

STATE *Victorian Labor* **CONFERENCE 2024**

Book 4

Urgency Resolutions

Saturday 20 May

9.00 am – 11.00 am

51. Voice, Treaty, Truth

Resolution

That State Conference resolves that we reaffirm Victorian Labor's commitment to Treaty with Victoria's First Peoples, to Voice, Treaty and Truth, and implementing the Uluru Statement from the Heart in full.

Moved: Sheena Watt Wills FEA

Seconded: Pamela Anderson Aston FEA

45. Ballarat City Council Workers

Resolution

That State Conference resolves to support the workers at Ballarat City Council in their campaign for fair wages in their enterprise agreement.

This conference stands with ASU members taking protected industrial action and calls on the Councillors to budget for a fair pay increase for its front-line workforce.

Moved: Zoe Edwards (ASU Authorities and Services)

Seconded: Tash Wark (ASU Authorities and Services)

Background

The ASU has been bargaining with Ballarat City Council for 9 months for a new enterprise agreement. The workforce recently voted no to management's proposed enterprise agreement, which would see wages fall in real terms.

Ballarat City Council wages are the worst of any major regional centre. The average worker in childcare, parks and gardens and waste earns more than \$4000 less than the equivalent role at Greater Bendigo and Greater Geelong Councils.

Council workers are taking protected industrial action during the Heritage Festival in Ballarat this weekend in support of a fair pay deal.

The Council will vote on their proposed budget next Wednesday (22 May) and will also make a decision about how to spend 'savings' that were generated from vacant positions in the employee entitlements budget. More than \$1 million is available that should be reinvested in workers wages.

This conference stands with ASU members taking protected industrial action and calls on the Councillors to budget for a fair pay increase for its front-line workforce.

125. Supporting Union Training in ASIA Pacific

Resolution

Conference notes that trade unions and worker collective organisations in the Asia and the Pacific region are confronted by multiple and diverse challenges. With widening inequalities, frequent natural disasters, and the expanding informal economy, these include declining density, diminished leverage under neoliberal labour market policies, coercive management practices, hostile governments, and a growing insecure workforce.

Conference believes that,

- as part of the Australian union movements international solidarity values and ethos, it is incumbent on the ALP, as its political wing, to assist, aid and support unions and workers collectives in its immediate region, the Asia Pacific.
- it is incumbent on the political wing of the trade union movement to work collectively with its counterparts in Asia Pacific to promote international labour standards, especially freedom of association and collective bargaining.
- Australia and Asia Pacific labour movements and trade unions should work with civil society organisations to develop innovative strategies for representing workers and enhance gender equality, social protection, green jobs, child labour, and skills development and lifelong learning as well as safeguarding the rights of migrant workers and gig workers.
- Both multilaterally and bilaterally, at international, regional and national levels, Australia can do much better in supporting its comrade unions and workers collectives in the Asia Pacific.

State Conference reminds delegates of the ACTU's 1993 Asia Strategy four tasks of:

- strengthening relations with the trade union movement in the Asia region;
- participating in enhancing Australia's social and economic integration in the region;
- encouraging affiliates to participate on industry speck regional initiatives; and,
- encouraging the development of independent and representative trade unions in the region.

That State Conference resolves that the federal and state Labor Governments should invest in the Asia Pacific region by awarding grants to Australia unions and their affiliates to assist in training workers, delegates and organisers in the various unions and workers collectives in the Asia Pacific region.

Moved: Tony Piccolo AMWU

Seconded: George Koletsis AMU

91/ 43 Melbourne Airport/Roster Justice Shift Workers Resolution

The State Conference resolves:

- To urge the Victorian Government to attach any Government funding that Melbourne Airport receives, such as the controversial Melbourne Airport Rail decision, with a requirement that its workforce can live in Melbourne without mortgage stress.
- That unpredictable, short hour rosters with minimal notice and constant shift changes has real and adverse consequences for shift workers in airlines and other industries, and even more so for working carers.
- To call on the State and Federal Governments to ensure airlines and aviation workers, many of whom are women, are entitled to predictable and stable work schedules that allow workers to balance work and care responsibilities, and the right to clock off and switch off from work.
- To commend the Federal Labor Government's Right to Disconnect legislation for enshrining important work life balance principles for modern workforces.
- To call on the State and Federal Governments to implement the recommendations from the Senate Select Committee on Work and Care report.

- To urge the State and Federal Governments to work to ensure rostering practices that are predictable, stable, and focused on fixed-shift scheduling; and that employers genuinely consider employee views about the impact of proposed roster changes, and take the views of the employee, including working carers, into consideration when changing rosters and other work arrangements.

Moved: Marcus Daffey UWU
Seconded: Alessandra Soliven ASU Private

Background

211,991,929 paying passengers boarded planes at Melbourne Airport last year. The same number of people got off planes at Melbourne Airport. In total 425,364,484 passed through Melbourne Airport – at \$10 per flight and countless more from \$10 bottles of water, Melbourne Airport pumps out billions.

Despite working for this monopoly enterprise most Airport workers are not able to afford a home in Melbourne. Airport guards have worked a lifetime at the Airport but have been locked out of the housing market. This year guards are fighting for a wage that will allow them to live without mortgage stress.

Given Melbourne Airport needs the Victoria government to continue its monopoly, Airport guards want their government to back them and tie any financial arrangement with Melbourne Airport to the condition that Airport workers should be paid enough to pay a mortgage in Melbourne.

43. Roster justice for shift workers and airlines workers

Resolution

The State Conference resolves that unpredictable, short hour rosters with minimal notice and constant shift changes has real and adverse consequences for shift workers in airlines and other industries, and even more so for working carers.

Labor will ensure airlines and aviation workers, many of whom are women, are entitled to predictable and stable work schedules that allow workers to balance work and care responsibilities, and the right to clock off and switch off from work.

The State Conference commends the Federal Labor Government's Right to Disconnect legislation for enshrining important work life balance principles for modern workforces.

The State Conference calls on the State and Federal Governments to implement the recommendations from the Senate Select Committee on Work and Care report.

Labor will work to ensure rostering practices that are predictable, stable, and focused on fixed-shift scheduling; and that employers genuinely consider employee views about the impact of proposed roster changes, and take the views of the employee, including working carers, into consideration when changing rosters and other work arrangements.

Moved: Alessandra Soliven, ASU Victorian Private Sector Branch
Seconded: Imogen Sturni, Macnamara FEA

17. School Cleaning

Resolution

That State Conference Resolves:

- To call on the Victorian Government to act urgently to restore the hours of school cleaners that were cut resulting from the recent contract change.
- To call on the Victorian Government to immediately cease the tender process for school cleaning contracts 2025-27 and move to directly employ school cleaners starting term 1 2025.
- To condemn the cuts to wages and conditions faced by school cleaners under the watch of the Victorian Government.
- To condemn the recent decision to continue the harmful contractor model of school cleaning that hurts, cleaners, schools, and the broader community.
- To reaffirm that good union jobs are core Labor values.
- To reaffirm that outsourcing and privatisation goes against Labor values.

Moved: Julie Hooper (UWU Delegate)

Seconded: Sofia Floros (UWU Delegate)

Background

The 2023 Victorian ALP State Conference unanimously passed a motion to end the Kennett era outsourcing of school cleaning by the State Government.

This Victorian Labor Government decided to disregard this 2023 Labor State Conference outcome.

UWU officials were only informed of this decision by Minister Carroll's the day the new contract went out for tender, denying any opportunity for genuine consultation with school cleaners and their union.

Further, this decision was made with the backdrop of 700 cleaners going through a contract transition. Many school cleaners went into Christmas 2023 not knowing if they'd have a job. Those that kept their employment had their hours and pay slashed with on average a 34% loss in hours with some workers losing up to 60%. With this context, Mr Carroll's announcement to improve wages 5% above the award for school cleaners is an embarrassment, insulting and inadequate.

86. Legislated Minimum SSAF

Resolution

The State Conference resolves that it calls on:

1. The Federal Labor Government to amend the Higher Education Support Act (2003) to legislate a 50% minimum of Student Services and Amenities Fees for democratically elected student organisations, in line with recommendation 19 of the University's Accord.
2. The State Labor Government to acknowledge the important work conducted by student-led organisations; and review and introduce legislation mandating 50%

minimum Student Services and Amenities funding for these organisations, similar to that introduced in Western Australia.

Moved: Reggie Michelson, Higgins FE
Seconded: Georgie Brimer, Chisholm FEA

Background

Democratically elected student unions and associations in Victoria provide essential student-focused services regarding their welfare, legal, social, advocacy services, etc each year. These organisations and services heavily rely on funding from a charge collected from domestic students yearly called the Student Services & Amenities Fees (SSAF).

Higher education institutions have the ability to distribute SSAF at their discretion, meaning all of these organisations have to negotiate yearly with upper management. As a consequence of this, the governance structure of these organisations is not allowed to function as intended, as they risk being defunded if they go against upper management's interests.

As it stands, higher education providers are not required to provide detailed information on how funding is allocated and spent. This coupled with the ability of providers to economically coerce these organisations, means that much of these fees go to funding the university itself rather than student organisations.

63. Shearing

Resolution

That State Conference Resolves that:

- i) The Alan Labor Government establish a taskforce and consult with relevant subject matter experts and affiliate trade Unions in order to form legislation that establishes a Pastoral Industry regulation body with enforceable powers to ensure licensing and registration of all Pastoral Contractor Companies within Victoria.

Moved: Ronnie Hayden, AWU
Second: Ross Kenna Ballarat FEA

Background

Unionised Shearers formed the AWU in 1886 in Ballarat to defend themselves against Capital and their demands for poverty wages and conditions in the pastoral industry.

In 1892 after Capital used their influence in Parliament to break the Shearers strike of 1891, and arrest 13 AWU Officials for standing up for the rights and liberties of Australian workers, Shearers met under the Tree of Knowledge and formed the political arm of the Australian Labour Movement, the Labor Party.

These Shearers knew Organised Labour is the hope of the World and that sometimes legislative action is needed to ensure direct action continues.

Unionised Shearers died fighting to ensure the rights and Liberties of Australian Workers were enshrined in law and led our movement to create the Workers' Paradise.

Now our Shearers need the movements help. Today in sheds across Victoria unscrupulous capital again demand Shearers work for poverty wages in workplaces much like those Shearers endured in the 1890's.

The AWU is obstructed by our current legislation and a lack of oversight of the Pastoral Industry which has seen many "contractors" use these circumstances to make huge profits

by putting the health and wellbeing of Shearers at risk. Sham contracting and workplace injury is rampant and young regional Victorians are paying the price.

We seek a regulatory body that forces all Shearing contractors to be licensed and registered before they can employ Shearers. A ban on the use of ABN contact Shearing and greater powers for right of entry permit holders when attending Pastoral worksites.

108. Licensing of Trades

Resolution

State Conference resolves that the Victorian Labor Government must commit to implementing the registration and licensing of trades and funding the necessary administrative and legislative instruments to do this.

Moved: Mick Myles (CFMEU)

Seconded: Paddy Farrelly (CFMEU)

Background

Construction workers are skilled workers. The Liberal Party and big business have sought to undermine skills and training in construction to drive down wages and conditions. Trade licensing is a necessary component of ensuring Victoria has a skilled construction workforce to build our critical infrastructure and more housing.

Currently, the trade licensing scheme in Victoria is in-complete. There is no current requirement for other essential trades such as carpentry to be licensed, meaning a person could publicly advertise their services or be employed as a carpenter without completing any formal training. Trade licensing is a key incentive to drive apprenticeship and traineeship completion rates. These are currently chronically low, which is a major contributor to the shortage of skilled workers in construction.

The Victorian Labor Government has promised to implement trade licensing for nearly 10 years but is yet to do this. It has started the process of implementing a scheme but not provided the funding to finalise it and bring it into operation.

11.00 am – 1.00 pm

64. Mining

Resolution

That State Conference Resolves that:

- i) The Victorian Labor Government conduct a full review of the legislation, powers and regulations that have oversight of the Victorian Mining Sector.
- ii) Draft new legislation/regulation in consultation with affected parties to strengthen the regulation and oversight of Victorian Mines.

Moved: Ronnie Hayden, AWU

Seconded: Pat Wood, AWU

Background

On March 13th of this year, 2 Victorian Miners were crushed in a rockfall at the Victory Minerals Gold Mine in Ballarat. Killing one and seriously injuring the other.

In the hours and days after the incident it became apparent that the incident was preventable and that oversight and regulation of the Victorian Mining Sector is completely inadequate when compared to like industries in other Australian States.

The Victorian Regulator had no power to force Victory Minerals to stand the parties under investigation for the fatal incident down whilst the investigation was conducted, placing the AWU in a situation where the management whom we believe responsible for killing a miner continue to make management and OHS decisions that directly affect the safety of our members.

This cannot stand!

The Victorian Regulator also has limited powers of oversight of the mining sector when compared to the Mining regulators of both Western Australia, Queensland and South Australia.

78. Reaffirming Labor's existing position on nuclear power and recognising the unsuitability of nuclear power in Australia for the foreseeable future.

Resolution

The State Conference resolves that:

- Nuclear power shouldn't be a component of Australia's energy mix for the foreseeable future.
- Nuclear power is not safe and nuclear power stations pose serious health and safety risks to workers, surrounding communities, and the environment.
- Current nuclear power technology is too expensive, impractical, ineffective, uncertain and unsuitable for Australia, and notes that the nuclear power industry is in a slow and inevitable decline.
- The Australian Labor Party at a state and federal level won't adopt any policy position in the foreseeable future that supports the introduction of nuclear power to Australia's energy mix and the construction of nuclear power stations.

Moved: Adam Rae PPTUEU

Seconded: Michael McGoldrick Deakin FEA

Background:

We have seen first-hand that Peter Dutton has committed to fighting at the next election with a nuclear plan, and it is important to recognise that debate around nuclear energy will play a role in the next election.

This urgency resolution reaffirms Labor's existing position on nuclear power, recognising that nuclear energy is not a good investment for Australia's energy markets for the foreseeable future and is too slow and expensive to save our climate.

Nuclear power plants are huge, highly complicated machines that need to follow stringent regulations. They have massive upfront capital costs and need skilled labour to build, maintain and refurbish them.

Nuclear energy is notorious for running over budget and being late on delivery regarding construction, and it is hard to find a single existing plant that does not have massive cost overruns and delays.

With hundreds of nuclear reactors in the world, zero have been financed entirely through private investment in a competitive market. This significantly contrasts the comparatively low

costs of solar and wind which are outpacing government subsidies. Unproven technologies including small modular reactors are a long way from being viable, and viable is a long way from being profitable.

18. Albanese federal Labor Government's 'future Gas Strategy'

Resolution

That State Conference resolves that:

- Recognising that limited amounts of new gas are needed temporarily for Australian industry and economic activity in a well-managed transition to net zero by or before 2050;
- **Resolves** that the Victorian Branch of the ALP calls on the Albanese Federal Labor Government to reconsider the recently released Future Gas Strategy. This strategy aims at increasing supply in a way which is incompatible with Australia's emissions reductions targets and international obligations.

In order to keep faith with the greenhouse gas emission ambitions and action on climate change promised during the last election, the focus must be on the reduction of:

- domestic gas demand by electrifying households and businesses, and not in the expansion and continuation of gas into the indefinite future; and
- extraction and export of gas.

Moved: Jack Wheeler Casey FEA

Seconded: Louise Crawford McNamara FEA

104/106 Securing a Just Transition in Victorian Offshore Wind/ Oil and Gas Decommissioning

Resolution

State Conference Resolves that:

- The Victorian Government should maintain its original tender date for offshore renewable energy procurement. Expressions of Interest should close in Q1 of 2025, followed by a Request for Proposal phase that should close in Q1 of 2026, and contract negotiation and award should occur later in 2026. We also call for the Commonwealth to support this tender process with funding delivered through the Capacity Investment Scheme.
- For Victorian offshore renewable energy tenders to maximise the contribution of any projects to local communities and the Victorian and Australian economy by requiring recipients to implement New Energy Standards, including: maximising the use of locally produced and supplied goods and services.
- maximising the employment of suitably qualified local workers, including energy workers, engaged under registered industrial instruments, agreed between relevant unions and employers.
- providing for the training and skills development of local workers, minimum requirements for trainees and apprentices, worker transition opportunities from industries facing closure, and the employment of workers from groups underrepresented in the workforce.
- ensuring projects are aligned with the First Nations Clean Energy Network Best Practice Principles for Clean Energy Projects, including employment and income opportunities.
- ensuring quality jobs through the implementation of labour standards, to be applied across government-funded projects.

Shipping

- Victorian government and/or CIS tenders to require project-specific new build vessels and vessels with charter durations longer than 5 years to have an Australian flag on delivery.
 - Support from the Commonwealth government for the Victorian Government's efforts to develop a port for offshore wind construction, which is essential for the delivery of the offshore wind projects the Commonwealth has awarded licences.
 - The Victorian government to consider the development of multiple offshore wind ports, which are required to deliver projects at the scale contemplated.
 - The government must set out clear expectations for companies operating offshore wind port terminals about employment conditions being consistent with securing a just transition. The port workforce for offshore wind construction and maintenance terminals must be covered by enterprise agreements negotiated with the relevant unions and be consistent with industry terms and conditions. Stevedoring jobs must be underpinned by the Stevedoring Industry Award.
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- Any activities for offshore wind developments carried out in Corner Inlet (also known as Barry Beach/Port Anthony), the port must be declared as a commercial port and owned and operated by a public entity under Ports Victoria (similar to the Port of Hastings Corporation). Port facilities must be common user facilities with the ability to service all relevant offshore wind projects.

Decommissioning of Offshore Oil and Gas Plant

- Ensure the construction of quality purpose-built offshore energy installation dismantling facilities corresponding to the volume and location of materials to be removed. These must be collocated with port facilities to enable the movement of materials for transport to appropriate recycling facilities.
- Set out clear expectations for companies operating dismantling hubs for employment conditions to be consistent with securing a just transition. The port workforce for dismantling hubs must be covered by enterprise agreements negotiated with the relevant unions and be consistent with industry terms and conditions. Stevedoring jobs must be underpinned by the Stevedoring Industry Award.
- Set out clear expectations for companies operating dismantling hubs for employment conditions to be consistent with securing a just transition. The port workforce for dismantling hubs must be covered by enterprise agreements negotiated with the relevant unions and be consistent with industry terms and conditions. Stevedoring jobs must be underpinned by the Stevedoring Industry Award.
- Amend the Victorian Circular Economy (Waste Reduction and Recycling) Act 2021 to prescribe measures for recycling requirements from materials arising from the offshore oil and gas decommissioning activities in the Bass Strait, including metal, concrete, and plastics.
- The Victorian Government to make full use of its role in the Joint Authority for to accept the surrender of offshore petroleum titles in Commonwealth waters to ensure full removal of offshore oil and gas infrastructure and remediation of the seabed. The Joint Authority must not rely on reports from offshore oil and gas titleholders about their own work but require independent inspections.

Moved: Robert Lumsden MUA

Seconded: Aarin Moon MUA

Background:

Delivering a just transition is essential to community acceptance of renewable energy, as well as delivering prosperity to Victoria's regions. Offshore wind will be essential to reducing electricity emissions and delivering an energy transition in Victoria, and must proceed as quickly as possible.

73. Driverless trucks

Resolution

That State Conference resolves that it:

1. Condemns Transurban's reckless trial into driverless trucks.
2. Calls upon the Victorian Government to refuse to engage Transurban for any future projects until they have abandoned their driverless truck trial.
3. Calls upon the Victorian Government to overhaul the way permits are granted for driverless trucks, including setting up a reference committee with the Transport Workers Union.

Moved: Mem Suleyman

Seconded: Dissio Markos

Background

Driverless trucks are unsafe, untested, and highly disruptive to the workforce and Transurban are attempting to ram it down Victoria's throats.

In mid-April, multinational company Transurban attempted to sneakily trial driverless trucks on Victorian roads without consulting the TWU or the industry. Transurban sent out an email in the late hours of 17 April stating that the trial would occur the next day.

The TWU has since learned that the Department of Planning and Transport granted a license to Transurban to undertake this trial without the Minister's knowledge. This was done without any consideration of the policy and regulatory impacts of putting driverless trucks on our roads. For example, if a truck crashes on Victorian roads and kills someone, who is held criminally accountable?

We have seen endless problems with automated transport technology, including as recently as on the 13 May where a driverless train derailed in the Pilbara region.

Due to the TWU's advocacy, the trial scheduled for 18 April was suspended, but the TWU want it cancelled for good.

This ordeal is yet another example of Transurban's contempt for Victorians. Transurban makes billions of dollars every year from Victorian taxpayers and should be held accountable by the Victorian Government. Instead, they have once again conducted themselves using underhanded tactics with the sneaky introduction of these dangerous and untested trials on Victorian roads.

98. Upgrading and fixing the Calder Freeway for our growing suburbs

Resolution

That State Conference resolves that the Calder Freeway is a dangerous, congested and priority road that must have lanes added from the M80 Western Ring Road to Gap Road Sunbury to get workers and families home sooner and safer.

Melbourne's fast-growing western suburbs, commuters and truck drivers desperately need this dangerous and congested road fixed now, with additional lanes and speed limits brought up to 100km/h.

Moved: Mark Gazic Gorton FEA

Seconded: Mem Suleyman TWU

Background

We applaud the Victorian Government's investment in busses and infrastructure program of work is underway in Melbourne's West including the removal of the Main Road, Furlong Road, Melton Highway and Calder Park Drive level Crossings and investment into Metro Tunnel and Sunbury Line Upgrade to transform train travel, making getting to work, school, and health services quicker and easier.

The Calder is one of Australia's most dangerous roads and safety upgrades are urgently needed.

From 2013 to July 2023, VicRoads Road Crash Data recorded over 600 incidents on the Calder and its ramps.

15. Mildura Freight Transport Improvements

Resolution

That the State Conference resolves that the Minister for Transport initiate the following actions to reduce the impact of heavy freight vehicles on the Mildura Central Business District.

1. Create the Benetook Bypass Freight link as the primary heavy vehicle route through Mildura and allocate funding to immediately commence detailed works on this project,
2. Initiate further detailed investigations into the 2nd bridge crossing at Monak as the longer-term solution for a road/rail river crossing to create an additional road crossing point and the only rail link between North West Vic & NSW.

Moved: Tony Alessi Mildura FEA

Seconded: Brian Dunn FEA

1.00 pm – 3.00 pm

93. Ambulance Victoria

Resolution:

That State Conference resolves that:

- To show solidarity for all staff at Ambulance Victoria in taking protected action.
- To call on the Victorian Government to implement measures to address the end of shift period and reduce excessive shift extensions for paramedics.
- To urge The Minister for Health, Mary-Anne Thomas and The Minister for Women, Natalie Hutchins to urgently meet with administrative union members to discuss their employment at Ambulance Victoria and how they can advocate on their behalf.
- To call on the Victorian Government to commit to the removal of its use of the Mercer System in all Government departments, including Ambulance Victoria.
- To note support for Ambulance Victoria demonstrating meaningful value for the work of its administrative staff by implementing these necessary changes.

Moved: Jules Gibson UWU Delegate

Seconded: Lauren Stanley(UWU Delegate)

Background:

There are critical unresolved issues at the bargaining table for our members at Ambulance Victoria.

1. Ambulance Victoria has neglected to provide any meaningful solutions to properly ensure that paramedics finish shifts on time. This failure to prioritise such an essential aspect to a worker's wellbeing has resulted in poor outcomes for patients, burn out for our paramedics and a service that can't retain paramedics for more than 7 years.
2. Ambulance Victoria has denied their responsibility in entrenching gender inequity within its organisation. It is deeply concerning that many administrative women, who are overly represented 40+ demographic at Ambulance Victoria have not received a pay raise outside of wages policy in over seven years. Their wages have been suppressed due to the Mercer CED Job Analysis System, a flawed methodology that has faced widespread criticism across the Victorian Public Sector (VPS) and other regions of Australia, for its lack of transparency and bias towards employers. Ambulance Victoria must honour the recommendations made by Victorian Equal Opportunity and Human Rights Commission and urgently address these systemic challenges by removing Mercer and develop an equal pay policy, including an equal pay clause in enterprise agreements.

23. Supporting Doctors in Training to support a world-class health system.

Resolution

The State Conference resolves that:

1. The Allan Labor Government should advocate for the stamping out of wage theft of Victorian Doctors in Training.
2. Victorian Labor Supports Victorian Doctors in Training being paid for their overtime in accordance with their entitlements;
3. And that the unpaid class actions commenced by Victorian Doctors in Training should be resolved.

Moved: Paul Healey HACSU

Seconded: Michael Watson ETU

Background

Conference notes that junior doctors have commenced class action proceedings against Victorian health services seeking compensation for unpaid un-rostered overtime, last year the Federal Court of Australia ruled in favour of junior doctors in a class action lawsuit against Peninsula Health, despite this the class actions continue.

Junior doctors are fatigued and burnt out, overworking and underpayment is a systemic problem that continues to put Victorian patients at risk and threatens the welfare of junior doctors. Junior doctors, like all hospital & healthcare workers deserve fair pay and conditions.

Last month the NSW Government settled a class action alleging junior doctors were underpaid in overtime. Despite this, Victorian Public Health Services continue to push junior doctors to defend their right to safe working conditions.

In the last 12 months 93% of Victorian junior doctors have experienced burnout, and 94% fear making a clinical error due to fatigue. Urgent action is required to improve the wellbeing of doctors and subsequently their patients as well.

10. Aged Care – Work Value

Resolution

That State Conference resolves that, following the Fair Work Commission (FWC) decision on Stage 3 of the Aged Care Work Value case, the Federal Labor Government must extend both the initial 15% wage increase and subsequent Stage 3 Aged Care wage increases, to include 'in-direct' carers.

Moved: Diana Asmar HWU

Seconded: Jake McGuinness HWU

Background

The FWC Aged Care Work Value Case determined that 'direct carers' (Personal Carers) should receive a wage increase of up-to 28.5%, while 'indirect carers' (including kitchen staff, laundry hands, & cleaners) received only a 3% rise, creating a class structure within aged care. The HWU contends that this distinction is unfounded, asserting that all aged care workers, regardless of their specific roles, provide essential direct-care to residents and significantly contribute to their well-being. The FWC acknowledged that work in aged care, a predominately feminised field, has been historically undervalued due to gender biases and overlooked "invisible skills". This decision perpetuates the undervaluation of 'indirect' aged care workers' contributions and "invisible skills". The quality of aged care is dependent on the quality of jobs within the sector, this decision creates a lower tier of aged care workers, lowering the quality of the jobs, and in so doing, lowering the quality of care.

26. Stabilising the Mental Health Sector and Delivering on the Promises of the Royal Commission into Victoria's Mental Health System.

Resolution

That State Conference resolves that the Allan Labor government:

1. Uplift the funding for all mental health beds across the state. As it stands, old beds in outdated wards are funded at a rate of \$880.00 and new beds are funded at a rate of \$1640.00. Services have indicated that it costs \$1800 to run a bed per day.
2. All positions fully funded and ongoing to provide stability and retention.
3. The re-instatement of brokerage funds at all hospitals to ensure workers have the capacity to financially help patients when they need it most.
4. The halt of activity-based funding. Many hospitals are losing funding because they are not hitting KPIs, and they are not hitting KPIs because they are extremely understaffed.
6. A guarantee that all EBA outcomes are fully funded.
7. The introduction of staffing profiles across all bed-based and community mental health settings akin to staff to patient ratios to ensure health and safety and best outcomes for consumers and their families.

Moved: Paul Healey HACSU

Seconded: Christy Cain MUA

Background

Conference notes that the overall spend on the Victorian mental sector has resulted in a **12% cut** since the recommendations of the Royal Commission into Victoria's Mental Health System was announced.

Many promises made by the Allan Labor government have been incorrectly or deceptively rolled out by the department, particularly in terms of funding. For example, as part of the 2022 State election the Andrews Labor government announced that the mental health workforce would be doubled over a 10-year period and that positions would be fully funded across the sector. Upon rollout, hospitals were informed that only one year of the position would be funded entirely by the department, with no funding uplift allocated to hospitals resulting in many services opting not to take them on. Instances like this are riddled throughout the entirety of the mental health sector.

Occupational Violence has always been a concern throughout the mental health sector. Unfortunately, there has been a sharp increase in the rates of patient-to-clinician and patient-to-patient occupational violence often leaving HACSU members in extremely dangerous situations.

This becomes incredibly dangerous, particularly if units and teams are understaffed and burnt out. Mental health workers are far too often put in positions that compromise their safety, often due to a lack of staff and available resources.

80. Urgency Resolution: Free and Safe Car Parking at Shopping Centres

Resolution

The State Conference resolves that all shopping centres ought to be required by law to provide free car parking for workers at the centre, including workers in retail, hospitality, fast food, cleaning and security. Many of these workers work at unsociable hours that are acknowledged by the payment of penalty rates.

Moved: Michael Donovan, SDA

Seconded: Marcus Daffey, UWU

Background

We have seen the introduction of paid parking at a number of shopping centres, including Eastland, Southland, The Glen, Knox, Doncaster and Geelong.

Unions and local ALP Members of Parliament have campaigned for many years for free and safe car parking at shopping centres in Victoria.

Workers at shopping centres are mainly low paid workers with many of them employed on a part-time or casual basis. These daily parking fees can amount to \$1,300 per year.

Workers cannot afford or deserve such a cut in their wages. Many workers have no choice but to drive to work as public transport is not an option.

To avoid this additional expense, many workers often choose to park in residential streets surrounding the shopping centres, which poses a safety risk particularly where lighting is poor at night.

Free car parking needs to be mandated in planning legislation to ensure free and safe car parking for workers at shopping centres for a minimum of 15% of the parking spaces in large shopping centres, excluding car parking spaces already provided for centre management. Transport and mobility are often the most difficult obstacles which determine whether an individual chooses to work at a certain place. Allowing individuals to be able to access a wide range of transport options is crucial for their safety and productivity.

Consistent with the current policy platform the State Conference calls on the State Labor Government to ensure that it enshrines in planning legislation that in large shopping centres at least 15% of the total car parking spaces will be provided free of charge for workers at shopping centres, including workers in retail, hospitality, fast food, cleaning and security.

3.00 pm – 5.00 pm

52. Supporting migrant communities against racial division Resolution

That State Conference resolves that it:

1. Reaffirms the value of the contributions of migrants, refugees, temporary visa workers and international students as part of our multicultural society;
2. Condemns the recent proliferation of racially charged rhetoric that has encouraged anti-migrant sentiment, including Sussan Ley's false claims about "foreign criminals" and Peter Dutton's scapegoating of migrants for rising housing costs and inflation;
3. Calls on the Federal and State Governments to reaffirm their commitment to opposing those who foster division and supporting a cohesive multicultural society, with the Federal Government urgently enacting recommendations of the Multicultural Framework Review, including those aimed at:
 - 3.1. comprehensively addressing systemic barriers hindering full participation of multicultural communities, such as racism and discrimination; and
 - 3.2. promoting and celebrating the significant social, cultural, and economic benefits derived from Australia's multicultural diversity.

Moved: Al Noveloso Hotham FEA

Seconded: Corey Rabaut, ASU

Background

Blaming migrants for Australia's cost of living, housing crisis, and crime is unjust and distorts reality.

The Labor Party opposes the baseless claims made by the Liberal Party, including Peter Dutton's fearmongering. Claims about foreign buyers causing the housing crisis lack evidence, as do assertions blaming international students for rent hikes. Sussan Ley's recent

remarks in the recent Dunkley by-election branding sections of the migrant community as “foreign criminals”, promoted fear and division.

Historical data shows migrants improve living standards for Australian workers. A recent report between the Centre for Population and the OECD underscores migration's positive impact on Australia's economy. Migrants aren't the problem but part of the solution. It's time for evidence-based policies that support inclusivity and fairness, which the Labor Party advocates for.

35. Raising the Age of Criminal Responsibility

Resolution

That State Conference resolves that:

1. The State Conference policy approved in 2023 in regard to the age of criminal responsibility be re-endorsed, noting that on-going trauma and suicide/attempted suicide following release from incarceration, continues at completely unacceptably high rates, for Victorian youth, and particularly our Indigenous young; and
2. The Allan Labor government increase the Age of Criminal Responsibility to at least 14 years as a matter of urgency.

Moved: Sarah McKenzie

Seconded: Robyn Williams

Background

ATSI Policy Committee was successful at 2023 Conference in increasing the age of criminal responsibility to 14 years, without exception, for First Nations young, currently incarcerated, to reform Victorian's bail provisions. To date this has not been adopted by the Parliamentary wing.

32. Mandating Presumption of Bail for Children

Resolution

That State Conference resolves that:

The Allan Labor government :

1. mandates presumption of bail for children charged with any offence in Victoria; and
2. abandons plans to introduce ankle bracelets for children on bail; and
3. invests in evidence-based preventive programs which support children to avoid being criminalised; and increases investment in evidence-based non-punitive support and rehabilitation for children accused of a crime.

Moved: Sarah McKenzie FEA

Seconded: Robyn Williams FEA

Background

Last year, on the advice of community service, human rights and legal organisations and Aboriginal community-controlled organisations, the Victorian Government committed to removing the presumption against bail for children that currently makes it more difficult for children to obtain bail. The Victorian Government proceeded with changes to bail laws as they apply to children, notably the expansion of factors which must be considered by a court when hearing an application for bail for children. They also foreshadowed additional

changes to children's bail law, including a presumption of bail for children expect where they are charged with very serious offences (terrorism and homicide).

However, in March this year, the Victorian Labor Government announced that it will not go ahead with plans to implement a presumption of bail for children. They also announced they will be trialling electronic monitoring for children as young as 14 as part of their bail conditions.

70. Keeping public land in public hands, no net loss of public housing and doubling the amount of social housing

Resolution:

That State Conference resolves that it be the policy of the Victorian Branch that the Allan Labor Government:

1. Build an additional 8,000 social housing dwellings across Victoria by 2028, in addition to the 8,000 committed to in the 2023 Housing Statement.
2. Reaffirms the Allan Labor Government's commitment to no net loss of public housing across Victoria.
3. Ensure the Government takes all reasonable steps to keep land on the 44 sites in public hands, utilising ground lease models to deliver a diverse housing mix where appropriate;
4. Utilise surplus government land that may be suitable for housing, pending analysis by the Land Coordinator General.

Calls on the Albanese Labor Government to significantly and meaningfully contribute to the delivery of points 1 - 4.

Moved: Julijana Todorovic AMWU

Seconded: Shirely Jackson ETU

Background

In 2023, the Andrews Labor Government released its landmark Housing Statement, a plan to improve housing affordability over the next decade. The Andrews/Allan Labor Government should be congratulated on their vision and aspiration to directly address the housing crisis in Victoria.

As the state's biggest landlord, the Victorian government has a shared responsibility to provide accessible, affordable and environmentally sound homes for its tenants.

The Labor Government has stepped up to this challenge through the Big Housing Build of 2020 and continues its commitment to regenerating and building housing for Victorians.

The 2023 Housing Statement included plans to replace Melbourne's high-rise public housing towers.

We welcome the investment into housing for low-income and vulnerable Victorians and recognise the need for ageing housing infrastructure to be replaced over time.

Under the Housing Statement, the towers will be replaced with a mix of dwelling types and will likely be delivered in partnership with community housing providers. This will result in an overall increase in the number of dwellings and resident capacity on these sites, and a 10

per cent uplift in social housing numbers. The government has announced that it intends to build a significant amount of private housing on these sites, and increase the total number of dwellings on these 44 sites from the current 10,000 dwellings to 30,000 dwellings, meaning 11,000 dwellings **only** will be social housing (a mix of public and community housing).

However, we know that a 10% uplift is not enough to address our mounting housing crisis, where over 80,000 people are on the social housing waiting list.

Replacing the towers and building new homes on these large inner-city parcels of land is a once-in-a-generation opportunity to increase dwelling numbers.

Our approach to housing must be overhauled and we must ensure that government assets stay in government hands. We acknowledge the great success already seen through the Labor Government's 'Ground-Lease model' where land remains in public hands, but properties are managed by community and private providers.

Victorians need a mix of public, community and affordable housing to adequately house our community.

The redevelopment of the 44 inner city public housing sites is a once in a generation opportunity to substantially increase the amount of social and affordable housing, which must be taken. State Conference acknowledges that this project will be conducted over a 30-year period and should be. Therefore, this branch calls on the Allan Labor Government to: deliver significantly more than a 10% uplift of social housing dwellings both on the 44 sites, with an aim to increase the number of social housing dwellings in the first and second tranches of redevelopment to be greater than 10%.

95. Superannuation is for retirement. Not for house deposits.

This state conference resolves that Victorian Labor vocally and consistently opposes the Liberal Party's key housing policy, to allow first home buyers to use their superannuation for a deposit.

Moved by: Rebecca Thistleton, Maribyrnong FEA

Seconded: Julijana Todorovic, AMWU

Background

The Liberals are telling voters that raiding retirement savings is the best way to buy a home. Unfortunately, this lazy thought bubble is gaining traction with young people who aren't thinking about retirement yet, but dearly want to buy a house.

The research shows this policy would drive up house prices and leave people worse-off at retirement. It neglects those without enough superannuation for a deposit and would worsen inequality.

The Liberals lump the responsibility onto young people to solve the housing crisis and will make it worse, rather than work to make the market fairer.

The only winners are the wealthy Liberal voting base who want house prices to grow and scorn reforms that would take heat out of the market.

The Liberals have long declared war against compulsory superannuation, a Labor reform to set workers up for retirement, and the industry funds operating for their members.

En Bloc – 6 Speakers for

99. Social Cohesion

Resolution

State Conference recognises that in our multicultural society, social cohesion is a vital national asset which can't be neglected, much less undermined.

Australians strongly value cultural diversity and want to feel safe and free in Australia to express who they are, including in relation to their faith and heritage.

That State Conference resolves that

- There is no place in Australia for antisemitism, Islamophobia, anti-Palestinian racism or any form of hate speech;
- Communities and individuals must remain respectful and compassionate in the face of continuing conflict and international tensions;
- It strongly condemns all acts of violence and hatred;
- There is no place in Australia for prejudice or hatred of any kind.

Moved: Paul Healey HACSU

Seconded: Michael Myles CFMEU

126. Justice for Palestine - Right to Self-Determination

Resolution

That State Conference resolves that Victorian Labor affirms the Palestinian people's inalienable right to self-determination and calls on the Federal Labor Government to:

- Support the inalienable right of self-determination for the Palestinian people;
- Recognise Palestine as a fully independent state within the term of this parliament;
- Utilise international forums to demand an end to the perpetual military occupation, human rights violations, and violations of international law;
- Advocate for the implementation of UN Resolutions which provide a solution for peace and security for both sides

Moved: Basem Abdo Calwell FEA

Seconded: Tony Piccolo AMWU

127. United Nations Relief and Works Agency for Palestine Refugees (UNRWA)

Resolution

That State Conference resolves that the Federal Labor Government:

- Recognises the essential role of aid workers and seek to ensure their safety at all times;
- Commit to ongoing annual funding for UNRWA;
- Increase aid funding for UNRWA to safeguard the viability of its protection and humanitarian programs in a manner that promotes and respects the rights of Palestinian refugees;
- Take necessary steps to protect UNRWA's mandate by the UN General Assembly as the principal Agency in which international aid is delivered for the humanitarian assistance and protection of Palestinian refugees;
- Reaffirm the inalienable rights of the Palestinian people and help safeguard and advance the rights of Palestinian refugees.

Moved: Imogen Sturni ASU Private

Seconded: Paul Healey HACSU

Background

UNRWA has a humanitarian and development mandate from the UN General Assembly to provide assistance and protection to Palestinian refugees pending a just and lasting solution to their plight. It is the responsibility of the Australian Government to assist the international community in finding that solution.

128. International Court of Justice

Resolution

That State Conference resolves that the Federal Labor Government:

- Advocates strongly for an immediate and permanent ceasefire in Gaza
- Opposes the forcible displacement of Palestinians from Gaza
- Opposes the physical reoccupation of Gaza and any reduction in its territory
- Opposes and condemns the use of Gaza as a platform for terrorism, and the loss of all innocent civilian lives
- Calls for the immediate and unconditional release of all hostages
- Calls for the immediate and unconditional release of those arbitrarily detained
- Calls on Israel to comply with the ICJ provisional measures resulting from the “Application of the Convention on the Prevention and Punishment of the Crime of Genocide in the Gaza Strip” case.
- Ensure Australia is not a party to any Israeli actions or policies that contravene the ICJ’s ruling;
- Exert pressure on Israel to immediately open up access to Gaza and end its brutal 17- year long blockade and siege.

Moved: Michael Watson ETU

Seconded: Danae Bosler Melbourne FEA

Background

The 26 January 2024 ruling issued by the International Court of Justice (ICJ) ordered six provisional measures including for Israel to refrain from acts under the Genocide convention, prevent and punish the direct and public incitement to genocide, and take immediate and effective measures to ensure the provision of humanitarian assistance to civilians in Gaza.

Conference notes that Australia respects the independence of the ICJ and the critical role it plays in upholding international law and the rules-based order.

Conference notes that decisions of the ICJ are binding on parties to the case.

Conference notes Australia’s expectation that Israel act in accordance with the ICJ’s ruling.

Conference aligns itself with the Court’s statement that it “is gravely concerned about the fate of the hostages abducted during the attack on Israel on 7 October 2023 and held since then by Hamas and other armed groups, and calls for their immediate and unconditional release.”

129. Illegal Settlements

Resolution

That State Conference resolves that the Federal Labor Government take concrete steps to:

- Support the inalienable right of self-determination for the Palestinian and Israeli people and support the rights of both peoples to live in safety inside internationally recognised borders
- Call on Israel to dismantle and remove its settlements in the Occupied Palestinian Territories;
- Support action against Israeli settlements and settlement activity in the Occupied Palestinian Territories;
- Introduce visa bans on violent Israeli settlers;
- Prevent Australian citizens, companies and organisations funding settlement activity;
- Investigate and end any financial support of settlement activity through tax-deductible concessions to organisations supporting settler activity;
- Reaffirm its commitment to the Geneva Convention and its application with respect to Israel's illegal settlements.

Moved: Kat Hardy ASU

Seconded: Sebastian Hand UWU

Background

Israel's settlements in the Occupied Palestinian Territories are illegal under international law and contravene the Geneva Convention. The transfer by the Occupying Power of parts of its civilian population into the territory it occupies, including the transfer of the population of the occupied territory, are grave breaches of the Geneva Conventions.

These settlements along with unprecedented settler and military violence, continue to result in the ongoing forcible displacement of Palestinians; a further reduction in territory through the depopulation of villages and neighbourhoods; and a further entrenchment of the Occupation.

84. End Military Co-operation with Israel

Resolution

That State Conference resolves that the Victorian Labor Government should not renew the 2022 Memorandum of Understanding (MOU) between itself and the Israel Ministry of Defence (IMOD) and should end co-operation and investments with Israeli weapons companies.

State Conference notes that, as of May 2024, the MOU has not resulted in any new contracts or jobs for Victoria. Defence jobs are important to the state of Victoria, and they should focus on supplying the defence equipment Australia needs first.

State conference resolves that the Victorian Government should ensure that it is not involved in the production, supply and use of weaponry or military equipment that is used against civilians in the Occupied Palestinian Territories of the West Bank, and in a war against the civilians of Gaza.

To renew the Memorandum of Understanding with IMOD and continue the partnership with Elbit Systems during a war on an occupied people would be an affront to the humanitarian values of the labour movement and Labor Party, to the commitments in our Party Objectives and Platform and to the expectations and trust of many Labor supporters and voters.

Moved: Hamish McPherson Indi FEA

Seconded: Mick Myles CFMEU

Sunday 19 May

9.00 am – 11.00 pm

124. Investment in Infrastructure of Aboriginal Community Controlled Organisations (ACCOs)

Resolution

That State Conference resolves that:

1. The Dandenong and District Aborigines Co-operative Ltd be granted \$24 million over 2 years to purchase the earmarked land and upgrade both the physical and technological infrastructure as a matter of urgency. The Dandenong region saw a 161% increase in the Aboriginal and Torres Strait Islander population between 2006 and 2021 and is expected to rise by a further 80% in the next 12 years.
2. The Allan Labor Government conduct an urgent review of the 32 Victorian ACCHO and ACCO sites, noting that the last comprehensive assessment was conducted in 2013 with 17 of the 32 sites deemed non-compliant and not suitable for their current purpose. An urgent updated asset and needs assessment, and forward projections of major and minor capital works must be accommodated.
3. The Allan Labor Government establish and perpetual infrastructure fund by using 1.5% of land tax revenue for a 10-year period equating to approximately \$800 million over ten years. This would mean that the 17 non-compliant sites could be upgraded at a cost of approximately \$350 million with the other \$450 million available for the needs of any other infrastructure matters in the future.
4. The Allan Labor Government implement the Marra Ngarrgoo, Marra Goorri Victorian Aboriginal health, Medical and Wellbeing Research Accord at a cost of \$10.5 million to better equip all Aboriginal and Torres Strait Islander health organisers better address the hurdles facing Victoria in achieving ethical Aboriginal and Torres Strait Islander research and practice.

Moved: Stephanie THUESEN AMWU

Seconded: Maree OVERALL Wills FEA

Background

In 2013 the Victorian Government assessed the needs of ACCOs and found that 17 sites needed immediate upgrades to be fit for purpose, with some having to operate out of houses or other converted properties. The government's report calculated that immediate investment of \$147 million was required but these recommendations have never been actioned. The Victorian government's Aboriginal Community Infrastructure Program had only allocated \$3 million in 2020/21 and was ten times over-subscribed.

Since the 2013 infrastructure report, the Aboriginal and Torres Strait Islander population in Victoria has increased by approximately 73%. Demand for ACCOs is growing and will continue to grow faster than the average population.

Purchasing of new land, development of business cases, transition support as well as the urgent uplift of dilapidated facilities and technological upgrades are urgent for the continuation of treatment, care, and support for the Aboriginal and Torres Strait Islander communities. There also needs to be an urgent investment in a research accord to ensure that organisations are better able to improve their research practices to foster ethical and self-determined Aboriginal and Torres Strait Islander healthcare.

85. A The Victorian Government's Response to Men's Violence

Resolution

That State Conference resolves that addressing men's violence requires urgent attention from the Victorian Labor Government. Victoria has led the nation since the 2015 Royal Commission, but more needs to be done. Our response must be intersectional and whole-of-government, and:

1. Adequately fund primary prevention and early intervention measures across all portfolios, not only Prevention of Family Violence;
2. Continue to enhance its response and reporting based on trauma-informed principles and perpetrator accountability;
3. Review mechanisms to strengthen perpetrator accountability including outside of a legal framework;
4. Attract and retain a sustainable workforce through secure, well-paid jobs to deliver high quality services for victim-survivors of gendered violence;
5. And an ongoing increase of funding to frontline services that support women and children experiencing violence.

Violence, aggression and assaults in schools are on the rise. Increased support should be provided to Victorian youth to address violence, misogyny in schools and antisocial behaviour that may lead to extremism and grievance-fuelled violence. As part of our efforts to prevent men's violence, our response must also:

1. Increase funding and resourcing allocated for school programs designed to teach young people to think critically about gender stereotypes and online content;
2. Expand the delivery of the Respectful Relationships program to all schools;
3. Remove barriers and disincentivise schools from opting out from delivering the Respectful Relationships program;

And ensure students are provided with resources, including increased subsidies to remove barriers to engaging in positive recreational activities, including within sport and the arts. Cost is often a barrier, particularly for more vulnerable groups

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3. Review mechanisms to strengthen perpetrator accountability including outside of a legal framework;
4. Attract and retain a sustainable workforce through secure, well-paid jobs to deliver high quality services for victim-survivors of gendered violence;
5. And an ongoing increase of funding to frontline services that support women and children experiencing violence.

Moved: Marita Hagel Macnamara FEA

Seconded: Tina Hosseini Wills FEA

85.B The Victorian Labor Party's Response to Men's Violence

Resolution

That State Conference resolves that the Victorian Labor Party entrenches a trauma-informed, zero-tolerance response to male violence and acts by:

1. Raising awareness and strengthening the Labor Code of Conduct;
2. Implementing primary prevention and early intervention measures to build capacity and competence within Party structures;
3. Directing all Policy Committees to prioritise a gendered lens in responses to men's violence in their policy recommendations to the Labor Party platform with the Labor network executives.

Moved: Alessandra Soliven ASU Vic Private Sector

Seconded: Skye Griffiths TWU

53. Adequate state government support for temporary visa holders escaping domestic violence

Resolution

That State Conference resolves that it:

- Commends the Allan Government for the work it has done to date to support those escaping domestic violence by funding services such as providers of crisis accommodation, transitional homes and affordable rental homes.
- Calls on the Allan Government to recognise that a large number of people seeking to access such services are temporary visa holders who are denied access due to their visa status.
- Calls on the Allan Government to remove visa status as an eligibility requirement in all its funding arrangements with housing providers, to improve access to crisis accommodation for temporary visa holders.

Moved: Mannie Kaur Verma, Chisholm FEA

Seconded: Nildhara Gadani, Deakin FEA

Background

An epidemic of domestic violence sweeps across Australia. Currently, one woman is killed every 4.3 days in Australia. Some women are at greater risk than others and experience violence that intersects with other forms of disadvantage and discrimination, such as women holding temporary visas.

Temporary visa holders are particularly vulnerable to physical, sexual, and financial abuse compounded by immigration related violence including threats of visa cancellations or deportation. Low skill set, inadequate English proficiency, and lack of knowledge of support services are some reasons why many of these women are not able to seek help to escape domestic violence. Those that finally overcome these hurdles and seek to escape domestic violence, are often denied access to crisis accommodation as Housing Providers disqualify them on the basis of their visa status. Those that are able to access crisis accommodation have no exit options - they have difficulty finding transitional homes or pathways to affordable housing as a large portion of government housing initiatives are made solely for Australian residents or citizens. By way of example, Homes Victoria is delivering 2,400 affordable rental homes in response to the growing gap in housing affordability as part of the

landmark \$5.3 billion Big Housing Build. To be eligible for a Homes Victoria affordable home you must be permanent resident or citizen.

Resolution

27. Progressive Industrial Reform for Working Women

Resolution

That State Conference resolves that the Allan government introduce the following measures in the public sector:

1. A 12-day reproductive health and wellbeing leave entitlement for all public sector workers inclusive of pregnancy loss.
2. Superannuation paid on all paid or unpaid maternity leave.
3. Superannuation paid on the day that it is earned immediately.
4. Flexible working arrangements and alterations to the workplace if required (particularly in acknowledgement of heating/cooling arrangements)
5. A 21-day family violence leave clause that can be used in tandem with all other leave entitlements and can be utilised flexibly to give victims choice.

Moved: Kate Marshall HACSU

Seconded: Nicole McPherson FSU

Background

Conference commits to working tirelessly to make progressive industrial reform for working to make their working lives easier. For many women, small adjustments to working arrangements that assist in accessing treatment, alleviating symptoms associated with reproductive issues or flexible working arrangements in relation to caring responsibilities, can improve women's working lives without the need for employees to take extra leave.

Measures that enhance gender equality by removing the social and financial barriers to working women will increase female participation in the workplace and will ensure that women can remain employed longer if they choose.

En Bloc – 2 Speakers for

11. Public Pathology/ 114. Establishment of 'Bidding for Victoria'

Resolution

That State Conference resolves that:

1. The privatisation of Victoria's works and services has failed Victorians, by degrading workers' security and conditions, eroding democratic accountability and sovereignty, and short-changing our future, all while costs continue to rise.
2. Critical services such as school cleaning, public pathology and health, as well as in other sectors, must be returned immediately to the public sector, including the Mildura Base hospital, the planning and completion of which must be given priority.
3. To combat the damage by privatisation, the Victorian State Labor Government must establish an independent, public agency, 'Bidding for Victoria', which will bid on strategically important government contracts, competing against the private sector, replacing the current, ineffectual gateway process. Bidding for Victoria will:
 - a. systematically reassess the current delivery of works and services under government contract;

- b. bid for government contracts in competition with the private sector and, if successful, guarantee that those works and/or services will be brought back into public hands; and,
 - c. to performs its functions, be adequately staffed and resourced, and guided by the objectives below.
4. The assumptions built into Bidding for Victoria’s analysis will go beyond bare cost, and instead promote the objectives of democratic accountability, social and financial responsibility, and advancing the public good. Such assumptions include:
- a. the investment and contribution made to building Victoria’s skills and infrastructure;
 - b. the protection of the pay and conditions of workers in the sector, including job security and rights to unionise;
 - c. the equitable provision of services to all communities including in regional Victoria and among marginalised groups; and,
 - d. guaranteeing Victoria’s safe, secure, and successful future.

Moved: Stephen FODROCY (AMWU)

Seconded: Jo BRISKEY (UWU)

Background:

The past several decades have seen governments of both major parties pursue the gradual but continuous privatisation of a range of works and services that were previously the purview of the State Government. Proponents argued that the private sector provision of government services—from energy, to public transport, to health and social care—would result in greater consumer choice, lower costs and better services.

The reality has been very different. We have seen natural monopolies handed over to the private sector who have failed to meet the essential needs of Victorians, with little, if any, cost savings. We have seen the gradual (and sometimes dramatic) erosion of workers’ rights, including significant precaritization and underpayment of feminised and care sector jobs. We have seen systematic underinvestment in worker training, including but not limited to apprenticeships. And we have seen a general underinvestment in local infrastructure and future planning, especially with regard to improvements and access to services in the regions.

At present, no mechanism exists for the systematic analysis of which services ought to be brought back into the public sphere. Public-sector contracts pass through a ‘gateway’ process before being put out to tender. This involves a small team at the Department of Treasury and Finance conducting a desktop review. This process is entirely inadequate, and the assumptions involved are stacked heavily against public sector provision. It is time for the State Labor government to establish a well-resourced, comprehensive, and principled mechanism, to reverse privatisation of essential works and services, for the good of Victorians.

**En Bloc UR 100, UR 112, UR 113, UR 115 – 4 Speakers for
100. Full Employment, *Working for Australia*, and a Job Guarantee
Resolution**

That state Conference resolves to call on the Albanese Government to:

- (1) Recognise that every worker has the right to good, secure, meaningful work that pays a living wage.

- (2) Act to prevent the unemployment rate from rising to over four per cent, which state Conference regards as unacceptable.
- (3) Set an explicit unemployment rate target of two-to-three per cent (equivalent to zero involuntary unemployment, and comparable to the Reserve Bank's inflation target band) as part of the Government's full employment objective.
- (4) Design direct job creation programs in consultation with trade unions, including the public sector acting as a guaranteed model employer providing a job to every worker who wants one, to:
 - a. Ensure there are always as many job vacancies as there are job seekers
 - b. Ensure that the most disadvantaged workers, communities and regions always have good, secure, unionised job opportunities and are not left behind.
- (5) Provide funding to the Allan Government to resume the successful and cost-effective *Working for Victoria* program in perpetuity, which created 15,000 good union jobs for vulnerable workers, and consider providing funding for other states and territories to create similar programs (such as the ACT Government's *Jobs for Canberrans* program) under the banner of a federal *Working for Australia* strategy.

Moved: Jessica Stone CPSU

Seconded: Thomas Balakas Cooper FEA

112. Manufacturing Hubs

Resolution

State Conference resolves that:

1. the Prime Minister's announcement to introduce the Future Made in Australia Act is welcomed as a landmark piece of legislation for the future of manufacturing in Australia;
2. the Victoria State Government's Manufacturing Statement 'Made in Victoria 2030' is also welcomed for its prioritising of Zero and Low emissions technologies, health, and food manufacturing, defence, aerospace and space, and digital and advanced technologies;
3. it welcomes the report of the Commonwealth Parliamentary House Standing Committee on Industry, Science and Resources titled 'Sovereign, Smart, Sustainable: driving advanced manufacturing in Australia', commends its Chair and members, and fully endorses all 10 of its recommendations.

State Conference further resolves that:

4. the Victorian State Labor Government must support local manufacturing in Victoria by establishing manufacturing hubs in key strategic industrial locations, which:
 - a focus on specific manufacturing (medical, defence, housing, food, clean energy, Electric Vehicles);
 - b provide expert advice and support to transition to advanced manufacturing; and
 - c offer a wide range of services in business development, skills development, and awareness of advanced manufacturing.
5. Such manufacturing hubs should involve: Research & Development capacity, tripartite capacity, specialised focus, a degree of public ownership, and funding for administrative, workers' support, training and managerial capacity.
6. It calls on the Victoria State Labor Government to:

- a set up a Manufacturing Hub Grant Program (MHGP) within its Manufacturing and Industry Development Fund with federal funding contribution; and
- b Identify five priority industrial regions/localities to trial a four-year pilot MHGP, commencing within the term of this government.

Moved: Tony Mavromatis AMWU

Seconded: Basem ABDO CALWELL FEA

113. Benefits of the Energy Transition Through Innovative Advanced Manufacturing Development in Victoria

Resolution

State Conference welcomes the Victorian Labor Government's effort and commitment of substantial resources to achieving a sustainable economy, including:

- Nation-leading missions reduction targets;
- The State Electricity Commission and \$1bn in renewable energy generation to achieve its targets;
- Household energy efficiency investments;
- The Gas Substitution Roadmap which will decarbonise the State's energy resources as renewable investments develop.

State Conference resolves that:

1. the recent report published by the University of Technology Sydney, 'Towards an Energy Superpower', identifies Australia's key areas of advanced industrial development capabilities, including: diversified batteries, high-voltage cabling, wind tower manufacturing, electric vehicle (heavy vehicle) manufacturing, and solar supply chains;
2. the Victorian Government must immediately realise the lucrative renewable energy opportunities to deliver in these areas and create high-skilled jobs in knowledge-intensive export industries; and
3. Victoria's high-standard local content requirements for procurement must be used to harness investments in these areas to advance our already-existing capabilities in a range of sectors identified as having high potential, including:
 - a Wind tower manufacture;
 - b Clean energy products like high-efficiency household appliances;
 - c Heavy vehicle manufacturing including zero- and low-emissions public transport fleets, road freight and specialised vehicles purchased by private and public buyers;
 - d High-voltage cabling industries; and
 - e Industrial precincts for advanced manufacturing hubs that bring together private and public firms to develop innovative, clean economy products, services and businesses.

Moved: Tony Mavromatis AMWU

Seconded: Michael Watson ETU

Background

In short, it is time to review, thoughtfully and comprehensively, which services need to be brought back into public hands via an independent agency, with strong social and financial objectives. Bidding for Victoria, as an independent, public agency, will compete in the market with other bidders, who will be encouraged to lower costs and meet the same social objectives of the agency.

The privatisation of Victoria's works and services has degraded workers' security and conditions, eroded democratic accountability and sovereignty, and short-changed our future,

all while costs continue to increase. We must commence the long process of re-building our capacity to meet the essential needs of all in our community and provide Victorians with control over their future.

115. Medical Manufacturing Innovation for the Mental Health Sector

Resolution

State Conference resolves to action the 2023 State Conference motion to invest in medical manufacturing for the mental health sector.

That State Conference resolves that:

1. Urgent action must be taken to give effect to Resolution 26 of the 2023 State Conference, to invest in medical manufacturing for the mental health sector.
2. Relevant Ministers, industrial partners including HACSU and the AMWU, shall establish the Neuromedicines Discovery Centre, in partnership with Monash University, the University of Melbourne and the Florey Institute, the country's first advanced medical research, development, and manufacturing venture for neuromedicines including MDMA and psilocybin.
3. The Victorian Labor branch recognises that such investment will support the recommendations of the Royal Commission, Victoria's Made in Victoria Plan and Victorian consumers, carers, and their families.
4. The Victorian Labor branch recognises the importance of domestic manufacturing of vital medicines, vaccines, and medical devices and the importance of immediate research and innovation in the mental health sector to assist the mental health workforce in treating debilitating disorders such as eating disorders and post-traumatic stress disorder.
5. Conference acknowledges that by supporting these organisations to establish the Neuromedicines Discovery Centre, Victoria will truly be leading the way in mental health innovation, it will create a plethora of jobs in the manufacturing sector, and will take much needed pressure off the mental health workforce.

Moved: Paul Healey HACSU

Seconded: Tony Piccolo AMWU

En Bloc UR 42, UR 46, UR 92, UR 101, UR 107, UR 111 – 6 Speakers for

42. Ensuring fair procurement

Resolution

That State Conference resolves that Labor is committed to ensuring that any workforce delivering services on behalf of government are provided with fair and reasonable wages and conditions, secure employment, and that there are adequate and safe staffing levels.

Labor recognises that workers undertaking services and contract call centre work, including on behalf of government, are often in insecure work, employed as casual workers without termination benefits, or engaged on minimum industrial safety nets.

Labor will ensure that procurement practices do not artificially cap wages and conditions at Award minimums.

Moved: Kristy Wilson, ASU Victorian Private Sector Branch Delegate

Seconded: Imogen Sturni, Macnamara FEA Delegate

46. Stopping CSL attack on workers rights

Resolution

That State Conference resolve that:

1. Worker exploitation and anti-union tactics will not be tolerated in the state of Victoria;
2. The Allan Government condemns the behaviour of CSL, which was founded as a public entity in 1916 until it was privatised by the Keating government in 1994 and who's profits are built on the foundations of public investment and union members.
3. The Allan and Albanese Governments bar CSL from participating in any Government consultation, lobbying or representations until bargaining is concluded;
4. The Allan and Albanese Government bar CSL from tendering for any public money until bargaining is concluded; and
5. The Allan and Albanese Government file a joint complaint to the ATO regarding CSL's suspected tax avoidance, and urge them to investigate.

Moved: Liam McDonald, UWU

Seconded: Shannon Crundwell, ETU

Background

Since 2023, union members at CSL have been under attack. The tactics employed by CSL are deliberately designed to cut hard won entitlements, erode union power, and undermine the rights of workers. This strategy has been designed to ensure that the majority of union members will have no opportunity to participate in bargaining for the new agreement that will ultimately cover them, and crucially, they will have no opportunity to engage in industrial action in pursuit of that agreement.

Worst of all, CSL and its representatives have going out of their way to obfuscate, deny and lie to feed their greed. This is not a company that respects its workers or the unions who represent them, and they need to that Victoria won't stand for it.

92. SPC Motion

Resolution

That State Conference Resolves:

1. To urge the Minister for Transport and Minister for Government Services to immediately act to ensure that security workers engaged by Corsec services at V/line are provided with paid time union meetings with a union organiser to discuss underpayments, health and safety, general protections and the right to join their union.
2. To call on the Minister for Justice and the Minister for Government Services to act to maintain the integrity of the principle of separation of powers and ensure that executive government policy with respect to security procurement is adhered to by Court Services Victoria.
3. To call on the Minister for Government Services to ensure that all security companies participating in the panel for the State Purchase Contract for security services have a demonstrable commitment to secure jobs and respectful industrial relations by having Enterprise Bargaining Agreements that:
 - a. Provide for union rights. Including:
 - i. respect for delegates,
 - ii. reasonable paid time for completing union duties.
 - iii. union induction rights.
 - b. Protect workers jobs from subcontracting abuse.
 - c. Provide for consultation and arbitration of disputes by the FWC.

Moved: Abdul Syed (UWU Delegate)

Seconded: Vince Tuccitto (UWU Delegate)

Background

Last year the State Government committed to reform its security Contracting. This has yet to be completed. UWU understands contractors, such as Corsec operating for V/line, continue their bad behaviour.

UWU has received reports that Corsec routinely fail to properly pay guards, use questionable zero-hour part-time contracts, attempted to roll out invalid IFAs, neglect OHS concerns, discourage employees from joining UWU, and promote non-registered fake unions.

Respecting guards is not prioritised by many Government Departments. Court Services Victoria for instance has sought to exclude itself from the reforms. Our ministers have allowed this to occur under the cover of “judicial independence.”

This year is crucial for these reforms. The State Government is reviewing which companies it engages – they can choose companies that respect workers or ones that don’t.

This motion is about making sure the State Government drives good behaviour in the security industry and punishes companies who disrespect guards.

101 Public Sector Wages Policy Resolution

That State Conference resolves,

Noting that the Victorian Public Sector Wages Policy has been used by the Victorian Government to suppress the wages’ growth of tens of thousands of Victorian workers during a cost-of-living crisis; and,

The policy unfairly limits the scope of bargaining which is otherwise set out in federal legislation which all other organisations are required to follow; and,

It also creates unfair and uneven playing fields for workers within the same industry resulting in disparity between private sector and public sector wages growth; and,

It is used to undermine the ability of workers to bargain, leads to unnecessary conflict and hampers transparent and good faith negotiations with government corporations.

That Victorian Public Sector Wages Policy is unacceptable and instructs the relevant ministers to repeal the current policy and discontinue its use for any future enterprise agreement bargaining.

Moved: Vik Sharma
Seconded: Darren Galea

107. Fair Jobs Code Resolution

State Conference resolves that the Victorian Labor Government must commit to strengthening the Fair Jobs Code by implementing best practice procurement standards to

ensure that government purchasing power is being used to only support businesses that engage in fair, equitable, ethical and sustainable practices. To be effective, the Code must be expansive in scope and support workers' rights to unionise, and include strong penalties for non-compliance, including recourse for unions to challenge employer certification.

The Code should be legislated, and compliance and enforcement should be monitored, with the Government establishing an independent statutory body called the Victorian Fair Jobs Commission to oversee this process.

Moved: Mick Myles CFMEU
Seconded: Paddy Farrelly CFMEU

Background:

Government procurement is critical in setting positive labour and economic norms across the Victorian economy. Public money should only be used to support businesses that operate at the highest ethical standards and have unionised jobs, not contribute to a race-to-the-bottom on labour conditions.

Under the current Fair Jobs Code, employers who contravene industrial law are still awarded government contracts. This includes businesses that engage in sham contracting, visa non-compliance, underpayments, evasion of Long Service Leave and Super entitlements.

Businesses that steal from workers should not be rewarded with government contracts. The Fair Jobs Code must be strengthened to be effective and prioritise secure, well-paid employment.

111. Williamstown Dockyards: an industrial opportunity

Resolution

State Conference resolves that:

1. The sale of Williamstown Dockyards is a significant opportunity to rebuild Victoria's heavy engineering and advanced manufacturing capabilities using the Common User Facilities (CUF) model;
2. The federal and state governments must jointly establish the Williamstown Dockyards as a public-owned common user facility.
3. As a first step, the federal and state governments purchase the Williamstown Dockyards with a view of establishing an advanced manufacturing and heavy engineering CUF.
4. Government investment in this kind of infrastructure is necessary to bolster local supply chains and grow a highly skilled manufacturing workforce.
5. Consideration must be given to tenants with long term government adjacent contracts (e.g.: high voltage cable manufacturing, wind towers and components).

Moved: Tony Mavromatis AMWU
Seconded: Tony Piccolo AMWU

Background

BAE Systems is preparing to put Williamstown Dockyard—a major industrial precinct in Melbourne's Western suburbs—on the market. The dockyards previously employed more than 1,500 workers in highly skilled manufacturing jobs, but since the federal government decision to concentrate the naval shipbuilding in Western Australia and South Australia the yard has been virtually unused. The 160,000 square meter facility includes some recently renovated infrastructure, port access, and office facilities which could be converted for use as a technical college.

This is occurring in the context of the major announcements from the Federal Labor government around its Future Made in Australia Act. For Victoria to benefit from this significant pivot towards industry policy, it will need to develop significant industrial clusters, and invest in cutting edge advanced manufacturing technologies.

In its 2023 report 'Sovereign, smart, sustainable: Driving advanced manufacturing in Australia' the Federal Parliament's House Standing Committee on Industry, Science and Resources recommended establishing a series of Common User Facilities (CUFs) for advanced manufacturing.

The CUF model—where the government invests in a major piece of industrial infrastructure and then leases it out to private sector tenants—has a demonstrated track record for building capacity in advanced manufacturing and heavy engineering, bolstering supply chains, helping small and medium enterprises to reach scale, and providing jobs and apprenticeship

103/105 Victorian Shipping Resolution

State Conference Resolves that:

- Victorian Labor recommit its support to Australian shipping and state conference resolves to:
- Support the establishment of a national strategic shipping fleet to help deliver fuel and energy security for Victorian industry and citizens.
- develop a legislative framework for coastal shipping
- commit to ensuring that key coastal shipping services to and from Victoria are undertaken in Australian registered ships employing Australian seafarers, where the trade supports a dedicated Australian vessel, and in that way ensure Victorian shipping policy complements the strategic fleet and other measures the Commonwealth will adopt to support the growth of Australian shipping and build supply chain security.
- supports the Commonwealth review of the Shipping Registration Act and the Coastal Trading Act due to commence later this year and will make a relevant submission in due course.
- ensure that key coastal shipping services to and from Victoria are undertaken in Australian registered ships employing Australian seafarers, where the trade supports a dedicated Australian vessel, and in that way ensure Victorian shipping policy complements the strategic fleet and other measures the Commonwealth will adopt to support the growth of Australian shipping and build supply chain security.
- Encourage Alcoa to work with the Government in light of Commonwealth and Victorian shipping policy, in light of it being the beneficiary of state and Commonwealth taxpayer funded power and other assistance measures to maintain employment at the Portland smelter and transition the WA-Portland alumina trade to an Australian registered vessel
- invest in coastal shipping to support maritime jobs (and to remove the blight of non-national seafarers working in a domestic industry and being exploited through wage underpayment (breaches of the Fair Work Commission approved Seagoing Industry Award 2020) and non-compliance with the ILO Maritime Labour Convention (MLC))
- ensure landside capacity to support coastal shipping activity, port planning requirements that help facilitate coastal shipping and identification of markets where coastal shipping can be competitive are being given consideration on an ongoing basis.
- Explore opportunities to expand short sea shipping between regional ports and the Port of Melbourne, and in Bass Strait trade.

- Explore new industrial development/value-adding opportunities in sectors such as hydrogen, ammonia, green steel and green aluminium where sea freight could be the preferred transport mode.
- Before the meeting of next State Conference, the Allan Labor government urgently commence fee free training positions for Integrated Ratings to support Maritime Industries in Victoria & Nationally. Fee Free places should be available for Victorian residents to attend a compliant RTO (interstate) that delivers STCW qualifications in particular for Certificate III Marine Operations (Integrated Rating).
- The Allan Labor Government, through Freight Victoria coordinate through Industry Skills Australia (the JSC for Transport and Logistics) for a National Maritime Training Network that includes maritime capabilities of Victorian TAFEs (Gippsland and South West) that would include organisations like the Australian Maritime College to expedite course materials and ensure Victoria keeps up with the demand in maritime skills.

Moved; Robert Lumsden

Seconded: Aarin Moon

Background:

Since 2014, the Government has made a record \$3.5 billion investment to rebuild TAFE and support universities and higher education to ensure Victorians have access to high quality education and rewarding career pathways.

In 2020 and 2022 the Victorian Government invested in new vessels at South West Tafe and Tafe Gippsland acknowledging the importance of maritime skills to Victorians. However, courses available limit future maritime workers to near coastal trade. With the expectation of Australia's first offshore wind industry in Victoria along with Victorian participation in the national strategic fleet, a trained and highly skilled maritime workforce is required.

31/117 Immediate implementation of the 2022 State Election Commitment “Supporting Workers through Alcohol and Other Drug Issues”

Resolution

State Conference resolves that:

1. Before the meeting of next State Conference, the Allan Labor government urgently commence creating a worker-led, purpose-built centre for alcohol and other drugs rehabilitation, outpatient support and outreach, as promised under the funded election commitment “Supporting Workers through Alcohol and Other Drug Issues”, in partnership with the union movement, many employers in support, and with organisations in the public alcohol and other drugs sector, including, Odyssey House.

Moved: Tony Mavromatis (AMWU)

Seconded: Paul Healey (HACSU)

Background

This occurs because all public inpatient units in Victoria have long rehabilitation treatment times (usually between 3 and 18 months) and massive waiting lists (up to 12 months) due to

a lack of available public rehabilitation beds. While the Victorian trade union movement acknowledge the work of the Andrews Labor Government in more than doubling the amount of public rehab beds available, that still only brings the State total to 532.

Often out of desperation, workers and their families access the private sector which accounts for over 98% of the entire Victorian bed stock. This sector is unregulated, can charge what they like (often up to \$30,000.00 per month) and have no consequences should patients and families wish to make complaints about inappropriate treatment.

Employers and trade unions are not equipped to navigate the overwhelmed public and private systems when a member or their family require urgent assistance with an addiction. The lack of accessible and affordable treatment options for working people and their families, is negatively impacting all Victorian workplaces.

As it stands and out of desperation, many Victorian unions are opting to put union members and their families on planes to access the one worker-led rehabilitation service in Australia, Foundation House in NSW. We note that for the past 12 months over two thirds of the intake of patients have been Victorian workers.

The Victorian union movement note that this commitment should be initiated by the government in partnership with unions who have indicated their support including the AMWU, HACSU, AWU, UWU, TWU, CFMEU, TPAV, SDA, MSAV, VPA, FSU, PPTU, MEAA, ETU, CWU, AEU, ASU, CPSU, RTBU, MUA, HWU, AHP, VAHPA and all Victorian trades and Labour Councils and the State's most respected public drug, alcohol and gambling rehabilitation provider Odyssey House as a trial called The Crossing, in honour of the Westgate Bridge Disaster.

We note that support have been given by the Australian Council of Trade Unions, the majority of the Victorian Labor Party Caucus, a plethora of Federal Labor MPs and the Victorian crossbench.

The Victorian workforce simply cannot wait.

11.00 am – 2.00 pm

In light of reforms to the WorkCover scheme – Merge Resolutions:

29. Picking up the pieces of the WorkCover Modernisation Bill 2023 for Victorian workers.

37. Workcover motion

65. WorkCover

116. Picking up the pieces of the WorkCover Modernisation Bill 2023 for Victorian workers

**25. Creation of specialist Worksafe inspectors in the care and support sectors
Resolution**

62. OH&S

Resolution

That State Conference resolves that:

1. Undertake genuine collaboration and consultation with all trade unions to implement prevention and early intervention measures including unions. Work with public sector unions to develop mental health support, training and materials for public sector employees.
2. Immediate release and implementation of the Psychological Occupational Health and Safety Regulations with appropriate resources allocated to enforce them as promised to be used in tandem with the Occupational Health and Safety Act 2004.
3. Review Part 8 of the Occupational Health and Safety Act 2004 and the Right of Entry Powers of Permit Holders. Include the addition of a permit holder's right to issue a Provisional Improvement Notice, streamline legal entry facilitation, and provide unions with the right to launch a prosecution should WorkSafe fail to, bringing Victoria in line with South Australia.
4. Fully cost all interventions within an EBA so that public sector employers can implement interventions/services and make them available for employees to promote mentally healthy workplaces.
5. WorkSafe Executive Leadership will provide WorkSafe Inspectors with the necessary supports, tools and resources required to understand the unique challenges of health and safety matters in different industries and establish specialised, sector-specific Inspectorial roles within teams to conduct workplace inspections and enforce health safety and wellbeing legalisation and regulations effectively in the interest of working Victorians.
6. That the Victorian government immediately honour their commitment to refer the bullying jurisdiction to the Commonwealth so workers in the public sector have access to the Fair Work Commission for bullying issues in the workplace.
7. Full implementation of the Rozen Review
8. Examine in depth the cause(s) of injuries that lead to long term claims and identify interventions that government should take to address them.

Moved: Paul Healey HACSU

Seconded: Ronnie Hayden, AWU

Background

The Government regressive changes to WorkCover result in workers with legitimate work-related mental injuries unjustly denied compensation. The emphasis on traumatic events as the predominant cause of mental injury overlooks the impact of chronic stress, toxic work environments, or other non-traumatic factors that contribute to mental health issues. As a result, workers who have developed mental injuries such as work-related stress or burnout due to ongoing workplace conditions are to be denied the compensation.

The new definition requiring significant behavioural, cognitive, or psychological dysfunction limits the scope of what can be considered a "mental injury", in affect excluding most workers claiming compensation for mental health issues. These changes only result in hardship for injured workers and transfer the cost to the already strained hospital system. Conference notes that the government encouraged working people to put in psychological health claims to get a full picture of the state of mental health across Victorian workplaces. This was in line with Royal Commission into Victoria's Mental Health System Recommendation 16 entitled Establishing Mentally Healthy Workplaces. We note that that

further work is needed on this recommendation and the mental health of Victorian workplaces has deteriorated.

74. Airport Rail Link

Resolution

That State Conference resolves that it:

1. Condemns Melbourne Airport's greed in protecting their parking revenue.
2. Calls upon the Victorian Government to get serious about the development of the airport rail link.
3. Calls upon all parties to roll up their sleeves and get this project done.

Moved: Mem Suleyman

Seconded: Dissio Markos

Background

The airport rail link is one of the most obvious gaps in Victoria's transport system. The 18,000 workers and 84,000 daily customers have only four public bus routes in total to get them in and out of the airport.

Many commuters and workers are forced to use their car to get to and from the airport, this has led to Melbourne Airport generating \$76 million in parking revenue last financial year. By way of comparison, the busier Sydney airport generates \$56.3 million, in part due to its easily accessible airport rail link.

The frustrating and seemingly endless dispute over whether the project should be overground or underground is not important. Airline workers and commuters don't care whether the station is above the ground or underground. They just want a station that gives them the same option as every other airline worker at major airports in Australia.

97. Making the Suburban Rail Loop work for Melbourne's West

Resolution

That State Conference resolves that more railway stations are needed between the Airport and Werribee stations of the Suburban Rail Loop to give Melbourne's West to serve Melbourne's fast-growing Western Suburbs.

Melbourne's Western suburbs are the fastest growing in the country and need more access to public transport to get people where they need to be and get unnecessary cars off our roads.

Moved: Mark Gazic Gorton FEA

Seconded: Skye Griffiths TWU

Background

We applaud the Victorian Government's investment in busses and infrastructure program of work is underway in Melbourne's West including the removal of the Main Road, Furlong Road, Melton Highway and Calder Park Drive level Crossings and investment into Metro Tunnel and Sunbury Line Upgrade to transform train travel, making getting to work, school, and health services quicker and easier.

The Suburban Rail Loop is 90km long and includes six new train stations along the new track east of the CBD.

The proposed Western Section would travel over 30 kilometres from Melbourne Airport to the Sunshine and Werribee stations. Yet, no new stations have been promised to Melbourne's fast-growing Western Suburbs.

This unfairness must be urgently addressed to improve transport access and increase support for the Suburban Rail Loop and the Victorian Government in Melbourne's West.

En Bloc UR 30, UR102, UR 109, UR 110, UR 118, UR 71, UR 119 - 6 speakers

30. Housing for Young People and Young Families to Thrive Resolution

That State Conference resolves that it supports the following:

1. That the Victorian Labor Government immediately commence work on the 2022 State conference motion "Housing for Youth People and Young Families to Thrive" and support the tri-partisan efforts between service delivery providers, employers and trade unions to create affordable youth housing with on-site wrap-around support services and employment opportunities in key industries.
2. That the Victorian Labor government assist these efforts by identifying land and providing funding to build the service.
3. That the Victorian Labor government provide funding for a trial period to test the efficacy of collaborative partnerships with between a major metropolitan mental health service, a youth housing service, Jobs Victoria and industrial partners.

Victorian Labor applauds the incredible efforts of the Andrews' Labor government in its landmark investment in social and affordable housing by way of the \$5.3 billion Big Housing Build, to deliver 12000 new dwellings across Victoria over a 10-year period.

While this investment is a notable step forward in creating a society in which all people have access to a safe and affordable place to live and thrive, significant shortfalls remain for disadvantaged and vulnerable young people and young families seeking housing or accommodation. Since announced in November 2020, targeted investment of housing for young people, has been a mere .94% of the total Big Housing Build investment.

This is of grave concern to disadvantaged young people, community leaders, youth homelessness and community service delivery providers, mental health workers and trade unions. The youth age group, between 16 and 24 years old, is the least supported to overcome disadvantage, trauma and homelessness. Over 23% or 28,204 young people aged 12-24 years across Australia were counted in the 2021 Census, as being without a home. Add the numbers of young people who are not captured in reported data who are at risk of or experiencing homelessness and the figure is likely to be double. Furthermore, young people only hold 2.9% of social housing tenancies and cycle back into emergency homelessness services up to 10 times other age groups.

As it stands service delivery providers are unable to cope with demand, general and specialist health services are often left no choice but to discharge vulnerable young people and their children, to homelessness. There are no State-wide mechanisms to assist young people into stable employment with the support of the trade union movement.

Moved: Paul Healey HACSU
Seconded: Tony Piccolo AMWU

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71. Urgency Resolution: Insourcing of Public Housing Maintenance Resolution

That Conference resolves to call on the Allan Labor Government to begin the process of insourcing public housing maintenance and gradually cease the use of private maintenance contractors. The Victorian Government should directly employ workers to maintain public housing stock, with a mandated proportion of apprentices to be employed in the project.

Moved: Corey Laux CFMEU
Seconded: Julijana Todorovic AMWU

Background:

The Victorian Labor Government has made major investments in Victorian social housing, to renew ageing infrastructure and build new public housing homes. This investment is vital to ensure that all Victorians have a place to call home.

The current state of Victorian public housing maintenance requires improvements is not of an acceptable standard, with many residents facing unliveable conditions and waiting months for urgent repairs.

This is the direct result of privatisation.

Under the current system, the Victorian Government uses private contractors for public housing maintenance, this leads to an inefficient system.

In the most recent budget, the Government allocated funding to upgrade the maintenance request system the "Homes Victoria Technology System", but significant improvements are required. The Victorian Government must insource public housing maintenance contractors move to and directly employ workers to maintain Victoria's public housing.

102 Surplus land Resolution

This State Conference resolves that the Victorian Government halt surplus land sales until all unused and under-used government-owned land is audited for housing or local manufacturing suitability.

Moved: Rebecca Thistleton Maribyrnong FEA,
Second: Julijana Todorovic AMWU

Background

When Victorian government agencies sell land they don't need, it is sold commercially, unless other parts of government exercise their right of refusal and buy it first.

Legislation requires this land to be sold at market rate or higher.

The government has introduced a Land Coordinator General to develop a whole-of-government land register database, a welcome step in finding under-used land.

We must seize this opportunity.

Land costs are a major factor in new housing development and limit capacity for new social, community and affordable housing projects.

The state's dated and piecemeal approach to selling land for profit must be overhauled so that land is proactively identified to help ease the housing crisis.

Land unsuitable for housing should be investigated for local manufacturing opportunities.

Surplus government land cannot be sold off without exploring how it can boost new housing and more jobs, or it is lost from public hands forever.

109. Social Housing

Resolution

State Conference resolves that the Victorian Labor Government must genuinely and comprehensively consult with building and construction unions to ensure that the social housing construction projects meet the requirements of the strengthened Fair Jobs Code.

The Victorian Government must ensure that workers on government projects have secure, well-paid and unionised jobs.

Moved: Corey Laux CFMEU

Seconded: Danae Bosler Melbourne FEA

Background:

Building new social housing is a key priority of the Victorian Labor Government. This investment is essential to tackling housing affordability for Victorians.

However, social housing projects should not be used to undermine the labour conditions of the construction industry. Currently, there are a number of social housing projects that employ workers on WorkChoices-style contracts with workers on ABNs. This is unacceptable. The Victorian Labour Government should not be creating an underclass of Victorian construction workers, it must uphold the highest ethical standards across all construction projects.

110, Insourcing of Public Housing Maintenance

Resolution:

State Conference resolves that the Victorian Labor Government begin the process of completely insourcing public housing maintenance and cease the use of private maintenance contractors. The Victorian Government must directly employ workers to maintain public housing stock.

Moved: Corey Laux CFMEU
Seconded: Danae Bosler Melbourne FEA

Background

The Victorian Labor Government has made major investments in Victorian public housing, to renew aging infrastructure and build new public housing homes. This investment is vital to ensure that all Victorians have a place to call home. Page | 43

However, the current state of Victorian public housing maintenance is shameful, with many residents facing unliveable conditions and waiting months for urgent repairs. This is the direct result of privatisation. Under the current system, the Victorian Government outsources public housing maintenance to private companies, allowing them to rot the most vulnerable members of our society for profit. In the most recent budget, the Government failed to address this problem. Instead, it has allocated funding to upgrade the maintenance request system the “Homes Victoria Technology System”. The Victorian Government must insource public housing and directly employ workers to maintain Victoria’s public housing.

118. Housing for Young People and Young Families to Thrive Resolution

State Conference resolves that:

1. the Victorian Labor Government immediately commence work on the 2022 State conference motion ‘Housing for Youth People and Young Families to Thrive’ and support the tri-partisan efforts between service delivery providers, employers, and trade unions to create affordable youth housing with on-site wrap-around support services and employment opportunities in key industries;
2. the Victorian Labor Government assist these efforts by identifying land and providing funding to build the service; and,
3. the Victorian Labor Government provide funding for a trial period to test the efficacy of collaborative partnerships with between a major metropolitan mental health service, a youth housing service, Jobs Victoria and industrial partners.

Victorian Labor applauds the incredible efforts of the State Labor Government in its landmark investment in social and affordable housing by way of the \$5.3 billion Big Housing Build, to deliver 12,000 new dwellings across Victoria over a 10-year period.

While this investment is a notable step forward in creating a society in which all people have access to a safe and affordable place to live and thrive, significant shortfalls remain for disadvantaged and vulnerable young people and young families seeking housing or accommodation. Since announced in November 2020, targeted investment of housing for young people, has been a mere 0.94% of the total Big Housing Build investment.

Conference notes that this is of grave concern to disadvantaged young people, community leaders, youth homelessness and community service delivery providers, mental health workers and trade unions. The youth age group, between 16 and 24 years old, is the least supported to overcome disadvantage, trauma, and homelessness. Over 23% or 28,204 young people aged 12-24 years across Australia were counted in the 2021 Census, as being without a home. Add the numbers of young people who are not captured in reported data who are at risk of or experiencing homelessness and the figure is likely to be double. Furthermore, young people only hold 2.9% of social housing tenancies and cycle back into emergency homelessness services up to 10 times other age groups.

As it stands service delivery providers are unable to cope with demand, general and specialist health services are often left no choice but to discharge vulnerable young people and their children, to homelessness. There are no State-wide mechanisms to assist young people into stable employment with the support of the trade union movement.

Moved Paul Healy HACSU

Seconded: Tony Piccolo AMWU

En Bloc UR 21 UR 122 - 2 Speakers for

21. Youth Homelessness

Resolution

That State Conference resolves that Labor is committed to:

1. prioritising unaccompanied children and young people aged 16-24 experiencing homelessness for support funding and housing investment through the National Housing and Homelessness Plan, HAFF and NHIF.
2. developing a national pool of at least 15,000 dedicated tenancies with linked support for unaccompanied children and young people aged 16-24 experiencing homelessness.
3. urgently increasing funding for homelessness support providers to give unaccompanied children and young people accessing housing the support they need for long-term safety, health and wellbeing.
4. urgently addressing the rental gap for youth housing providers to remove financial disincentives around youth payments.
5. investing in the frontline housing and homelessness workforce to build secure and high quality jobs in the sector, so we can build and and grow the workforce our communities need to deal with this crisis.
6. working with unions, employers, training providers and the community sector to create pathways for young people experiencing homelessness into education, training and employment opportunities.
7. investing in the frontline housing and homelessness workforce to build secure and high quality jobs in the sector, so we can build and and grow the workforce our communities need to deal with this crisis.

Moved: Emeline Gaske, Cooper FEA

Seconded: Tash Wark, ASU Vic/Tas A&S Branch

Background

For Australians experiencing homelessness, a solid and effective homelessness and housing system is essential to ensuring a short-term housing crisis doesn't become a lifetime of poverty. This is even more critical for children and young people just starting out in life.

Investment in these fundamental social safety nets, like Medicare, social security, public schools, and other community services distinguishes Labor Governments as champions of equity and opportunity for everyone, regardless of their life circumstances.

The Australian Institute of Health and Welfare reported that 37,782 unaccompanied young people aged 15-24 years old approached homelessness services for assistance in the 2022/23 financial year.

For 44% of this group, homelessness services were not able to provide a pathway into safe and stable housing. The current Federal Government has the opportunity to fix housing for young people and unlock Australia's housing system for thousands of children and young people with nowhere to live.

122. Older Women & Homelessness

That State Conference resolves that it notes that,

- The Housing for the Aged Action Group (HAAG) which is an advocacy group found that the number of older women at risk of homelessness in Australia is an astonishing 405,000. This included 165,000 women aged between 45-55 years and 240,000 women aged 55 years and older.
- Women over 55 were the fastest growing group of homeless people in Australia.
- Women living on a low, fixed income, who have not had the opportunity to buy a home are at great risk of homelessness. Research shows that most older women who are homeless have never been homeless before.
- While the poverty rate for all women age 65 and older is 10.6% (or just over 1 in 10), the poverty rate for single women living alone is almost twice as high at 19%.
- It is likely that the trend for women to be the fastest growing group of homeless Australians will continue given the shortage of affordable housing, the ageing population and the significant gap in wealth accumulation between men and women across their lifetimes.
- These women's circumstances vary with respect to their single, divorced or separated

status, assets, income and capacity to work. A range of preventative, innovative and cost-effective solutions are necessary to reduce the risk of homelessness for older women.

- Some older women may even stay in a dangerous situation and endure domestic violence at home rather than be homeless because they have no realistic option for housing. Once forced into homelessness older women often try to seek temporary shelters with friends or relatives or live in their car.

That State Conference resolves that all Governments must: lift their efforts and work cooperatively to prevent women from falling into poverty; and develop an adequate supply of suitable housing solutions for ageing women who are at severe risk of homelessness.

Moved: : Bronwyn Halfpenny AMWU
Seconded: Stella MICHAEL AMWU

81. Solidarity with the Iranian people Resolution

That State Conference resolves that it congratulates the Albanese Labor Government for imposing targeted sanctions on individuals responsible for the oppression of people in Iran

That State Conference resolves that every human being should be afforded basic human rights.

Moved: James Gan Aston FEA
Seconded: Jake McGuinness HWU

Background

Since the Islamic revolution in 1979, Iran has been governed as a theocratic republic, which denies basic human rights, taken for granted in many other parts of the world.

The Iranian regime violently and systematically represses dissent, including by censoring freedom of political expression, by banning trade unions and punishing Iranians who peacefully request better wages and living standards.

There is constant and methodical oppression of minority groups including active religious persecution and outlawing same-sex relationships with penalties including chemical execution.

In 2022, women who disobeyed the mandatory veiling laws in response to the death of Mahsa Amini — who died after being detained for improperly wearing a hijab — were threatened with intimidation and acts of violence.

The Australian Government has previously and continues to impose sanctions on the Iranian regime as a response to their human rights violations, and it is important that the international community continues to recognise and respond to the ongoing persecution of the Iranian people.

77. Funding for Services Australia

Resolution:

This State Conference resolves that the Federal Labor government, including Minister Bill Shorten, Minister Katy Gallagher, and Treasurer Jim Chalmers commit to a well-resourced and supported Services Australia, a public review of Services Australia workloads and an ongoing increase in staffing levels.

Moved: Matthew Harrison CPS

Seconded: Jessica Stone CPSU

Background:

Over the past decade, Services Australia staffing has been decimated, leading to longer wait times for our community members, and unsafe working conditions for staff.

This State Conference welcomes the announcement of 3300 new jobs within Services Australia at the end of 2023 as a first step. As a matter of urgency there must be a public review of Services Australia workloads to determine staffing needs, and a commitment from the Federal Government to ongoing funding to support the staffing increase required. As a progressive movement we recognise that a good public service means good outcomes for our community.

120. Pensioner Payment Rate**Resolution**

That State Conference that it:

- Notes its grave concern at the drift of aged pensions to be at, or just below, the poverty line.
- endorses the efforts of members and affiliated unions' retired members to bring this to the attention of the broader community, including ALP members.
- Endorses the idea linking the aged pension to prices and wages every six months, and considers the current link to Male Total Average Weekly Earnings (MTAWE) as the wrong measure.

Conference notes that the current calculation uses one of two possible cost of living indexes (the CPI and the PBLCI) and connects to Male Total Average Weekly Earnings (which includes apprentices, juniors and part time workers) which has steadily eroded the relativity of the Aged Pension rate.

Conference notes that the current link to Male Average Weekly Total Earnings is now the wrong one because the situation has changed since 2008.

Conference resolves that to simplify the calculation of Aged Pensions they should be benchmarked at 35% of Full-time Male Adult Average Weekly Ordinary Time Earnings. This will restore the pension above the Poverty Line and remedy the pensioner slide into poverty.

Moved: Colin Ormsby AMWU

Seconded: John Speight AMWU

76. Consultants in the Australian Public Service

Resolution:

That this State Conference resolves that the Commonwealth Government:

- build on the Strategic Commissioning Framework to develop a new model of engagement and use of external consultants, including at the agency level, to drive increases in capability and insourcing.
- establish clearer policy guidelines for engaging external consultants and caps on spending for external consultancy services, ensuring these services are only used when absolutely necessary and when they offer a clear value proposition.
- invest in expanded versions of Australian Government Consulting within agencies to handle more tasks that are currently outsourced, thereby retaining skills and knowledge in-house.
- conduct a comprehensive review of current contracts with external consultants to assess the possibility of transitioning those roles and functions back into the public sector.
- increase transparency and accountability in the contracting process of consultants through rigorous oversight and public reporting requirements, drawing on best practice from other jurisdictions.
- genuinely consult with relevant unions on all changes relevant to the rebuilding of the APS.

Moved: Matthew Harrison CPSU

Seconded: Jessica Stone CPSU

Background:

The Commonwealth Government's overreliance on consultancies has undermined the longer-term capability of the Australian Public Service at a significant financial cost. Australian National Audit Office

(ANAO) analysis showed the Big Four consulting firms alone received over \$1.2 billion in consultancy-flagged contracts in the ten years to July 2022, an increase of over 1270% in ten years.

While there is a modest role for external consultants in specific temporary situations or for specialised expertise, much of the work could be done internally, and the reliance on consultants for core work undermined APS capability and skills development.

Significantly reducing the Commonwealth Government's medium to long-term reliance on external consultants where feasible. Benefits of internal consulting include reduced conflicts of interest, significant cost reduction, and rebuilding lost skills and capabilities in the public service.

EN Bloc UR 4, UR 5 - Speakers

4. Ensuing management of state forests restores and build resilient fire diversity

That State Conference resolves that the Allan Labor Government, amid the escalating challenges posed by climate change, and notwithstanding the number of processes underway relating to the State's Forests, is to take immediate action address the following as a matter of urgency:

1. Enhance resources and implement adaptive management of all the State's forests (with high priority for the Central Highlands, Mirboo North, Strathbogie Ranges and Wombat State Forests), to act with the necessary urgency and effectiveness to recover and sustain their conservation values, their at-risk biodiversity, and ecosystem services; and
2. Establish and report on a comprehensive program to:
 - a. Gradually expand Victoria's National Park estate in line with the high conservation values commensurate with National Park designations and protections.
 - b. Actively pursue listing as World Heritage Sites for National Parks with meritorious qualities.
 - c. Realise the substantial environmental tourism opportunities presented by State Forests, and National Parks – especially those with World Heritage recognition; and
3. Ensure that forest management practices:
 - a. Make the best use of science and a genuine partnership with Traditional Owners and local communities.
 - b. Enforce robust legislative and regulatory safeguards to meticulously plan and regulate all land uses and forest management and land uses within State Forests and National Parks
 - c. Develop specialized fire management services employing cutting-edge techniques and technology, including early fire detection and response capabilities, to effectively combat bushfires within forested areas.
 - d. Cultivate a skilled workforce capable of executing forest restoration and management activities.
 - e. Restores the resilient capacity of the forests to sustain ecosystem services and a compatible balance of diverse uses (e.g., by Traditional Owners, communities, tourism and outdoor recreation),
 - f. Attract private sector investment for restoration efforts to augment government funding (both state and federal).
 - g. Optimize carbon sequestration and storage capacities of forests to facilitate attainment of Victoria's committed greenhouse gas emissions reduction targets.
 - h. Regularly communicate progress and accomplishments through exemplary case studies and monitored outcomes.

Moved: Jack Wheeler Casey

Seconded: Kerry Macdonald Flinders

Background

Upgrading of forest management in Victoria has never been more urgent with the threats of species extinction, loss of habitat and life supporting services posed by forest degradation from poor forest management practices, and the accelerating challenges of population growth and climate change.

The actions in the resolution will enable forest management to plan, act, and respond to these challenges with the necessary adaptability, urgency, and effectiveness to both recover and sustain the health of all state forests, making the best use of science and in partnership with Traditional Owners and local communities.

This urgent work:

- is vital for Victoria’s environmental resilience and provides essential underpinning for our collective social and economic resilience to climate change.
- needs to start now because the time to restore and build resilient biodiversity in our forests can be measured in decades, during which, growing climate change will potentially have significant impacts.

5 , Salvage Logging Resolution

That State Conference resolves that the Allan Labor Government is called upon to establish stricter control of salvage logging (noting that salvage logging excludes permissible firewood collection), by:

1. Restricting salvage logging activities (especially in protected areas, such as National and State Parks, conservation reserves, areas designated for future parks and State Forests) solely to those trees which pose a serious risk to public safety and public infrastructure due to damage from windstorms or bushfires; and
2. Implementing closer scrutiny to and requiring more transparency and accountability from agencies carrying out salvage logging, including Forest Fire Management Victoria; and
3. Mandating science-based assessments of the impacts of planned fire prevention and salvage actions on threatened plants and wildlife and other ecological feature and share the results with key stakeholders **before** salvage logging or clearing action commence; and
4. Ensuring meaningful consultation with local communities, environmental organizations, and Traditional Owners during the planning stages of salvage logging operations and prior to any implementation of such activities.

Moved: Kerry Macdonald Flinders

Seconded: Jack Wheeler Casey

Background

These measures are essential to protecting the invaluable biodiversity of Victoria’s forests for future generations.

Despite native forest logging officially ended in all designated State Forests and smaller scale ‘community forests’, VicForests and the Forest Fire Management Victoria are logging in some State Forests and National Parks, undermining the State’s native forest logging ban.

This “salvage logging” is occurring under the guise of debris ‘clean up’ and fire prevention. It is occurring in the Dandenong Ranges National Park, Wombat State Forest, the Cobaws, Mirboo North and Sylvan Reservoir.

In the Wombat State Forest, after removal of storm fallen timber, the remaining bark and branches are pushed into piles and left as a potential fire hazard.

Small scale storm damage debris ‘clean up’ is becoming industrial scale logging.

This salvage logging lacks transparency, has no scientific basis and with no control of the environmental impacts.

The problem is growing and needs to be tackled urgently.

24 Supporting the Disability Workforce

Resolution

That State conference resolves that it calls on the Allan Labor Government to work with unions and stakeholders to:

1. Work with the Federal Government on a national worker registration scheme and/or an expansion of the Victorian Disability Worker Commission (VDWC).
2. Make active representations to the sector jobs and skills council:
 - a. supporting a revision of the Certificate IV in Disability Support
 - b. to reinstate a funded Advanced Diploma in Disability, and make it accessible through fee-free TAFE
3. Establish and fund:
 - a. meaningful career progression within the disability sector to recruit, attract and retain disability support workers.
 - b. training, professional development, and supervision for Victorian disability support workers
 - c. full-pay entry traineeships and higher apprenticeships for disability support workers in collaboration with the federal government,
 - d. currently-existing accredited diplomas above the Certificate IV (e.g. the Diploma of Leadership in Disability Services)
4. Halt the proposed merger of The Office of the Disability Services Commissioner including the position of Commissioner and the Victorian Disability Worker Commission.
5. Implement foundational and mainstream supports within the NDIS that are State funded.

Moved: Kate Marshall HACSU

Seconded: Angela Carter HACSU

Background

The 2016 Victorian Inquiry into the disability sector, highlighted the need for urgent reform for the disability workforce. It notes that disability workers are some of the lowest paid workers in the care sector. This has only amplified with the introduction of the National Disability Insurance Scheme, which has severely limited access to professional development, training, and supervision to assist workers in their complex and deeply empathetic work. The Victorian Skills authority has made special mention of the fact that Victoria desperately needs more disability workers in the next three years, and the National Skills Agreement and Jobs and Skills Roadmaps call out the care and support economy as a priority workforce. It is a matter of urgency that this workforce is bolstered, professionalised, increases job security, and well supported.

Disability support workers are tasked with working in complex and challenging environments with little assistance due to funding constraints and predatory pop-up providers not subject to regulation.

94. Nothing About Us, Without Us, People with Disability having a say from the Start. Resolution

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That State Conference Resolves that:

1. People with disability play a critical role in the creation of laws, policies, and other decisions that affect their lives, and embrace the principle of “nothing about us, without us”.
2. Authentic co-design involves the active participation of people with disabilities from the beginning of the policy-making process, rather than treating their input as merely a consultative afterthought.
3. It is in support of the disability rights sector, and recognises the concerns voiced by this sector regarding the misuse of the term ‘co-design’, wherein processes labeled as ‘co-design’ are merely consultative, lacking genuine collaborative effort.
4. Where there is legislation or policy that affects people with disability, true co-design will occur ‘with’ people with disability, not ‘for’ them. This includes involving people with disability and experts in all stages of the process, from validating research to brainstorming and developing ideas and testing them in real-world scenarios.
5. It calls on the Victorian and Federal Government to commit to genuine co-design by ensuring that people with disability and their representative organisation are integral to every decision-making process from the outset.

Moved: Kiz Blanca-Jackson ASU

Seconded: Andrew McLean ASU

Background

The urgency of this motion stems from growing concerns within the disability advocacy sector regarding governmental actions in disability-related legislation and policy. Despite commitments to co-design, recent practices reveal a deviation towards mere consultation, or at times, no community engagement at all.

This has been notably apparent with the decision to abolish disability specific regulators (the Disability Services Commission, The Disability Worker Registration Board, and the Victorian Disability workers Commission) and merge them into a new ‘super’ regulator (the Social Services Regulator). This was done with no consultation of the Disability Rights Sector, nor with the disability community as a whole, undermining the principles of genuine co-design. This is of particular concern to the community, as these changes will have significant effects on the protections and safety of people with disability in Victoria, and the Victorian Government has still yet to respond to Disability Rights Organisations regarding their concerns.

As legislative activities intensify at both state and federal levels, it is crucial that the government upholds its promise to the disability community by implementing true co-design. This entails involving people with disabilities from the onset of policy-making and throughout the entire process, ensuring that their voices are not only heard but integrated into the fabric

of legislative outcomes. The principle of "nothing about us, without us" must be a reality, not just a rhetoric.

Background

Freight movements through the middle of Mildura have a significant impact on the safety and amenity of the CBD and includes a National Hwy and major Freight rail, resulting in multiple serious accidents, a recent fatality, and significant delays to the transportation of goods. Heavy vehicles within the CBD restrict opportunities for accessible and sustainable transport options, expansion and integration of the CBD and pedestrian safety. Benetook Ave has been on Vic Roads "to do list" for over 20 years as an alternative, to remove heavy vehicles from several dangerous intersections, improve community safety and reduce trip times for heavy vehicles.

Building a bridge Crossing at Monak is a longer-term solution that will significantly improve trip times for trucks between NSW, VIC and SA reducing GHG emissions, transportation costs and provide an alternate crossing point between NSW / VIC in case of closures of George Chaffey Bridge. This will allow a freight rail link between Victoria and NSW, potentially removing 25 rail crossings from Mildura and surrounding towns.

Both actions directly align with MRCC draft ITLUS and featured in previous strategies and transport reports dating back to 2005.

72. Five Star Bus Stops

Resolution

The State Conference moves the following:

1. That the Allan Labor Government will commit to investing in five-star bus stops.
2. These bus stops will encourage commuters to use busses, whilst meeting the needs of bus drivers.
3. Five-star bus stops should include lights, shelter, and reasonable access to toilets.

Moved: Mem Suleyman

Seconded: Dissio Markos

Background

The Allan Labor Government has made incredible strides in investing in transport infrastructure, including the ambitious commitment to remove 110 dangerous and congested level crossings across Victoria by 2030. This determined state-building project has redefined what is achievable with transport infrastructure projects. While the job of investing in Victoria's public transport network will never be complete, it is crucial that we continually address the next challenges.

Buses are an integral part of the network, with over 400 regular bus routes servicing thousands of Victorians every day. The Allan Labor Government has made investments in bus services, but there is still more work to be done.

Commuting by bus should be encouraged as a sustainable and convenient alternative to a private car. The Allan Labor Government, should invest in encouraging people to use busses, whilst making it easier for the workers driving the bus.

Every bus stop in Victoria should be equipped with a shelter, a light, and, where feasible, access to a toilet. This will make the commute experience better, whilst ensuring that the facilities meet the needs of bus drivers.

57 Free public transport for students

Resolution

That State Conference resolves that Victorian Public Transport become free for Victorian students. Concessional discounts should be provided to domestic and international postgraduate students, in line with other states.

Moved: Tina Hosseini

Seconded: Nos Hosseini

Background Information:

Australia is ranked behind Switzerland and the Netherlands as having some of the most expensive public transport fares.

Luxembourg was the first country to make public transport completely free. Whilst a completely free public transport system may not currently be viable, Victorian students should at most be provided with access to free public transport.

NSW and WA students currently travel for free to and from school. Victoria is also the only state not offering a concessional discount to domestic or international postgraduate students – some postgraduate students must decide between whether to buy groceries or pay for public transport.

Not only will this be an appropriate cost of living relief for students, it may also encourage greater use of public transport and reduce carbon emissions in the process

1. Mildura Base Public Hospital

Resolution

That State Conference resolves that:

1. The Health Minister urgently releases publicly the Mildura Base Public Hospital Masterplan produced at a cost of \$2 million.
2. The Health Minister urgently commence the planning, which has been funded, and produce a timeframe for the completion of a new and upgraded Emergency Department.

Moved: Antonio (Tony) Alessi Mallee FEA

Seconded: Lorraine O'Dal Mallee FEA

Background

After 20 years of being the only privately managed public hospital in Victoria, in 2019, as part of an election promise, Dan Andrews announced that the hospital would be returned to

public management with major upgrades. A \$1 million community consultation process led to the development of the Mildura and Northern Mallee Regional Health Services Plan which identified the need for a major investment into the MBPH as a health hub for Northern Victoria. This promise was downgraded to a \$2 million master plan and eventually an “internal working document” and was not released. Our community feels let down again. Recently, funding was approved for a new emergency department plan, but no action has commenced. Our community again faces uncertainty with a burgeoning demand on an emergency department which is over capacity with spiralling demand. The public's confidence is shaken, and health and safety is compromised.

38. Establishment of Client Specific Liaison Officers at all hospitals.

Resolution

Conference resolves that:

1. Funding will be allocated to each metro and regional hospital for 1-2 DLOs and ILOs based on staffing profiles and catchment area sizes.

Moved: Jean-Marc Kurban SDA

Seconded: Del Stitz FEA

Background

Disability (DLO) and Indigenous Liaison Officers (ILO) provide critical treatment, care and support to patients who identify as Aboriginal or Torres Strait Islander or as having a disability.

DLOs and ILOs support people, their families and carers access the support, care and treatment they need and work with healthcare teams within hospitals to provide safer, accessible and more inclusive care during a patient's hospital stay and specialist clinical appointments. DLOs and ILOs also provide advice, guidance and are a point of reference for patients, consumers and carers.

At present funding for DLOs and ILOs is sporadic, haphazard and entirely dependent on each hospital's budget meaning that many patients across the State miss out on this crucial service.

69. Early Childhood Education and Care

Resolution

That State Conference resolves to urgently call on the Federal Labor Government to:

- Ensure their federal budget commitment to fund an increase for early educator wages is delivered as quickly as possible recognising the historical undervaluation of educators, where 97 per cent of workers are women.
- Recognise the wage rise commitment comes as educators continue to pursue their claim for a 25% wage rise in the bargaining and all other means available to them

Further, this state conference:

- Notes with significant concern the Victorian Government's delay in building the 50 new State Government owned and operated early learning centers.
- Calls on the State Government to actively prioritize funding the 50 new centers, noting the lack of access to early learning many families face across Victoria.

Moved: Raelee Fechner ECEC UWU Delegate

Seconded: Afsheen Khan ECEC UWU Delegate

Background:

Early Childhood Educators, have for some time been running the 'Big Steps' campaign, urging the Federal Government to fund much needed wage increases in the early learning sector.

While the announcement of funding in the early learning sector in the Federal Budget is welcome, we call on the Federal Government to fund no-less than a 25% wage increase to educators.

Further, the Victorian Government committed in 2022 to build 50 new State Government owned and operated early learning centers, a nation-leading commitment investing in young people, families and educators while recognizing early education as a core feature of a full education system.

The recent State Budget revealed delays to the completion of the remaining 36 centers not built until up to 2032. Considering the lack of access to early learning centers faced by many families across Victoria, construction of these centers needs to be actively prioritized in the next budget.

47. High Rise housing renewal

Resolution

That this State Conference resolves that:

The legitimate and deeply felt concerns of public housing residents living in the 44 residential towers on the 16 inner city Melbourne high rise estates rise are acknowledged by State Conference. The housing security and access to jobs and services by approximately 10,000 residents is critical and it is imperative that they are given an assured and substantive voice in the planning and project management of the tower renewal program. State conference also acknowledges the large and growing unmet demand for additional high quality well located social housing.

Principles for the renewal and redevelopment of the inner-city estates must explicitly guarantee the transparency and accountability of the renewal program over an extended period and include:

- Resident representatives to be adequately resourced so they can contribute to estate planning and systematically empower communities.
- Residents to be considered and consulted first in all decision making about estate management, renewal and redevelopment.

- Residents, whose homes will be redeveloped and will relocate, be guaranteed a comparable interim dwelling and location and have the right to return.
- All existing housing, shown by evaluations and technical assessments, suitable for renovation be incorporated into estate plans for renovation and maintenance.
- New and refurbished housing to be safe, high quality, low carbon, thermally efficient and express exemplary urban design outcomes that meet resident needs.
- Renewal and redevelopment to proceed in line with published time frames that provide greater certainty to residents and surrounding neighbourhoods.
- Maintenance plans and budgets for all inner-city estates to be developed and published as a safeguard against a run down in existing stock maintenance standards.
- All planning documentation including evaluations, technical assessments, financial modelling, urban designs, leasing and land allocations to be in the public domain.
- All inner-city high rise estate land remains in public ownership solely for the provision and increase in public and community housing.
- Redevelopment planning will aim at an overall increase in family and singles public and community housing

The government prepares, consults and presents to the Victorian Parliament principles- based legislation that:

- commits to protecting and enhancing resident interests in the renewal the 44 residential towers on the 16 inner city Melbourne high rise estates; and
- guarantees transparency and accountability for a dynamic large-scale housing program that is projected to run for two- or three-decades.

Background

- The Housing Statement commits to 'retiring and redeveloping' all of Melbourne's 44 high rise public housing estates where approximately 10,000 people live by 2051, increasing social housing by 10 per cent and providing 'affordable and market homes' leading to a total population of approximately 30,000 residents.
- Renters are being informed about the redevelopment and how they will be supported. They are also being supported with relocation supports that minimise disruption and maintain community networks. However, much communication has been poor quality and disquiet and protest by renter communities continues.
- Transparency about the planning process is absent namely, little is available on:
 1. a) Renter views on their apartments, building performance and neighbourhood life
 2. b) Building quality and performance in relation to contemporary regulation
 3. c) Costs and benefits of 'retiring and demolition' versus conservation and renewal
 4. d) Emitted and embodied carbon budgets for 'renovation' versus 'redevelopment'
- No commitments have been made for transparent governance, including information sharing and consultative arrangements for renters and other stakeholders, for a program, scheduled to run for 2-3 decades, that will affect the lives of thousands of renter households and recycle billions of dollars of public assets.
- The announcement has come towards the end of a twenty-year renovation program where most high-rise apartments have had their bathrooms, kitchens and common

facilities renovated. Systematic examination of opportunities for further renovation, retrofitting and conservation have not been considered.

- Estate land is immensely valuable inner-city land and there will be little or no increase in inner-city land for social housing in the future because of enduring budget constraints. This land is a precious resource, and must stay in public ownership and be used to increase housing affordability through an increase in public and community housing.

Moved: Tony Dalton Melbourne FEA proxy for Ned Lindenmayer

Seconded: Scott Donnelly, Jaga Jaga FEA

28/123 Legalisation of Recreational Cannabis and State-Owned Cannabis Distribution Resolution

That this State Conference resolves that:

1. Cannabis should be legalised, taxed and licenced and owned and/or regulated by the Victorian State government.
2. The funds generated by a legalised/regulated cannabis industry should be used to fund recommendations of the Royal Commission into Victoria's Mental Health System, the reform of the Alcohol and Other Drugs sector, reform of Workcover and WorkSafe, Health-led housing, Indigenous health, and form part of the State contribution to the National Disability Insurance Scheme.
3. That a progressive, health-led approach to workplace drug testing must be implemented particularly to ensure that workers who have been prescribed medicinal cannabis are not unfairly persecuted.
4. That a state-owned and/or regulated cannabis sector would provide fantastic job opportunities in manufacturing, cultivation, health, and mental health. Labor notes increasing use of cannabis for medical, industrial, and other purposes. At the 2023 Federal Labor conference it was resolved that matters of domestic cannabis regulation and law reform are best handled at a state and territory level and does not support measures at the federal level that would block effective regulation by states and territories.
5. That the party should commence work with the relevant industrial partners including the AMWU, CFMEU Manufacturing, HACSU and UWU as part of any steps to progress this work.
6. That the Victorian Labor government must stop funding criminals and start funding health and by legalise and invest in a state-owned and/or regulated cannabis sector.

Moved: Paul Healey HACSU

Seconded: Tony Piccolo AMWU

Background:

Experts estimate that the annual production of cannabis has a wholesale value of between \$1.2 billion and \$8 billion making it the state's most lucrative illicit industry. Serious organised crime syndicates are using a large part of this lucrative illegal profit to buy and import other drugs, inevitably creating extensive damage to individuals, their families, and our health and emergency services workforces.

**Merge UR 9, 13, 39, 40, 119 Harm Reduction
Implementation of Harm Reduction as a Cornerstone of Compassionate Drug Law
Reform
Resolution**

That State conference resolves that:

1. to note the success of the medically supervised safe injecting room located in North Richmond and to urge Victorian Labor Government to support expert advice including all recommendations in the Lay report written by former police chief commissioner Ken Lay and Professor Margaret Hamilton's report authored in June 2020.
2. To maintain safe injecting policy in the Victorian ALP policy platform.
3. To acknowledge there is a significant number of residents, businesses, health professionals and members of the Victorian public who support the establishment of safe injecting rooms. It is possible to be tough on crime and have a better, safer approach to drug harm minimisation at the same time.
4. The Victorian Labor government is falling behind our State and Territory colleagues in the ACT, Queensland and New South Wales and must begin both fixed-site and mobile pill testing and fund an early warning network to alert the community to dangerous substances.
5. That the State's police holding facilities are currently not equipped to provide a health response and therefore urgently requires the implementation of non-invasive medical monitoring which tracks vital signs and immediately calls for the assistance of paramedics if required.
6. That the State provide a 24-hour telephone triage service and specialised EFT who can assist the police with vulnerable community members who may be intoxicated but have committed an offence.
7. To acknowledge the significant investment made by the Allan Labor Government in the 2024-25 State Budget to deliver a \$95 million Statewide Action Plan to reduce drug harms, including:
 - Establishing CBD Community Health Hub on Finders Street as well as additional support services at the Salvos in Bourke St to support people who use drugs and the broader community;
 - Enhanced outreach services in the CBD to provide care to people who need it;
 - Establish a Victorian-first hydromorphone trial, diversifying pharmacotherapy treatment options;

- Expanding access to pharmacotherapy treatment through new funding: to community health providers;
- Establishing 20 Naloxone dispensing units to improve access to overdose reversal medication; and
- Trailing an Australian-first overdose prevention and response helpline to provide anonymous care and advice to those who need it.

Moved: Ned Lindenmayer Melbourne FEA

Seconded: Stella Michael AMWU

20. Oppose AUKUS nuclear submarines

Resolution

That State Conference resolves to call on the Federal Government to meet the commitments made at 2023 National Conference in relation AUKUS and the acquisition of nuclear-powered submarines. These commitments within 'Enhancing Australia's National Security' include a commitment to nuclear arms non-proliferation, disarmament and a nuclear free Pacific, that Australia will not accept high level radioactive waste from any country and that Australia will maintain sovereign control of all warships, including submarines. At present, these undertakings have not been met.

In accordance with these commitments State Conference calls on the Federal Government to:

1. Ensure that no Australian funds are used to build US nuclear-armed submarines.
2. Guarantee in legislation that Australia will not store nuclear waste from overseas sources, including US or UK AUKUS submarines.
3. Hold an open parliamentary inquiry into the full costs, risks and implications of the AUKUS pact.
4. Invest funds and expertise into the domestic ship-building industry and into manufacturing for a safe climate future.

State Conference resolves that it opposes the transport, presence or storage of nuclear waste produced by the AUKUS nuclear submarine program at any location in Victoria and calls on the Victorian Government to withhold any funding or cooperation with any process or project that relates to the transport or storage of nuclear waste from the AUKUS program at any location in Victoria.

State Conference resolves that Victorian Labor opposes the visitation or stationing of nuclear-powered submarines in any port in Victoria.

Moved: Hamish McPherson Indi FEA

Seconded: Tony Piccolo AMWU

Background

Implementation of the AUKUS pact involves A\$4.7 billion in funding from Australia for the United States' industrial submarine production program. This program includes constructing

both nuclear powered Virginia-class and nuclear armed Columbia-class submarines. AUKUS also involves A\$4.6 billion in funding for UK production of nuclear reactors.

AUKUS funding for US nuclear armed submarine production breaches the Australian Government's obligations as a party to the Nuclear Non-Proliferation Treaty and the ALP's National Platform commitment that 'Labor will act with urgency and determination to rid the world of biological, chemical and nuclear weapons' (Ch. 7, Clause 38).

AUKUS includes the rotation and stationing of nuclear-powered submarines in Australian ports and the storage of nuclear waste from AUKUS submarines, including US and UK submarines.

60. Cat de-sexing Resolution

That State Conference resolves that in line with the ACT, South Australia, Western Australia and Tasmania that Victoria implements mandatory cat desexing laws for domestic cats exempting registered and licenced breeders.

Moved: Nathan Miles Hawke FEA
Seconded: Madeleine Sanders Higgins FEA

Background

Each year in Victoria tens of thousands of cats are euthanized due to overpopulation. This puts an enormous financial cost on local Councils, animal shelters and rescue groups. Reducing the number of cats born will reduce the number euthanized due to overpopulation.