for the remainder of the term of the office

***Resolution:***

*“This Victorian State Council notes the report and endorses Bro Paul Savari to be appointed to the State Conference Delegate, casual vacancy created due Bro Noel Mitchell resignation for the remainder of the term of the office “*

**Moved:** Dominic Rozario

**Seconded:** Tony Anderson

***Carried***

* **Membership applicants**

The State Secretary reported on a number of applicant members wanting to join the Victorian Branch, the applicants he is referring to may have not been Union compliant in the past, whilst they have been working on a site enjoying union wages and conditions for a number of years. The State Secretary was seeking advice and obtained legal advice on the National Level regarding rejecting these noncompliant applicants to join the Union. The State Secretray will be seeking a second legal advice

***Resolution:***

*“This Victorian State Council notes the report and calls upon the State Secretary to further look into this situation and obtain a second legal advice to make sure the decision made is in accordance with the Union rules and current policy”*

**Moved:** Daniel Andrews

**Seconded:** Robert Ballantyne

***Carried***

* **Goulburn Valley Trades and Labour Council May Day Dinner**

The State Secretray reported on purchasing a table for 10 people (names of attendees were provided to him) to purchase a table of 10 for May Day Dinner held by Goulburn Valley Trades and Labour Council at the cost of $1,500.

***Resolution:***

*This Victorian State Council notes the report and endorses the cost of $ 1,500 to be paid to purchase a table of 10 for May Day Dinner at Goulburn Valley Trades and Labour Council. The payment to be made from the Promotional Fund “*

**Moved:** Tony Anderson

**Seconded:** Dominic Rozario

***Carried***

* **Payment for Joel Fetter (List G Barristers, Owen Dixon Chambers)**

The State Secretary reported on the invoice of $ 1,150 received from Joel Fetter, List G Barristers, Owen Dixon Chambers for the done AMWU v Programmed (dismissed Loy Yang workers), Industrial Officer—Stephen Fodrocy, Orgnaiser—John Webb.

***Resolution:***

*“This Victorian State Council notes the report and endorses the cost of $ 1,150 to be paid to Joel Fetter, List G Barristers, Owen Dixon Chambers for the work done for AMWU v Programmed”*

**Moved:** David Taranto

**Seconded:** Dominic Rozario

***Carried***

* **Coverforce invoice – car insurance**

The State Secretary reported on the insurance invoice of $ 95,595.02 received, which shows a significant increase compared to the last year ($ 65,115.06) , based on the 3 year historical claim experience, the premium rate per vehicle has increase, which is reflective of the claims history for the past couple of years in addition to the increased cost of motor vehicle repairs.

***Resolution:***

*“This Victorian State Council notes and endorses the payment of $ 95, 595.02 “*

11.34 am -Suspend standing orders for guest speaker Sally Fisher, “Real Deal “project, Geelong

12.05 PM – Resume standing orders

**Gift Declarations 2025:**

Nothing Declared for this meeting

**Supplementary items:**

**Industry Department Reports:**

¨ Retired Members Report – presented

***Resolution:***

*“This Victorian State Council having heard the report on the RDM National Conference endorses the attendance of 5 Retired members Delegates to the National Conference and overnight delegation expense for one member – Allan Perce from Echuca “*

**Moved: Tony Anderson**

**Seconded:** Dominic Rozario

***Carried***

¨ Women’s Committee – presented

¨ Assistant State Secretary Manufacturing – tabled

¨ Assistant State Secretary Print Industry – presented

¨ Vehicle Industry Co-Ordinator – presented

¨ Food Industry Co—Ordinator – tabled

¨ OHS Report - tabled

¨ Industrial Officers Reports – tabled

¨ Organising Unit – tabled

¨ Communications Report – tabled

¨ Youth Committee, Apprentice Officer Report – presented

**Moved:** Tony Anderson

**Seconded:** Robert Ballantyne

***Carried***

**VTHC Agenda Items:**

The State Secretory reported on the Trades Hall annual May Day dinner dance and purchase several tickets for the Officials and staff, based on the number attendees.

***Resolution:***

*“This Victorian State council notes the report and endors3es the State Secretray to purchase up to 10 tickets for the Officials and staff to attend May Day Dinner “*

**Moved: Tony Anderson**

**Seconded:** Dominic Rozario

***Carried***

**State Council Recommendations for the State Conference Resolutions:**

***Welcome to Country:***

*“This Victorian State Council supports the continuation of the acknowledgement and welcome to Country at the beginning of our meetings, events and conferences and in general. Any move to cancel or rescind this statement should be seen as an attack on our Indigenous community and should be resisted.*

*The Welcome to Country or the Acknowledgement of Country shows an understanding that the Country was inhabited before the white Anglo invasion. To deny the inhabitation of the Country attempts to continue the myth of an empty Country that was ``discovered’’.*

*Such a move to support Welcome and Acknowledgement is a small but significant statement to support our own Indigenous community”*

***State Steering Committee:***

*“This Victorian State Council recognises that the Union movement works best when it is run collectively and democratically; every workplace is best run with consultation and collective thinking and commends the Victorian leadership group for maintaining a State Steering Committee (SSC) which acts as a branch executive. This allows for a contest of ideas on how best to serve the members within the branch as well as how to lead the branch to deliver real outcomes in the best interests of the members and potential members within the entire coverage of the AMWU, as such we resolve the following motion*

*This Victorian State Council calls upon State Conference Delegates to resolve to maintain the State Steering Committee until rescinded at any future State Conference”*

***Budget surpluses:***

*“This Victorian State Council calls upon State Conference Delegates to resolve that any surplus funds generated by the national union be distributed back to the branches proportionately to where the surpluses have been generated”*

***Budget allocation to the National Office:***

*“That the budget allocation provided to the states by the National office of the AMWU be capped to a maximum of 13% of the funds generated by each state branch”*

***Budget accuracy:***

*“This Victorian State Council calls on the State conference Delegates for the resolution to be passed that National Union to take steps to ensure that the budgets supplied are accurate and that any subsequent agreed changes be updated on our governing bodies reports to ensure that the financial situation of each branch and the national union are reflected correctly”*

***Honorary Life Members:***

*“This Victorian State Council calls upon State Conference Delegates to recognize the significant contribution of past and current officers, officials, retired members, delegates and rank and file members who have and continue to shape our great union and the communities that we live in, making this a better country for all.*

*As such, this Victorian State Council calls upon State Conference Delegates to resolve to provide the highest award available honorary life membership to Bro Craig Johnston”*

***State and National Conference proxy:***

*“This Victorian State Council calls on the Victorian State conference to refer to the National Conference to amend the rules of the AMWU to allow for Branches to nominate a proxy for any elected State / National conference delegate, who cannot attend either the State or National Conferences of the AMWU to another delegate”*

***Delegates forum:***

*“This Victorian State Council commends the State Branch on organizing delegates forums as beneficial structures to comradeship, communication and mobilization and calls upon State Conference delegates to resolve to continue to hold delegate forums by utilizing the necessary resources of the AMWU at a minimum twice (2) a year and to adequate resource them”*

***District Committees:***

*“This Victorian State Council commends the State Branch on its district committees and resolves that it keeps resourcing, administrating and supporting their function, further calls on State conference delegates pass resolution to consider the formation of new district committees in areas, industries and or a region that our union is growing in or has significant opportunity for growth “*

***Delegates Education and Training:***

*“This Victorian State Council calls on State Conference Delegates to resolve that the National Office to provide additional resources and assistance to the Victorian Branch to ensure that the Branch continues to produce good quality AMWU specific modules, tailored to the needs of the Victorian Branch and broadly our National Union. This will encourage our delegates to have the skills to build power for workers through proper workplace organisation.*

*This includes dedicating financial and more resources to a broad variety of tasks relating to delegates training and making sure that training packages are current, relevant and useful in developing workplace leaders”*

***The Crossing:***

*This Victorian State Council recognises the importance ensuring the working-class people have access to seek proper assistance with addiction and mental health issues, fully supports The Crossing, created, funded and owned by workers and calls upon State Conference Delegates to endorse the following:*

1. *That $1 per worker, per week covered under an agreement, be donated to The Crossing paid for by employers and workers.*
2. *The introduction of a 30-day leave entitlement to ensure that all AMWU members can access in-patient treatment if required without fear of financial penalty.*
3. *The introduction of ‘no-fault’ disclosure amendments to discipline clauses to ensure that barriers related to stigma and fear are reduced to promote early intervention.*
4. *Expansion of paid leave for training and education of delegates and HSRs include general awareness AOD training, mental health first aid and suicide prevention.*

***Williamstown Dockyards:***

*“This Victorian State Council commends the work done by the Victorian Branch over the last couple of years, trying to get Williamstown Dockyard up and running again. This Victorian State Council calls upon State Conference delegates to commend the State Branch’s efforts and endorses continuation of its campaign in unison with National Office and report back to the next State Conference of progress on the Williamstown Dockyard initiative”*

***Manufacturing Hubs:***

*This Victorian State Council calls upon State Conference Delegates to welcome and pass the following Resolution re Manufacturing hubs , which have been identified asa sound manufacturing*

1. *The Victoria State Government’s Manufacturing Statement ‘Made in Victoria 2030’ for its prioritizing of Zero and Low emissions technologies, health, and food manufacturing, defense, aerospace and space, and digital and advanced technologies.*
2. *the report of the Commonwealth Parliamentary House Standing Committee on Industry, Science and Resources titled ‘Sovereign, Smart, Sustainable: driving advanced manufacturing in Australia’, commends its Chair and members, and fully endorses all 10 of its recommendations.*

*State Conference to call on:*

1. *the Victorian Branch and the National union to lobby both State and Federal Labor Governments to support local manufacturing by establishing manufacturing hubs in key strategic industrial locations, which:* 
   1. *focus on specific manufacturing (medical, defense, housing, food, clean energy, Electric Vehicles);*
   2. *provide expert advice and support to transition to advanced manufacturing; and*
   3. *offer a wide range of services in business development, skills development, and awareness of advanced manufacturing.*
2. *Such manufacturing hubs should involve: Research & Development capacity, tripartite capacity, specialized focus, a degree of public ownership, and funding for administrative, workers’ support, training and managerial capacity.*
3. *State and Federal Labor Governments to:*
   1. *set up a Manufacturing Hub Grant Program (MHGP) within its Manufacturing and Industry Development Fund with federal funding contribution; and*
   2. *Identify five priority industrial regions/localities to trial a four-year pilot MHGP, commencing within the term of this government.*

***Union Dues:***

*“This Victorian State Council calls upon State Conference Delegates to recognise that with a review has taken place with no change to the current due structure and notes that this issue has now been further exacerbated with members earning up to $1035 per week ($27.23) paying $13.55 per week in union dues. Members earing between $1035 to $2009 per week ($27.23- $52.86) both paying the same rate of union dues at $15.90, this is further replicated throughout the structure for sections T and U members earning $2009 to $3009 ($52.86- $79.18) paying the same rate of dues. Section N is only $2.354 a week cheaper than those earning nearly twice as much as them and, in some cases, more than double. By creating more levels of dues, we can make the dues structure fairer and possibly lower the dues for the lowest paid members and potential members of the AMWU.*

*This Victorian State Council calls upon State Conference Delegates to request the national conference to review the due structure so that those who earn less pay less and those who earn more and can afford more contribute to our great union proportionality”.*

**Moved in block:** Tony Anderson

**Seconded in block:** Darren Darling

***Carried***

**General business:**

* **East Timor Fundraiser**

The MUA and APHEDA are proud to present an afternoon of music, fun & fundraising. AMWU Vic would like to support the course to recommit our solidarity with friends in Timor Leste 50 years on from the BALIBO 5 tragedy and purchase a table of 10 for $ 1,200.

***Resolution:***

*“This Victorian State Council notes the report, supports the initiative and endorses the payment of $ 1,200 to purchase a table of 10 for East Timor Fundraiser”*

**Moved:** Tony Anderson

**Seconded:**  Mellinda Sikk

***Carried***

***Meeting Close at 3.20 pm***

**Next State Council – 9 July 2025**