

HSU NSW/ACT COUNCIL MEETING MINUTES HELD AT THE WESLEY CONFERENCE CENTRE, 220 PITT STREET, SYDNEY ON TUESDAY 31ST MAY 2016 AT 10.24 A.M.

ATTENDANCE: C Charles, R Dunn, J Catlin, S Carney, S Austen, G Reilly, D Neumann, D Turley, S Dufty, J Peacock, A Wilcock, S O'Riley, S Davies, J Holgate, G Partridge, P Reid, S Fraser, L Twyford, L Burns, A Lillicrap, G Hayes and M Sterrey.

APOLOGIES: S Joseph, S Haynes, R Pike, R Henderson & L Bush.

PROXIES: Secretary carried proxies for S Joseph and L Bush.
Councillor S O'Riley carried proxy for R Pike.

Moved L Burns/L Twyford that the apologies and proxies be accepted.

Motion put and carried.

DECLARATION: Nil.

CHAIRPERSON: M Sterrey (President).

OBSERVERS: L Russell, W Boon, J Puvanarajah, T Thorburn, B Chapman, R Sheehy, J Cowdrey, S Harper, T Stevanja and S Champness.

Moved L Burns/L Twyford that the observers be admitted to the meeting.

Motion put and carried.

MINUTES: Moved D Neumann/A Wilcock that the minutes of the Union Council meeting of 23rd February 2016 as amended be received and adopted.

Motion put and carried

BUSINESS ARISING: Nil.

SECRETARY'S REPORT

- Growth is increasing at a rapid rate. We are 3 months ahead of our target and are on track to get 1500 or more members this year.
- With regards to Public Health, regular blitzes are being undertaken by the organisers on a weekly basis.
- Aged Care division with extra staff are doing well and within 3 months they may reach 6000 members.
- Ambulance has not changed for a while now.
- Private Health has a remarkable team and with Alan and Tim's assistance may reach the 1500 mark in the next few months.
- Public Health by July may take a hit by members retiring but we will still be ahead by a couple of hundred members of what our projection is.

- Financial members stand at 32,612.
- Growth drives the Union it is not good enough with just growth if we don't have the development and activism.
- Helicopter Paramedic received 5.5% pay rise and Allied Health Assistants 9.5%.
- The linen service dispute still continues.
- Foundation House talks are continuing and a report has been prepared by Justice Boland.
- Secretary presented a brief report on his recent trip to Canada and US.
- This year's life members' presentation will be held during the Conference. Speakers at this year's Conference are:
 - Bob Eaton – OPSEU.
 - Warren Smokey Thomas – OPSEU.
 - Tim Ayres, State Secretary – AMWU.
 - Sally McManus – Assistant Secretary ACTU.
 - Emma Maiden – Assistant Secretary, Unions NSW speaker at the Women's breakfast.
 - Scott Weber – Police Association NSW.
 - Tim Jacobsen – Aged Care.
 - Theme for the Conference: "No Longer Business as Usual".
- Women's Committee meeting held on 30/5/16.

RESOLUTION

Moved J Peacock/R Dunn that the Secretary's report including growth, Aged Care, Private Sector, Public Sector, Organising, MSD and Industrial reports be received and noted.

Motion put and carried.

ASSISTANT SECRETARY/TREASURER'S REPORT

- Property, Level 3 redevelopment it involves breaking it up into smaller suites at 109 Pitt Street. Renovations are almost completed soon to come into market. From those 4 suites that will be available we are expecting over \$300,000 a year in rent. When the Indian Consulate had the whole floor space we were getting \$345,000 p.a.
- A couple of tender processes conducted recently, media and the property management services have changed and providers. JLL will look after the property management for the Union.
- Insurance tender process putting the brokerage service out to the market. A number of responses were received.
- The other tender was the CRM the memforce data base goes out every three years.

RESOLUTION

Moved S O'Riley/S Dufty that the Assistant Secretary/Treasurer's report be received and adopted.

Motion put and carried.

FINANCE REPORT

As per attached.

RESOLUTION

Moved S Davis/G Partridge the Finance reports including the profit and loss statements and the balance sheet as at April 2016 be received and adopted.

Motion put and carried.

AGENDA ITEM 1 – LIFE MEMBERS

Life membership of the Union is an honour that is bestowed upon members who have given service to the Organisation and fellow members over a long period of time. These members contribute consistently to the outcomes achieved by the Union and assist greatly in enhancing and protecting members' conditions of employment.

On a day to day basis and in a period that spans many years these members consistently support the vision of the Union and actively engage management in a range of different levels because of their belief in a collective and organised workforce. The Union not only acknowledges the efforts of these members' but also sincerely appreciates their contribution to the ongoing struggle that faces the HSU.

RESOLUTION

That the Union Council proudly acknowledges these members for their contribution to the Union over their careers and endorses that life membership be bestowed upon:

Debbie Neumann, Janice Slattery, Peter Iffland, Rita Westaway, Phillip Broadie, Marcel Rahmi, Rena Spiros, Lorraine Want, Carol Davies, Michael Sperring, Julie Kelley, Jan Dunn, Sue Harris, Richard Douglas, Jenny Brue, Wolfgang Kaupke, Joy Berger, Carol Abela, David Davis, Lyn Cobb, Julie Frost, Janelle Taylor, Leonie Betts, Julie Hutchinson, David Lipman, Beverley Turello, Jill Smith, Brian Bridges and Judy Owen (Posthumously). Union Council also endorses that Honorary Life memberships be bestowed upon Mark Lennon for the assistance he has given the HSU during his tenure as Secretary Unions NSW and Ian Temby AO QC for his assistance during the Union's crisis.

AMENDED RESOLUTION

Moved D Turley/J Holgate that the Union Council proudly acknowledges these members for their contribution to the Union over their careers and endorses that life membership be bestowed upon:

Janice Slattery, Peter Iffland, Rita Westaway, Phillip Broadie, Rena Spiros, Lorraine Want, Carol Davies, Michael Sperring, Julie Kelley, Jan Dunn, Sue Harris, Richard Douglas, Jenny Brue, Wolfgang Kaupke, Joy Berger, Carol Abela, David Davis, Lyn Cobb, Julie Frost, Janelle Taylor, Leonie Betts, Julie Hutchinson, David Lipman, Beverley Turello, Jill Smith, Brian Bridges and Judy Owen (Posthumously). Union Council also endorses that Honorary Life memberships be bestowed upon Mark Lennon for the assistance he has given the HSU

during his tenure as Secretary Unions NSW and Ian Temby AO QC for his assistance during the Union's crisis.

Motion as amended put and carried.

AGENDA ITEM 2 – COUNCIL QUORUM

Following the Council teleconference held on the 27th of April 2016 a cursory review of Rule 19 (previously Rule 18) quorum was undertaken. It was observed that the rule still identified a quorum for Union Council as 18 Councillors. Councillors would be aware that the quorum for Union Council meetings was reduced by Council resolution to 16 on the 5th December 2014 meeting. Further investigation of the issue has found that the resolution and associated papers was minuted and passed, however the rule change was not progressed to the NSW Industrial Relations Commission and as such the quorum for meetings was not reduced in the Rules.

As a consequence of this a review of all Union Council meetings was undertaken and it has been found that on two occasions there was an attendance record of 16. All other meetings exceeded the quorum of 18. Both meetings had proxies of 3 and 5 council members respectively. For abundant caution it is recommended that the resolutions of both meetings are re endorsed and minuted as such. Maurice Blackburn has filed an application to change the rule for Union Council quorum from 18 to 16 Union Councillors as of 13 May 2016.

RESOLUTION

Moved J Catlin/G Reilly Union Council notes the lack of quorum for Union Council teleconferences held on the 24 April 2015 and 27 April 2016. Union Council also notes that an application has been made with the NSW Industrial Relations Commission to change the quorum of Union Council meetings from 18 to 16 members of Union Council as per Union Council resolution made on the 5th December 2014. Union Council also endorses and approves the attached resolutions for the teleconferences held on 24 April 2015 and 27 April 2016 relating to the settling of the Beth Jensen matter, the authorisation regarding terms of settlement on the Richard Hew matter, the payment of barrister Stephen Golledge in relation to the Williamson bankruptcy examination, the successful Media tenderer and the ALP donation for the federal election.

Motion put and carried.

ADDENDUM RESOLUTION

Moved C Charles/J Holgate the HSU staff be badged up whenever working on the election campaign with the exception of the seat of Dobell.

Addendum motion put and defeated.

AGENDA ITEM 3 – ENTERPRISE AGREEMENT

Negotiations have commenced with non-management staff for a new enterprise agreement to run for 3 years from July 1, 2016. The substantial agreement will not change as much detail

was negotiated last year and does not need to change. Staff are in the process of forming a bargaining committee to put forward their requests for the new agreement.

Apart from some normal requests for increased salaries and superannuation, the outstanding matters are:

1. An administrative staff review which is being undertaken following a request at the time of the last EBA.
2. The desire to introduce domestic violence leave and to recognise the superannuation imbalance that exists between men and women in the workforce.

NOTE:

Seeing as negotiations had progressed quickly a finalised EBA was available for approval at the Council meeting.

RESOLUTION

Moved S Fraser/D Turley the Secretary is authorised to make an initial offer to staff which offers 2.5% salary increases for 3 years, a .5% increase in superannuation for 1 year (with increases in super to be revisited annually), an increase for FACS leave from 3 to 5 days and an acknowledgement that FACS leave can be used as domestic violence leave should it ever be needed, an additional increase in superannuation of .5% for all female staff and to action the outcomes of the administrative review, in order to allow the Secretary to negotiate in good faith and report back a finalised agreement for Council.

Motion put and carried.

GENERAL BUSINESS

There being no general business the meeting closed at 2.37pm.

Chairperson