



22 April 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 (AR2020/70).

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
3/03/2021	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: 03/03/2021

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
12/02/2021	Inaugural Convention Delegate	Lindsay Roberts	Resignation	Vacant	n/a	n/a



13 January 2021

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

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What you need to do right now

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- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the ROC's [Officer Induction Kit](#)

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Financial training must be done within 6 months

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

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Disclosure obligations: what officers must do

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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.

But we understand they can be a difficult requirement to get 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
10/12/2020	N/A	Inaugural Convention Delegate vacancy, Inaugural Member Councillors (2)	Yes
23/12/2020	N/A	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

**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: 17/12/2020

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
16/12/2020	Inaugural Member Council Delegate	Nicholas Gordon	Resignation	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

DECLARATION

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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: 10/12/2020

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
10/11/2020	Inaugural Convention Delegate	Jennifer Lush	Resignation	n/a	n/a	n/a
24/11/2020	Inaugural Member Councillor	Vacant	Appointed to fill casual vacancy	Greg Bartels	833 Bourke Street, Docklands Victoria 3008	School Cleaner
24/11/2020	Inaugural Member Councillor	Vacant	Appointed to fill casual vacancy	Michelle Chang	833 Bourke Street, Docklands Victoria 3008	Casino Worker



5 November 2020

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

Dear Timothy Kennedy

Notification of changes made to records under s.233(1) RO Act - Annual obligation to lodge information (AR2020/70)

I acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union.

This information was lodged with the Registered Organisations Commission (the ROC) pursuant to the notification requirements in section 233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly. The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
01/10/2020	N/A	Inaugural Convention Delegate	Yes
30/10/2020	N/A	Inaugural Convention Delegate (4)	Yes
30/10/2020	N/A	Inaugural Member Council Delegate (3)	Yes

Officer Induction Kit

The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit includes a number of 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 and other reporting obligations.

The kit should not be printed as it is updated regularly and some of the documents are interactive. The ROC strongly recommends that all new officers, and officers who are seeking more information on their obligations and duties, are given the link to the officer induction kit. Please direct your new officers to the kit which is on the ROC's [fact sheets, templates and webinars page](#), under Officers.

Thank you for your correspondence.

Yours sincerely

Registered Organisations Commission

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: 30/10/2020

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
12/10/2020	Jessica Robinson	Inaugural Convention Delegate	Resignation	n/a	n/a	n/a
20/10/2020	Rhonda Seychell	Inaugural Convention Delegate	Resignation	n/a	n/a	n/a
20/10/2020	Rhonda Seychell	Inaugural Member Council Delegate	Resignation	n/a	n/a	n/a
26/10/2020	Sherelle Roberts	Inaugural Convention Delegate	Resignation	n/a	n/a	n/a
26/10/2020	Sherelle Roberts	Inaugural Member Council Delegate	Resignation	n/a	n/a	n/a
27/10/2020	Cathy Daniels	Inaugural Convention Delegate	Resignation	n/a	n/a	n/a
27/10/2020	Cathy Daniels	Inaugural Member Council Delegate	Resignation	n/a	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

DECLARATION

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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: 30/09/2020

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
24/09/2020	Inaugural Convention Delegate	Julia Brough	Resignation	n/a	n/a	n/a



1 September 2020

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

Dear Timothy Kennedy

Notification of changes made to records under s.233(1) RO Act - Annual obligation to lodge information (AR2020/70)

I acknowledge receipt of a Notification of Change to the office holders of the United Workers' Union.

This information was lodged with the Registered Organisations Commission (the ROC) pursuant to the notification requirements in section 233(2) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act).

The table below outlines the changes notified and when they were lodged. Our records have been updated accordingly. The document can be viewed on the Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
14/08/2020	N/A	Inaugural Convention Delegate vacancies (8), Inaugural Member Council Delegate vacancies (4)	Yes

Officer Induction Kit

The ROC has created an [Officer Induction Kit](#) to assist new officers. The Kit includes a number of 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 and other reporting obligations.

The kit should not be printed as it is updated regularly and some of the documents are interactive. The ROC strongly recommends that all new officers, and officers who are seeking more information on their obligations and duties, are given the link to the officer induction kit. Please direct your new officers to the kit which is on the ROC's [fact sheets, templates and webinars page](#), under Officers.

Thank you for your correspondence.

Yours sincerely

Registered Organisations Commission

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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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*.
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Signed:



Dated: 14/08/2020

ANNEXURE A

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21/07/2020	Inaugural Convention Delegate	John Gow	Resignation	Vacant	n/a	n/a
21/07/2020	Inaugural Member Council Delegate	John Gow	Resignation	Vacant	n/a	n/a
29/07/2020	Inaugural Member Council Delegate	Sharon Eurlings	Became an Officer of the Union, and as such cannot be a Member Councillor	Vacant	n/a	n/a
03/08/2020	Inaugural Member Council Delegate	Phyllis De-Gois	Resignation	Vacant	n/a	n/a
04/08/2020	Inaugural Convention Delegate	Josef Jindra	Resignation	Vacant	n/a	n/a
07/08/2020	Inaugural Convention Delegate	Jed Biolcati-Brennan	Resignation	Vacant	n/a	n/a
07/08/2020	Inaugural Convention Delegate	Phyllis DeGois	Resignation	Vacant	n/a	n/a
07/08/2020	Inaugural Convention Delegate	Zaytoon Benjamin	Resignation	Vacant	n/a	n/a
07/08/2020	Inaugural Convention Delegate	Sarah Lee Monaghan	Resignation	Vacant	n/a	n/a
07/08/2020	Inaugural Convention Delegate	Jeanette Shepherd	Resignation	Vacant	n/a	n/a

12/08/2020	Inaugural Member Council Delegate	Emma Cain	Became an Officer of the Union, and as such cannot be a Member Councillor	Vacant	n/a	n/a
12/08/2020	Inaugural Convention Delegate	Colin Ludgater	Resignation	Vacant	n/a	n/a



11 June 2020

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

Dear Timothy Kennedy

Notification of changes made to records under s.233(1) RO Act - Annual obligation to lodge information (AR2020/70)

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Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
22/05/2020	N/A	Inaugural Convention Delegate vacancy	Yes

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Signed:



Dated: 20/05/2020

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30/04/2020	Inaugural Convention Delegate	Ghazi Noshie	Resignation	Vacant	n/a	n/a



Australian Government
Registered Organisations Commission

1 May 2020

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	AR2020/70
Lodgement date	24 March 2020
Review	Advanced Review
Result	FILED

Your advanced review

Your Annual Return had an **advanced review** which is a comprehensive review that evaluates compliance with the requirements of the RO Act.



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

The ROC's risk-based approach

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.

This year your Annual Return was assessed against an advanced review.

Next year's Annual Return will also be subject to an advanced review.

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

Nicole Selakovic
Registered Organisations Commission

**ANNUAL RETURN OF INFORMATION 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 the – **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. The branches of the amalgamating unions, United Voice and the National Union of Workers ceased to exist on and from the amalgamation day being 11 November, 2019.
 - On 31 December in the previous year the number of members was **150,424**.²
 - 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 are required to be held between 1 January and 31 December of 2020:³
 - Prior to the amalgamation referred to above the, National Union of Workers entered into an agreement under s.151(1) of the Act with a state union (National Union of Workers, New South Wales Branch⁴) and the number of members of the state union who were not eligible to be members of the organisation on 31 December in the previous year is 0.⁵ The agreement transmitted to the organisation⁶.

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d); reg.147(f)

³ s.230(1)(d); reg.147(e)

⁴ 2019 [FWC] 6755

⁵ s.230(1)(d); reg.147(g)

⁶ s 77

Signed:

A handwritten signature in black ink, appearing to read 'Paul Richardson', with a long horizontal flourish extending to the right.

PAUL RICHARDSON

Dated:

24 March 2020

ANNEXURE A

Offices and Office Holders in the Organisation:

Name of Office (include any offices that are vacant)	Name of Office Holder	Postal Address of Office Holder	Occupation of Office Holder
National Secretary	Timothy Kennedy	c/- 833 Bourke Street, Docklands, 3008	Union official
National President	Jo-anne Schofield	As above	Union official
National Vice President	Susan Allison	As above	Union official
National Vice President	Gary Bullock	As above	Union official
National Vice President	Samuel Roberts	As above	Union official
National Vice President	Carolyn Smith	As above	Union official
National Executive member	Jannette Armstrong	As above	Union official
National Executive member	Sharron Caddie	As above	Union official
National Executive member	Caterina Cinanni	As above	Union official
National Executive member	Melanie Gatfield	As above	Union official
National Executive member	Helen Gibbons	As above	Union official
National Executive member	Karma Lord	As above	Union official
National Executive member	Godfrey Moase	As above	Union official
National Executive member	Dario Mujkic	As above	Union official
National Executive member	Demi Pnevmatikas	As above	Union official
National Executive member	Ben Redford	As above	Union official
National Executive member	Paul Richardson	As above	Union official
National Executive member	Lyndal Ryan	As above	Union official
National Executive member	Vacant (1)		
National Convention delegate	Evelyn Acevedo	As above	Security Guard
National Convention delegate	Miroslav Adamovic	As above	Paint Manufacturing Worker
National Convention delegate	Christine Aicken	As above	Security Guard
National Convention delegate	Judith Allison	As above	Security Guard
National Convention delegate	Jane Arnett	As above	Early Childhood Educator
National Convention delegate	David Arthur	As above	Security Worker

National Convention delegate	Adam Auld	As above	Union official
National Convention delegate	Gamaleldin Babiker	As above	Cleaner
National Convention delegate	Judith Barber	As above	School Cleaner
National Convention delegate	Victor Barrientos	As above	Cleaner
National Convention delegate	Greg Bartels	As above	Education Facility Attendant
National Convention delegate	Steven Bateman	As above	Paint Manufacturing Worker
National Convention delegate	Jillian Batt	As above	Union official
National Convention delegate	Angela Beatson	As above	Ambulance officer
National Convention delegate	Amy Bell	As above	Early Childhood Educator
National Convention delegate	Zaytoon Benjamin	As above	Hospital Support Worker
National Convention delegate	Imogen Beynon	As above	Union official
National Convention delegate	Laura Bieniak	As above	Union official
National Convention delegate	Jed Biolcati-Brennan	As above	Gardener
National Convention delegate	Wendy Blackman	As above	Paramedic
National Convention delegate	Emma Bowers	As above	Residential Carer
National Convention delegate	Marissa Bratovich	As above	Casino
National Convention delegate	Julia Brough	As above	Hospital Worker
National Convention delegate	Dale Buckmaster	As above	Casino employee
National Convention delegate	Emma Cain	As above	Early Childhood Educator
National Convention delegate	Helen Caldwell	As above	Club Attendant
National Convention delegate	Tanya Champs	As above	Hospitality Worker
National Convention delegate	Michelle Chang	As above	Casino employee
National Convention delegate	Cecile Chavrez	As above	Early Childhood Educator
National Convention delegate	Deborah Christie	As above	Early Childhood Educator
National Convention delegate	Quan Chuc	As above	Union official
National Convention delegate	Judeth Clarke	As above	Carer
National Convention delegate	David Clements	As above	Dairy Industry Worker
National Convention delegate	Evalyn Clow	As above	Poultry Industry Worker
National Convention delegate	Wes Cockburn	As above	School Cleaner
National Convention delegate	Wendy Comerford	As above	Aged Care Attendant
National Convention delegate	George Coorey	As above	Club Attendant
National Convention delegate	Robert Crawford	As above	Club Attendant

National Convention delegate	Catherine Daniels	As above	Contract cleaner
National Convention delegate	Phyllis DeGois	As above	Sterilisation technician
National Convention delegate	Kerrie Devir	As above	Early Childhood Educator
National Convention delegate	Tania Ditton	As above	School Cleaner
National Convention delegate	Ian Dixon	As above	Storeworker
National Convention delegate	Joel Dowden	As above	Security Officer
National Convention delegate	Christopher Dundon	As above	Union official
National Convention delegate	Erina Early	As above	Union official
National Convention delegate	Alycia Economidis	As above	Union official
National Convention delegate	Sharon Eurlings	As above	Casino employee
National Convention delegate	Michael Folks	As above	Hospitality worker
National Convention delegate	Ying Wai (Benny) Fong	As above	Casino dealer
National Convention delegate	Michael Formica	As above	Ambulance officer
National Convention delegate	Ian Gair	As above	Security Guard
National Convention delegate	Agnes Galiza-Pua	As above	Storeworker
National Convention delegate	Mira Ghamrawi	As above	Early Childhood Educator
National Convention delegate	Andrew Giles	As above	Union official
National Convention delegate	Brian Godfrey	As above	Baker
National Convention delegate	Nicholas Gordon	As above	Food Industry Worker
National Convention delegate	John Gow	As above	Storeworker
National Convention delegate	Ruben Grageda	As above	Club Attendant
National Convention delegate	Lucinda Greed	As above	Early Childhood Educator
National Convention delegate	Kylie Grey	As above	Early Childhood Educator
National Convention delegate	Lillian Grogan	As above	Homecare employee
National Convention delegate	Suzanne Gounder	As above	Government disability worker
National Convention delegate	Jane Grundy	As above	Homecare employee
National Convention delegate	Timothy Gunstone	As above	Union official
National Convention delegate	Shona Haddon	As above	Security guard
National Convention delegate	Shuang Hagrebet	As above	Salesperson
National Convention delegate	Maria Halwood	As above	Education Assistant
National Convention delegate	Stephanie Hanrahan	As above	Union official
National Convention delegate	Desmond Hardman	As above	Radiographer
National Convention delegate	Zelda Harmer	As above	Aged Care worker

National Convention delegate	Lorna Harper	As above	Union official
National Convention delegate	John Hawker	As above	Union official (honorary)
National Convention delegate	Rebecca Hayes	As above	Early Childhood Educator
National Convention delegate	Melissa Henderson	As above	Early Childhood Educator
National Convention delegate	Kelly Henry	As above	Union official
National Convention delegate	Jeff Higgins	As above	Plastic manufacturing workers
National Convention delegate	Adrian Hinds	As above	Brewery worker
National Convention delegate	Grant Hollington	As above	Casino employee
National Convention delegate	Steven Howie	As above	Union official
National Convention delegate	Rahge Ibrahim	As above	Storeworker
National Convention delegate	Wesley Inglis	As above	Security guard
National Convention delegate	Heather Jackson	As above	Personal Care Attendant
National Convention delegate	Belinda Jacobi	As above	Union official
National Convention delegate	Peter Jelly	As above	Fire services
National Convention delegate	Josef Jindra	As above	Food Industry worker
National Convention delegate	Daniel Johnston	As above	Club Attendant
National Convention delegate	Andrew Jones	As above	Union official
National Convention delegate	Abel Joseph	As above	Casino employee
National Convention delegate	Gulshen Kamber	As above	Storeworker
National Convention delegate	Paul Kershaw	As above	Brewery worker
National Convention delegate	Bryan Kidman	As above	Casino employee
National Convention delegate	Lorinda Knox	As above	Ambulance services
National Convention delegate	Julie Korlevska	As above	Union official
National Convention delegate	Dianne Koubek	As above	Casino
National Convention delegate	Heath Lamaro	As above	Union official
National Convention delegate	Justin Lane	As above	Brewery worker
National Convention delegate	Shannon Lavery	As above	Early Childhood Educator
National Convention delegate	Lemmuel Leech	As above	Union official
National Convention delegate	Claire Lewis	As above	Union official
National Convention delegate	Tracey Lidsay	As above	Storeworker
National Convention delegate	Trevor Liu	As above	Casino employee
National Convention delegate	Adam Lord	As above	Storeworker
National Convention delegate	Colin Ludgater	As above	Baker

National Convention delegate	Jennifer Lush	As above	Enrolled nurse
National Convention delegate	Patrick Luxford	As above	Production worker
National Convention delegate	Ian Madgwick	As above	Union official
National Convention delegate	Leah Malzard	As above	Early Childhood Educator
National Convention delegate	Siontuwu Mangawea	As above	Housekeeping employee
National Convention delegate	Anna Martin	As above	Aged Care worker
National Convention delegate	Kenneth Martindale	As above	Education Facility Attendant
National Convention delegate	Marie McCabe	As above	Chemical worker
National Convention delegate	Carol McCormack	As above	Education Assistant
National Convention delegate	Stefania McGrath	As above	Union official
National Convention delegate	Deirdre Meneaud	As above	Aged care worker
National Convention delegate	Tegan Milliken	As above	Union official
National Convention delegate	Colin Minns	As above	Production worker
National Convention delegate	Anwer Mohamed	As above	Hospital Kitchen Assistant
National Convention delegate	Sarah Monaghan	As above	Correctional Officer
National Convention delegate	Karen Moran	As above	Early Childhood Educator
National Convention delegate	Maria Morrison	As above	Property Services employee
National Convention delegate	Margarita Murray-Stark	As above	Hotel room attendant
National Convention delegate	John Newton	As above	Storeworker
National Convention delegate	Ghazi Noshie	As above	Union official
National Convention delegate	Angela Oborn	As above	Union official
National Convention delegate	Patrick O'Donnell	As above	Union official
National Convention delegate	Anthony Oldfield	As above	Food Industry worker
National Convention delegate	Ian Pandilovski	As above	School Cleaner
National Convention delegate	Delma Panhuyzen	As above	Disability carer
National Convention delegate	Taryn Pardey	As above	Union official
National Convention delegate	Paul Payne	As above	Oil Industry Worker
National Convention delegate	Geoffrey Pearson	As above	Storeworker
National Convention delegate	Jason Perry	As above	Storeworker
National Convention delegate	Perry Pewee	As above	Poultry Industry Worker
National Convention delegate	Helen Piggott	As above	Cleaner
National Convention delegate	Barbara Possingham	As above	Hospital worker
National Convention delegate	Kim Prescott-Brown	As above	Education Assistant

National Convention delegate	Adam Quill	As above	Club Attendant
National Convention delegate	Stephen Radford	As above	Education Facility Attendant
National Convention delegate	Karthika Raghwan	As above	Union official
National Convention delegate	Iris Raye	As above	Aboriginal Health Practitioner
National Convention delegate	Ben Reichstein	As above	Union Official
National Convention delegate	Sherelle Roberts	As above	Food Industry Worker
National Convention delegate	Lindsay Roberts	As above	Casino Worker
National Convention delegate	Jessica Robinson	As above	Early Childhood Educator
National Convention delegate	Malcolm Rose	As above	Cleaner
National Convention delegate	John Rowbotham	As above	Food Industry Worker
National Convention delegate	Tim Rowbottom	As above	Winery Employee
National Convention delegate	Mark Schmidt	As above	Union official
National Convention delegate	Sharon Seddon	As above	Club employee
National Convention delegate	Mark Sedgman	As above	Building Services Officer
National Convention delegate	Rhonda Seychell	As above	Salesperson
National Convention delegate	Jeanette Shepherd	As above	Cleaner
National Convention delegate	Hayden Smallwood	As above	Casino worker
National Convention delegate	Neil Smith	As above	Union official
National Convention delegate	Ruth Sorbello	As above	Cleaner
National Convention delegate	Laura Stevens	As above	Union official
National Convention delegate	Antoinette Stewart	As above	Casino dealer
National Convention delegate	Heather Stroud	As above	School cleaner
National Convention delegate	Joanne Sutton	As above	Union official
National Convention delegate	Rebecca Swainson	As above	Early Childhood Educator
National Convention delegate	Daniel Symes	As above	Correctional Officer
National Convention delegate	Susan Szalay	As above	Casino dealer
National Convention delegate	Margaret Te-Awa	As above	Union official
National Convention delegate	Philip Tilbrook	As above	Correctional Officer
National Convention delegate	Mathew Toner	As above	Union official
National Convention delegate	Arthur Tsimopoulos	As above	Contract Cleaner
National Convention delegate	Martine Tulloch	As above	Dental Assistant
National Convention delegate	Barbara Turomsza	As above	School cleaner

National Convention delegate	Christine Wagland	As above	Cleaner
National Convention delegate	Linda Watson	As above	School Cleaner
National Convention delegate	Robyn Weate	As above	Club Attendant
National Convention delegate	Janice Wells	As above	Union official
National Convention delegate	Mark Whenan	As above	Union official
National Convention delegate	Monique Wickham	As above	Early Childhood Educator
National Convention delegate	Christopher Wilkinson	As above	Storeworker
National Convention delegate	Janet Williams	As above	Education Assistant
National Convention delegate	Bernd Winkler	As above	Hospital contractor
National Convention delegate	Kenton Winsley	As above	Aboriginal Health Practitioner
National Convention delegate	Andreas Wittmann	As above	Plastics Industry Worker
National Convention delegate	Samantha Wright	As above	Food Industry Worker
National Convention delegate	Vicki Wright	As above	Education Assistant
National Convention delegate	Guven Yagci	As above	Food Industry Worker
National Convention delegate	Vacant (34 delegates)		
Member Council Delegate	Gamaleldin Babiker	As above	Cleaner
Member Council Delegate	Judith Barber	As above	School Cleaner
Member Council Delegate	Amy Bell	As above	Early Childhood Educator
Member Council Delegate	Judeth Clarke	As above	Carer
Member Council Delegate	David Clements	As above	Dairy Industry Worker
Member Council Delegate	Evalyn Clow	As above	Poultry Industry Worker
Member Council Delegate	Catherine Daniels	As above	Contract cleaner
Member Council Delegate	Phyllis DeGois	As above	Sterilisation technician
Member Council Delegate	Kerrie Devir	As above	Early Childhood Educator
Member Council Delegate	Joel Dowden	As above	Security Officer
Member Council Delegate	Sharon Eurlings	As above	Casino employee
Member Council Delegate	Michael Formica	As above	Ambulance officer
Member Council Delegate	Agnes Galiza-Pua	As above	Storeworker
Member Council Delegate	Mira Ghamrawi	As above	Early Childhood Educator
Member Council Delegate	Nicholas Gordon	As above	Food Industry Worker
Member Council Delegate	John Gow	As above	Storeworker
Member Council Delegate	Kylie Grey	As above	Early Childhood Educator
Member Council Delegate	Lillian Grogan	As above	Homecare employee

Member Council Delegate	Suzanne Gounder	As above	Government disability worker
Member Council Delegate	Shona Haddon	As above	Security guard
Member Council Delegate	Maria Halwood	As above	Education Assistant
Member Council Delegate	Wesley Inglis	As above	Security guard
Member Council Delegate	Heather Jackson	As above	Personal Care Attendant
Member Council Delegate	Justin Lane	As above	Brewery worker
Member Council Delegate	Tracey Lidsay	As above	Storeworker
Member Council Delegate	Leah Malzard	As above	Early Childhood Educator
Member Council Delegate	Carol McCormack	As above	Education Assistant
Member Council Delegate	Deirdre Meneaud	As above	Aged care worker
Member Council Delegate	Colin Minns	As above	Production worker
Member Council Delegate	Karen Moran	As above	Early Childhood Educator
Member Council Delegate	Margarita Murray-Stark	As above	Hotel room attendant
Member Council Delegate	John Newton	As above	Storeworker
Member Council Delegate	Delma Panhuyzen	As above	Disability carer
Member Council Delegate	Paul Payne	As above	Oil Industry Worker
Member Council Delegate	Kim Prescott-Brown	As above	Education Assistant
Member Council Delegate	Stephen Radford	As above	Education Facility Attendant
Member Council Delegate	Sherelle Roberts	As above	Food Industry Worker
Member Council Delegate	Rhonda Seychell	As above	Salesperson
Member Council Delegate	Hayden Smallwood	As above	Casino worker
Member Council Delegate	Susan Szalay	As above	Casino dealer
Member Council Delegate	Arthur Tsimopoulos	As above	Contract Cleaner
Member Council Delegate	Barbara Turomsza	As above	School cleaner
Member Council Delegate	Robyn Weate	As above	Club Attendant
Member Council Delegate	Janet Williams	As above	Education Assistant
Member Council Delegate	Kenton Winsley	As above	Aboriginal Health Practitioner
Member Council Delegate	Andreas Wittmann	As above	Plastics Industry Worker
Member Council Delegate	Samantha Wright	As above	Food Industry Worker
Member Council Delegate	Vacant (3)		