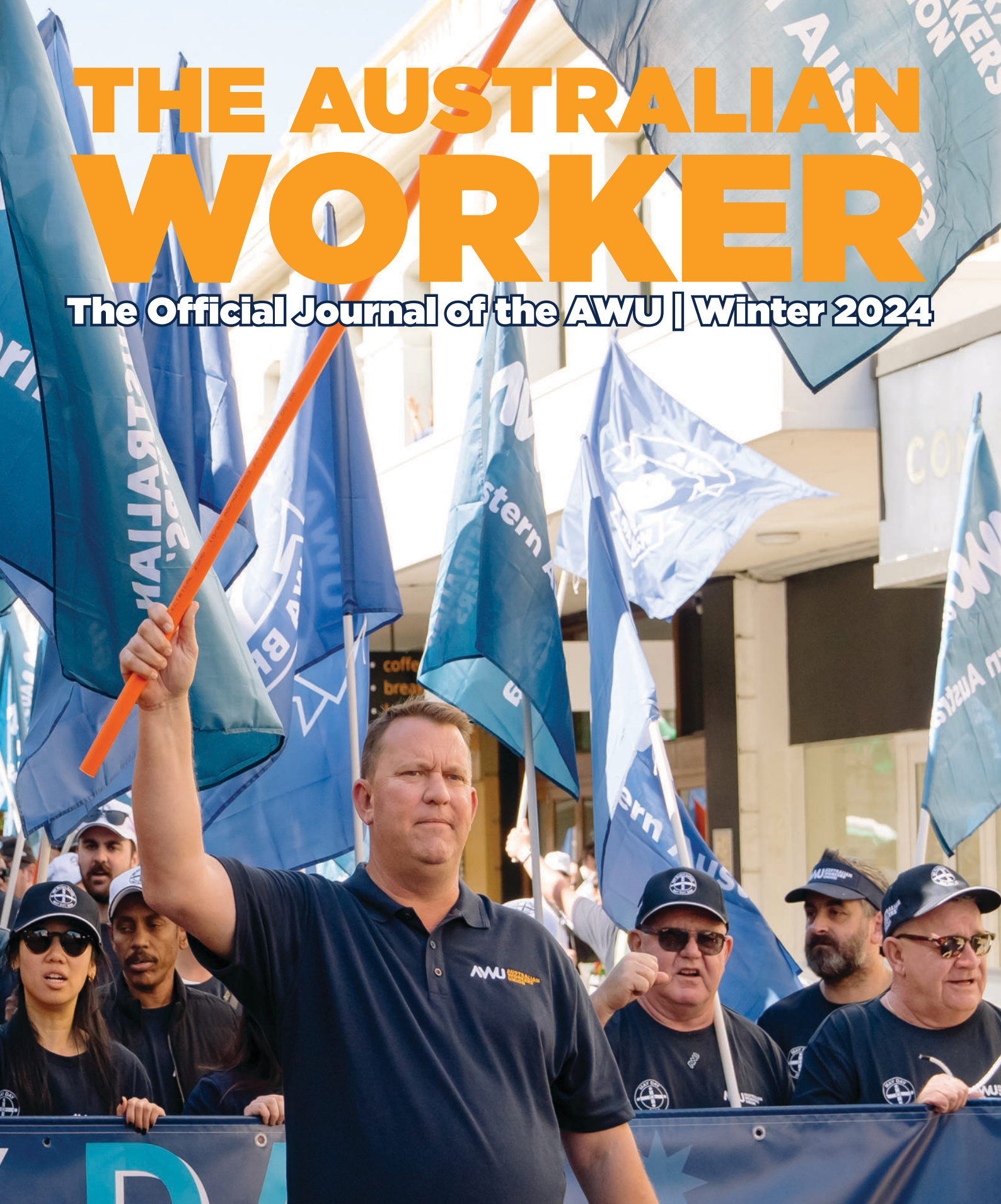


THE AUSTRALIAN WORKER

The Official Journal of the AWU | Winter 2024



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for workplace
delegates!**

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**AWU AUSTRALIAN
WORKERS'
UNION**

Secretary's Message

G'day and welcome to The Worker! For over a century, this newspaper was the voice of working people in Australia, and I'm proud to see it return.

As the history of The Worker reflects, the Australian Workers' Union, the AWU, has always been Australia's most dynamic union. There are no quiet years - and my first as National Secretary was no exception.

Despite a tough economic climate, our delegates and organisers have continued to deliver at the bargaining table. Every employer claims that with rising costs, they can't afford a decent wage increase, and are passing higher costs on to consumers. But workers are consumers too - which means that when companies are hard up, we risk getting squeezed both on payday and when we pay the bills. **That's why it's so important that we secure better outcomes in agreements and set high industry standards for wages and conditions.**

We've also backed the Labor government in Canberra to deliver bigger, fairer tax cuts, better wage rises in the awards system, and positive workplace reforms like the 'same job same pay' law and increased delegates' rights.

But we know that workers are still struggling through a cost of living crisis. The same global instability that has done so much to drive up inflation has also put many of our sites at risk. While factors like these might feel out of our control, the AWU is doing everything we can to keep your

workplace open and get you the best deal possible. In particular, regardless of what you do for a living, your industry needs stable, affordable power. **I'm dedicated to securing just that to protect every single job I can.**



Paul Farrow
National Secretary

Unfortunately, recent pressures have forced a small number of employers to the wall. This is always a terrible thing. And while the energy transition has huge promise for some of our industries, we know it will see others facing new threats. **That's why we're also pushing for forward-thinking solutions to assist industry in the shift to net zero.**

Regardless of the economy, nothing will ever be more important to the AWU than having every member come home safe. We all know that safer workplaces don't come from management or regulators. They come from workers standing together, calling out unsafe work practices and demanding better. We continue to invest in the best possible education for our members - **training up more delegates and HSRs than ever before.**

Whether it's bargaining, safety, workers' rights or the economy - there's never a moment's rest in this job, and I'm privileged to be doing it on your behalf. **The leadership team and I are committed to giving it our all,** fighting every day for more and better jobs for our members. Enjoy The Worker and we'll see you at work soon!



New workplace rights for delegates explained!

Union delegates within Australia have won improved rights and protections to support the crucial role they undertake in representing the interests of workers. **These new, specific rights and protections for union delegates are now contained in the Fair Work Act.**

A workplace delegate is an employee who is appointed or elected under a union's rules, and who represents union members in the workplace. The AWU's rules say that delegates will either be elected by members at a meeting called for that purpose, or they can be appointed by the Branch Secretary, Branch Assistant Secretary or an Organiser.

The delegates rights' changes will entitle delegates to:

- represent the industrial interests of members and potential members of a union (including in disputes with their employer);
- undertake reasonable communication with members and potential members about their industrial interests, during working hours or work breaks, or before the start or after the end of work and
- reasonable access to the workplace and its facilities to perform their duties as delegates.

Delegates employed by non-small businesses (businesses with more than 15 employees) are also **entitled to have reasonable access to paid time during normal working hours for workplace delegate training.**

Subject to certain conditions, reasonable access to paid time for workplace delegate training includes five days in the first year

of being a delegate, and one day for each year after that. The AWU offers new and refresher delegate training in each state and territory. Please contact your Organiser for information about how to access training in your state.

The amendments also include specific protections for workplace delegates when carrying out their role at a workplace, including preventing an employer from unreasonably refusing to deal with them, misleading them, or hindering and obstructing the exercise of their rights as delegates.

In addition, there are also obligations placed on delegates by the changes, such as:

- Giving their employer written notice of their appointment or election as a workplace delegate;
- Providing to their employer, unless otherwise agreed, at least 5 weeks' notice of and the details of any proposed delegate training and
- Giving their employer written notice within 14 days where they stop being a workplace delegate.

From 1 July 2024, **every award will contain a delegates' rights clause defining these rights.** Enterprise Agreements and workplace determinations made after 1 July 2024 will also need to contain a delegates' rights clause.

Scan the QR code to get the full fact sheet for your site today or visit: go.awu.net.au/delegate-rights



The future of Australian Manufacturing

Is this the darkest hour for Australian manufacturing? Or the beginning of a bright new day?

There has been plenty of unwelcome news for our industrial members in recent years. High gas prices have put sites under serious pressure. Many bosses have been unwilling to invest in repairs and upgrades to bring facilities into the present day. Operations have been undercut by new technologies overseas.

But while there are any number of reasons a site may find itself in trouble one factor is common across the board: **the transition to cleaner energy.**

For over a century, the factories that built modern Australia have both relied and thrived on coal, gas and electricity generated with fossil fuels.

But today we're told that Australia can become a manufacturing superpower in the low emissions world.

This seems contradictory. Will we actually move into this light, or just slip further into the current gloom?

What does it take?

We believe a successful transition is possible. With our world class potential in renewable energy, mineral wealth, first-class workforce and industry knowhow, **few countries can produce products like green hydrogen and metals as cheaply as us.**

But a successful transition must mean one that puts working people first. It must be a transition in which manufacturers can both navigate today's turbulence and benefit from tomorrow's green economy.

What can we do now?

So how do we pull it off? It won't be easy, but ignoring the activists is a great start.

They argue the only path to net zero is to shut entire industries overnight. They're especially quick to call for an end to gas. **We can't let that happen.** We know manufacturers will need to move away from gas in the long term, but this will be a gradual process for most. Any sudden cut-off threatens hundreds of thousands of jobs.

Some might consider that collateral damage. Not us, not ever.

In reality, we need to embrace gas for today. As current wells deplete, new supply sources can ensure industry has access to gas while it shifts to other fuels. We must also improve our



laws to require producers to sell gas to local industry at fair prices (stay tuned for more on that from us soon).

Building new industries

Next, we need government and business to come together on building new industries. We really do have the potential to lead the world in green manufacturing.

But other countries are pouring countless sums into stealing the initiative, and private investors here aren't moving fast enough. The government recently pledged \$22 billion to partner with business on growing the green hydrogen and critical minerals industries.

That's a great start. **But we will push them to do the same for green steel, aluminium and jet fuel –** three more areas where we see huge potential. Equally, Australia must put its foot to the floor on renewables.

We aren't building nearly enough new wind, solar, storage and transmission to supply industry with the clean electricity it will need. That needs to change quickly. **Much faster development approvals should be the immediate priority.**

The AWU will also work on other changes to help industry with the transition. As our facilities reduce emissions, we need to guard against undercutting by foreign producers that aren't transitioning. This can be done with a new tax on imports called a 'Carbon Border Adjustment Mechanism'. We are fighting to make sure the government introduces one **as soon as possible.**

No worker left behind.

But overriding all this is the need for a 'just transition' that is truly just. Of course, that means all new jobs we create should be well-paid, secure, union jobs. **But we**

also need to ensure no worker is left behind. Part of that is ensuring our current sites make it through the transition. While government is providing some support here, more is required.

The AWU has also worked hard on the government's new Net Zero Economy Authority. This will help give workers in facilities that do close a safety net: for example, by supporting redeployments. **But again, workers need more here,** like guarantees they can go into jobs that pay as well as the ones they leave.

A brighter future is within our grasp. But we will need government and industry to listen to workers, collaborate and move quickly. **Whatever it takes, the AWU is up for it.**

We will do everything we can to protect our members and deliver quality jobs, so Australia continues to be a country that makes things. **This century and beyond.**



We will do everything we can to protect our members and deliver quality jobs, so Australia continues to be a country that makes things.

Message from the Secretary

We have had a massive few months in the Queensland Branch of the AWU as our members continue to grow power in the workplace.



Wilmar Sugar workers on the picket line

AWU members employed at Wilmar Sugar in North Queensland have been out the gate over the past few months fighting for a fair pay rise from their multinational employer.

While our members struggle to continue living in their local communities in North Queensland, the owner of Wilmar International is cruising on his \$4.8 billion luxury yacht made of gold, platinum, meteoric rock and a real-life dinosaur bone. It's hard to imagine a grosser display of wealth while North Queensland sugar communities suffer. **Our members have stood strong in the face of this company's bullying tactics and have run successful campaigns to vote down their bosses' bad deal** – returning strong no votes of 80.5% last year and 84.7% this year.

Our members know their worth, and they are going to keep fighting for the deal their communities deserve.

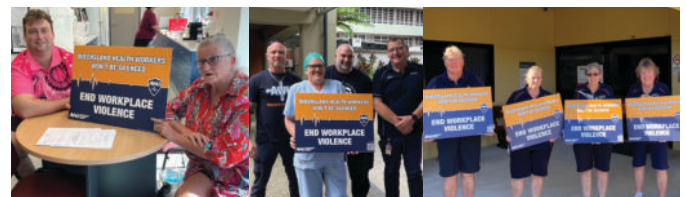
We have also launched a major campaign aiming to reduce violence in Queensland's public hospitals. Our members in Queensland Health are facing massive rates of violence in the workplace, with a survey conducted by our union showing that around 70% of workers have been assaulted

or witnessed an assault in the workplace. Our members are fighting for the Government to implement the **AWU's Queensland Health Workplace Violence Action Plan** – five commonsense measures being proposed by the workforce to reduce violence in the workplace.

This plan includes more security personnel, better equipment, fit-for-purpose training, stronger penalties for abusers and streamlined WorkCover claims. Our members have been working hard gathering petition signatures, sharing their stories of workplace violence and raising awareness about our campaign.



Stacey Schinnerl
QLD Branch Secretary



Hospital workers join the campaign

Thanks to our action we are starting to break through, with the **Government announcing funding for 70 new security officer FTEs in their recent budget!** This is a great start, but we need the Government to agree to our entire plan if we are going to see violence reduce in the workplace – our campaign will continue until we see the change we need.

Congratulations to all of the AWU members who have been fighting to build power in their workplace over the past few months – **we are strong, we are united and we are winning!**



AWU members calling for an end to violence



AWU launches the **NSW Mine Workers' Alliance**

The AWU NSW Branch is proud to launch a new Mining Union Alliance with the Mining and Energy Union, starting this month!

The NSW Mine Workers' Alliance, which officially began accepting members on the 1st of July, represents all workers in metalliferous mining in NSW.

"Our two unions have a long and proven track record in representing mineworkers and their communities," he said.

"Through this Alliance, members will benefit from our combined strength to deliver better jobs, pay, support and safety."



Tony Callinan
NSW Branch Secretary

The Alliance will also fight to ensure western NSW mining hubs get their share of the profits as mining increases for critical minerals and metals vital for Australia's transition to net zero.



Officials and members in Cobar

This alliance brings together two strong unions to fight for mine workers and their communities. With two local organisers in regional NSW, a new local office, and greater support, NSW Branch is looking forward to organising more mine workers and growing the Alliance across NSW mine sites.

AWU NSW Branch Secretary Tony Callinan said the Alliance brought together two strong unions who would together provide workers with excellent representation and advocacy.



NSW Leadership with National Secretary Paul Farrow

The NSW Mine Workers' Alliance is the second alliance between the two unions - the Western Mine Workers' Alliance launched in the Pilbara in 2013, covering BHP and Rio Tinto mine workers.

In June, NSW Branch leadership hit the road to visit members in Cobar and Broken Hill, discussing what the new Alliance means for members and what issues are affecting workers most on NSW mines. Thank you to everyone who came to say hello!



Organisers Todd and Danny

WA Branch Update



Brad Gandy

WA Branch Secretary

Building workplace power and leaving no one behind!

The WA Branch proudly represents members' interests throughout Western Australia and fights for a better deal at work. **In 2024 we held our biggest May Day yet with hundreds of AWU members proudly waving flags through the streets of Fremantle.**

Unfortunately, Alcoa announced the closure of the Kwinana Alumina Refinery, a decision made in America which has profound effects on our members - the AWU was on site on day 1 and will be there on the final day, leaving no one behind. Our Alcoa members know the power of the union and are reaping the benefits of their strong union agreement through their generous redundancy and transfer provisions in their EBA.

Main Roads

The AWU has been working with the State Government to deliver the in-housing of over 600 well-paid, secure union road maintenance jobs many in regional WA.

The transition will see **AWU members receive significant pay increases and improved conditions at Main Roads.**



Offshore Oil and Gas

The Offshore Alliance continues to fight and secure new EBAs across the oil and gas industry raising industry standards and rates of pay.

Our **Woodside** and **Chevron** members did not back down in their fight for EBAs. They held strong and won against their employers' legal tricks and attempts to use untrained 'scab' labour to undermine job security during negotiations.

Offshore Alliance members are not afraid to take action and win!

Industrial Action

The WA Branch fights to win and our members have voted to take protected industrial actions multiple times across the mining, offshore, refining, food processing and manufacturing industries. Recently, the AWU WA has successfully negotiated union EBAs through Protected Industrial Action against Citic Pacific Mining, Woodside, Chevron, ATOM and Cockburn Cement to name a few.

The AWU WA Branch doesn't just talk the talk about action, we take it and when we do our members win and get a better deal.

Union seeks justice after tragic death

The AWU demands justice following the death of Kurt Hourigan, a 37-year-old miner, in Ballarat on March 13th. Hourigan and his colleague, Connor Smith, who was critically injured and is now in a long recovery process, were pinned beneath fallen rocks while working 500 meters underground using the unsafe 'air legging' technique.

AWU Victorian Secretary Ronnie Hayden insists WorkSafe enforce Victoria's new

industrial manslaughter laws. **"This is the 12th workplace death this year. If a worker dies due to an employer's decision, jail time must follow,"** said Hayden, criticising the lack of custodial sentences, despite 169 workplace deaths since the laws were introduced.



Ronnie Hayden
Victorian Branch Secretary



Speaking to media the day after the tragedy

Building Gender Equality in Manufacturing and Energy

The AWU Victorian Branch has been awarded \$191,400 to lead the "Job Ready and Ready for Advancement" project, aiming to transform workplace dynamics in the manufacturing and energy sectors by promoting gender equality and inclusivity. Key objectives of the project include:

- 1. Support for Women in Trade-Based Roles and Career Changes:** Providing targeted support, training, and resources to empower women, facilitating their entry and advancement in trade-based roles traditionally dominated by men. This includes a custom-built certified course to prepare women for jobs in manufacturing.
- 2. Gender Equality Training:** Developing comprehensive training modules for employers in the manufacturing and energy sectors to promote gender equality practices in the workplace.
- 3. Culture Change Initiatives:** Piloting innovative culture change initiatives within partner workplaces to foster inclusive and supportive environments for all employees.

This funding highlights a commitment to breaking down barriers and creating pathways for women to thrive in traditionally male-dominated industries.

By fostering a culture of equality and empowerment, the AWU aims to drive meaningful change and set new standards for workplace diversity and inclusion.



Ronnie with Victorian minister for employment, Natalie Hutchins, Caitlin, and organiser Catherine

As AWU Victorian Branch Secretary Ronnie Hayden says, "If we are to secure a future made in Australia, it must include well-paying jobs for women in the manufacturing industry."

South Australian Branch Update

I am currently serving as Acting Branch and State Union Secretary whilst Peter Lamps takes a lengthy period of well-deserved leave. I'm enthusiastic that the Worker is back and AWU members can learn more about what's going on in their union!

Recently, the SA Government has passed significant WHS legislation that gives workers and their union the ability to raise WHS to the SA Employment tribunal – an important step to ensure our members are safe at work. At the time of writing, our branch has multiple industrial campaigns on the go, with **Electrolux**, and **SMR Automotive** taking protected industrial action in their fight for a fair EA, and **Australian Submarine** soon to follow.



Electrolux members take action

We've recently secured fantastic outcomes for our members in Local Government:

- 1. West Torrens Council:** 11.25% + 4% (or CPI; whichever is greater) and 4% (or CPI, whichever is greater) over 3 years
- 2. Charles Sturt Council:** 9% + 3% (or CPI; whichever is greater; capped at 5%) and 3% (or CPI, whichever is greater); capped at 5% over 3 years
- 3. Norwood Payneham St Peters Council:** 10% + 3.5% + 3% over 3 years.
- 4. Unley Council:** 1-year rollover with 5.9%

We're now taking up the fight for members at **Tea Tree Gully Council**, where the union-busting CEO is trying to bully workers, **Onkaparinga Council**, which has offered a poor wage increase, and **Playford Council**, where members have walked off the job to take part in stop work meetings.

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Over in Whyalla, the **GFG Blast Furnace** shutdown – a planned 48-hour maintenance – lasted for several months, with the furnace finally back online in early July. GFG moved workers from 12-hour shifts to 8-hour day shifts for some time. With the furnace now back online, workers have transitioned back to their normal shift arrangements, which is great for them and the community. GFG owner Sanjeev Gupta has confirmed to AWU delegates that plans to expand the mine and build a new electric-arc furnace are on track for late 2027.

Our officials have been out across the **horticulture industry**, and have developed an intensive campaign to improve the wages and conditions of PALM workers – some of the most exploited and lowest-paid workers in the country. Thanks to our strong Papua New Guinean membership at Parilla Potatoes, the AWU has secured a wage increase of 7.4%, rostered start and finish hours, an increase in penalty rates, and overtime rates of Mon-Sat at 150% and Sunday at 200%.

Our industrial team has also been hard at work, and since the start of 2023 we've **recovered over \$500,000!** This includes approximately \$100,000 in back pay for up to 100 members at ASC Shipbuilders. The AWU made a claim on behalf of a member for shift penalties on public holidays and personal leave – and the SA Employment Tribunal agreed. The AWU also took on Visy Glass over the CPI applied to the latest wage increase. Visy applied the national CPI, while our officials argued the Adelaide CPI should be applied – leading to a 0.8% increase worth close to \$100,000!



Gary Henderson
*Acting South Australian
Branch Secretary*



Playford Council members walk off the job

Tasmanian Industrial Manslaughter laws take key first step in Parliament

Tasmanian workers are one step closer to being afforded the same protections as their mainland counterparts under new industrial manslaughter laws.

The AWU has been pushing for industrial manslaughter laws in Tasmania for years. From 2012 to 2022, **Tasmania has seen 85 work-related fatalities and around 7,500 workers' compensation claims from injured workers each year.**

The legislation, which was introduced by the state Labor Opposition, proposes penalties of up to **21 years in prison for individuals and fines of up to \$18 million** for companies who engage in negligent conduct that results in a worker's death.

Tasmanian Labor's industrial manslaughter legislation passed the lower house of the Tasmanian Parliament, despite the Liberals holding a minority government.

The bill will now go before the Legislative Council, and the AWU and unions in Tasmania will work to ensure it passes as

soon as possible.

This is a massive step towards ensuring Tasmanian workers are protected, after they have been let down for far too long by the state government's inaction.



Ian Wakefield
Tasmanian Branch Secretary

Tasmania has been left behind the rest of the nation, and thanks to Labor, we are finally catching up!

Tasmanian Labor Leader Dean Winter says that "I know many of you have fought for these laws for a long time, and I especially thank our friends in the union movement who have worked with us to ensure the legislation we've tabled keeps workers safe.

"While it's not over yet, I am proud that we have been able to take this important step forward – together as a labour movement.

This just shows all of us what we can do when we work together."



The Early Years of The Worker

With the launch of the renewed Australian Worker, now is a good time to revisit the early years of the Worker newspapers. The Worker remains firmly embedded in our nation's history, featuring some of Australia's greatest writers and leaders, and at the height of its popularity, drove the national debate of a generation.

The Hummer

The Hummer, a joint effort of the Amalgamated Shearers' Union and the General Workers Union (who merged in 1894 to form the AWU), was first published on the 19th of October, 1891.

The Hummer was intended to provide a printed voice in support of workers' rights, when "many or most mainstream newspaper proprietors and editors were sufficiently hostile to Unionism." *The Hummer* ran until September 3, 1892, where it was incorporated into the Sydney *Worker*.

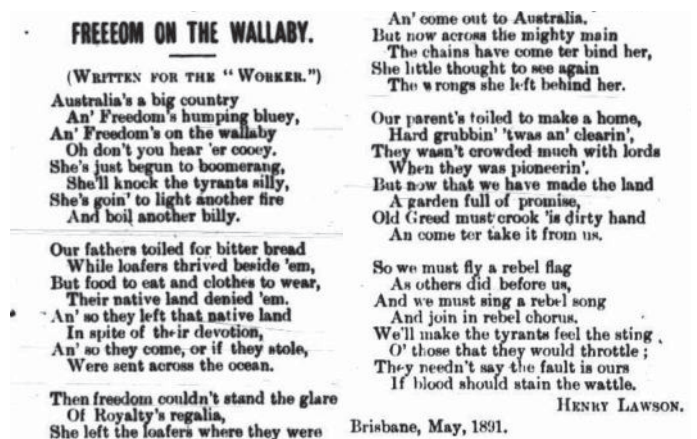


The first issue of The Hummer

The Worker (Brisbane)

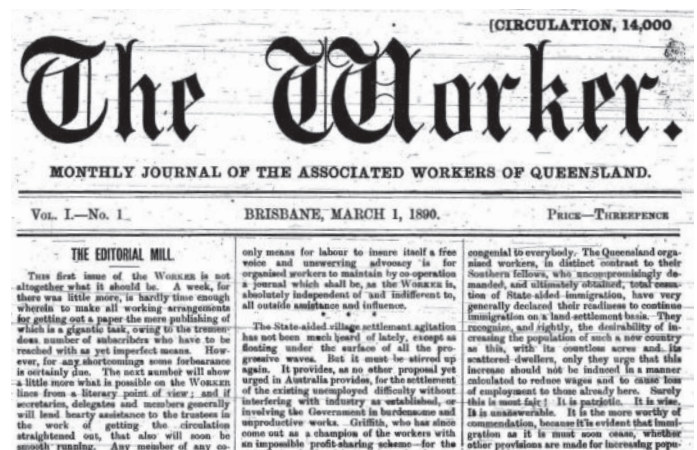
The Brisbane edition of *The Worker* was first published on the 1st of March, 1890, founded by William Lane. *The Worker* documented the shearers' strikes and birth of the Labor Party in the early 1890's, and contributors included Henry Lawson. "The Freedom on the Wallaby," one of Lawson's most well-known poems, was first published in *The Worker* in May 1891.

12 The Australian Worker



Lawson's 'Freedom on the Wallaby' was first published in The Worker

Journalist Henry Boote edited *The Worker* from 1901 to 1911, when he was called down to edit the Sydney publication. The Brisbane *Worker* ran until 1974, when it was incorporated into *The Australian Worker*.



The first issue of The Brisbane Worker

The Westralian Worker

The West Australian paper was first issued in Kalgoorlie on September 7, 1900. In 1912, production of *The Westralian Worker* moved to Perth, and offices were housed in the AWU's West Australian headquarters.

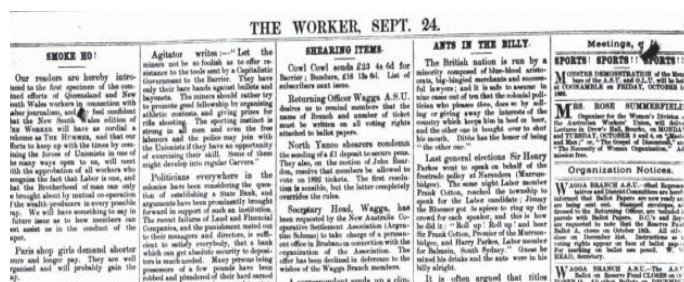


The first issue of The Westralian Worker

Its most famous contributor is wartime Prime Minister John Curtin, editor from 1917 until 1928. Curtin sought to re-align *The Westralian Worker* with the policies of the West Australian Labor Party. The newspaper closed in 1951, due to a shortage of newsprint and “insurmountable difficulties”.

The Australian Worker

In September 1892, *The Worker* was first published in Sydney, incorporating the *Hummer* paper.



The first issue of The Sydney Worker

The Worker was renamed *The Australian Worker* in 1913. Publication peaked during World War 1 – some 27,000 AWU members served at the front, and the paper contained a regular feature dedicated to the workers “fighting in the old world for the new.” During the Conscription Referendum of 1916, *The Australian Worker* heavily backed the ‘No’ vote, issuing over 6 million pamphlets, posters, cards, stickers and supplement issues.



“A BEGGAR ON HORSEBACK.”
But, alas! he refuses to travel alone.

Anti-conscription cartoon published in October 1916.

Led by editor Henry Boote, the paper was one of the most prominent and influential voices during the Anti-conscription campaign, which remains a defining moment in the AWU’s early history.

The Australian Worker’s most recognised ongoing contributor is without a doubt Dame Mary Gilmore, whose Women’s Page ran from 1908 to 1931. Gilmore’s page was unique, directed specifically at the women of the working class. As workers fought for wage justice and decent working conditions, Mary Gilmore offered practical advice for wives and mothers at home struggling with limited budgets. She also published letters from unionist women and girls, and a selection of her own poetry.



One of Dame Mary Gilmore’s many Women’s Pages

Reading The Worker Today

Early issues of the Worker’s four imprints are now fully digitised and available to read on Trove, courtesy of the National Library.

Each paper is available to view in full below:

The Hummer (1891-1892)
<https://go.awu.net.au/The-Hummer>

The Sydney Worker (1892-1913)
<https://go.awu.net.au/Sydney-Worker>

The Brisbane Worker (1890-1955)
<https://go.awu.net.au/Brisbane-Worker>

The Australian Worker (1913-1950)
<https://go.awu.net.au/Australian-Worker>

Vale Mick O'Shea 1933-2024

Born on the 22nd of October, 1933, Mick was a stalwart member of the AWU for an incredible 75 years, leaving an indelible mark on the labour movement and the communities he served.

Mick became a shearer in Coonamble at the age of 15, and embodied the hard-working spirit of the Australian country worker as he travelled across NSW, shearing sheep and building a reputation for dedication and skill.

Mick's journey with the AWU began in 1949, at the age of 16, and he dedicated his life to the union, becoming an Organiser from 1974 to 1993 and later serving as the AWU NSW Branch Secretary from 1993 to 1996.

Mick's dedication to improving the lives of the working class was his life's passion – His family remember the countless days he spent travelling across the state from Broken Hill to Cobar.

Vale Ian Cuttler 1940-2024

Born on the 28th of November, 1940, Ian's life was a testament to dedication, integrity, and service to others.

In 1978, Ian, an experienced organiser, was elected Victorian Branch Secretary, a position he held for 12 years. Recognising the importance of grassroots organising, Ian established local committees for the shearing industry in Victoria to build camaraderie and solidarity among workers.

As a shearer himself, Ian understood the challenges and hardships faced by workers in the industry. He was a champion for fair treatment, advocating for a 38-hour work week and rostered days off, ensuring that workers received the respect and dignity they deserved.

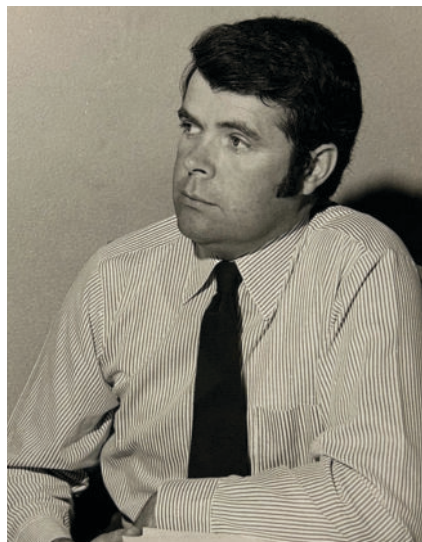
Ian's passion for the union and the people it



Mick during his years as NSW Branch Secretary

One of Mick's significant contributions to the AWU's history was during the Wide Comb dispute while he served as the Assistant Branch Secretary.

After retiring in 1996, Mick continued his commitment to service, volunteering at St. Vincent de Paul and the Salvation Army, driven by his deep faith and dedication to helping others.



Ian in the 1970's

represented was unmatched. He learned the art of shearing from his father, Bob Cuttler, the longest-serving AWU member at the time of the union's centenary in 1986.

Ian Cuttler will be remembered not only for his contributions to the AWU and the shearing industry but also for his warmth, generosity, and commitment to making the union a better place for all members.

How AustralianSuper is working to assist with recovering unpaid super.

Unpaid super is when an employer fails to pay, or underpays, an employee's superannuation. Every year, millions of employees collectively miss out on billions in unpaid super¹.

The ongoing cost of unpaid super

Your super fund actively invests your savings to help them grow over time. But money that's not in your account doesn't have that opportunity. So if your employer isn't paying, or is underpaying, your super you could be missing out on the potential to maximise your future savings.

3 steps to ensure you're getting your super

There're a number of ways to ensure you're not impacted by unpaid super.

1. Check your super is getting paid via your fund's website or app.
2. Use the Federal Government's Estimate My Super tool to ensure the amount is correct.

3. Report unpaid super through the Australian Tax Office and Fair Work Ombudsman.

How AustralianSuper tackles unpaid super

As a fund that puts members first, AustralianSuper works with employees and employers to communicate the importance of super being paid correctly and on time. We do this by:

- Working with unions: Members can receive guidance around payments and help tracking unpaid super.
- Working with employers: AustralianSuper educates businesses about how to make payments and penalties for late payments.
- Following up on late payments with AustralianSuper's arrears program

To read more about how AustralianSuper helps with unpaid super, scan the QR code:



1. Industry Super Fund – A quarter of all workers not paid \$5 billion in super <https://www.industrysuper.com/media/report-reveals-a-quarter-of-all-workers-not-paid-5-billion-in-super/>

This information may be general financial advice which doesn't take into account your personal objectives, financial situation or needs. Before making a decision about AustralianSuper, you should think about your financial requirements and refer to the relevant Product Disclosure Statement available at australiansuper.com/pds or by calling 1300 300 273. A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at australiansuper.com/tmd.

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Authorised by Paul Farrow, AWU National Secretary