



## DECISION

*Fair Work (Registered Organisations) Act 2009*  
s.189—Arrangement for conduct of an election

**"Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union"**  
**known as the Australian Manufacturing Workers' Union (AMWU)**  
(E2025/25)

BILL STEENSON

SYDNEY, 26 MARCH 2025

*Arrangement for conduct of election.*

[1] On 21 February 2025 the "Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union" known as the Australian Manufacturing Workers' Union (AMWU) (**organisation**) lodged with the Fair Work Commission (**Commission**) prescribed information for an election. Amended prescribed information was lodged by the organisation on 19 March 2025 for an election to fill the following offices for a new term of office:

### **National Council**

Female Delegate(s) to National Council	(Number to be determined following elections conducted at State Conference)
Delegate to National Council representing the three smaller States	(1)

### **NSW Branch**

State President	(1)
State Vice President	(1)
Rank and file State Councillors	(12)
Rank and file female State Councillors	(2)
Employed State Councillors	(3)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(3)
Additional Employed Delegate to National Council	(1)

**Victorian Branch**

State President	(1)
State Vice President	(1)
Rank and file State Councillors	(14)
Rank and file female State Councillors	(2)
Employed State Councillors	(3)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(4)
Additional Employed Delegate to National Council	(1)

**Queensland Branch**

State President	(1)
State Vice President	(1)
Rank and file State Councillors	(11)
Rank and file female State Councillors	(2)
Employed State Councillors	(3)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(3)
Additional Employed Delegate to National Council	(1)

**South Australian Branch**

State President	(1)
State Vice President	(1)
Rank and file State Councillors	(8)
Rank and file female State Councillors	(1)
Employed State Councillors	(2)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(2)

## Western Australian Branch

State President	(1)
State Vice President	(1)
Rank and file State Councillors	(9)
Rank and file female State Councillor	(1)
Employed State Councillors	(2)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegates to National Council	(2)

## Tasmanian Branch

State President	(1)
State Vice President	(1)
Rank and file State Councillors	(8)
Rank and file female State Councillors	(2)
Employed State Councillor	(1)
Rank and File Delegates to State Administrative Committee	(2)
Rank and File Delegate to National Council	(1)

[2] In relation to calculating the position numbers for the rank and file State Councillors, rank and file female State Councillors and Employed State Councillors, the relevant date for determining the financial membership of the Branch to determine such numbers, is the ‘last day of the quarter immediately preceding the determination of the number of positions to be elected by the Australian Electoral Commission (AEC)’.<sup>1</sup>

[3] The term ‘quarters’ indicates a period of three months and accordingly, the last day of each quarter are 31 March, 30 June, 30 September and 31 December. The ‘determination of the number of positions to be elected’ is the point in time when the election decision is issued by me under section 189(1) of the *Fair Work (Registered Organisations) Act 2009 (RO Act)* with the ascribed position numbers. Therefore, where the election decision is issued today, 26 March 2025, the relevant date for determining the financial membership numbers is 31 December 2024.

[4] The AEC is currently conducting an insufficient nomination and casual vacancy election (**E2024/80**) for the organisation. That election concerns filling some vacancies by direct voting system, and others by collegiate voting system. The direct election has been completed but the collegiate election has not commenced. The collegiate election concerns the offices for National Female Delegates to National Council (if required depending on the proportion of female Delegates), Victorian Branch rank and file female State Councillor, South

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<sup>1</sup> Rule 5E1.2

Australian Branch rank and file State Councillor, Western Australian Branch State President and Western Australian Branch rank and file female State Councillor. These vacant offices are also some of the offices for this scheduled election **E2025/25**.

[5] On 19 March 2025, the organisation requested for the collegiate election in **E2024/80**, which has not commenced, to no longer be conducted given that this election (**E2025/25**) will elect all State and National Council offices at the May 2025 State Conferences.

[6] I have considered the totality of the circumstances and the organisation rules requiring nominations for this scheduled election to be conducted at the State Conferences to commence in May 2025. It would be an ineffective use of resources to conduct the collegiate election for the unfilled offices in **E2024/80** when the scheduled election (**E2025/25**) for those offices is due to commence no less than 21 days before the first day of the meeting of the State Conference at which an election is to be conducted.<sup>2</sup>

[7] The earliest State Conference meeting to hold the election is scheduled for 15 to 16 May 2025. The other State Conferences are scheduled at subsequent dates in May 2025. Therefore, the scheduled election in **E2025/25** is due to commence next month, in April 2025. The collegiate election to fill the vacant offices in **E2024/80** is therefore no longer required.

[8] Additionally, in election **E2024/80** the organisation also requested the AEC to conduct an election for the non-office positions for the Honorary State Secretary from the Retired Members Division in the Western Australian Branch and the Tasmanian Branch. These non-office positions received insufficient nominations in an earlier election. On 19 March 2025, the organisation also requested that the election for these non-office positions no longer be conducted because the scheduled election is due later this year.

[9] I have considered the organisation's request regarding the non-office positions in election E2024/80. In that election matter, the organisation's application to have the AEC conduct an election for these non-office positions was lodged under section 187(1) of the RO Act which is a non-compulsory application under the Act. The election for those non-office positions in **E2024/80** has not yet commenced and, in light of the circumstances, if the organisation no longer wants these non-office positions to be filled until later this year, I accede with their request to advise the AEC that it does not need to conduct an election for the non-office positions.

[10] I am satisfied that an election for the abovenamed offices listed in paragraph [1] is required to be held under the rules of the organisation and, under subsection 189(3) of the RO Act, I am making arrangements for the conduct of the election by the AEC.



DELEGATE OF THE GENERAL MANAGER

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<sup>2</sup> Rule 6C.5

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19 March, 2025

Ms. Cynthia LoBooth  
Registered Organisations Services Branch  
Fair Work Commission

Dear Ms. LoBooth

**Re: E2025/25 – AMWU Election**

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I write regarding the above matter.

I note that the Fair Work Commission (**FWC**) has been holding discussions with the AMWU to address some questions arising from the Prescribed Information dated 21 February 2025. Accordingly, please find **attached** amended Prescribed Information.

As you would be aware, the AMWU previously filed a Prescribed Information requesting an election to fill all casual vacancies on our decision-making bodies (**E2024/80**). The direct election under E2024/80 has been finalised whilst the collegiate and non-office holder elections remain outstanding. In accordance with our Rules, the AMWU is required to hold elections at each ordinary meeting of State Conference, which includes the positions that are currently vacant and subject to E2024/80. This has the effect of electing offices whose term would otherwise expire when the State Conference elections are conducted later this year. In those circumstances, the AMWU requests that the collegiate elections under E2024/80 be discontinued given that E2025/25 will elect all State and National Council offices at our 2025 State Conferences, consistent with our Rules.

Additionally, the AMWU does not consider it practicable to hold the E2024/80 non-office holder election for our Retired Members' Division until later this year. In those circumstances, the AMWU also requests that the E2024/80 non-office holder election also be discontinued.

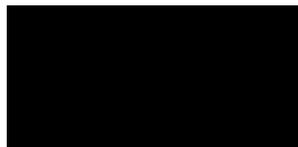
In response to your email dated 13 March 2025, I can confirm that the office of 'Additional Apprentice Rank and File Member or Member under 30 years' is an ex-officio position on State Council in accordance with Rule 5E1.1(i). In those circumstances, that position is not subject to the E2025/25 collegiate election(s).

Further, please see the below quarterly membership figures as of December 2024. This will allow FWC to be satisfied of the number of offices subject to this election.

<b><u>Branch</u></b>	<b><u>Membership</u></b>	<b><u>Female</u></b>
NSW/ACT	13,066	1,374
VIC	16,429	1,858
QLD/NT	11,255	670
SA	3,842	293
WA	6,296	462
TAS	1,550	252

If you have any questions or concerns, please contact National Operations Officer, James Rabaud in the first instance.

Kind Regards,



**Steve Murphy**  
**National Secretary**

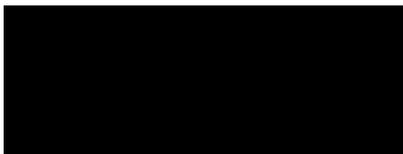
**AMENDED - Prescribed Information for Elections**  
**in accordance with Section 189 *Fair Work (Registered Organisations) Act 2009***  
**and Regulation 138 *Fair Work (Registered Organisations) Regulations 2009***

**“Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (AMWU)**

I, **Steve Murphy**, being the National Secretary of the “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (**AMWU**), make the following statement:

1. I am authorised to sign this statement containing prescribed information for the “Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union” known as the Australian Manufacturing Workers’ Union (**AMWU**).
2. The following information is lodged under subsection 189(1) of the Fair Work (Registered Organisations) Act 2009 (**RO Act**).
3. The scheduled elections in Annexure A are collegiate elections at the AMWU’s respective State Conferences.
4. The scheduled election in Annexure B is a collegiate election at the AMWU’s National Conference.
5. No rule alterations are pending that will impact the election.
6. This statement is lodged at least 2 months before, under the Union’s rules, a person may become candidate in an election. below.

DATED: 19 March, 2025



**STEVE MURPHY**  
**NATIONAL SECRETARY**

## ANNEXURE A

<b>Branch</b>	<b>Name of Office</b>	<b>Number required</b>	<b>Voting System</b> <i>Direct voting system; Collegiate electoral system</i>	<b>Reason for Election</b> <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	<b>Electorate</b>
<i>NSW Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rule 6C.1(a)</i>
<i>NSW Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rule 6C.1(a)</i>
<i>NSW Branch</i>	<i>Rank and File State Councillor(s)</i>	<i>12</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)</i>
<i>NSW Branch</i>	<i>Rank and File Female State Councillor(s)</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5E1.1(b),6C.1(b)</i>
<i>NSW Branch</i>	<i>Employed State Councillor(s)</i>	<i>3</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5E1.1(h), 6C.1(b)</i>
<i>NSW Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>NSW Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>3</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5B1.1(a), 6C.1(c)</i>
<i>NSW Branch</i>	<i>Additional Employed Delegate to National Council</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the NSW State Conference Rules 5B1.1(g), 6C.1(d)</i>
<i>Victorian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 6C.1(a)</i>
<i>Victorian Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 6C.1(a)</i>

<i>Victorian Branch</i>	<i>Rank and File State Councillor(s)</i>	<i>14</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)</i>
<i>Victorian Branch</i>	<i>Rank and File Female State Councillor(s)</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 5E1.1(b), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Employed State Councillor(s)</i>	<i>3</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rule 5E1.1(h), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>4</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5B1.1(a), 6C.1(b)</i>
<i>Victorian Branch</i>	<i>Additional Employed Delegate to National Council</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Victorian State Conference Rules 5B1.1(g), 6C.1(d)</i>
<i>Queensland Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rule 6C.1(a)</i>
<i>Queensland Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rule 6C.1(a)</i>
<i>Queensland Branch</i>	<i>Rank and File State Councillor(s)</i>	<i>11</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)</i>
<i>Queensland Branch</i>	<i>Rank and File Female State Councillor(s)</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5E1.1(b), 6C.1(b)</i>
<i>Queensland Branch</i>	<i>Employed State Councillor(s)</i>	<i>3</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5E1.1(h), 6C.1(b)</i>
<i>Queensland Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Queensland State Conference Rules 5F.1(a)(v), 6C.1(b)</i>

Queensland Branch	Rank and File Delegates to National Council	3	Collegiate	Scheduled Election	Delegates to the Queensland State Conference Rules 5B1.1(a), 6C.1(c)
Queensland Branch	Additional Employed Delegate to National Council	1	Collegiate	Scheduled Election	Delegates to the Queensland State Conference Rules 5B1.1(g), 6C.1(d)
South Australian Branch	State President	1	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rule 6C.1(a)
South Australian Branch	State Vice President	1	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rule 6C.1(a)
South Australian Branch	Rank and File State Councillor(s)	8	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)
South Australian Branch	Rank and File Female State Councillor(s)	1	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rule 5E1.1(b), 6C.1(b)
South Australian Branch	Employed State Councillor(s)	2	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rule 5E1.1(h), 6C.1(b)
South Australian Branch	Rank and File Delegates to State Administrative Committee	2	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rules 5F.1(a)(v), 6C.1(b)
South Australian Branch	Rank and File Delegates to National Council	2	Collegiate	Scheduled Election	Delegates to the South Australian State Conference Rules 5B1.1(a), 6C.1(c)
Western Australian Branch	State President	1	Collegiate	Scheduled Election	Delegates to the Western Australian State Conference Rule 6C.1(a)
Western Australian Branch	State Vice President	1	Collegiate	Scheduled Election	Delegates to the Western Australian State Conference Rule 6C.1(a)
Western Australian Branch	Rank and File State Councillor(s)	9	Collegiate	Scheduled Election	Delegates to the Western Australian State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)

<i>Western Australian Branch</i>	<i>Rank and File Female State Councillor(s)</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Western Australian State Conference Rules 5E1.1(b), 6C.1(b)</i>
<i>Western Australian Branch</i>	<i>Employed State Councillor(s)</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rule 5E1.1(h), 6C.1(b)</i>
<i>Western Australian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rules 5F.1(a)(v), 6C.1(b)</i>
<i>Western Australian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the WA State Conference Rules 5B1.1(a), 6C.1(c)</i>
<i>Tasmanian Branch</i>	<i>State President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 6C.1(a)</i>
<i>Tasmanian Branch</i>	<i>State Vice President</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 6C.1(a)</i>
<i>Tasmanian Branch</i>	<i>Rank and File State Councillor(s)</i>	<i>8</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rules 5D1(a) 5E1.1(a),6C.1(b)</i>
<i>Tasmanian Branch</i>	<i>Rank and File Female State Councillor(s)</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 5E1.1(b), 6C.1(b)</i>
<i>Tasmanian Branch</i>	<i>Employed State Councillor(s)</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rule 5E1.1(h) 6C.1(b)</i>
<i>Tasmanian Branch</i>	<i>Rank and File Delegates to State Administrative Committee</i>	<i>2</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rules 5F1(a)(v), 6C1(b)</i>
<i>Tasmanian Branch</i>	<i>Rank and File Delegates to National Council</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to the Tasmanian State Conference Rules 5B1.1(a), 6C.1(c)</i>

**ANNEXURE B**

<b>Branch</b>	<b>Name of Office</b>	<b>Number required</b>	<b>Voting System</b> <i>Direct voting system; Collegiate electoral system</i>	<b>Reason for Election</b> <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	<b>Electorate</b>
<i>National</i>	<i>Female Delegate(s) to National Council</i>	<i>To be determined following elections conducted at State Conference</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to National Conference Rule 5B1.1(b), 5B1.2, 6B.1</i>
<i>National</i>	<i>Delegate to National Council Representing the Three Smaller States</i>	<i>1</i>	<i>Collegiate</i>	<i>Scheduled Election</i>	<i>Delegates to National Conference from South Australia, Western Australia and Tasmania Rules 5B1.1(h), 6B.2</i>

Important dates:

	<b>Collegiate Electoral System</b>
<b>Nominations OPEN</b>	<i>To be determined by the Returning Officer</i>
<b>Nominations CLOSE</b>	<i>To be determined by the Returning Officer</i>
<b>Roll of Voters cut off date</b>	<i>To be determined by the Returning Officer</i>