

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, **Paul Richardson** being the **Director – Finance, Governance and Administration** declare the following:

1. I am authorised by the National Executive of the United Workers' Union to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s230(1)(b),(c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
3. A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 22 April 2022

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
28/3/2022	Inaugural Convention Delegate	Christine Aicken	Resigned	Vacant	n/a	n/a
14/4/2022	Inaugural Convention Delegate	Shuang Hagrebet	Resigned	Vacant	n/a	n/a

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

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Signed:



Dated: 23 March 2022

ANNEXURE A

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16/3/2022	Inaugural Convention Delegate	Hannah Beadle	Resigned	Vacant	n/a	n/a
18/3/2022	Inaugural Convention Delegate	Evelyn Acevedo	Resigned	Vacant	n/a	n/a



Australian Government
Registered Organisations Commission

22 March 2022

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

We acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union (AR2021/69).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

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Time frames for notifications of change

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Resources to help you make your notifications of change

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eLearning module – notifications of change

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Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
4/03/2022	N/A	Inaugural Convention Delegate vacancy	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

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Signed:



Dated: 4 March 2022

ANNEXURE A

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22/2/2022	Inaugural Convention Delegate	Anna Martin	Resigned	Vacant	n/a	n/a



25 February 2022

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

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Yours sincerely

Registered Organisations Commission

Appendix A

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Our records have been updated.

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Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
9/02/2022	N/A	Inaugural Convention Delegate vacancies (3)	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

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Signed:



Dated: 8 February 2022

ANNEXURE A

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2/02/2022	Inaugural Convention Delegate	Ian Gair	Resigned	Vacant	n/a	n/a
2/02/2022	Inaugural Convention Delegate	Robert Dickinson	Resigned	Vacant	n/a	n/a
8/02/2022	Inaugural Convention Delegate	Sharron Seddon	Resigned	Vacant	n/a	n/a



Australian Government
Registered Organisations Commission

3 February 2022

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

We acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union (AR2021/69).

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What you need to do right now

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Yours sincerely

Registered Organisations Commission

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21/01/2022	N/A	Inaugural Convention Delegate vacancy, Inaugural Member Council Delegate vacancy	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

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Signed:



Dated: 19 January 2022

ANNEXURE A

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19/01/2022	Inaugural Convention Delegate	Judeth Clarke	Ceased to be eligible to hold office	Vacant	n/a	n/a
19/01/2022	Inaugural Member Council Delegate	Judeth Clarke	Ceased to be eligible to hold office	Vacant	n/a	n/a



14 January 2022

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

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16/12/2021	N/A	Inaugural Convention Delegate vacancy, Inaugural Member Council Delegate vacancy	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

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Dated: 16 December 2021

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01/12/2021	Inaugural Convention Delegate	Paul Payne	Resigned	Vacant	Not applicable	Not applicable
01/12/2021	Inaugural Member Council Delegate	Paul Payne	Resigned	Vacant	Not applicable	Not applicable



9 December 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

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REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

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2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s230(1)(b),(c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
3. A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 2 December 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
1/11/2021	Inaugural Member Council	Margarita Murray-Stark	Resigned	Vacant	Not applicable	Not applicable
1/11/2021	Inaugural Convention Delegate	Margarita Murray-Stark	Resigned	Vacant	Not applicable	Not applicable
25/11/2021	National Vice President	Vacant	Appointed to fill casual vacancy	Sharron Caddie	United Worker's Union 833 Bourke St, Docklands VIC 3008	Union Official
25/11/2021	Inaugural National Executive Member	Sharron Caddie	Appointed to a new position	Vacant	Not applicable	Not applicable



16 November 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

We acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union (AR2021/69).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



Officer financial training audit

An audit by the ROC into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

Help for new officers: Officer Induction Kit

The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the ROC's [officers and disclosures](#) page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (r 151 Fair Work (Registered Organisations) Regulations 2009).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



eLearning module – notifications of change

The ROC has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@roc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
14/10/2021	N/A	Inaugural Convention Delegate vacancies (4), Inaugural National Vice President vacancy	Yes
28/10/2021	N/A	Inaugural Convention Delegate vacancy	Yes
5/11/2021	N/A	Inaugural Convention Delegate vacancy	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations)
Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, **Paul Richardson** being the **Director – Finance, Governance and Administration** declare the following:

1. I am authorised by the National Executive of the United Workers' Union to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s230(1)(b),(c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
3. A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 5 November 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
25/10/2021	Inaugural Convention Delegate	Daniel Symes	Resigned	Vacant	Not applicable	Not applicable

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, **Paul Richardson** being the **Director – Finance, Governance and Administration** declare the following:

1. I am authorised by the National Executive of the United Workers' Union to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s230(1)(b),(c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
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Signed:



Dated: 21 October 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
14/10/2021	Inaugural Convention Delegate	Ian Dixon	Resigned	Vacant	Not applicable	Not applicable

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
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Signed:



Dated: 14 October 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
20/09/2021	Inaugural Convention Delegate	Guven Yagci	Resigned	Vacant	Not applicable	Not applicable
11/10/2021	Inaugural Convention Delegate	Marie McCabe	Resigned	Vacant	Not applicable	Not applicable
08/10/2021	Inaugural Convention Delegate	Patrick Luxford	Resigned	Vacant	Not applicable	Not applicable
08/10/2021	Inaugural National Vice President	Susie Allison	Resigned	Vacant	Not applicable	Not applicable
08/10/2021	Inaugural Convention Delegate	Susie Allison	Resigned	Vacant	Not applicable	Not applicable



6 September 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

We acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union (AR2021/69).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

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Time frames for notifications of change

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Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

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Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
18/08/2021	N/A	Inaugural Convention Delegate vacancies (2), Inaugural Member Council Delegate vacancy (1). Convention Delegate (2), Member Council (1)	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

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required to be kept in accordance with section 230 *Fair Work (Registered Organisations)
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Signed:



Dated: 18 August 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

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16/08/2021	Inaugural Convention Delegate	Robyn Weate	Resigned	Vacant	n/a	n/a
16/08/2021	Inaugural Member Council Delegate	Robyn Weate	Resigned	Vacant	n/a	n/a
13/08/2021	Inaugural Convention Delegate	Matthew Toner	Resigned	Vacant	n/a	n/a
11/08/2021	Convention Delegate	Vacant	Appointed to fill Casual Vacancy	Karen Bunker	833 Bourke Street, Docklands Victoria 3008	Early Childhood Educator
11/08/2021	Member Council	Vacant	Appointed to fill Casual Vacancy	Karen Bunker	833 Bourke Street, Docklands Victoria 3008	Early Childhood Educator
13/08/2021	Convention Delegate	Vacant	Appointed to fill Casual Vacancy	Laura Stevens	833 Bourke Street, Docklands Victoria 3008	Union Official



18 August 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

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Registered Organisations Commission

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28/07/2021	N/A	Correction to Annual Return information, Christopher Dundon added to list of Inaugural Convention Delegates, inadvertently left off originally	N/A - no changes to the information contained in the records required to be kept by the organisation, correction of information provided only
4/08/2021	N/A	Inaugural Convention Delegates (48), Member Council Delegate (8), Inaugural Convention Delegate vacancies (3), Inaugural Member Council vacancy (1)	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

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Signed:



Dated: 04/08/2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Jeff Kirkby	833 Bourke Street, Docklands Victoria 3008	Storeworker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Josie Ngme	833 Bourke Street, Docklands Victoria 3008	Hospital Support Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Mabor Madit	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Laura Cripps	833 Bourke Street, Docklands Victoria 3008	Enrolled Nurse
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Julie-Marie Hay	833 Bourke Street, Docklands Victoria 3008	Enrolled Nurse
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Amanda Dewey	833 Bourke Street, Docklands Victoria 3008	Teacher Aide
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Haidee Noonan	833 Bourke Street, Docklands Victoria 3008	Admin Officer – Aboriginal Medical Services Alliance
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Brionee Noonan	833 Bourke Street, Docklands Victoria 3008	Apont Coordinator – Aboriginal Medical Services Alliance
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Pamela Honeysett	833 Bourke Street, Docklands Victoria 3008	Home Care Assistant
13/07/2021	Inaugural Convention	Vacant	Appointed to fill	Kim Walton	833 Bourke Street, Docklands Victoria 3008	Home Care Assistant

	Delegate		casual vacancy			
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Kay Gehan	833 Bourke Street, Docklands Victoria 3008	Family Partnership Worker (Medical Clinic)
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Arou Akot	833 Bourke Street, Docklands Victoria 3008	Cleaner
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Karma Dema	833 Bourke Street, Docklands Victoria 3008	Cleaner
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Geoff Phipps	833 Bourke Street, Docklands Victoria 3008	Casino Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Matthew Dodd	833 Bourke Street, Docklands Victoria 3008	Casino Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Hannah Beadle	833 Bourke Street, Docklands Victoria 3008	Casino Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Luis Plata Carreno	833 Bourke Street, Docklands Victoria 3008	Casino Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Marciel Stevenson	833 Bourke Street, Docklands Victoria 3008	Casino Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Robert Dickinson	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	April Astuti	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Natasha Wisniewski	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural	Vacant	Appointed to fill	Carol Chanda	833 Bourke Street,	Food Industry Worker

	Convention Delegate		casual vacancy		Docklands Victoria 3008	
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Adrien Vaccarella	833 Bourke Street, Docklands Victoria 3008	Pharmaceutical Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Ninfa Paredes	833 Bourke Street, Docklands Victoria 3008	Dry cleaning Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Maharukh Sатtha	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Samira Shire	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Alice Casimiro-Branco	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Cassandra Duff	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Samantha Elphick	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Donna Muller	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Carmel Heinelt	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Jill Marett	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Karen Bunker	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural	Vacant	Appointed to fill	Bridget Pratt	833 Bourke Street,	ECEC Worker

	Convention Delegate		casual vacancy		Docklands Victoria 3008	
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Michelle Botei	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Sharee Dunnet	833 Bourke Street, Docklands Victoria 3008	ECEC Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Lesley Holmes	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Kiri Horo	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Bayan Mohamed	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Jane Wood	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Leeanne Ponga	833 Bourke Street, Docklands Victoria 3008	Casino Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Ram Krishna Sharma	833 Bourke Street, Docklands Victoria 3008	Perfect Fresh Employee
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Angela Beatson	833 Bourke Street, Docklands Victoria 3008	Ambulance Worker
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Sarah Lui	833 Bourke Street, Docklands Victoria 3008	Teacher Aide
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Raelene Neff	833 Bourke Street, Docklands Victoria 3008	Packer
13/07/2021	Inaugural	Vacant	Appointed to fill	Samson Sam	833 Bourke Street,	Farms Worker

	Convention Delegate		casual vacancy		Docklands Victoria 3008	
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Jaunah Harun	833 Bourke Street, Docklands Victoria 3008	Migrant Work Rights Group
13/07/2021	Inaugural Convention Delegate	Vacant	Appointed to fill casual vacancy	Sereyvuth Tieng	833 Bourke Street, Docklands Victoria 3008	Farms Worker
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Jeff Kirkby	833 Bourke Street, Docklands Victoria 3008	Storeworker
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Mabor Madit	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Josie Ngme	833 Bourke Street, Docklands Victoria 3008	Hospital Support Worker
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Karma Dema	833 Bourke Street, Docklands Victoria 3008	Cleaner
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Arou Akot	833 Bourke Street, Docklands Victoria 3008	Cleaner
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Robert Dickinson	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker
13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	April Astuti	833 Bourke Street, Docklands Victoria 3008	Food Industry Worker

13/07/2021	Member Council Delegate	Vacant	Appointed to fill casual vacancy	Ram Krishna Sharma	833 Bourke Street, Docklands Victoria 3008	Perfect Fresh Employee
14/07/2021	Inaugural Convention Delegate	Kerrie Devir	Resignation	Vacant	833 Bourke Street, Docklands Victoria 3008	n/a
14/07/2021	Inaugural Member Council	Kerrie Devir	Resignation	Vacant	833 Bourke Street, Docklands Victoria 3008	n/a
09/07/2021	Inaugural Convention Delegate	Victor Barrientos	Resignation	Vacant	833 Bourke Street, Docklands Victoria 3008	n/a
09/07/2021	Inaugural Convention Delegate	Narom Leung	Resignation	Vacant	833 Bourke Street, Docklands Victoria 3008	n/a

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations)
Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, Paul Richardson being the Director – Finance, Governance and Administration declare the following:

1. I am authorised by the National Executive of the United Workers' Union to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
3. A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 26 July 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
Not applicable	Inaugural Convention Delegate	Not applicable	Error in records filed in AR 2021/69 – dated 12 March 2021	Christopher Dundon	833 Bourke Street Docklands Victoria 3008	Union Official



9 July 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

We acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union (AR2021/69).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



Officer financial training audit

An audit by the ROC into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

Help for new officers: Officer Induction Kit

The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the ROC's [officers and disclosures](#) page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (r 151 Fair Work (Registered Organisations) Regulations 2009).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



eLearning module – notifications of change

The ROC has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@roc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
30/06/2021	N/A	Inaugural Convention Delegate vacancies (2)	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return)
required to be kept in accordance with section 230 *Fair Work (Registered Organisations)
Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009***

I, **Paul Richardson** being the **Director – Finance, Governance and Administration** declare the following:

1. I am authorised by the National Executive of the United Workers' Union to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s230(1)(b),(c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
3. A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 30 June 2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
9 June 2021	Inaugural Convention Delegate	Ruth Sorbello	Resigned	Vacant	Not applicable	Not applicable
28 June 2021	Inaugural Convention Delegate	Melissa Henderson	Resigned	Vacant	Not applicable	Not applicable



29 June 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Notification of changes – Action required

Dear Timothy Kennedy,

We acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union (AR2021/69).

A list of those changes has been summarised in Appendix A at the end of this letter.

What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (s.293K of the Fair Work (Registered Organisations) Act 2009 (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

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An audit by the ROC into officer training found that organisations frequently misunderstood **which** officers are required to do training.

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The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the ROC's [officers and disclosures](#) page.

Disclosure obligations: what officers must do

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the ROC's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (r 151 Fair Work (Registered Organisations) Regulations 2009).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement



eLearning module – notifications of change

The ROC has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or regorgs@roc.gov.au if you have any questions or would like to discuss this matter further.

Yours sincerely

Registered Organisations Commission

Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the ROC Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
9/06/2021	N/A	Inaugural Convention Delegate vacancy	Yes

REGISTERED ORGANISATIONS COMMISSION

Fair Work (Registered Organisations) Act 2009

Sections 230(1)(d) and 233(2) – Records to be kept by Organisations

UNITED WORKERS' UNION

DECLARATION

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, Paul Richardson being the Director – Finance, Governance and Administration declare the following:

1. I am authorised by the National Executive of the United Workers' Union to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*.
3. A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed:



Dated: 09/06/2021

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Reason for change	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
12/05/2021	Inaugural Convention Delegate	Dianne Koubek	Resignation	Vacant	n/a	n/a



6 April 2021

Timothy Kennedy
National Secretary
United Workers' Union
Sent via email: reporting@unitedworkers.org.au

Dear Timothy Kennedy

The United Workers' Union's annual return of information (Annual Return) lodged under subsection 233(1) of the RO Act

Thank you for providing your declarations and information (Annual Return) lodged under subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

Summary of your Annual Return and Review Outcome

Year 2020
Matter number AR2021/69
Lodgement date 12 March 2021
Review Primary Review
Result FILED

Your primary review

Your Annual Return had a **primary review** which checked whether it was signed by an officer, lodged on time, the required declarations were made, included the list of offices and office holders and whether you met the requirements that the ROC raised with you last year. A primary review does not examine all the requirements of subsection 233(1).



Your Annual Return satisfied the requirements of the primary review and has been uploaded to the ROC website.

The ROC's risk-based approach

This year your Annual Return was assessed against a primary review. A primary review does not check all legislative requirements.

Over a five year period the Annual Return of every organisation will be subject to at least one advanced review. An advanced review is a more comprehensive review.

The ROC's [advanced review checklists](#) are published on our website.

Do you have questions?

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the ROC's subscription service](#).

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@roc.gov.au.

Yours sincerely

Registered Organisations Commission

ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009

I, **Paul Richardson**, being **Director- Finance, Governance and Administration** of the **United Workers' Union** declare the following:

1. I am authorised to make this declaration.
2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by s.230(1)(a) and s.230(2) of the Fair Work (Registered Organisations) Act 2009 (the Act).
3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Act:
 - The address of the organisation is **833 Bourke Street, Docklands, Victoria 3008**.¹
 - The organisation has no branches and no branches have ceased or commenced in the previous 12 months.²
 - On 31 December in the previous year the number of members was 150,562.³
 - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.
 - Under the rules of the organisation, no elections must be held between 1 January and 31 December of this year.⁴
 - The organisation has not entered into an agreement under s.151(1) of the Act with a state union.

Signed:



PAUL RICHARDSON
DIRECTOR – FINANCE, GOVERNANCE AND ADMINISTRATION

Dated: 12/03/2021

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d); reg.147(a), (b), (c) & (d)

³ s.230(1)(d); reg.147(f)

⁴ s.230(1)(d); reg.147(e)

ANNEXURE A

THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation [*insert as many pages as required*]:

Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
Inaugural National President	Jo-anne Schofield	United Worker's Union 833 Bourke Street Docklands VIC 3008	Union official
Inaugural National Vice President	Susan Allison	As above	Union official
Inaugural National Vice President	Gary Bullock	As above	Union official
Inaugural National Vice President	Samuel Roberts	As above	Union official
Inaugural National Vice President	Carolyn Smith	As above	Union official
Inaugural National Secretary	Timothy Kennedy	As above	Union official
Inaugural National Executive Member	Jannette Armstrong	As above	Union official
Inaugural National Executive Member	Sharron Caddie	As above	Union official
Inaugural National Executive Member	Caterina Cinanni	As above	Union official
Inaugural National Executive Member	Mel Gatfield	As above	Union official
Inaugural National Executive Member	Helen Gibbons	As above	Union official
Inaugural National Executive Member	Karma Lord	As above	Union official
Inaugural National	Godfrey Moase	As above	Union official

Executive Member			
Inaugural National Executive Member	Dario Mujkic	As above	Union official
Inaugural National Executive Member	Demi Pnevmatikas	As above	Union official
Inaugural National Executive Member	Ben Redford	As above	Union official
Inaugural National Executive Member	Paul Richardson	As above	Union official
Inaugural National Executive Member	Lyndal Ryan	As above	Union official
Inaugural National Executive Member	Vacant (1)		
Inaugural National Executive Committee	Jo-anne Schofield	As above	Union official
Inaugural National Executive Committee	Susan Allison	As above	Union official
Inaugural National Executive Committee	Gary Bullock	As above	Union official
Inaugural National Executive Committee	Samuel Roberts	As above	Union official
Inaugural National Executive Committee	Carolyn Smith	As above	Union official
Inaugural National Executive Committee	Timothy Kennedy	As above	Union official
Inaugural Convention Delegate	Evelyn Acevedo	As above	Security Guard
Inaugural Convention Delegate	Miroslav Adamovic	As above	Paint Manufacturing Worker
Inaugural Convention Delegate	Christine Aicken	As above	Security Guard
Inaugural Convention Delegate	Susan Allison	As above	Union official
Inaugural Convention Delegate	Judith Allison	As above	Security Guard

Inaugural Convention Delegate	Jannette Armstrong	As above	Union official
Inaugural Convention Delegate	Jane Arnett	As above	Early Childhood Educator
Inaugural Convention Delegate	David Arthur	As above	Security Worker
Inaugural Convention Delegate	Adam Auld	As above	Union official
Inaugural Convention Delegate	Gamaleldin Babiker	As above	Cleaner
Inaugural Convention Delegate	Judith Barber	As above	School Cleaner
Inaugural Convention Delegate	Victor Barrientos	As above	Cleaner
Inaugural Convention Delegate	Greg Bartels	As above	Education Facility Attendant
Inaugural Convention Delegate	Steven Bateman	As above	Paint Manufacturing Worker
Inaugural Convention Delegate	Jillian Batt	As above	Union official
Inaugural Convention Delegate	Angela Beatson	As above	Ambulance officer
Inaugural Convention Delegate	Amy Bell	As above	Early Childhood Educator
Inaugural Convention Delegate	Imogen Beynon	As above	Union official
Inaugural Convention Delegate	Laura Bieniak	As above	Union official
Inaugural Convention Delegate	Wendy Blackman	As above	Paramedic
Inaugural Convention Delegate	Emma Bowers	As above	Residential Carer

Delegate			
Inaugural Convention Delegate	Marissa Bratovich	As above	Casino
Inaugural Convention Delegate	Dale Buckmaster	As above	Casino employee
Inaugural Convention Delegate	Gary Bullock	As above	Union official
Inaugural Convention Delegate	Sharron Caddie	As above	Union official
Inaugural Convention Delegate	Helen Caldwell	As above	Club Attendant
Inaugural Convention Delegate	Tanya Champs	As above	Hospitality Worker
Inaugural Convention Delegate	Michelle Chang	As above	Casino employee
Inaugural Convention Delegate	Cecile Chavrez	As above	Early Childhood Educator
Inaugural Convention Delegate	Deborah Christie	As above	Early Childhood Educator
Inaugural Convention Delegate	Quan Chuc	As above	Union official
Inaugural Convention Delegate	Caterina Cianni	As above	Union official
Inaugural Convention Delegate	Judeth Clarke	As above	Carer
Inaugural Convention Delegate	David Clements	As above	Dairy Industry Worker
Inaugural Convention Delegate	Evalyn Clow	As above	Poultry Industry Worker
Inaugural Convention Delegate	Wes Cockburn	As above	School Cleaner
Inaugural Convention Delegate	Wendy Comerford	As above	Aged Care Attendant
Inaugural Convention Delegate	George Coorey	As above	Club Attendant

Delegate			
Inaugural Convention Delegate	Robert Crawford	As above	Club Attendant
Inaugural Convention Delegate	Kerrie Devir	As above	Early Childhood Educator
Inaugural Convention Delegate	Tania Ditton	As above	School Cleaner
Inaugural Convention Delegate	Ian Dixon	As above	Storeworker
Inaugural Convention Delegate	Joel Dowden	As above	Security Officer
Inaugural Convention Delegate	Erina Early	As above	Union official
Inaugural Convention Delegate	Alycia Economidis	As above	Union official
Inaugural Convention Delegate	Sharon Eurlings	As above	Union official
Inaugural Convention Delegate	Michael Folks	As above	Hospitality worker
Inaugural Convention Delegate	Ying Wai (Benny) Fong	As above	Casino dealer
Inaugural Convention Delegate	Michael Formica	As above	Ambulance officer
Inaugural Convention Delegate	Ian Gair	As above	Security Guard
Inaugural Convention Delegate	Agnes Galiza-Pua	As above	Storeworker
Inaugural Convention Delegate	Melanie Gatfield	As above	Union official
Inaugural Convention Delegate	Mira Ghamrawi	As above	Early Childhood Educator
Inaugural Convention Delegate	Helen Gibbons	As above	Union official
Inaugural Convention	Andrew Giles	As above	Union official

Delegate			
Inaugural Convention Delegate	Brian Godfrey	As above	Baker
Inaugural Convention Delegate	Nicholas Gordon	As above	Food Industry Worker
Inaugural Convention Delegate	Ruben Grageda	As above	Club Attendant
Inaugural Convention Delegate	Lucinda Greed	As above	Early Childhood Educator
Inaugural Convention Delegate	Kylie Grey	As above	Early Childhood Educator
Inaugural Convention Delegate	Lillian Grogan	As above	Homecare employee
Inaugural Convention Delegate	Suzanne Gounder	As above	Government disability worker
Inaugural Convention Delegate	Jane Grundy	As above	Homecare employee
Inaugural Convention Delegate	Timothy Gunstone	As above	Union official
Inaugural Convention Delegate	Shona Haddon	As above	Security guard
Inaugural Convention Delegate	Shuang Hagrebet	As above	Salesperson
Inaugural Convention Delegate	Maria Halwood	As above	Education Assistant
Inaugural Convention Delegate	Stephanie Hanrahan	As above	Union official
Inaugural Convention Delegate	Desmond Hardman	As above	Radiographer
Inaugural Convention Delegate	Zelda Harmer	As above	Aged Care worker
Inaugural Convention Delegate	Lorna Harper	As above	Union official
Inaugural Convention Delegate	John Hawker	As above	Union official (Honorary)

Inaugural Convention Delegate	Rebecca Hayes	As above	Early Childhood Educator
Inaugural Convention Delegate	Melissa Henderson	As above	Early Childhood Educator
Inaugural Convention Delegate	Kelly Henry	As above	Union official
Inaugural Convention Delegate	Jeff Higgins	As above	Plastic manufacturing workers
Inaugural Convention Delegate	Adrian Hinds	As above	Brewery worker
Inaugural Convention Delegate	Grant Hollington	As above	Casino employee
Inaugural Convention Delegate	Steven Howie	As above	Union official
Inaugural Convention Delegate	Rahge Ibrahim	As above	Storeworker
Inaugural Convention Delegate	Wesley Inglis	As above	Security guard
Inaugural Convention Delegate	Heather Jackson	As above	Personal Care Attendant
Inaugural Convention Delegate	Belinda Jacobi	As above	Union official
Inaugural Convention Delegate	Peter Jelly	As above	Fire services
Inaugural Convention Delegate	Daniel Johnston	As above	Club Attendant
Inaugural Convention Delegate	Andrew Jones	As above	Union official
Inaugural Convention Delegate	Abel Joseph	As above	Casino employee
Inaugural Convention Delegate	Gulshen Kamber	As above	Storeworker
Inaugural Convention Delegate	Timothy Kennedy	As above	Union official
Inaugural Convention	Paul Kershaw	As above	Brewery worker

Delegate			
Inaugural Convention Delegate	Bryan Kidman	As above	Casino employee
Inaugural Convention Delegate	Lorinda Knox	As above	Ambulance services
Inaugural Convention Delegate	Julie Korlevska	As above	Union official
Inaugural Convention Delegate	Dianne Koubek	As above	Casino
Inaugural Convention Delegate	Heath Lamaro	As above	Union official
Inaugural Convention Delegate	Justin Lane	As above	Brewery worker
Inaugural Convention Delegate	Shannon Lavery	As above	Early Childhood Educator
Inaugural Convention Delegate	Lemmuell Leech	As above	Union official
Inaugural Convention Delegate	Narorn Leung	As above	Union official
Inaugural Convention Delegate	Claire Lewis	As above	Union official
Inaugural Convention Delegate	Tracey Lidsay	As above	Storeworker
Inaugural Convention Delegate	Trevor Liu	As above	Casino employee
Inaugural Convention Delegate	Adam Lord	As above	Storeworker
Inaugural Convention Delegate	Karma Lord	As above	Union official
Inaugural Convention Delegate	Patrick Luxford	As above	Production worker
Inaugural Convention Delegate	Ian Madgwick	As above	Union official
Inaugural Convention Delegate	Leah Malzard	As above	Early Childhood

Delegate			Educator
Inaugural Convention Delegate	Siontuwu Mangawea	As above	Housekeeping employee
Inaugural Convention Delegate	Anna Martin	As above	Aged Care worker
Inaugural Convention Delegate	Kenneth Martindale	As above	Education Facility Attendant
Inaugural Convention Delegate	Maria McCabe	As above	Chemical worker
Inaugural Convention Delegate	Carol McCormack	As above	Education Assistant
Inaugural Convention Delegate	Stefania McGrath	As above	Union official
Inaugural Convention Delegate	Deirdre Meneaud	As above	Aged care worker
Inaugural Convention Delegate	Tegan Jill Milliken	As above	Union official
Inaugural Convention Delegate	Colin Minns	As above	Production worker
Inaugural Convention Delegate	Godfrey Moase	As above	Union official
Inaugural Convention Delegate	Anwer Mohamed	As above	Hospital Kitchen Assistant
Inaugural Convention Delegate	Karen Moran	As above	Early Childhood Educator
Inaugural Convention Delegate	Maria Morrison	As above	Property Services employee
Inaugural Convention Delegate	Dario Mujkic	As above	Union official
Inaugural Convention Delegate	Margarita Murray-Stark	As above	Hotel room attendant
Inaugural Convention Delegate	John Newton	As above	Storeworker
Inaugural Convention Delegate	Angela Oborn	As above	Union official

Inaugural Convention Delegate	Patrick O'Donnell	As above	Union official
Inaugural Convention Delegate	Anthony Oldfield	As above	Food Industry worker
Inaugural Convention Delegate	Ian Pandilovski	As above	School Cleaner
Inaugural Convention Delegate	Delma Panhuyzen	As above	Disability carer
Inaugural Convention Delegate	Taryn Pardey	As above	Union official
Inaugural Convention Delegate	Paul Payne	As above	Oil Industry Worker
Inaugural Convention Delegate	Geoffrey Pearson	As above	Storeworker
Inaugural Convention Delegate	Jason Perry	As above	Storeworker
Inaugural Convention Delegate	Perry Pewee	As above	Poultry Industry Worker
Inaugural Convention Delegate	Helen Piggott	As above	Cleaner
Inaugural Convention Delegate	Demi Pnevmatikos	As above	Union official
Inaugural Convention Delegate	Barbara Possingham	As above	Hospital worker
Inaugural Convention Delegate	Kim Prescott-Brown	As above	Education Assistant
Inaugural Convention Delegate	Adam Quill	As above	Club Attendant
Inaugural Convention Delegate	Stephen Radford	As above	Education Facility Attendant
Inaugural Convention Delegate	Karthika Raghwan	As above	Union official
Inaugural Convention Delegate	Iris Raye	As above	Aboriginal Health Practitioner
Inaugural Convention Delegate	Ben Redford	As above	Union official

Delegate			
Inaugural Convention Delegate	Benjamin Reichstein	As above	Union official
Inaugural Convention Delegate	Paul Richardson	As above	Union official
Inaugural Convention Delegate	Samuel Roberts	As above	Union official
Inaugural Convention Delegate	Malcolm Rose	As above	Cleaner
Inaugural Convention Delegate	John Rowbotham	As above	Food Industry Worker
Inaugural Convention Delegate	Tim Rowbottom	As above	Winery Employee
Inaugural Convention Delegate	Lyndal Ryan	As above	Union official
Inaugural Convention Delegate	Mark Schmidt	As above	Union official
Inaugural Convention Delegate	Jo-anne Schofield	As above	Union official
Inaugural Convention Delegate	Sharon Seddon	As above	Club employee
Inaugural Convention Delegate	Mark Sedgman	As above	Building Services Officer
Inaugural Convention Delegate	Hayden Smallwood	As above	Casino worker
Inaugural Convention Delegate	Neil Smith	As above	Union official
Inaugural Convention Delegate	Carolyn Smith	As above	Union official
Inaugural Convention Delegate	Ruth Sorbello	As above	Cleaner
Inaugural Convention Delegate	Laura Stevens	As above	Union official
Inaugural Convention Delegate	Antoinette Stewart	As above	Casino dealer

Inaugural Convention Delegate	Heather Stroud	As above	School cleaner
Inaugural Convention Delegate	Joanna Sutton	As above	Union official
Inaugural Convention Delegate	Rebecca Swainson	As above	Early Childhood Educator
Inaugural Convention Delegate	Daniel Symes	As above	Correctional Officer
Inaugural Convention Delegate	Susan Szalay	As above	Casino dealer
Inaugural Convention Delegate	Margaret Te-Awa	As above	Union official
Inaugural Convention Delegate	Philip Tilbrook	As above	Correctional Officer
Inaugural Convention Delegate	Mathew Toner	As above	Union official
Inaugural Convention Delegate	Arthur Tsimopoulos	As above	Contract Cleaner
Inaugural Convention Delegate	Martine Tulloch	As above	Dental Assistant
Inaugural Convention Delegate	Barbara Turomsza	As above	School cleaner
Inaugural Convention Delegate	Christine Wagland	As above	Cleaner
Inaugural Convention Delegate	Linda Watson	As above	School Cleaner
Inaugural Convention Delegate	Robyn Weate	As above	Club Attendant
Inaugural Convention Delegate	Janice Wells	As above	Union official
Inaugural Convention Delegate	Mark Whenan	As above	Union official
Inaugural Convention Delegate	Monique Wickham	As above	Early Childhood Educator

Inaugural Convention Delegate	Christopher Wilkinson	As above	Storeworker
Inaugural Convention Delegate	Janet Williams	As above	Education Assistant
Inaugural Convention Delegate	Bernd Winkler	As above	Hospital contractor
Inaugural Convention Delegate	Kenton Winsley	As above	Aboriginal Health Practitioner
Inaugural Convention Delegate	Andreas Wittmann	As above	Plastics Industry Worker
Inaugural Convention Delegate	Samantha Wright	As above	Food Industry Worker
Inaugural Convention Delegate	Vicki Wright	As above	Education Assistant
Inaugural Convention Delegate	Guven Yagci	As above	Food Industry Worker
Inaugural Convention Delegate	Vacant (52)		
Inaugural Member Council Delegate	Gamaleldin Babiker	As above	Cleaner
Inaugural Member Council Delegate	Judith Barber	As above	School Cleaner
Inaugural Member Council Delegate	Amy Bell	As above	Early Childhood Educator
Inaugural Member Council Delegate	Jude Clarke	As above	Carer
Inaugural Member Council Delegate	David Clements	As above	Dairy Industry Worker
Inaugural Member Council Delegate	Evalyn Clow	As above	Poultry Industry Worker
Inaugural Member Council Delegate	Greg Bartels	As above	Education Facility Attendant
Inaugural Member	Kerrie Devir	As above	Early Childhood

Council Delegate			Educator
Inaugural Member Council Delegate	Joel Dowden	As above	Security Officer
Inaugural Member Council Delegate	Michael Formica	As above	Ambulance officer
Inaugural Member Council Delegate	Agnes Galiza-Pua	As above	Storeworker
Inaugural Member Council Delegate	Mira Ghamrawi	As above	Early Childhood Educator
Inaugural Member Council Delegate	Suzanne Gounder	As above	Government disability worker
Inaugural Member Council Delegate	Kylie Grey	As above	Early Childhood Educator
Inaugural Member Council Delegate	Lillian Grogan	As above	Homecare employee
Inaugural Member Council Delegate	Shona Lee Haddon	As above	Security guard
Inaugural Member Council Delegate	Maria Halwood	As above	Education Assistant
Inaugural Member Council Delegate	Wes Inglis	As above	Security guard
Inaugural Member Council Delegate	Heather Jackson	As above	Personal Care Attendant
Inaugural Member Council Delegate	Justin Lane	As above	Brewery worker
Inaugural Member Council Delegate	Tracey Lidsay	As above	Storeworker
Inaugural Member Council Delegate	Leah Malzard	As above	Early Childhood Educator
Inaugural Member Council Delegate	Carol McCormack	As above	Education Assistant
Inaugural Member Council Delegate	Deirdre Meneaud	As above	Aged care worker

Inaugural Member Council Delegate	Colin Minns	As above	Production worker
Inaugural Member Council Delegate	Karen Moran	As above	Early Childhood Educator
Inaugural Member Council Delegate	John Newton	As above	Storeworker
Inaugural Member Council Delegate	Delma Panhuyzen	As above	Disability carer
Inaugural Member Council Delegate	Paul Payne	As above	Oil Industry Worker
Inaugural Member Council Delegate	Kim Prescott-Brown	As above	Education Assistant
Inaugural Member Council Delegate	Steve Radford	As above	Education Facility Attendant
Inaugural Member Council Delegate	Hayden Smallwood	As above	Casino worker
Inaugural Member Council Delegate	Margarita Murray-Stark	As above	Hotel room attendant
Inaugural Member Council Delegate	Susan Szalay	As above	Casino dealer
Inaugural Member Council Delegate	Arthur Tsimopoulos	As above	Contract Cleaner
Inaugural Member Council Delegate	Barb Turomsza	As above	School cleaner
Inaugural Member Council Delegate	Robyn Weate	As above	Club Attendant
Inaugural Member Council Delegate	Janet Williams	As above	Education Assistant
Inaugural Member Council Delegate	Michelle Chang	As above	Casino employee
Inaugural Member Council Delegate	Kenton Winsley	As above	Aboriginal Health Practitioner
Inaugural Member Council Delegate	Andreas Wittmann	As above	Plastics Industry Worker

Inaugural Member Council Delegate	Samantha Wright	As above	Food Industry Worker
Inaugural Member Council Delegate	Vacant (8)		