



AWU

STRONGER TOGETHER

2023

YEAR IN REVIEW

WA BRANCH

SECRETARY

REPORT

2023 has been another challenging year for many AWU members and their families through the rise in interest rates, rent and significant increases to the cost of living.

In these tough times we need to support each other more than ever before.

The team I lead understands the impact that these challenges have on our members and what level of support is required at your workplace when you need it the most.

We have been fighting back against the cost of living increases by strategically negotiating and enforcing our workplace power with employers who don't understand or appreciate the worth of their workers, our members.

The AWU through our alliance with the MUA continued standing up to multinational oil and gas companies, winning the right for our members at Woodside and Chevron to negotiate an agreement on their facilities. Woodside members, after a protracted fight and the looming threat of industrial action, were able to strike a deal at the 11th hour bringing international gas markets, media, and vested interests to their knees.

In October, our road maintenance members were formally welcomed back into Main Roads – providing job security, improved conditions, and higher wages.

In 2023 the AWU in WA was also proud to:

- March at May Day alongside over 300 AWU members from across WA;
- Welcome our new AWU National Secretary, Paul Farrow and Assistant National Secretary, Kade Wakefield and thank Daniel Walton and Stephen Crawford for their stellar service to AWU members across Australia;
- Utilise the '*Secure Jobs, Better Pay*' legislation to bring belligerent mining employers back to the bargaining table in the Goldfields, North West and the Pilbara.
- Represent members by giving evidence in support of the '*Closing Loopholes*' Bill to address the rampant exploitation of labour hire in industries represented by the AWU;
- Remember the dead and continue our fight for the living through our '*STOP deaths in mining and resources*' campaign;
- Complete negotiations for the new Alcoa EBA.
- Put an end to the regressive and restrictive State Government Wages Policy.

This is just a snapshot of the many ways the AWU is representing you in your workplaces.

Brad Gandy

WA Branch Secretary

The Australian Workers' Union



THANK YOU

DANIEL WALTON & STEPHEN CRAWFORD

Daniel and Stephen are AWU through and through. They fought for many years to ensure AWU members get a better deal at work. Lobbying for members in Canberra, the media, behind the scenes and in the Fair Work Commission.

Daniel modernised our union, helped save the Australian steel industry from collapse, supported our Alcoa members through their 2018 Strike and lead the national conversation around gas and Australia's energy future.

Stephen's brilliant legal mind helped achieve some of the AWU's biggest legal wins against giants like Shell, Alcoa, BHP, Rio Tinto and Woodside. His appointment as a Fair Work Commissioner is well-deserved.



Daniel Walton
FORMER NATIONAL SECRETARY



Stephen Crawford
FAIR WORK COMMISSIONER

WELCOME PAUL & KADE



Paul Farrow
NATIONAL SECRETARY

In July, Paul Farrow was elected as the new AWU National Secretary, with Kade Wakefield as his Assistant National Secretary. Paul is a seasoned trade unionist with more than two decades of experience.

Paul began his career as an aircraft maintenance engineer at Boeing Aerostructures Australia, where he was the AWU delegate. In 1997 he became a member of the AWU's NSW Branch Executive and in 2004 began working for the AWU NSW Branch. Paul most recently served as the Senior Vice President and Assistant Secretary for the NSW Branch prior to becoming National Secretary of the AWU.



Kade Wakefield
ASSISTANT NATIONAL SEC

Kade has worked at the AWU for over 13 years and was previously the National Growth & Campaigns Director and Lead Organiser in Construction.

The AWU WA Branch welcomes Paul and Kade as friends of the WA worker.



MAY DAY 2023

MARCHING IN FREMANTLE



AWU MEMBERS TAKE TO FREMANTLE IN FORCE - MAY DAY 2023

The AWU faithful hit the streets of Fremantle attending May Day 2023 in force to celebrate all the hard-fought struggles and wins of their union and the wider union movement in Western Australia.

AWU members came from far and wide with many travelling from the South West, Albany, Mid-west, Pilbara, Kalgoorlie and beyond to show their support for their union. The AWU stall was manned by AWU organisers, staff and volunteers and stocked with four cars full of AWU merchandise, flags and shirts. The hats, flags, badges and shirts were so popular we almost ran out.

The dedication of our members was on display with over 300 people taking part in the AWU May Day march - our best turnout to date! We look forward with excitement for next year's march.

Our members are our union and we couldn't be prouder of our members who came from all across WA. We were also proud to march alongside our union friends and especially our Offshore Alliance members for their first dedicated May Day attendance.





OIL AND GAS

WOODSIDE & CHEVRON

Stronger Together



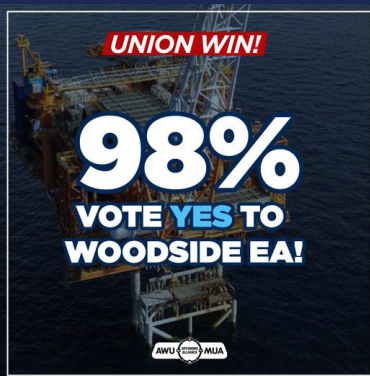
PROTECTED INDUSTRIAL ACTION

Our Offshore Alliance members have fought and won against two of the biggest multi-nationals operating in Australia. Woodside and Chevron are two of the biggest players in the oil and gas industry. Offshore Alliance members got organised and used their high union density on site to force Woodside and Chevron to negotiate union agreements with Tier 1 rates of pay.

By utilising their workplace power our 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 and long delays by Woodside's lawyers and management, Woodside caved at the 11th hour before protected industrial action was taken by our members.

Members at Chevron's Gorgon, Wheatstone Platform and Wheatstone Downstream facilities fought long and hard, showing incredible patience in the face of extreme resistance by Chevron 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 Commission assisted negotiations Chevron agreed in-principle to meet the union half-way on many items inside our log of claims. Unfortunately this agreement did not last long with Chevron's lawyers attempting to welch on this agreement only a couple of weeks later. This reignited our members and just as they did before they stuck together and voted to once again 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 now have an EBA which respects their work, experience, provides advancement opportunities and pays them what they're worth.

INDUSTRIAL ACTION IN THE MEDIA



ONE DAY LONGER,
ONE DAY STRONGER!



MINING

STOP DEATHS IN MINING



ONE DEATH IS ONE TOO MANY

A simple statement but one that is lost on many in our mining and resources sectors. Our members are always our priority and far too often we see big mining companies put profits and production before safety.

This is simply unacceptable. Which is why after yet another death on a mine site in WA earlier this year the AWU WA Branch launched our 'Stop Deaths in Mining' campaign calling upon mining employers and the State Government to do more to improve safety and prevent deaths on mine sites.

The AWU's campaign was backed by our members, State and Federal Members of Parliament and unionists who know, one death is one too many. The AWU met with the Minister for Mines and the WorkSafe leadership resulting in WorkSafe agreeing to meet regularly with the AWU to improve safety on minesites across WA.



ONE DEATH IS ONE TOO MANY
STEPHEN PRICE MLA
MEMBER FOR FORRESTFIELD



ONE DEATH IS ONE TOO MANY
REBECCA STEPHENS
MEMBER FOR ALBANY



ONE DEATH IS ONE TOO MANY
DAVID MICHAEL
MEMBER FOR BALCATT



ONE DEATH IS ONE TOO MANY
TANIA LAWRENCE
FEDERAL MEMBER FOR HASLUCK



ONE DEATH IS ONE TOO MANY
KATE DOUST MLC
SOUTH METROPOLITAN REGION



MINING

SINO IRON INDUSTRIAL ACTION

The West Australian

Strike action ballot at Citic Pacific's Sino Iron adds to industrial relations woes in WA's iron ore sector

24 Oct, 2023

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 members asked their organiser Andy Duffy to 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 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. Well done to our Sino Iron members for not backing down and getting the pay increase you deserve.



MINING

KALGOORLIE-GOLDFIELDS



FORCING NORTHERN STAR TO THE NEGOTIATION TABLE

Since the passage of the Federal Government's 'Secure Jobs, Better Pay' legislation last year, the AWU has been busy forcing belligerent mining employers back to the negotiation table, this includes in the Kalgoorlie Superpit, both above and underground. In 2023 the AWU completed the negotiations for the Mt Charlotte Underground Agreement locking in our underground members' pay and conditions for another 3 years.

We are in ongoing negotiations on the KCGM Surface Agreement which will cover over 500 workers above ground in Kalgoorlie's Superpit. Pit operator KCGM (Northern Star Resources) did not want to negotiate these agreements, putting in an application to terminate the Mt Charlotte Underground Agreement prior to the new legislation being introduced to Federal Parliament. The AWU won and has now forced Northern Star back to the negotiation table once again to get you a better deal in the Kalgoorlie Superpit.

ENOUGH ISN'T ENOUGH

Members continue to report the lack of support from their employers when it comes to sexual harassment. It's clear that Enough wasn't Enough, it was just words with many mining employers choosing to simply dismiss workers rather than investigate or take steps to protect them.

More must be done to protect workers on site and the AWU wants to hear from you about your experience at work and whether your employer stacks up when it comes to bullying and harassment. Contact your Goldfields Organiser, Cate O'Keeffe to report any instances of bullying and harassment or if you need support on site.



MINING

FIGHTING FOR YOU



**AWU MEMBER
REINSTATED!**

IT PAYS TO BE UNION - UNFAIR DISMISSAL WIN

The AWU has won reinstatement for a mining member who was stood down and then fired after being wrongfully accused of sharing inappropriate content on the bus on the way to his worksite. Citic Pacific Mining's flawed investigation process has let both our member and the complainant down. The flawed investigation failed to uncover what occurred and who was truly responsible for the alleged conduct.

The Deputy President of the Fair Work Commission, Peter O'Keeffe found that the process used by Citic was "deeply flawed and lacked rigour". The Deputy President further stated that the accusations put to our member by his employer were "somewhat imprecise" and that Citic failed to hear his version of events, witnesses to the contrary or review other data such as swipe card records, instead summarily terminating his employment.

AWU Legal Officer, Eunice Ong and witnesses present on the bus provided evidence to the Deputy President who then determined Citic did not have a valid reason to terminate the member's employment. The Deputy President was satisfied that the member was unfairly dismissed under section 385 of the Fair Work Act and ordered that the member be reinstated with back pay from when he was dismissed. The member returned to work in early October with full back-pay and unbroken continuous service and leave entitlements.

The AWU provides our members quality legal and industrial representation and will always fight for our members who are treated unfairly at work.

IT PAYS TO BE UNION.



ALUMINA

ALCOA AGREEMENT VOTED UP!



ALCOA MEMBERS CELEBRATE THEIR NEW EBA!

AWU members at Alcoa are celebrating 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 which informed our offer.



Alcoa delegates mass meeting - Pinjarra



5 YEARS ON

ALCOA STRIKE ANNIVERSARY



5 YEARS LATER - STILL UNION STRONG

Can you believe that it has been 5 years? 5 years since Alcoa members said enough is enough, drawing a line in the sand by not taking a backward step when it came to their job security.

On 8 August 2018, these brave AWU men and women walked out the gate fighting for job security. AWU members would stand side-by-side for 53 days embodying the AWU's mantra of stronger together. Special mention to proudly retired ex-Alcoa member, Stuart Dicks who put on a 24 hour campfire vigil to commemorate and chat with many Alcoa members as they went to and from work on this day in August.

53 days longer, 53 days stronger!



PETROLEUM

ATOM VOTE YES TO NEW EBA!

ATOM KWINANA

ATOM MEMBERS VOTE YES TO NEW EBA

In October, 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 line up 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 the ATOM members were met with opposition at every turn, whether it was challenging our MSD (Majority Support Determination) or the pay and conditions sought by members. Unfortunately for ATOM management our members stood strong and fought to improve their pay and conditions. In the end the agreement was overwhelmingly supported by the workforce who had fought tooth and nail to secure it and were rewarded with overall pay increases of 35-39% for their efforts.

ATOM Organiser, Andy Hacking and AWU Legal Officer, Craig Dunne would like to thank all AWU members on site who fought for this great outcome.



Organiser, Andy Hacking &
Legal Officer, Craig Dunne



ROAD MAINTENANCE

MAIN ROADS IN-HOUSING



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 early October.

Workers from the Jandakot and Neerabup depots are moving from insecure contract work to 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. The message from members was loud and clear with many excited to see what new opportunities and pathways their new employer holds for them and their families.



KWINANA

YOUR UNION ON THE STRIP



NEW ORGANISER - BEN HUGHES



Introducing Ben Hughes, your new Organiser on the Kwinana Strip. Ben comes to the AWU from being 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 will be replacing Andy Hacking as the Organiser for the Kwinana Strip as Andy transitions towards retirement.

TRONOX MEMBERS LOAD UP WITH 16%

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

Through 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 to match.

If you work in Kwinana, get in contact with your new Kwinana Organiser, Ben Hughes on 0475 333 558.



FOOD PROCESSORS

MUSHROOMS, FISH AND MORE



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 in 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 bargaining to get a better deal.

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

Members at Hellers are in the process of negotiating the final touches on their new agreement. Workers at Hellers will receive a pay increase and their 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.



BUSH FIREFIGHTERS

KEEPING US SAFE



FIGHTING FIRES AND NEGOTIATING AGREEMENTS

Our bushfire fighting members continue to keep our homes and communities safe from fire. We are looking forward to completing negotiations on the DBCA Fire Agreement and General Agreement early next year.

The AWU has been working with our members on the ground to enforce your agreements 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.**

We are very proud to have welcomed 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.

Thank you to our AWU bushfuries who kept the blazes in Jarrahdale and North Dandalup under control. The work you did keeping our community and Alcoa members at the Huntly Mine Site safe early in November is to be commended and deservedly recognised.



DBCA members fighting the North Dandalup fire



Shane Malcolm
New AWU Organiser



GRAIN AND PORTS

CBH COUNTRY OPS AND PORTS



CBH COUNTRY OPS AGREEMENT AND PORT NEGOTIATIONS

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

The agreement brought 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 going forward.

The AWU CBH Ports Albany delegates attended intractable bargaining negotiations alongside AWU Ports Organiser, Jeff Pratt and AWU Legal Officer, Craig Dunne to work through EBA issues affecting our CBH Ports members.

Bargaining conversations have been positive with Fair Work Commissioner Schneider, helping CBH and the AWU come to an agreement in Albany which should inform the negotiations at the Geraldton and Esperance Ports.



CBH ALBANY PORT



CBH GERALDTON



CBH MINGENEW

CLOSING LOOPHOLES

LABOUR HIRE LEGISLATION



BETTER PAY

Industry rates which keep up with EBAs.

SAFER WORK

Improved safety on your worksite.

JOB SECURITY

Secure work with less exploitation.

WAGE THEFT

Making wage theft a crime.

AWU GIVES EVIDENCE TO SENATE ON LOOPHOLE BILL

The *Fair Work Legislation Amendment (Closing Loopholes) Bill 2023* has now passed Federal Parliament which is great news for many AWU members. The legislation aims to close loopholes that undermine pay and conditions of millions of workers and will ensure EBA rates are paid on sites with an EBA.

In October, 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, 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 have had to fight 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 your worksite has an EBA you can always be paid a higher rate than your EBA - but they don't want you to know that.**



UNION JOBS

AWU REPRESENTING YOU



AWU VOTES IN FAVOUR OF AUKUS SUBMARINE DEAL

As many of our members are aware, the Australian Workers' Union founded the Australian Labor Party and we use our influence within it to ensure good, well paid and secure union jobs for all our members.

The AWU continued this proud tradition this year attending the 49th Federal Australian Labor Party National Conference - you may have seen this one on the news. At the Conference the AWU was able to secure key support for many AWU industries including getting the Federal Government's support for our critical minerals strategy and AUKUS.

The AUKUS shipbuilding (submarines) project is key to the future of Australia's shipbuilding industry and will provide thousands of well-paid union jobs to current and future AWU members. The skills that our members and their children will learn will build our sovereign capacity well into the future. While our critical minerals strategy will allow WA to capitalise on our lithium reserves.



END OF AN ERA

CHEERS TO NANNUP



WORKERS GIVE ONE LAST CHEERS TO NANNUP TIMBER MILL

It was a sad way to start the year with Parkside Timber declaring they would close the Nannup Mill after 98 years of operation since 1925. The AWU South West team joined the 40 strong timber workers at the Nannup Timber Mill to raise a glass one last time to the almost century old timber mill and AWU town.

Decisions have consequences, and our members in Nannup felt the force of this decision. That's why the AWU stepped in to ensure that the State Government provided enhanced redundancies and retrained them for the 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 should maintain their membership and stay in touch as the AWU represents most industries in the South West and Great Southern.



2024

WHERE TO NEXT YEAR?



MEMBERS FIRST

The AWU will always put our members first, whether that's on site, in the community or in our dealings with government and employers. **We are focused on improving your wages, conditions and safety on site.**

This includes new and improved member services such as UnionShopper, SafeWills, New Daily and Eureka Lawyers.

ORGANISING ON YOUR SITE

This year, the AWU team grew including the addition of two new organisers, Ben Hughes and Shane Malcolm. Ben and Shane bring a wealth of experience as union delegates in their previous workplaces.

With Ben in Kwinana and Shane in the South West, the AWU will provide you with **even better representation on site.**



FIGHTING FROM THE FRONT - EBAS

This year the AWU has negotiated more EBAs than ever before. We have done this through utilising workplace power forcing employers to the negotiation table.

We continue to fight to get you a better deal at work. Business profits have never been higher and wages have not kept up - **we will change this and get you a pay increase.**

NOVEMBER - AWU NATIONAL CONFERENCE

The WA Branch will host the 2024 Australian Workers' Union National Conference in Perth. The National Conference brings AWU delegates from across the nation together to determine the direction and objectives of the union for the following two years. We are proud to be hosting this prestigious event and will be in contact with members about how you can get involved next year.





Stronger Together



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AWUWesternAustralia