



DECISION

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

United Workers' Union
(E2025/208)

MR STEENSON

SYDNEY, 22 DECEMBER 2025

Arrangement for conduct of election.

[1] On 17 December 2025, the United Workers' Union (the **organisation**) lodged with the Fair Work Commission prescribed information for an election to fill the following offices for a new term of office:

First stage election

National Convention Delegates from the following electorates:

<u>Electorates</u>	<u>Number of Delegates per Electorate</u>
Brisbane Central	22
Brisbane West	16
Central Adelaide	21
Logan and Bayside	16
Melbourne	14
Melbourne North West	16
Melbourne South East	22
Moreton Bay	15
North Eastern Victoria	13
North Queensland	26
Northern New South Wales and the Gold Coast	16
Northern Adelaide and Regional South Australia	24
Northern Territory	12
South Adelaide and the Hills	23
South West Victoria	22
Southern New South Wales	14
Sunshine Coast and Central Queensland	20
Sydney – North and Central Coast	14

Sydney – North West	16
Sydney – South East	21
Sydney – South West	16
Tasmania and Southern Victoria	11
Western Australia East	27
Western Australia North	27
Western Australia South	25
Western New South Wales	14

[2] Rule 9(e)(iii) of the organisation’s rules provides that Commonwealth Electoral Divisions of the House of Representatives¹ (**Commonwealth Divisions**), as determined by the Australian Electoral Commission (the **AEC**) from time to time, are to be grouped to form Electorates of the Union (**Union Electorates**).² Each Union Electorate is comprised of a number of Commonwealth Divisions noting that the Union Electorates are to be arranged so that each electorate has at least 2500 Industrial Members residing in it.³

[3] Rule 9(d) provides that the Member Council of the organisation may determine to alter the Union Electorates. The organisation has advised the Commission that the Member Council, at its meeting of 18 November 2025, determined to alter many of the Union Electorates and the Commonwealth Divisions comprising them from the original ones set out in the organisation’s rules⁴ to reflect the current AEC determination and the distribution of members. The organisation also advised that it has notified members of those changes via its website, as required under the organisation’s rules.⁵

[4] The organisation’s election process comprises three separate and distinct stages, comprising:

- the first stage election of Convention Delegates (elected by and from industrial financial members in each Union Electorate),⁶ which is the subject of this election decision **E2025/208**;
- the second stage election of the Member Council (elected in two separate groups, the first group by the Convention Delegates residing in a Region and the second group elected by and from Convention Delegates);⁷ and
- the third stage election of National Officers comprising the National Executive who are elected by and from the Convention Delegates.⁸

Exemptions from AEC-conducted elections (stage two and stage three)

[5] On 31 January 2022, following an application for an exemption under section 183 of the *Fair Work (Registered Organisations) Act 2009 (RO Act)*,⁹ the organisation was granted an exemption under subsection 182(1) of the RO Act from the requirement to have its second stage collegiate election (for the offices of Member Councillors) and its third stage collegiate election

¹ Under the *Commonwealth Electoral Act 1918 (Cth)*

² Rules of the United Workers Union certified 12 February 2024 [D2021/8]

³ *Ibid* – see rule 9(e)(iv)

⁴ *Ibid* – see Electorates set out at rule 40 of Schedule 5 to the rules

⁵ *Ibid* – see rule 9(h) & (j) and E2025/208 prescribed information paragraph 8(g)

⁶ *Ibid* – rule 40 of Schedule 5

⁷ *Ibid* – rule 32(c)(i) and (ii)

⁸ *Ibid* – rule 35(a),(b) & (c)

⁹ Matter E2021/201 – an application to the then-regulator, the Registered Organisations Commission

(for the National Officers) conducted by the AEC.¹⁰ The effect of this was that the exemption applied to the second stage and third stage elections in the previous scheduled election for offices (E2021/217),¹¹ with those elections being conducted by a non-AEC returning officer.

[6] For the purpose of this present election, the Commission has been advised that – after the AEC conducts the first stage election – the organisation intends to rely on the existing exemption (granted in E2021/201) in respect of its second stage and third stage elections.¹² It has further advised that the organisation’s National Executive has appointed Danny Cloghan, a former Commissioner of the Fair Work Commission, to perform the role of Returning Officer for that second and third stage election process.

[7] I am satisfied that an election for the abovenamed offices 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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¹⁰ [2021] ROCD 183

¹¹ [2022] ROCD 1

¹² See email from Bev Myers, UWU Deputy Director, Organisational Strategy, Risk & Compliance - 17 December 2025

REGISTERED ORGANISATIONS COMMISSION

PRESCRIBED INFORMATION FOR ELECTIONS in accordance with Section 189 Fair Work (Registered Organisations) Act 2009 and Regulation 138 Fair Work (Registered Organisations) Regulations 2009

UNITED WORKERS' UNION

I, Timothy Kennedy being the National Secretary of the United Workers' Union (**UWU**) make the following statement:

1. I am a member of the National Executive of the UWU and I am authorised to sign this statement containing prescribed information for the UWU.
2. The following information is lodged under subsection 189(1) of the *Fair Work (Registered Organisations) Act 2009* (**the RO Act**).
3. Under the Rules of the UWU, there are three separate elections to be conducted. Each election that is required is set out in the table in **Annexure A**.
4. No rule alterations are pending that will impact the elections.
5. This statement is lodged at least 2 months before nominations open for each of the elections in Annexure A.

Convention Delegates and Member Councillors

6. The number of elected representatives for Convention Delegates and Member Councillors is calculated on formulas defined in the rules.
7. The rule numbers which specify the formulas are Rule 29 (Convention Delegates) and Rule 32 (Member Councillors).
8. The formulas are:

I. Convention Delegates (the first election)

- a. The Total Convention Delegation is determined by dividing the number of Financial Industrial Members of the UWU as at 15 December in the year immediately prior to the year in which the election is to occur by 300 rounded up to the nearest whole number. [Rule 29(a)].

- b. The Convention is comprised of Convention Delegates elected by, and from, the Financial Industrial Members residing in an Electorate. [Rule 29(b)].
- c. Each Electorate is entitled to elect as Convention Delegates that proportion of the Total Convention Delegation that the number of Financial Industrial Members residing in the respective Electorate bears to the Financial Industrial Members of the Union, as at 15 December in the year immediately prior to the year in which the election is to occur, rounded up to the nearest whole number. [Rule 29(c)]
- d. Electorates are identified at Rule 40 of Schedule 5.
- e. Rule 9(d) provides the Member Council the power to alter Electorates and to do so having regard to a range of matters identified at Rule 9(e).
- f. The Member Council at its meeting of 18 November 2025 determined to alter the Electorates as identified in the current Rules. These are contained in Annexure C.
- g. The UWU has posted the Electorates on its website as required under Rule 9(h) and Rule 9(j).¹
- h. At close of business, 15 December 2025 the number of Financial Industrial Members residing in each respective Electorate and therefore the number of Convention Delegates to be elected was as follows:

Electorate	Financial Members	Convention Delegates
Brisbane Central	6446	22
Brisbane West	4630	16
Central Adelaide	6041	21
Logan & Bayside	4770	16

¹ <https://unitedworkers.org.au/wp-content/uploads/2025/11/2026-Electorates-.pdf>

Melbourne	4165	14
Melbourne North West	4710	16
Melbourne South East	6341	22
Moreton Bay	4343	15
North Eastern Victoria	3864	13
North Queensland	7690	26
Northern NSW and Gold Coast	4567	16
Northern Adelaide and Regional SA	7054	24
Northern Territory	3597	12
South Adelaide and the Hills	6654	23
South West Victoria	6503	22
Southern NSW	4023	14
Sunshine Coast and Central Queensland	5836	20
Sydney – North and Central Coast	4200	14
Sydney North West	4639	16

Sydney South East	6004	21
Sydney South West	4709	16
Tasmania & Southern Victoria	3239	11
Western Australia East	7832	27
Western Australia North	7825	27
Western Australia South	7358	25
Western New South Wales	4147	14
Unknown	1199	n/a
Total	142386	

- i. For the purposes of Rules 29(a), (b) and (c) the calculations to determine the number of Convention Delegates are set out in **Annexure B**.
- j. As at close of business 15 December there were 1199 members whom the Union has been unable to allocate to an Electorate. These members have been included in the above application of the applicable formula.
- k. This reflects the intent of the Rules insofar as it results in an overall Convention size which most accurately reflects the total number of Financial Industrial Members of the Union.²

² The UWU has undertaken a number of initiatives to update addresses and will commence a dialogue with the Australian Electoral Commission which includes their preferred approach as to how to treat franchised members for whom the UWU is unable to identify their residential address.

- l. Any impact upon the application of the formula set out in the Rules is borne across all Electorates equally and thus it does not result in a disproportionate impact upon any particular Electorate and thereby does not disadvantage any member.

II. **Member Councillors (the second election)**

- a. The number of Member Councillors is 50, elected in two separate groups:
 - i. By the Convention Delegates and from the Convention Delegates residing in a Region **(the region based group)**; [Rule 32(c)(i)] and by and from the Convention Delegates **(the whole of Convention based group)**. [Rule 32(c)(ii)].
- b. The number of Member Councillors to be elected from the region based group is determined by dividing the number of Relevant Members residing in that Region by the number of Relevant Members of the Union, multiplying by 25 and rounding up to the nearest whole number provided that there is at least one Member Councillor elected from each Region. [Rule 32(d)].
 - i. A Region is a State or Territory. [Rule 32(a)]
- c. The number of Member Councillors to be elected from the whole of Convention based group is the difference between 50 and the total number of Member Councillors elected from the Region based group. [Rule 32(e)].
- d. The information for calculating the formulas referred to at sub-paragraphs (II)(a) and (b) above is the total number of Financial Industrial Members per Electorate, and the total number of Financial Industrial Members per Region.
- e. As referred to above, the relevant date for this information referred to at sub-paragraphs (II)(a) and (b) is 15 December 2025.
- f. For the purpose of determining the number of Member Councillors to be elected within the region based group:
- g. The number of Relevant Members as at close of business, 15 December was 142386.
- h. The number of Relevant Members residing in each Region as at close of business 15 December was as follows:

Region	Relevant Members
Australian Capital Territory	1698
New South Wales	24761
Northern Territory	3722
Queensland	37167
South Australia	19871
Tasmania	2145
Victoria	29708
Western Australia	23294
Total	142386

- i. Thus, the number of Member Councillors to be elected by the whole of Convention based group is 20.
- j. Thus, the number Member Councillors to be elected within the region-based groups is 30, as follows:

Region	Member Councillors
Australian Capital Territory	1

New South Wales	5
Northern Territory	1
Queensland	7
South Australia	4
Tasmania	1
Victoria	6
Western Australia	5
Total	30

III. National Officers (the third election)

- a. National Officers comprise the National Executive. The number of elected National Officers is:
- i. National President – 1;
 - ii. National Vice Presidents – 4;
 - iii. National Secretary – 1; and
 - iv. National Executive Members, - 6 being the number determined by the Member Council pursuant to Rules 35(b) and (c)³.

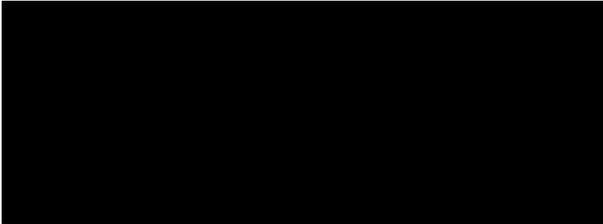
Team Nominations

9. Rule 80 empowers the Member Council to determine whether the election should be conducted by means of team nominations.

³ Decision of the Member Council at its meeting held on 18 November 2025.

10. On 18 November 2025 the Member Council determined that the elections should be conducted by means of team nominations.

Signed:



Timothy Kennedy
National Secretary

Dated: 17 December 2025

Annexure A

Elections that are required⁴	Name of Office	Number required	Voting System <i>Direct voting system; Collegiate electoral system</i>	Reason for Election <i>Scheduled; Casual vacancy; New office created; Insufficient nominations</i>	Electorate⁵
Convention (the first election)					
National	Convention Delegate	22	Direct Voting System	Scheduled	Brisbane Central, r 29(b), r 33(m)
National	Convention Delegate	16	Direct Voting System	Scheduled	Brisbane West, r 29(b), r 33(m)
National	Convention Delegate	21	Direct Voting System	Scheduled	Central Adelaide, r 29(b), r 33(m)
National	Convention Delegate	16	Direct Voting System	Scheduled	Logan and Bayside, r 29(b), r 33(m)
National	Convention Delegate	14	Direct Voting System	Scheduled	Melbourne, r 29(b), r 33(m)
National	Convention Delegate	16	Direct Voting System	Scheduled	Melbourne North West, r 29(b), r 33(m)
National	Convention Delegate	22	Direct Voting System	Scheduled	Melbourne South East, r 29(b), r 33(m)

⁴ The UWU is not comprised of branches.

⁵ Refer Schedule 1, Rule 40. The Member Council at its meeting held on 18 November 2025 determined for the purposes of the election, the Electorates in accordance with Rules 9(d), (e) and 33(m). Electorates are defined at Rule 9(a) and (b). The Electorates are posted on the UWU website - <https://unitedworkers.org.au/wp-content/uploads/2025/11/2026-Electorates-.pdf>

National	Convention Delegate	15	Direct Voting System	Scheduled	Moreton Bay, r 29(b), r 33(m)
National	Convention Delegate	13	Direct Voting System	Scheduled	North Eastern Victoria, r 29(b), r 33(m)
National	Convention Delegate	26	Direct Voting System	Scheduled	North Queensland, r 29(b), r 33(m)
National	Convention Delegate	16	Direct Voting System	Scheduled	Northern NSW and Gold Coast, r 29(b), r 33(m)
National	Convention Delegate	24	Direct Voting System	Scheduled	Northern Adelaide & Regional SA, r 29(b), r 33(m)
National	Convention Delegate	12	Direct Voting System	Scheduled	Northern Territory, r 29(b), r 33(m)
National	Convention Delegate	23	Direct Voting System	Scheduled	South Adelaide & the Hills, r 29(b), r 33(m)
National	Convention Delegate	22	Direct Voting System	Scheduled	South West Victoria, r 29(b), r 33(m)
National	Convention Delegate	14	Direct Voting System	Scheduled	Southern New South Wales, r 29(b), r 33(m)
National	Convention Delegate	20	Direct Voting System	Scheduled	Sunshine Coast & Central Queensland, r 29(b), r 33(m)
National	Convention Delegate	14	Direct Voting System	Scheduled	Sydney – North & Central Coast, r 29(b), r 33(m)
National	Convention Delegate	16	Direct Voting System	Scheduled	Sydney – North West, r 29(b), r 33(m)

National	Convention Delegate	21	Direct Voting System	Scheduled	Sydney – South East, r 29(b), r 33(m)
National	Convention Delegate	16	Direct Voting System	Scheduled	Sydney – South West, r 29(b), r 33(m)
National	Convention Delegate	11	Direct Voting System	Scheduled	Tasmania and Southern Victoria, r 29(b), r 33(m)
National	Convention Delegate	27	Direct Voting System	Scheduled	WA East, r 29(b), r 33(m)
National	Convention Delegate	27	Direct Voting System	Scheduled	WA North, r 29(b), r 33(m)
National	Convention Delegate	25	Direct Voting System	Scheduled	WA South, r 29(b), r 33(m)
National	Convention Delegate	14	Direct Voting System	Scheduled	Western New South Wales, r 29(b), r 33(m)
Member Council (the second election)					
National	Member Councillor	7	Collegiate electoral system	Scheduled	Queensland Convention Delegates, r 32(c)(i)
National	Member Councillor	5	Collegiate electoral system	Scheduled	New South Wales Convention Delegates, r 32(c)(i)
National	Member Councillor	6	Collegiate electoral system	Scheduled	Victorian Convention Delegates, r 32(c)(i)
National	Member Councillor	1	Collegiate electoral system	Scheduled	Australian Capital Territory Convention Delegates, r 32(c)(i)

National	Member Councillor	4	Collegiate electoral system	Scheduled	South Australian Convention Delegates, r 32(c)(i)
National	Member Councillor	5	Collegiate electoral system	Scheduled	Western Australian Convention Delegates, r 32(c)(i)
National	Member Councillor	1	Collegiate electoral system	Scheduled	Tasmanian Convention Delegates, r 32(c)(i)
National	Member Councillor	1	Collegiate electoral system	Scheduled	Northern Territory Convention Delegates, r 32(c)(i)
National	Member Councillor	20	Collegiate electoral system	Scheduled	Convention Delegates, r 32(c)(i)i
National Officers (the third election)					
National	National President	1	Collegiate electoral system	Scheduled	Convention Delegates, r 35(a)
National	National Secretary	1	Collegiate electoral system	Scheduled	Convention Delegates, r 35(a)
National	National Vice President	4	Collegiate electoral system	Scheduled	Convention Delegates, r 35(a)
National	National Executive Member	6	Collegiate electoral system	Scheduled	Convention Delegates, r 35(a)

Important dates:

	Direct Voting System	Collegiate Electoral System
Nominations OPEN	2 March 2026, Schedule 4, 3(a)	6 July, 2026, r 74
Nominations CLOSE	23 March 2026, Schedule 4, 3(b)	13 July, 2026, r 74

Roll of Voters cut off date	31 January 2026, r Schedule 4, r 11 (b)	6 June, 2026, Schedule 4, r 11 (b)
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Additional Information

The Rules of the UWU require that at least 50% of each governing body are women and that at least two of the offices of National Vice President are female. [Rules 73, 75, 76, and 77]

Rule 77(a) and (b) provide that if a male candidate is elected to the office of National President, then a female candidate is to be declared elected to the office of National Secretary.

Annexure B

Total Financial Industrial Members as at 15 December 2025 – 142386

Total Convention Delegates after rounding – 483

Electorate	Delegate Positions	Financial Industrial Members December 15	Proportion of total financial industrial members	Bears to total Convention	Rounded up
Brisbane Central	22	6446	4.527130476	21.50386976	22
Brisbane West	16	4630	3.251724186	15.44568989	16
Central Adelaide	21	6041	4.2426924	20.1527889	21
Logan and Bayside	16	4770	3.35004846	15.91273018	16
Melbourne	14	4165	2.925147135	13.89444889	14
Melbourne North West	16	4710	3.307909485	15.71257006	16
Melbourne South East	22	6341	4.453387271	21.15358954	22
Moreton Bay	15	4343	3.050159426	14.48825727	15
North Eastern Victoria	13	3864	2.713749947	12.89031225	13
North Queensland	26	7690	5.400811878	25.65385642	26
Northern NSW and Gold Coast	16	4567	3.207478263	15.23552175	16
Northern Adelaide & Regional SA	24	7054	4.95413875	23.53215906	24
Northern Territory	12	3597	2.526231512	11.99959968	12
South Adelaide & the Hills	23	6654	4.673212254	22.19775821	23
South West Victoria	22	6503	4.567162502	21.69402188	22

Southern New South Wales	14	4023	2.825418229	13.42073659	14
Sunshine Coast and Central QLD	20	5836	4.098717571	19.46890846	20
Sydney - North and Central Coast	14	4200	2.949728204	14.01120897	14
Sydney - North West	16	4639	3.258045033	15.4757139	16
Sydney - South East	21	6004	4.216706699	20.02935682	21
Sydney - South West	16	4709	3.307207169	15.70923405	16
Tasmania and Southern Victoria	11	3239	2.274802298	10.80531092	11
WA East	27	7832	5.500540784	26.12756872	27
WA North	27	7825	5.49562457	26.10421671	27
WA South	25	7358	5.167642886	24.54630371	25
Western NSW	14	4147	2.912505443	13.83440085	14
Unknown		1199			
Total		142386			483
Rule quota	474.62				
Rule quota rounded	475				
Total candidates	483				

Annexure C – Electorates

Union Electorate	AEC Federal Electorate
Brisbane Central	
	Bonner
	Brisbane
	Griffith
	Lilley
	Moreton
	Ryan
Brisbane West	
	Groom
	Oxley
	Wright
Central Adelaide	
	Adelaide
	Hindmarsh
	Sturt
Logan and Bayside	
	Bowman
	Forde
	Rankin
Melbourne	
	Cooper
	Deakin

	Jagajaga
	Kooyong
	Macnamara
	Maribyrnong
	Melbourne
	Menzies
	Wills
Melbourne North West	
	Fraser
	Gorton
	Hawke
Melbourne South East	
	Aston
	Bruce
	Chisholm
	Dunkley
	Goldstein
	Holt
	Hotham
	Isaacs
Moreton Bay	
	Dickson
	Longman
	Petrie
North Eastern Victoria	
	Calwell
	Casey
	La Trobe
	McEwen

	Scullin
North Queensland	
	Capricornia
	Dawson
	Flynn
	Herbert
	Kennedy
	Leichhardt
	Maranoa
Northern NSW and Gold Coast	
	Cowper
	Fadden
	Lyne
	Mcperson
	Moncrieff
	New England
	Page
	Richmond
Northern Adelaide and Regional SA	
	Grey
	Makin
	Spence
Northern Territory	
	Lingiari
	Solomon
South Adelaide and the Hills	
	Barker
	Boothby
	Kingston

	Mayo
South West Victoria	
	Ballarat
	Bendigo
	Corangamite
	Corio
	Gellibrand
	Lalor
	Wannon
Southern NSW	
	Bean
	Canberra
	Cunningham
	Eden-Monaro
	Fenner
	Gilmore
	Hume
	Indi
	Whitlam
Sunshine Coast and Central Queensland	
	Blair
	Fairfax
	Fisher
	Hinkler
	Wide Bay
Sydney - North and Central Coast	
	Bennelong
	Berowra
	Bradfield

	Dobell
	Hunter
	Mackellar
	Macquarie
	Newcastle
	Paterson
	Robertson
	Shortland
	Warringah
Sydney North West	
	Chifley
	Greenway
	Lindsay
	Mitchell
	Parramatta
Sydney South East	
	Banks
	Barton
	Blaxland
	Cook
	Grayndler
	Hughes
	Kingsford Smith
	Reid
	Sydney
	Watson
	Wentworth
1. Sydney South West	
	Fowler

	Macarthur
	McMahon
	Werriwa
Tasmania and Southern Victoria	
	Bass
	Braddon
	Clark
	Franklin
	Gippsland
	Lyons
	Flinders
	Monash
Western Australia East	
	Bullwinkel
	Burt
	Hasluck
	Swan
Western Australia North	
	Cowan
	Curtin
	Durack
	Moore
	Pearce
	Perth
Western Australia South	
	Brand
	Canning
	Forrest
	Fremantle

	O'Connor
	Tangney
Western New South Wales	
	Calare
	Farrer
	Mallee
	Nicholls
	Parkes
	Riverina