

Block A Resolutions IR matters

A 1 Workplace Manslaughter

The State Conference congratulates the Andrews Labor Government for their commitment to bringing in Workplace Manslaughter laws that will hold bosses accountable where their negligent conduct causes the death of a worker or member of the public.

Too many Australians die at work, in circumstances that are preventable. 27 Victorians have died at work this year.

The State Conference welcomes the passage of the Workplace Manslaughter laws through the Legislative Assembly this week. We call on the Parliament to pass these laws by the end of the year.

Moved: Mick Myles, CFMEU

Seconded: Michael Watson ETU

A2 Public Assets in Public Control

The 2019 Victorian State Conference calls on the State Labor Government to halt any plans to offload either the ownership or the operation of any essential services to the private sector, and to actively pursue opportunities to bring essential services back into public hands.

The conference calls on the Government to properly invest in our public services to ensure they are operating in the best interests of Victorians, and to reject private sector involvement. The alternative will only serve to worsen service quality while forcing more workers into insecure, short-term or casualised work as they bear the brunt of private sector cost-cutting.

The conference reminds the Government of its commitment in the 2018 platform to seek to return public assets and services to public hands, and to work to undo the damage of privatisation.

We call on the State Labor Government to turn away from a Jeff Kennett-lite path of sell offs and long term leases. The public have not forgotten the sell-offs of those years, they will not forget this. The Government must keep faith with the Victorian public and keep VicRoads Registration and Licensing in public hands.

Moved: Lisa Darmanin, ASU

Seconded: Paul Healey, HACSU

A3 Workers on Company and Government Boards

Workers are the backbone of Victoria's economy. Every successful company has done so due in large part to the work of their workers. Despite this, in many companies workers are not given a participatory voice in the crucial decisions that impact those very workers most. The introduction of elected workers on company and Government Boards is an important step in bringing back worker voice in the workplace.

Workers on Boards present a crucial opportunity to give workers back a voice over decisions that directly affect them, and holds executives to account in considering the impacts of decisions beyond simply the benefits for shareholders.

Motion:

Conference calls on the Andrews Labor Government to work with the Victorian trade union movement in 2020 to develop a model of installing elected workers on company and government managed Boards.

Moved: Nic Kimberley Macnamara FEA

Seconded: Marg Lewis Bendigo FEA .

A4 Wage Theft

That this conference commends the Andrews Government for their commitment to making wage theft a crime in Victoria and acknowledges and commends them for the consultation with stakeholders and unions.

Wage theft is rampant across all parts of the economy – from farms and food manufacturing to hospitality and cleaning – no industry or jurisdiction is immune. Wage theft occurs most often to vulnerable workers, those on lower wages, young and migrant workers, but increasingly wage theft impacts jobs across all demographics and is being undertaken by large and sophisticated employers.

United Voice & National Union of Workers have built a new union of 150,000 members standing together for a better future - United Workers Union. Many members of our big, new union have been impacted by wage theft.

Wage theft affects communities, drives down wages and consumption across the economy, worsens inequality and erodes trust in the laws of this country.

Despite increasing media attention of rampant wage theft - from George Calombaris and Rockpool in hospitality, to Della Rosa in food manufacturing and Polytrade, a recycling business – wage theft continues to be a business model, even for large and sophisticated employers.

Laws that eradicate wage theft cannot happen soon enough. Given the mounting evidence, any delay on acting on wage theft laws cannot be condoned. Labor as the party of working people needs to act now.

This conference calls on the Andrews Government to ensure:

- That they act immediately on making wage theft a crime;
- Increase access to wage justice for workers by reforming courts and tribunals to enable fast and simple avenues to recover wages, including through their representatives; and
- Empowering unions to investigate and prosecute wage theft.

Moved: Susie Allison UWU

Seconded: Ben Redford UWU

A6 Public Sector Wage cap

The public sector not only ensures the provision and operation of services Victorians rely on every day, it drives our economy and sets the standard for wages and conditions.

Instead of investing in secure, permanent public sector jobs, the Coalition Government has continued cutting jobs from Victoria. At the same time, the Andrews Labor Government has imposed an unfair 2% cap on public sector wages policy. These measures depress wages across the labour market, and ultimately impact on the economy through a reduction in household spending.

Wages and staffing caps remove the ability of public sector workers and their unions to negotiate fully and in good faith with the government, and takes away collective bargaining rights as a result.

At the same time, contracting out of government jobs, particularly by the Coalition Government, erodes the public sector's ability to deliver core functions and fair outcomes for the Victorian community.

VIC State Conference calls on our Federal and State Governments, and Federal Labor when in Government, to:

- Reverse past job cuts and invest in permanent public sector staff.
- Bring outsourced work back to the public sector and cap the use of contractors, consultants and labour hire.
- End the use of efficiency dividends to squeeze an already stretched public service.
- Realise digital transformation is about improving service delivery, not simply cost cutting
- Increase staffing levels in the agencies that have an existing regional footprint
- Build on that footprint through establishing new agencies or functions
- Ensure the Government's bargaining policy encourages, rather than holds back, wage growth, by scrapping unfair wages and staffing caps

Moved: Lisa Newman (CPSU)

Seconded: Leon Wiegard (ASU)

A 7 Superannuation Adequacy and Equity – Leading the way in Victoria Delivering 12% Super by 2025

Conference notes with grave concern and condemns the agitating inside the Morrison Federal Coalition Government for a freeze on the much needed increase to the Superannuation Guarantee [SG] to 12%, the last freeze initiated by the Liberals in 2014 by Tony Abbott (supported by Scott Morrison) cost workers close to \$100,000 in retirement savings. The Liberals have always been ideologically opposed to Australia's compulsory superannuation system.

The system currently disadvantages women, and exacerbates the gender pay gap. The gap sits between 15% and 19% for wages but jumps to 47% when women retire. On average, women currently retire with \$90,000 less than men. Freezing the SG below 12% will have a further devastating impact on the retirement incomes of working women.

This conference calls for a concerted effort by the party organisation, the Andrews Labor Government and affiliated unions to campaign in opposition to any delay or freeze on mandating the SG to 12%.

Payment of Super with Wages

Conference notes and supports the campaign by affiliated Unions and Profit to Member Industry Super Funds for action against the non-payment or underpayment of SG contributions.

Industry Super Australia [ISA] analysis shows one in three working Australians are robbed of close to \$6 billion in super each year by employers – the equivalent of nearly \$2,000 per person.

A key systemic issue relating to underpayments is that the law only requires super to be paid into a worker's account quarterly, meaning it is easy for payments to fall through the cracks and for unscrupulous employers to deliberately hang on to the money. While most employers do the right thing, there is a small minority who exploit loopholes in the law and tax regulation to rip off hardworking Australians and rob them of their hard-earned super.

This is money that should be in a worker's account and could make a huge difference to their quality of life at retirement. Increasing the frequency of SG payments from quarterly to fortnightly (pay day) increases accountability and the effectiveness of compounding investment growth for the worker.

Conference notes that there are no regulatory or systems impediments for employers to voluntarily do the right thing and pay super on pay day.

Conference calls on the Victorian Andrews Labor Government to lead the way by:

- Requiring the Victorian public sector employers and providers of outsourced government services to pay their employees super on the same day as pay day.
- Committing to increasing Victorian public sector workers superannuation to at least 12% by 2025 via enterprise agreements with unions.

Conference calls on the Federal Government to change the SG law and require all employers to pay super at the same time as their employees pay day.

Moved: Lloyd Williams HACSU

Seconded: Debbie Gunn HACSU

A8 Alstrom Transport – Ballarat Workshops

Preamble

For over a century, the Ballarat rail workshops now operated by Alstom have delivered quality well-paid manufacturing jobs in the Ballarat community.

The Alstom Ballarat workshops currently employ approximately 100 locals directly in permanent ongoing jobs and around 300 indirectly. Alstom has further committed to engaging 30 new apprenticeships, which also hang in the balance without the security of the funding.

Unfortunately, despite considerable efforts from the three Unions involved (AMWU, ETU & RTBU), there has been little action in relation to securing the next rolling stock contract.

Conference notes the significant work that the Andrews Labor Government has done in the industry since coming to government. It is because of a Labor government that we still have a locally manufactured rolling stock in the state of Victoria. This manufacturing provides jobs in both rural and suburban Victoria.

But let's be clear – without certainty around future procurement of Metro rolling stock, the future viability of the Ballarat workshops and 100 local manufacturing jobs are at significant risk.

Given that regional jobs are said to be a high priority for this government, the time to act on this is now.

Motion

Conference resolves that:

- Alstom and the Andrews Labor Government will finalise reasonable plans for future rolling stock production at the Ballarat workshops, securing the future of over 100 local manufacturing jobs.
- The Andrews Labor Government ensures all future contracts for rolling stock have substantial and unavoidable requirements for local content, which are regularly audited and publicly reported.
- That contractors are held to account on local content requirements with financial penalties and these penalties are meaningful.
- Ensure the Minister convenes a roundtable with the relevant unions and industry to create a regular dialogue and to administer a future long-term rolling stock acquisition plan.

Moved: Tony Mavromatis, AMWU

Seconded: Michael Watson, ETU

A9 Workers compensation

Preamble:

State Conference notes that the Victorian Government had indicated previously that no substantial reform of Workers Compensation would take place in the first 2014-2018 term of office.

In fact, only very minor changes to the scheme have been legislated since winning Government.

Now is the time for substantive change of a system that is broken for injured workers.

Conference welcomes the Andrews Labor Government's commencement of consultation for arbitration powers for the Accident Compensation Conciliation Service.

Conference also recognises the commitment by the Government to legislate for provisional acceptance of mental injuries by November 2020.

But so much more needs to be done.

The notion that a Victorian worker can go to work and at no fault of their own get injured and end-up financially worse off should not sit well with any delegate to this Conference. It is incumbent upon us, the Labor Party, to fix this scheme so it works in favour of injured workers and not insurance companies.

Conference acknowledges that this mess cannot be fixed within a single term of Government, but it is now time to begin the significant reforms needed to get Workers' Compensation working for those that it is supposed to, Victorian workers.

Conference resolves that:

- The Victorian Government will amend the Workplace Injury and Recovery Act to include superannuation payments for claims that reach 26 weeks by November 2020. And for claims that reach 13 weeks by July 2022.
- Remove limitations on claims of psychological injury. Most notably, amending section 40(i) of the Act by removing the reference to "**predominantly**". Too often claim agents are using this clause to reject important mental health claims that are not caused wholly by reasonable management action.
- "A Voice for Workers". The Victorian Government will legislate a voice for Victorian workers to the board of Worksafe. This appointment, which will be made in consultation with Victorian Trades Hall and the Victorian Union more broadly, this will ensure that there is worker and Union representation on the board irrespective of which party is in government.

Moved: Dylan Wight AMWU

Seconded: Tony Mavromatis AMWU

A10 Ban on PFAS in the Victorian Fire Services

Preamble to resolution regarding a ban on PFAS in the Victorian Fire Services

Professional career firefighters forego quantity and quality of life in serving the community.

It is scientifically proven that career firefighters are exposed to thousands of toxic, carcinogenic chemicals at an average structure fire. However, it is not just the fire and combustion of materials that are toxic. Professional career firefighters have also been exposed to PFAS (poly-fluoroalkyl substances) in firefighting foams.

The training and operational use of toxic foams by career firefighters, and the run off in waterways, soil and the environment, all affect career firefighters and surrounding communities – long after training is conducted or the fire is put out.

The United Firefighters Union (Vic) has advocated and achieved the introduction of fluoride-free foam (i.e. non-PFAS containing foams) in the Victorian Fire Services. However, more recently, the UFU has battled with firefighting foam providers, employers and other third parties who are pushing for the use of PFHxS (perfluorohexane sulfonate), marketed as a PFAS replacement, in firefighting foams.

PFAS is toxic. PFHxS is also toxic.

This is why the UFU sent a delegation to the United Nations earlier this year to advocate on behalf of all career firefighters – in Australia and worldwide.

This was the first time that a trade union or a uniformed delegation made a submission to the UN Stockholm Convention, to ensure that the health and safety of the end user – the worker – was protected.

In doing this, the UFU achieved a worldwide ban on the use of PFOA, including the use of PFOA/PFOS in firefighting foams. However, this ban came with certain exemptions.

Following this, in October this year, the UFU attended the UN POPRC-15 (Persistent Organic Pollutant Review Committee) - this time to advocate for a full ban on PFHxS. Manufacturers have marketed this

chemical as the safer alternative to PFAS. It is not safer. PFHxS bio-accumulates in firefighters/workers' bodies, it has a longer life, and it is still toxic.

The real-life, operational experience of the end user once again prevailed and the UFU achieved a unanimous resolution to provide a recommendation to the next Stockholm Convention to ban PFHxS with no exemptions.

The United Nations has acknowledged and acted upon the harms that PFAS cause workers and the community. As such, the UFU respectfully puts forward the following resolution:

Resolution:

State Conference calls upon the Victorian Labor Government and all Victorian Labor members and affiliates to:

- Support a state ban on the use of PFAS in the fire services
- Support a coordinated process of mandatory PFAS decontamination of all fire appliances, fire stations and training grounds

Moved: Peter Marshall, UFU

Seconded: Laura Campanaro, UFU

A11 Ballarat Workshops

Preamble

The Ballarat rail workshops have been home to rail manufacturing, skills, quality jobs and an important asset to the broader local community for over 100 years.

Despite significant efforts made by Alstom Ballarat to accommodate and support the community through lulls in the government train order pipeline, the Victorian Government continues to sit on its hands in relation to the ongoing viability of the workshop through a failure to give the security of the next rolling stock contract.

The Alstom Ballarat workshops currently employ approximately 100 locals directly in permanent ongoing jobs and approximately 300 indirectly. Alstom has further made a commitment to engaging 30 new apprenticeships which also hang in the balance without the security of funding.

In campaigning for election in the region, the now Andrews government made a commitment to locals to support the Alstom workshops with a steady pipeline of work but have thus far failed to deliver on this promise.

Further, a commitment was made across the state to implement a new rolling stock strategy to give certainty to the industry, reduce costs, and ensure Victoria is building additional trains at the rate required by the booming population.

The clock is now ticking for job certainty and security for the local community.

Motion

Noting the commitment made to the local community by Andrews and his team throughout the election campaign to support the Alstom rail workshop in Ballarat; and,

Noting that a commitment was made in 2015 to implement a rolling stock strategy to remove uncertainty on train orders and acknowledging the pressing need to produce the rolling stock required to meet demand of increased patronage; and,

Noting that 100 direct employees stand to lose their jobs as a result of inaction from the responsible minister; and,

Noting the need for continued support for regional communities across Victoria,

This conference resolves to:

- Reemphasise the importance of stability and predictability of quality jobs through regional Victoria.
- Encourage the minister to commit to a new substantive order of trains that will provide security and certainty for the community employed and supported by the Ballarat Workshops.
- Ensure the Minister convene a roundtable with the respective unions and local community to ensure a genuine rolling stock strategy is implemented to uphold the integrity of the Victorian rolling stock industry.

Moved: Bryan Evans Rail, Tram and Bus Union

Seconded: Luba Grigorovitch Rail, Tram and Bus Union

A12 Victoria's Mental Health Workforce

Conference notes the commitment of the Andrews Government to implementing the recommendations of the Royal Commission into Victoria's Mental Health System and calls on the government to ensure that in implementing changes to Victoria's Mental Health System important workforce issues are addressed, including:

- Providing adequate funding to address existing staffing shortages in Victoria's Mental Health System,
- Develop and implement a comprehensive mental health workforce strategy that addresses systemic recruitment and retention issues,
- Provide a diversity of bed-stock and community-based services to allow consumers to have access to services when they want it.

Conference calls on the Andrews Government to step in to ensure Ballarat Health Services maintain adequate clinical staffing in the Prevention and Recovery Care (PARC) service and develop a wellness and recovery hub.

Moved: Paul Healey HACSU
Seconded: Lisa Andrew HACSU

A13 Metro Trains Melbourne

Preamble

Following the decision of the Andrews Government to gift Metro Trains Melbourne (MTM) the franchise to run Melbourne's metropolitan passenger trains for a further 7 years, over \$1 billion of public funds continue to be handed over to the multinational operator each year. MTM is a consortium of MTR Corporation, John Holland & UGL.

In return Victorian commuters continue to be screwed by the corporation looking to fudge figures and meet punctuality targets by causing fake cancellations and service alterations. MTM continue to have a bad reputation amongst employees as being a mean spirited employer who puts profits ahead of services.

In recent Enterprise Agreement negotiations between MTM management and the RTBU (on behalf of MTM employees), the Victorian Government has supported MTM in waging its attacks on the workforce. The Minister for Public Transport has embarrassingly received a one sided story from Metro management and has refused to meet with the union in any genuine way.

MTM have also sought to use Australia's broken IR system to block rail workers from taking protected industrial action in pursuit of a fair workplace agreement with the multibillion dollar multinational corporation.

The manoeuvring of Metro Trains Melbourne is in the same class as the aggressive enterprise agreement terminations that occurred to Aurizon employees and exploits the same broken rules as used by corporations such as Exxon Mobil, UGL & CUB to name a few. But the Fair Work Legislation provided for the Victorian Minister for Industrial Relations, Tim Pallas, with a right to intervene to support the RTBU's Federal Court bid to clear away the obstacles to rail workers exercising their democratic right to take protected industrial action. He didn't.

The Hong Kong government is a majority shareholder of MTR Corporation which controls the MTM project in Victoria. While Hong Kong recognises the profit that can be made from running our public transport, Victoria must take responsibility for the train services, maintenance, projects and workforce who keep Melbourne moving.

Motion

Noting the abominable and aggressive tactics used by Metro Trains Melbourne against its workforce in this current round of Enterprise Agreement negotiations and the lack of support or interest shown by the Andrews Government to find harmonious resolution between the parties involved, this conference re-asserts its support for working Victorians struggling for a fair deal in the face of aggressive anti-worker legislation and calls on the State Government to remember those that got them elected.

It is not ok to be elected off the back of workers, to simply forget about workers when you are in power.

Moved: Luba Grigorovitch Rail, Tram and Bus Union
Seconded: Jim Chrysostomou Rail, Tram and Bus Union

A14 Worker Safety

On Average 190 people lose their life each year at work, while 563 000 have to take time off due to Injury. Road Transport, Agriculture and Construction make up the bulk of both deaths and injuries with construction seeing the highest number of lost time Injuries by occupation. Falling objects, Vehicle Collisions, manual handling and falls from height are the biggest causes of injuries and fatalities.

We congratulate Minister Hennessy over the work done around the industrial manslaughter legislation and making bosses responsible for the lives of those who work for them. Having said that prevention of both death and injury would be preferable to having to prosecute negligent bosses.

To that end we propose several changes around the Worksafe Legislation in order to up enforcement and compliance to the OHS Act and Regulations, with the addition of more stringent minimum standards for Worksafe to enforce. Road Laws are enforced without equivocation when it comes to safety and we propose that the same should apply to workplace safety. To that end we propose.

1/ The introduction of an enforcement policy with

- a. An easy to follow list of violations of the OHS Act and Regulations that requires inspectors to act with fines, prohibition and improvement notices.
- b. On the Spot Fines
- c. Obstruction of ARREO holders to be dealt with by on the spot fines.

2/ Compliance Codes to be legislated as the minimum standards for the control and management of risks. With the addition of

- a. Screens and Gentries as minimum requirements for falling object protection.
- b. Hoists to be mandatory for all jobs 4 stories and above and material hoists or other mechanical means to be mandatory for moving material between floors.
- c. A full hygienist report to be done before the commencement of all jobs, with all hazards to be listed with control measures. This report to be provided to all interested parties.

3/ A new review of all Compliance Codes for high risk work to be undertaken with the view to their use as minimum requirements.

Moved: Mick Myles, CFMEU
Seconded: Robbie Graauwmans, CFMEU

A15 Right of Entry

Safety is Union business and the operation of Unions in high risk occupations is particularly reliant on the use of Right of Entry provisions for Safety. Union intervention has led to fewer injuries and incidents worldwide as compared to areas without union presence. The federal Liberal Government has done everything in their power to curb the ability of unions to represent their members effectively. While the Fair Work Act is a Federal Provision, Right of Entry for safety is a State matter. We therefore call on the State Government to enact legislation allowing

- a. The taking of recordings and photos in support of an ARREO holders entry to be made clearly allowable.
- b. Currently, only employees or elected officers of a union can be Authorised Representative of Employee Organisations (AREO) under section 81 of the Act.

This definition should be broadened to enable the following classes of person to hold AREO permits:

Shop Stewards;

Union delegates of at least 3 years' continuous experience;

Members of at least 5 years' standing;

Former elected officers of the organisation. To be accepted, an application for an AREO permit by these expanded classes must be supported in writing by an executive officer of the relevant employee organisation.

- c. Directions to cease work

Currently, only the employer or the designated health and safety representative have the power to direct that work cease under section 74 of the Act.

This power should be extended to AREO permit holders.

- d. Meetings

Authorised Reps who have directed a cease work are to be allowed a meeting with affected members.

Moved: Mick Myles, CFMEU
Seconded: Robbie Graauwmans, CFMEU

Block B Resolutions - Federal Matters

B1 Peru, Hong Kong and Indonesia - Free Trade Agreements

Preamble

The Decision of Federal Parliamentary Labor Party (FPLP) to support the Peru, Indonesia and Hong Kong Free Trade Agreements (FTA's) was a slap in the face to Australian workers and their Trade Unions.

Support of these FTA's was in direct contravention of the ALP National platform adopted in late 2018.

Trade Unions broadly oppose these deals because they lead to multi-national corporations having more power, worsening labour standards and diminishing national sovereignty.

There are examples of workers and communities being devastated by these agreements including the rampant use of imported labour. There is no assurance the Federal Coalition Government could provide that these new FTA's would not simply continue this cycle.

While international trade is essential for Australia's economic future, we must trade in a manner which puts local jobs and local communities ahead of the interests of multi-nationals.

There is a clear path for Labor to be true to its values while communicating a strong jobs message, without supporting FTA's that are bad for Australian workers. Labor in opposition must have the leadership to oppose policy positions which are against our shared values and clearly communicate to the public the reasons why.

Motion

This Conference resolves that:

- The decision of the FPLP to support the Peru, Indonesia and Hong Kong Free Trade deals, with complete disregard for our party's national platform is abhorrent.
- The lack of good faith consultation with affiliated trade unions is unacceptable.
- Labor must oppose future trade deals that include IDIS clauses, abandon labour market testing and sell out Australian workers.
- This conference expects Victorian members of the Federal Caucus to consult with Victorian affiliated trade unions on all matters relating to trade that are presented to the federal parliament.

Moved: Tony Mavromatis, AMWU
Seconded: Michael Watson, ETU

B2 Scrap Robodebt

Since 2016 the Federal Coalition Government has targeted some of the most vulnerable Australians with its harsh and unfair Robodebt scheme.

The program has evolved through various iterations and promises of budget savings. First dubbed the Online Compliance Scheme (OCI), then Employment Income Confirmation (EIC), now Check and Update Past Information (CUPI), the scheme has cost taxpayers more than \$500 million for a return of just \$100 million – with untold social cost.

At least 20% of all Robodebts claimed by the Government are inaccurate, and for those well-resourced and persistent enough to make it through Centrelink's formal review processes, debts are typically reduced by 75%.

Labor has always believed that if an overpayment is made to a welfare recipient then it should rightfully be repaid. But this Government's Robodebt scheme has long been recognised by prominent legal figures, the Commonwealth Ombudsman, senate inquiries, advocacy groups, unions, academics, two actions in the federal court and a class action – as not only unfair, but likely unlawful.

The defining features of the Coalition's current Robodebt scheme include:

- It is inaccurate: the computerised averaging calculation is claiming false debts that, when challenged, have led to more than 100,000 debts being altered.
- The operation of that computerised calculation has little to no meaningful human oversight. Centrelink officers act to enforce the debt number but allegedly do not check that it is correct.
- Recipients of debt notices are given no evidence or detail of how the figure claimed is arrived at, and are often forced to submit Freedom of Information (FOI) requests to obtain calculation information.
- The onus of proof is reversed meaning recipients must prove they do not owe the amount of money being claimed. With many of the debts claimed occurring several years ago, this can be a painstaking and torturous process for Australians of trying to obtain historical statements from banks.

In August 2019 leaked cabinet documents revealed that the Morrison Government was considering expanding the Robodebt scheme to “sensitive groups” in order to reach its \$2.1 billion budget savings target. Older Australians, those who are living in remote areas, people who are homeless, and people with disability would be among those affected.

It is clear that the Morrison Government stop at nothing to prop up their budget surplus – even when the evidence clearly shows Robodebt ought to be scrapped.

Motion

Victorian Labor acknowledges the right of federal governments to recoup welfare overpayments where they legitimately exist, and note the overwhelming evidence presented by legal figures, advocacy groups, unions, academics, two Commonwealth Ombudsman reports, three Senate Inquiries, two actions in the federal court and a class action regarding the current practice;

And calls on the Morrison Government to immediately suspend Centrelink’s automated compliance, or “robodebt” program, and halt any plans to expand it.

Moved: Bill Shorten Maryibyrnong FEA
Seconded: Susie Byers CPSU

B3 Save the NDIS

Victorian Labor condemns the Morrison Government for its failure to properly rollout the National Disability Insurance Scheme, as well as its disgraceful decision to prop up this year’s budget on the backs of people with a disability, their families and carers to the cost of \$4.6 billion.

Moved: Bill Shorten Maryibyrnong FEA
Seconded: Lloyd Williams HACSU

B4 Eradication of Hipster Rabbits (end payday lending)

Preamble

Payday lending is a scourge on working people. These legal loan sharks congregate in lower socio-economic communities or through slick advertising for online lending, locking financial vulnerable individuals into a vicious cycle of unaffordable high-interest loans,

The Coalition Government promised action three years ago. It has failed to implement the recommendations from its own independent review.

An alliance of consumer advocacy organisations, the “Stop the Debt Trap Alliance”, was launched in response to this inaction. Labor should support this Alliance.

Motion

Conference:

1. Condemns the Federal Coalition Government for failing to implement the recommendations from its own “Review of Small Amount Credit Contracts”.
2. Calls for the Federal Parliamentary Labor Party (FPLP) to support the “Stop the Debt Trap” campaign and its proposed reforms:
 - a. a 10% cap on the amount payday lenders and consumer lease companies can charge
 - b. equal repayments over the life of the payday loan, rather than dragging out the life of the loan
 - c. restricting monthly fees to the life of a loan, including when a loan is repaid early.
3. Calls for the FPLP to further develop measures to divert financially stressed individuals away from payday lending.

Moved: Xavier Smith, Aston FEA
Seconded: Matt Musilli, Casey FEA

B5 Free Media

That State Conference recommends to National Conference that a federal Labor Government legislate changes to the law to recognise and enshrine a public interest protection for whistleblowers and for journalists. Without these protections Australians will be denied important information it is their right as citizens to have.

The Australian Federal Police raids on the homes of journalists and on the offices of the Australian Broadcasting Corporation represents a grave threat to press freedom in Australia, and to our free and open society.

A healthy democracy cannot function without its media being free to bring to light uncomfortable truths, to scrutinise the powerful and inform our communities.

This Conference of the Victorian Branch of the Australian Labor Party urges the National Conference to action to protect our democracy for all Australians.

The Branch also requests that the Commonwealth Affairs & Federal Relations and Justice & Democracy Policy Committees to consider these issues in more detail and make appropriate recommendations to National Conference..

Moved: Steve Brown, Melbourne FEA
Seconded: Louise Crawford, Macnamara FEA

B6 Jobs in a clean economy

To seize the enormous job opportunities for Australia in a decarbonized world, this conference calls on the next Albanese Labor government to:

1. Rely on the best scientific advice when setting targets for emissions reduction and renewable energy generation;
2. Provide Australians with well-paying jobs to:
 1. Fix our broken national electricity system by investing in new network infrastructure, renewable generation and storage;
 2. Reduce our dependence on imported oil by supporting a local electric vehicle manufacturing industry;
 3. Protect Australians in the face of drought, heat, flood and bushfire by building resilience into our lived environment;
 4. Lower Australian's cost of living by improving energy and water efficiency in our homes and workplaces;
 5. Improve Australia's economic performance by encouraging the creation of new and diversified export industries.

Moved: Sean Kellett, Kooyong FEA
Seconded: Louise Crawford, Macnamara FEA

B6a Workers to save the world! (from climate change)

Preamble

Without a transition to renewable energy and a significant reduction in carbon emissions, the planet, and our society, will face grave consequences.

Understandably, workers in a variety of energy-intense industries are concerned this action will impact their jobs, their income, and their ability to provide for their families. Labor's mission is to resolve this tension.

Motion

Conference:

1. Congratulates the Andrews Labor Government on its proactive agenda to reduce carbon emissions with a strong focus on jobs focus and acknowledges this is the example to be set across the country.
2. Calls upon a future Federal Labor Government to make addressing climate change and reducing carbon emissions as an immediate priority.
3. Notes that proactive action now will avert economic shocks to communities as energy-intense industries, particular coal-fired generation, are either phased out or transition in the coming years.
4. Calls upon a future Federal Labor Government to ensure the skills and capabilities of these workers are used to manufacture and develop the new energy sources and technologies to address the looming climate crisis.

Moved: Xavier Smith (Aston FEA)
Seconded: Matt Musilli (Casey FEA)

B7 Commonwealth Welfare Payments and raising the rate of Newstart

That State Conference recommends to National Conference that the national platform of the Australian Labor Party direct an incoming Federal Labor Government to raise the rate of Newstart by at least \$75 per

fortnight within two years of forming government and to review Australia's welfare system in its entirety, to ensure it is fit for purpose and adequately supports all Australians who need it.

The rate of Newstart has not increased in real terms in 25 years while the cost of living has gone up. On average people on Newstart are receiving this payment for three years – almost a year longer than in 2014.

Our national economy is not serving low and middle income Australians and the safety net is broken. We call on Federal Labor to hold the Government to account and stand up for those who need it most.

Moved: Steve Brown, Melbourne FEA

Seconded: Kara Hadgraft, Melbourne FEA

B7a Newstart

That the 2019 ALP Victorian State Conference elected State Secretary advise the Prime Minister of Australia and relevant Ministers, including the Leader of the Opposition and Shadow Ministers of the following:

(i) The current Newstart payment Level contributes too significant breaches of recipients Human Rights.

(ii) an immediate increase of a minimum of \$75 /fortnight/registered Newstart recipient be granted from the Federal Budget surplus.

(iii) a joint parliamentary inquiry with public submissions from metropolitan, rural and regional centres nation-wide be undertaken to review all existing Federal Government Welfare Payments and any hindrance and/or enhancement of recipients Human Right's, specifically:

Housing accessibility, affordability and availability

Health/Medical including Mental health, Disability, Carers and Aged Care accessibility, affordability and availability

Education, Training and Employment accessibility, affordability and availability

Child-care accessibility, affordability and availability

(iv) The Federal Government acknowledge that their own research notes no statistically significantly benefit for recipients on the Indue Card, in fact, a demonstrable financial hardship. Therefore all debate for further trials and roll-out of the Indue Card or any similar model should cease immediately from the public domain.

(v) The Federal Government to acknowledge that the existing business model of the Indue Card is contrary to Australian values whereby a private enterprise financially benefits from taxpayers monies supporting our most vulnerable Australians.

Moved: Jane Clarke Flinders FEA

Seconded: Mathew Hilakari Dunkley FEA

B8 Right to Strike

The right to strike is the fundamental human right of every worker to withdraw their labour, recognised and enshrined in international law by the United Nations and its auspice, the International Labour Organisation.

The International Labour Organisation notes that "the right to strike is one of the essential means available to workers and their organisations for the promotion of their economic and social interests. These interests not only have to do with obtaining better working conditions and pursuing collective demands of an occupational nature but also with seeking solutions to economic and social policy questions and to labour problems of any kind which are of direct concern to workers'."

Australia under its current industrial relations system remains in a severe and fundamental breach of its international responsibilities obligations in relation to the right to strike. The ILO has repeatedly condemned the curtailment of the right to strike that has been legislated against to a significant degree in Australia by conscious government policy.

These anti-worker laws are not only in breach of international law, but are without precedent even among other developed nations, with nations such as the United Kingdom and United States enfranchising their workers with a greater right to strike under law than in Australia. In fact, the ILO has deplored restrictions on the right to strike in Australia as the worst of their kind of any comparable nation in the developed world. The curtailment of the right to strike has been a deliberate strategy followed by conservative governments in office over the past 30 years in Australia to weaken the collective bargaining power of workers and strengthen the hand of employers and business to exploit their labour market and cut corners with impunity.

Today , Australian workers have little real power to stand up to bosses and are dogged by insecure and precarious work, unfair dismissals, the precarious gig economy, labour hire and outsourcing and sham contracting to name a few. Genuine industrial action can only take place during a defined enterprise bargaining period and unions must first apply to take this action and then be able to clearly prove that they

and their members have tried to reach an agreement in good faith. Following a secret ballot of the membership the Fair Work commission is then still able to revoke any democratic decision made by that membership, as was recently the case in NSW with RTBU train drivers, who were refused protected industrial action.

Right to strike laws would allow workers to collectively combat these issues and restore their dignity in the workplace. Australian workers must be able to collectively organise and bargain without hindrance in order to ensure safe and fair workplaces and a more egalitarian Australia. This can only come with a genuine, unequivocal and legally enshrined right to strike for all Australian workers.

The Victorian branch of the Australian Labor Party upholds the right to strike under law as the inalienable threshold of a democratic and civil society. It supports the repeal of all legal restrictions on the right to strike in commonwealth and state law in line with Australia's responsibilities under international human rights law.

The enshrinement of the right to strike is a matter of urgency for all Australian workers. The Victorian branch is therefore of the view that State Labor Governments should take proactive action to enshrine the right to strike in law and establish it as a precedent of responsibility for the Commonwealth.

- This conference directs the Victorian Labor Government within its next term in office to legislate for a guaranteed and protected right to strike as a matter of urgency for all workers in Victoria.

Moved: Luba Grigorovitch, RTBU

Seconded: Jack Howard, RTBU

B9 Review the balance of family test for parent visas

Family reunions in Australia have become extremely difficult over the past few years. Under the Coalition government, the annual intake of parent visas has been cut drastically. This has been exacerbated with the harsh and unfair balance of family test, which requires at least half of the applicant's children to be living permanently in Australia, including children of unknown whereabouts or undetermined living status.

Over the last few years, there has been a huge surge of young skilled migrants and international students who have come to Australia from predominantly Asian countries. Many of these individuals have grown to have children and start families of their own. Culturally, grandparents play a critical role in the lives of these children, but within the parent visa stream, the existence of the balance of family test unjustly prevents a huge number of overseas parents of Australian residents from seeking family reunion. This also denies grandparent carers the opportunity to perform the vital role of caring for some of the most vulnerable children. This causes social and economic exclusion, and disproportionately impacts women, low income families, and those with children living across multiple countries.

Motion:

State conference requests the Shadow Minister reconsider Labor's position on parent visas and balance of family test and asks that the Shadow Minister consult widely with recent migrant communities and their representatives with a view to setting a new policy for the ALP.

Moved: Jasvinder Sidhu, Lalor FEA

Seconded: Andrew Giles, Scullin FEA

B10 Long Stay Parent Visas

Victorian Labor urges the federal government to immediately review the current parent visa options to ensure that anyone who wants to bring their parents to Australia can do so in a timely manner and at a reasonable cost rather than the current exorbitant visa rates.

Moved: Manoj Kumar, Chisholm FEA

Seconded: Rosemary Barker, Hotham FEA

Block C resolutions

C1 Deer Eradication

Deer are becoming a serious problem with dramatically increasing numbers in the Yarra Valley and South Eastern Victoria.

The Draft Deer Management Strategy, issued in October 2018 by DEDJTR, estimates the number of deer in Vic to be between several hundred thousand and up to one million wild animals or more and expected to expand.

The impact of deer on the environment, ecological communities, agriculture and the cost of damage done and preventative measure that need to be put in place is becoming significant.

Deer are currently classified as game in Victoria and the only control method is through shooting which is carried out by land holders, professional shooters, accredited volunteers or recreational hunters.

While the financial benefit for some regional economies, as a result of treating deer as game for hunting, is well documented in the Draft Deer Management Strategy, we need to develop additional methods of population control.

Major issues that need to be addressed are:

- monitoring and tracking distribution, density and population growth rate of deer
- review of the game status of all 4 species in Victoria (Sambar, Fallow, Red and Hog)
- develop additional population control methods

The Casey FEA Assembly have moved to have the following urgency motion put to the 2019 Victorian Labor state conference.

To address the environmental, economic and social impact of the rapidly expanding deer population across Eastern Victoria - we call upon the Andrews Labor Government to:

1. Establish a Deer control **research centre** to monitor the distribution and density of deer populations around the state and Develop new deer Population control methods.
2. Support and expand ongoing eradication programs.
3. Review the game status of some deer species in Victoria.

Moved: Matthew Musilli, Casey FEA

Seconded: Sally Brennan, Casey FEA

C2 Offshore wind energy and a Just Transition

Renewable offshore wind energy could be a significant source of energy in Australia. The Andrews Government has the opportunity to play a key role in ensuring that this industry is developed nationally and to make it a model for how a Just Transition can be properly undertaken.

Offshore wind is well-developed internationally but the first offshore wind farm to be developed in Australia is the Star of the South, a 2,000 MW offshore wind project to be built in Commonwealth waters south of Gippsland and connect to the Latrobe Valley grid.

We applaud the Andrews government for the support it has given to the project so far. However, significant challenges remain as the Commonwealth government has not developed a regulatory framework for offshore wind despite first being approached about the Victorian project in 2015.

We call on the Andrews government to:

- Work with unions, community and other stakeholders towards a state-wide Just Transition Group to work with the Latrobe Valley Authority and the Commonwealth to ensure that the project is the best possible example of a just transition in Australia, and with just transition measures listed below included in state government licencing and approvals wherever possible:
 - Local design, manufacturing, construction and procurement covered by union agreements
 - An organised and direct transition for fossil fuel workers, including workers in the oil and gas and coal industries
 - Funding for training provided through TAFEs

- Apprenticeship ratios, including for First Nations and women workers
- Reviewing the social impact of methods for procuring and financing renewable energy projects and associated grid investments, and recommending improvements.
- Continue to fund the Latrobe Valley Authority and Gippsland Trades and Labour Council employment programs.
- Develop an Offshore Wind Master Plan for Victoria to identify further suitable sites and projects for offshore wind development, and the required manufacturing and supply chain. Explore the establishment of a public renewable energy company to ensure projects are developed at the required speed and properly integrated with the grid.

The Andrews government can also take a leadership role through COAG to:

- Ensure that the Commonwealth construction licence issued for the Star of the South and any other offshore wind project has clear measures to ensure a just transition and maximise the good local jobs the project will create.
- Support an Offshore Renewables Act to facilitate offshore wind and ocean renewable energy in Commonwealth waters, planned as part of the electricity system that these projects will be a part of.
- Ensure that NOPSEMA does not become the regulator for offshore wind
- Develop safety codes of practice for the offshore wind industry
- Develop an Offshore Wind Master Plan for Australia to identify further suitable sites and projects for offshore wind development, and an agency to ensure they are delivered. Explore options for public ownership and financing, including through Snowy Hydro, to ensure projects are developed at the required speed and grid integration.

Moved: Robert Lumsden, MUA
Seconded: Michael Watson, ETU

C3 Procurement

The Victorian Government has committed to local jobs, local procurement and training for better skilled jobs.

We call on the Victorian Labor Government to fast track the already promised Fair Jobs Code with these elements where practical and legally permissible and we ask the Minister report back on this at the next state conference:

1. Audit/Certification Process

- Before a company can apply for government money, they must get certified.
- In order to get certified there must be an auditing process whereby a government body goes through a company's records, including its history on wages, IR and OHS.
- There must also be a requirement for the contractor to have a history of working with the relevant union/s. • This concept is based on the ACT model
- The auditor should work across the Labour Hire and Wage Theft Inspectorates.
- Certification should be the gold standard; e.g. "Victorian Government Approved" contractors. Currently, this process works through companies providing statutory declarations, which is not based on fact.

3. Compliance Unit

- Companies should be made to report against their certification and approval standards three monthly, including meeting:
- Wages obligations, in line with market rates.
- OHS obligations, reflecting the Act and regulations (not on the advice of WorkSafe). Requirements to be covered by industrial instruments.
- Quota and other social procurement obligations.
- There should be a mandated percentage allowed of labour hire workers: The view of Victorian unions is this should be no more than 0-5%. And if the contract is longer than six weeks, there should be no labour hire.

- If the company is found to be non-compliant, they should be banned from future contracts.

This is the model in WA and Qld.

- The government must also look at re-writing their contracts, as currently once the contracts for a project are signed, the Government have no ability to influence the conditions of that workforce.

4. Skills Retention

- The government is already doing the work on training people during these jobs, but in many cases, the training is inadequate to the securing of ongoing work and just a stop gap in order to fill training requirements.
- Local Companies with a proven track record on industrial and safety compliance should be given greater incentives to put on apprentices/trainees, through both Government investment and the planning of works to allow ongoing employment.

5. Contract Payments

- Subcontractors currently struggle with payment terms on Government Projects. • Progress payments should be on 30 day terms.
- Factorisation and like-minded payments schemes to be banned LEGISLATED It is the position of the CFMEU that the Fair Jobs Code is a fundamental piece of strategy for protecting the rights of workers in Victoria.

Therefore, it must be legislated, so there is no risk of it being wound back in the event of a change of government.

Moved: Mick Myles, CFMEU
Seconded: Robbie Graauwmans, CFMEU

Block D Administrative Matters

D2 New Members strategy

Labor Party members and activists are our greatest strength. Their work and commitment to our cause is what delivers Labor governments so that we can deliver for people who rely on Labor to make Victoria and Australia a better place to live. When someone chooses to join our party they should be recognised and welcomed with open arms. Members of our party should be provided with information about decisions taken by the party and how they can get more involved. Recognising this, State Conference resolves that State Office will develop a clear member engagement and communications strategy, dealing with:

1. Welcoming new members who join the party, and letting them know how they can become more involved (for example, by providing information about their local branches);
2. Providing members with clear information on ways to get involved in the activities of the party;
3. Reviewing existing regular member communications to ensure they are engaging and provide relevant information in an accessible format; and
4. Communicating significant decisions taken by the party at Conference, Administrative Committee and Party Officers Committee to members.

The State Secretary will provide an interim report to the February Administrative Committee meeting as to progress in reviewing current practices and developing the strategy, and to the next State Conference on implementation of the strategy, including improvements undertaken, and any member response.

Moved: Emeline Gaske, Cooper FEA

Seconded: Karen Douglas Cooper FEA

D3 Support for Labor Local Branches

This Conference recognises that its local Branches and Party members are the Labor's voice in their community and their local community's voice in Labor.

Conference acknowledges the significant challenge of revitalising local branches but believes that it is vital and necessary for the survival of the Party as a democratic membership based organisation.

Conference also acknowledges that changes in society and family and individual time pressures to present barriers to participation in local Labor Branches but also community organisations generally.

It draws to the attention of the incoming Administrative Committee to National Reviews of the last two decades, especially the Fawcner/Bracks/Carr and the Hawke/Wran Reviews, that have told the Party in the strongest of terms that its local branches were in crisis and without action were in danger of collapse.

Conference acknowledges that despite the warnings of those Reviews this crisis continues and has deepened.

Conference notes that the Party no longer has a Membership Development Committee and no longer conducts new Branch Executive training at the start of each year nor new member welcoming events as it has done in the past.

Conference also regrets that despite the rules requiring that State Office must notify Branches of new members transferring into their Branch and of acceptance of applicants to their branch this does not occur. Nor does State Office automatically send Local Branches and FEAs details of new Central members in their area as required by the rules.

State Office no longer sends to Branches, without request, essential forms such as application forms and transfer forms or the list of current branch members and communication of meaningful information which encourages real engagement to branches and to members is at best rare.

This Conference therefore directs the incoming Administrative committee to address the re-energisation of Victoria's local Labor Branches as a matter of urgency and to at the very minimum ensure that the Party meets its obligations to Branches and Party members under its rules.

Moved: Eric Dearthcott, Bendigo FEA

Seconded: David Imber, McNamara FEA

D4 Victorian Government Ministerial Offices

Noting that the issue of tithe payments has previously been raised before at the 2016 Victorian ALP State Conference, with little action taken to remedy it, this Conference reaffirms the importance of the Victorian Labor Party maintaining Labor values both in opposition and in government and commends the Victorian Labor Government for its delivery of many major Labor public policy achievements.

However, Conference also notes that without serious efforts being made by the Party as a whole, the ministerial stratum of the Party can become populated with a disproportionate percentage of policy professional who do not hold core Labor values.

The logical corollary of this is that Labor in Government will shift away from its core values and fail to deliver public policy that, at its core, prioritises the protection and support of the most vulnerable in our society.

Conference notes with concern that there are currently ministerial offices that harbour advisors with deeply anti-union sentiments, some who have a history of anti-union actions. To guard against this, it is essential that Labor Government ministerial staff are at the same time, members of their relevant union as well as the Labor Party, and that all of those staff contribute their tithe to the Labor Party. In addition to membership of their relevant union and the Labor Party, Conference notes the payment of tithes directly contribute to our collective re-election effort.

Conference notes that were all ministerial staff to pay their tithe, this would dramatically increase Labor's ability to run marginal seat campaigns that are urgently required to ensure a second term for the Andrew's Government. The payment of tithes by ministerial staff at both a state and federal levels has been an important factor in previous state and federal Labor government's funding marginal seat campaigns.

Motion:

Conference urgently calls upon the Premier to direct all Labor ministers to audit the organisation of their ministerial offices in order to assess the number of ministerial advisors who are members of both their union and the Labor Party as well as establish how many of their ministerial staff are currently paying their tithe to the Party.

Conference in turn calls upon the State Secretary and the Victorian Administration committee to work with the Premier's office to conduct a review of all ministerial offices and to provide a report to the 2020 Victorian ALP conference. This report should be on the following:

1. The number of ministerial staff who are not members of their relevant union
2. The number of ministerial staff who are not members of the Labor Party
3. The number of ministerial staff who are not paying their tithe to the Labor Party.

Moved: Mick Myles, CFMEU
Seconded: Luba Grigorovitch, RTBU

D5 Labor Enabled

Preamble

Victorian Labor believes that diversity adds real and tangible strength reflecting our whole community which includes people with lived experience of a disability.

Victorian Labor will lead by example and proactively take steps to address social injustice by introducing initiatives to increase meaningful representation mirroring the proactive initiatives adopted in areas of gender, LGBTI and Indigenous communities.

Motion

Conference calls on the Administrative Committee to:

1. Develop an action plan to ensure that people who experience disabilities have a voice and are represented at all levels of the party.
2. Ensure this plan is developed including the voice of people who experience a disability; and
3. Publish and promote the actions of this plan together with the measurable results and report to Conference on an annual basis the progress achieved.

Moved: James Gan, Aston FEA
Seconded: Steve Kent, Deakin FEA

Block E

E1 Labor for Housing

Preamble:

We believe that safe, secure and affordable housing is a fundamental human right and that all levels of government should be doing more to ensure every Victorian can action that right. All Victorians have a right to safe and secure housing, fit for the 21st century.

We acknowledge the significant funding of the Andrews Labor Government thus far, such as the \$209 million election commitment to public housing, the \$1 billion Social Housing Growth Fund and the Public Housing Renewal Program, but also acknowledge there is a long way to go.

We recognise that investment in new public housing dwellings can provide significant support to our construction industry. For every 100 units of public housing built, approximately 80 jobs could be created in construction and an additional 30 ongoing jobs could be created to support people in public housing.¹

We recognise that the voices of experts in this field and the voices of tenants of social housing should be valued equally.

That this conference directs the State Government to:

1. Introduce legislation for mandatory inclusionary zoning for all new housing estates and developments where there are certain number of dwellings,² whereby developers of the sites must set aside a certain proportion (such as minimum 10%) of all new dwellings for public and community housing.³
2. Immediately investigate the current publicly owned land inside the urban growth boundaries (both Melbourne and regional centres) and the feasibility of developing this land into new housing developments with both public and community housing. When public land becomes available, give the first right of refusal to the Director of Housing above other departments and wherever possible, the Director of Housing will develop publicly owned landed into social housing.
3. The motion acknowledges the important and very different roles both public and community housing plays and the large government investment in community housing over recent years. However, the state government must commit to increase the public housing spending to be equal or comparable to the national average of spending on public housing over the next decade.⁴ At a minimum, the state government must commit to building 1600-1700 new social housing dwellings per year, over the next 20

¹ Shirley Jackson, 2019, 'The solution to our housing crisis is deceptively simple – we need to build more houses', *The Guardian*, (5 November 2019). However, these are estimated figures and a more accurate figure can be found in *Housing Ministers' Advisory Committee Social Housing Initiative Review Advisory*, where KPMG estimates that for every \$1 spent, \$1.30 is generated back into the economy (KPMG, 2012, *Housing Ministers' Advisory Committee Social Housing Initiative Review Advisory*)

² For example, 20 dwellings.

³ This will be modelled on the *Town and Country Planning Act 1990*, s 109 (UK) which enforces the development of affordable housing into every development. If developers refuse they must contribute the funding to public housing being built somewhere else in the borough. It also seeks to emulate the Toronto Model which applies to new apartment buildings/urban infill estates.

⁴ Victoria currently spends well below other states and territories on public housing - only \$82.94 per capita, compared to the national average of \$166.93 per capita. As at March 2018, there were 82,000 people on the public housing waiting list – including almost 25,000 children - and this figure is growing by a staggering 500 people per month. The cost of building new dwellings can also be offset by the stamp duty derived from the private dwellings. Further, by ensuring development occurs inside the urban growth boundary, this plan allows public housing tenants access to crucial services and infrastructure.

years, as recommended by the Royal Commission into Family Violence.⁵ This must include a commitment to diverse dwelling sizes.

4. Create the Office of the Social Housing Ombudsman to oversee and streamline complaints processes for all public and community housing tenants and strengthen the rights of community housing tenants.⁶
5. Urge the federal government to meet Federal Labor's commitment of \$6.6b to affordable housing over ten years. The federal government cannot continue to pay lip-service to social housing, while refusing to support state governments to build new housing.
6. Create an independent statutory authority for housing, such as the Victorian Schools Building Authority, to oversee the construction, maintenance, and management of public and community housing in Victoria, to ensure that housing stock increases with population and standards keeps up with community needs.⁷

Moved: Julijana Todorovic Maribyrnong FEA
Seconded: Josh Burns Macnamara FEA

⁵Jenny Smith, 'Victoria's Social Housing Supply Requirements To 2036', as published on Victorian Government website: <https://www.vic.gov.au/family-violence-housing-assistance-implementation-taskforce?fbclid=IwAR1q9MwgTb6asBgDaAOyZ0GUdstv1oo9-a18wZreiZX3hIPiZfU7quHdjZ4>.

The Andrews Government committed to implementing all of the recommendations of the Royal Commission into Family Violence < <https://www.premier.vic.gov.au/getting-on-with-ending-family-violence/> >

⁶ This is to provide greater oversight of both the community and public housing sectors to ensure there is no difference in rights between the two types of tenants regarding basic administrative rights and processes available. This includes a streamlined complaints and appeals processes, prevent discrimination or prejudice and monitor rent rises.

⁷ Independent statutory authorities such as the VBSA or the Level Crossing Removal Authority have been a signature of the Andrews Government, and in other states such as South Australia, Public and Community Housing is already managed by an independent statutory authority. This also seeks to depoliticise the issue of public housing and provide safeguards for the sector.

E3 Early Childhood education and care

This State Conference notes the significant early childhood education and care policy agenda that was taken to the 2019 Federal election. The policy committed \$25 billion in funding to provide free child care to low income families and for wage supplementation to increase the wages of early childhood educators.

The State conference recognises the current child care system is failing Australian families and workers. Childcare is unaffordable for many families and there is a significant lack of supply of quality child care places in key metropolitan and regional communities. This is a barrier to women working and prevents children in low socio-economic families from accessing early childhood education. In addition, the system depresses early childhood educators' wages and conditions.

The State Conference congratulates the Federal Parliamentary Labor Party for its strong childcare policy. Universal, quality, accessible and affordable childcare that recognises and remunerates its workforce as qualified professionals, is core to Labor values. The Federal Labor platform recognises that childcare and early childhood education is crucial for child development, reducing social disadvantage and gender equality.

The State Conference notes the Federal campaign review findings in relation to ensuring campaign policies form part of a coherent Labor story and be guided by strategy and the national interest.

The State Conference urges the Federal Parliamentary Labor party prioritize investment in early childhood education and child care and educator wages in its policy development process over the next three years.

The State Conference congratulates the Andrews Labor Government for its election commitment to fund three year old kinder.

Moved: Zoe Edwards, Wills FEA

Seconded: Annalivia Carli Hannon, Wills FEA

E4 Increased support for new parents

Preamble

The Andrews Labor Government has a great record supporting new parents, including record funding for Maternal and Child Health (MCH) Services and the outstanding "baby bundles".

Unfortunately, more support is needed for new parents. Our incredible MCH nurses are finding it more and more difficult to complete assessments during the key age and stage MCH visits as more and more parents seek their services and the number of assessments during appointments increase.

Additional support for new parents, particularly in-home support and occasional childcare, would also reduce the burden on families to ensure our precious newborns receive the best start to life.

Motion

Conference:

1. Congratulates the Andrews Labor Government for its commitment to the Maternal and Child Health (MCH) service, and particularly notes how appreciative new families are to receive their "baby bundles".
2. Calls upon the government to continue this support, noting that increased support for MCH nurses directly results in increased support for new families.
3. Notes that MCH nurses are finding it difficult to complete their consultations with young families due to increasing pressures on MCH services, which can be to the serious detriment of the parent or child.
4. Calls upon the government to provide additional funding for "additional needs" visits, which will allow MCH nurses to follow up on specific concerns from new parents, especially those without family support.
5. Calls upon the government to develop additional support measures for families, including practical in-home support and accessible occasional childcare, in order to ease the pressures on families struggling during this exciting but daunting time.

Moved: Xavier Smith (Aston FEA)

Seconded: Matt Musilli (Casey FEA)

E5 Trams & Transport Accessibility

Preamble

Now almost two decades into the 21st century, Melbourne's public transport network is still a far cry from being genuinely accessible. Wide platform gaps, poor reliability of automatic announcements, poor technology integration and an ever changing timetable make for a difficult experience.

The tram network alone currently features only 400 raised platforms out of approximately 1700 stops, leaving 1300 stops requiring urgent upgrade in order to provide accessibility improvements necessary including better travel information, raised stops, tactiles, etc.

Governments and operators alike spend enormous amounts of time priding themselves on the improvements being made to the accessibility of our network, however it is always what small changes can be made with a tiny budget.

If we as a society are to be genuine about equal access for all to public transport then we must be prepared to fully fund an accessible system. While infrastructure upgrades will take time to roll out, services should be supported immediately.

This motion calls on the Andrews Labor Government to fund and support a special taskforce within the Department of Transport to offer intermodal person-to-person frontline services for anyone looking to travel within Victoria to ensure no Victorian is left behind.

Motion

Noting that the tram network alone currently features only 400 raised platforms out of approximately 1700 stops, leaving 1300 stops requiring urgent upgrade in order to provide accessibility improvements necessary including better travel information, raised stops, tactiles, etc.

This conference calls on the state government to fund a special taskforce in the next state budget within the department of transport to offer intermodal, person-to-person for anyone with mobility needs to access the public transport network.

Moved: Phil Altieri, Rail, Tram and Bus Union

Seconded: Luba Grigorovitch, Rail, Tram and Bus Union

E6 Port Licensing

Approval of new port entrants without sufficient prior scrutiny places safe work arrangements in jeopardy. Any application to the Minister for an additional (stevedoring, port services and/or towage) licence under s 63D of the *Port Management Act 1995* (Vic) must be accompanied by a clear economic case, showing increased trade exists to support an additional operator, that an additional operator will be viable, and will deliver positive employment and labour standards outcomes. Any licenses granted to new operators entering the port for new business or for competition in existing work spaces, must not have a lower standard of operation than exists with other operators in the port.

In addition to the Victorian Ports Corporation regulatory policy, we further seek policy that investigates the regulatory regime of private operators in existing ports (e.g. Barry Beach).

That the Victorian Government strengthen the regulation of Victorian port operations to improve port productivity and safety and to support the development of Victorian coastal shipping by:

- Developing a new port and maritime services procurement and operations framework for Victorian ports, that requires:
 - Reform of towage licensing arrangements.
 - Outlawing partnership industrial agreements in port towage.
 - Introducing service provision licensing; and licensing requirements for all port and maritime services procurement, including bunkering; diving; dredging; general construction; mooring; non-container stevedoring; port maintenance; project construction; and security.
 - Extending the scope of Port of Melbourne prescribed services for the purposes of Victorian Essential Services Commission (ESC) functions.
 - Establishing a protocol for union participation in workforce induction training and formalised arrangements for accessing workforces.

- Establishing a protocol for welfare and labour organisation's access to ships in port.
- A strengthening of the Victorian port fees and charges regime, and berth access regime, to support Australian coastal shipping.
- Improving the environmental, social and governance (ESG) performance of the corporations operating the port and delivering port services that will ensure continuing investment in the port.

Moved: Aarin Moon, MUA
Seconded: Vince Hourigan, MUA

E 7 Community Health Taskforce

That State Conference resolves that it calls on the Andrews Labor Government to accept the recommendations of the "Community Health Taskforce" to ensure that the important services and programs delivered by community health services are sustained and strengthened to promote health and wellbeing across Victorian communities.

Moved: Deb Thorpe, Melbourne FEA
Seconded: Steve Brown, Melbourne FEA

E8 Harm reduction and community health approach for alcohol, tobacco and other drug (ATOD) policy.

Preamble

This conference congratulates the Victorian Labor Government for the record investment of \$273 million in 2018/19 into ATOD services. Addressing the prevalence of regional and inner city ice/methamphetamine use has been a strong focus of ALP health policy. We can see this in the \$53.2 million Drug Rehabilitation Plan directed towards new rehabilitation beds across Victoria and \$9.7 million towards additional facilities in Gippsland, Barwon and Hume regions in the 2017/18 budget.

There are several key initiatives to address Victorian hotspots for overdose and ATOD related harm, notably the establishment and \$7.2 million upgrade to the Melbourne Safe Injecting Room. At the 2018 election voters strongly endorsed our policy position, as our Liberal/National opposition took high profile policies to the election to go exactly the other way, doubling down on a failed 'war on drugs' approach.

Thanks to the leadership of the Andrews Government, medical cannabis is now legal in Victoria. The Victorian Government has also facilitated the creation of local jobs and facilities as part of its medical cannabis plan and continues to fund treatment for some of Victoria's sickest children through its Compassionate Access Scheme. Naloxone training, ATOD pathways, Safescript and Crisis Hubs are all additional initiatives that signal the strength of our moves towards a health, harm reduction and community safety model of ATOD treatment.

We need to continue this important work toward ATOD harm reduction. There is much more to do to ensure that Victoria moves away from having the very people the ALP represents, workers and their families, suffering the burden of a law and order focused ATOD policy – the human costs and the costs to the state are far too great. The State Labor government must be applauded for starting a journey toward evidence based ATOD policy and we need to continue this journey rather than continuing the failures of the past.

The social and economic cost of a law and order approach toward ATOD is immense and its costs will continue to grow. It takes away police, firefighters, paramedics and emergency health staff resources from other areas of acute need. It adds immense and growing pressure to Victoria's public health system from the number of alcohol and drug-related hospital admissions. The criminalisation of alcohol and drug use also contributes to a disturbing increase in rates of incarceration. Between 2008 and 2018 there was an increase of 81.5 per cent of prisoners in the Victorian prison system, of which 24.4 per cent of women and 13.6 per cent of male prisoners were charged for drug related offences.

Drug use continues across all drug classes regardless of their legal status. Victoria needs policy settings that recognise that punishing ordinary Victorians for drug use further entrenches harm, and takes away resources from the most vulnerable especially in emergency health and justice sectors. Victorians deserve evidence based policy in ATOD that provides the best outcomes, giving a health focused response and avoiding criminalising ordinary Victorians. This will mean a more productive Victoria, more jobs in health, more revenue for government and a proper use of our police and emergency resources. The Andrews government must be strongly congratulated for continuing down this path and this conference joins with them in supporting harm reduction. To encourage these often controversial reforms, Labor for Drug Law Reform

Victoria has been created to advocate internally in the Victorian Labor Party for a harm reduction approach toward ATOD use.

Resolution

1. Conference calls on the government to continue existing harm reduction services such as the Melbourne Safe Injecting Room and continue changing our policy settings in ATOD away from a punitive model toward a health, harm reduction and community safety framework.
2. Conference notes that many other jurisdictions are changing their approach – The ACT Labor Government and the Jacinda Ardern’s New Zealand Labour government have made similar moves toward a harm reduction framework in ATOD, particularly with cannabis regulation, methamphetamine services and alternatives to tobacco.
3. Conference supports the repeal of laws that criminalise public drunkenness and other policies that can increase the efficiency and accessibility of ATOD services to vulnerable Victorians, particularly those experiencing family violence.
4. Conference calls for the Victorian Government look at innovative new strategies that have been trialled elsewhere in a bid to save Victorian lives and strive to reduce harm in the ATOD sector. Important strategies to mention are back-of-house, front-of-house, mobile and fixed-site drug testing and regulation of currently unregulated scheduled substances associated with vaping.
5. As recommended in the report from the Law Reform, Road and Community Safety Committee’s 2018 inquiry, Conference calls for the establishment of a Ministerial Council comprising all relevant Government Ministers with responsibility for ATOD policy including the portfolios of Health, Corrections, Mental health, Police, Education, Early Childhood Education, Road Safety and Multicultural Affairs.
6. As recommended in the report from the Law Reform, Road and Community Safety Committee’s 2018 inquiry, Conference calls for the establishment of an Advisory group sitting underneath the Ministerial Council which engages key stakeholders and experts, front line-services - such as police officers, paramedics and other health workers - and current users, recovering users and affected families.

Moved: Gavin Ryan, Higgins FEA

Seconded: Paul Healy, HACSU

E9 Religious Exemptions

That State Conference resolves that freedom from persecution and freedom of religion are inherent rights possessed by all human beings.

The Australian Constitution ensures the Commonwealth Government cannot pass any laws that prohibit the free exercise of any religion, and in Victoria this is further enhanced by anti-discrimination legislation and the Victorian Charter of Rights and Responsibilities.

We outright reject the proposed freedom of religion bills in their current form.

This conference is appalled that the draft legislation conveys a licence to discriminate, it empowers attacks on vulnerable people and gives greater protection to the religious views of some over the fundamental human rights of all people.

That State Conference calls on the Federal Parliamentary Labor Party to:

- Delay the religious discrimination bills until the Australian Law Reform Commission has completed its comprehensive review of the framework of religious exemptions in anti-discrimination legislation across Australia.
- Seek to amend the religious discrimination bills to delete:
 - definitions that extend personhood to entities and corporations
 - all provisions that extend the bill to healthcare, large workplaces, commercial operations and education.
 - any provisions (particularly in sections 10 and 41 of the bill) that enable or could enable discrimination in the community or workplace on the basis of sex, marital status, disability, race, pregnancy, sexual orientation, gender identity or union membership.
- Failing both these options, to oppose the bills.

Moved: Steve Brown, Melbourne FEA
Seconded: Zoe Edwards, Wills FEA

E10 Motion to end the outsourcing of Victorian State School cleaners

That this conference commends the Andrews' Government for the work it has done thus far to improve the working conditions of Victorian school cleaners through its amendments to the procurement process for cleaning contracts. This conference recognises the positive difference the zoning contract model has delivered to those who keep our schools clean and safe.

However, this conference recognises that despite improvements in the procurement process, those cleaning Victorian State Schools continue to work in a system that requires them to work extra hours for free, to compensate for woefully underfunded contracts. Victorian school cleaners are still underpaid and undervalued, especially compared with their counterparts who are directly employed by Queensland, Western Australian and Tasmanian governments.

That is why this conference calls on the Andrews' Government to demonstrate its commitment to those keeping our schools safe and clean by:

- Immediately increasing funding of school cleaning contracts to ensure cleaners are paid for all hours worked and our schools are cleaned to the highest and safest of standards; and
- Urgently meet with school cleaners and their union, United Workers Union, to discuss the transition and implementation of directly employing school cleaners in line with Queensland, Western Australia, Tasmania and ACT.

Moved: Ben Redford UWU
Seconded: Susie Allison UWU

E11 Portable Long Service Leave

The 2019 Victorian State Conference thanks and congratulates the State Government on the steps it has taken to fulfill its promise to enact a portable long service leave scheme for Victoria's community sector, contract cleaning and security workforces. This is a scheme that will change the lives of so many workers in Victoria, in sectors that are dominated by women, by migrant workers and which have high rates of casual and part time work.

The conference also wishes to acknowledge the constructive manner in which the Government is working to fulfil the remainder of its commitments regarding portable long service leave. We ask the Treasurer Tim Pallas to report back to the May conference on the measures being taken to ensure all workers that the scheme was envisaged to cover are included as soon as possible and to ensure equity in coverage for community sector and private sector workers alike.

In particular, we ask the Treasurer to report on what steps have been taken to ensure all workers in community services are covered, and how employers in this sector have been given a clear understanding as to how the scheme applies to the whole of their organisations.

The enactment of this scheme has gone a long way towards fulfilling the commitment made in 2010 to ensure these workers had access to portable long service leave. The conference looks forward to hearing from the Treasurer as to how the remainder of this commitment has been fulfilled.

Moved: Lisa Darmanin ASU
Seconded: Ben Redford UWU

E12 PTV Call Centre

Preamble

The Public Transport Victoria call centre, the hotline commuters call for information such as disruptions, timetables, lost items and journey planning, is currently outsourced to a company that pays minimum wage, has poor working conditions and offers no work security to a professional workforce that is too often on the receiving end of abuse.

Probe, the company contracted by PTV *and other government departments* is a giant in the operation of call centres, working tirelessly against unions to suppress wages and basic rights in the workplace. This often results in high staff turnover and poor satisfaction.

Employees are expected to have strong network knowledge as well as skills in dealing with disruptions and myki queries, but are at the same time subjected to poor workplace safety issues and a lack of support for staff being abused as a result of poor service delivery and punctuality. How can we treat people like this and expect good outcomes?

To add insult to injury, PTV has a secondment arrangement with Probe where Probe employees have the “opportunity” to work at PTV for an extended period of time. In this arrangement Probe employees too often are left to do the same work as PTV employees at half the rate of pay.

Motion

- The Minister for Public Transport take steps to end Department of Transport contracts that put workers on the minimum wage, provide no protection from abuse and ensure workers are receiving equal pay for equal work.
- The Minister for Public Transport bring the Public Transport Victoria and Major Transport Infrastructure Projects call centres back in-house with the Department of Transport with a view to improving working conditions and quality of service for the travelling public.
- The Minister for Public Transport work closely with the Transport Policy Committee (a committee of this conference) and the RTBU to address the matter of injustice subjected onto these hardworking Victorians.
- The Assistant Treasurer conducts an audit that involves call centre unions for compliance with the Victorian Government's Call Centre Code by private sector call centres that hold service delivery contracts with the Victorian government.

Moved: Adriana Tran, Rail, Tram and Bus Union)
Seconded: Matt Norey, Australian Services Union, Private Sector

E14. Audit of Cyber-Security Infrastructure of the Port of Melbourne

Australia's maritime industry makes up approximately 98% of Australia's trade (by volume). This sector is highly dependent on cyber and computer technology for its logistics and operational functions. Given that ports are critical infrastructure, it would seem prudent to have a government audit of critical infrastructure that would enable the Andrews Labor Government to perform a robust risk assessment of our resilience and vulnerability.

This is now urgent given that much of the operations in the port of Melbourne are being offshored to Manilla, Philippines by Victoria International Container Terminal (VICT).

VICT is a fully automated terminal at Webb Dock, Melbourne, owned by the multinational International Container Services Inc. (ICTSI). Technology for the outsourcing of equipment control operations is being used by ICTSI, who has already trained up staff from Manilla to operate the automated equipment. Other outsourced operations include security gates, a fleet of automatic stacking cranes and the Terminal Operating System.

Conference calls on the Andrews Labor Government to contract an independent external auditor to conduct a full cyber security audit of the Port of Melbourne and the operators within as a matter of urgency, including its cyber and electronic capacities, and action all recommendations in the interests the security of all Victorians , the port and the port's workforce.

Moved: Aarin Moon, MUA
Seconded: Michael Watson, ETU

Block F

F1 Neglect and Deaths in Aged Care

Victorian Labor notes the release of the Interim Report of the Royal Commission into Aged Care and the response of the Federal Labor Party in calling for immediate action from the Morrison Government.

Federal Labor has confirmed its commitment to work constructively with the Morrison Government to progress long-term reform challenges in aged care but has also identified three areas from the Interim Report that the Government needs to do urgently to begin the long journey to fix our aged care system because older Australians and their families cannot wait until the final report is delivered in November 2020:

1. Ensure older Australians are getting the care at home when they need it most.
2. End the overreliance of chemical restraints in aged care.
3. Stop the unacceptable number of young people entering residential aged care.

The Interim Report notes that extended time will allow the Commission to inquire further into matters that have been revealed to be of urgent attention, including how the governance arrangements, leadership and accountability of aged care providers has impacted on the quality and safety of aged care.

Victorian Labor welcomes this extension and the ability it provides the Commission 'to propose reform to the existing aged care system and legislative framework'^[1].

In response to the revelations of deep neglect and abuse within the system unearthed by submissions and hearings, state conference calls on the Federal Labor Party to hold the Morrison Government to account in implementing the report's final recommendations, particularly those relating to legislative reforms that would increase accountability of Directors who have overseen severe negligence and avoidable deaths, police investigation of facilities where appropriate, and improved regular and independent monitoring of the system.

Moved: Onagh Bishop Melbourne FEA
Seconded: Kate Grieve Melbourne FEA

F2 Fair Banking Services

Conference acknowledges that all adult Victorians are compelled to have a relationship with the financial services sector and as such, banks are in a privileged position to deliver these essential services.

The Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry exposed substantial misconduct within the banking sector that led to poor outcomes for customers and our community. Conference notes with concern that without strong action and far-reaching legislation to reform the finance sector, these issues will continue to occur.

Conference acknowledges the courage of finance workers including whistle-blowers, along with customers, and community groups in bringing misconduct in the banking sector to light. Without these people and the work of the Finance Sector Union, many of these issues would have continued.

Victorians deserve fair banking services. Banks make billions of dollars annually. In return, it is time that Victorians receive the support they need and expect from the banking sector.

Conference calls on the State Government to partner with finance workers, their Union and the community to develop a comprehensive strategy to create more ethical banking for Victorians including:

- Developing a Banking Customers' Charter of Rights;
- Maintaining and improving critical banking services including branches, particularly for regional and rural Victoria;
- Protection of Victorian finance sector jobs and rejecting the offshoring of any jobs and/or functions;
- Proper protection for whistle-blowers;
- Support for tougher penalties for bank misconduct;
- Respecting the finance sector workforce with decent wages, conditions and job security;
- Noting the significant purchasing power of the Victorian State Government, preferencing procurement of services from banks who act ethically towards their customers, workers and the community.

Moved: Matthew Rowe Finance Sector Union
Seconded: Isobel Reade Finance Sector Union

F3 Recycling

This conference:

Calls on the Andrews Labor Government to address the challenges facing the recycling sector by developing a proactive state-wide strategy in the face of changing global markets which have put new pressures on parts of the recycling industry.

Acknowledges the Andrews Labor Government's commitment to reforming kerbside collection, investing in the local recycling industry and developing a comprehensive circular economy policy

Calls on the Andrews Labor Government to continue to partner with councils, industry and other stakeholders to reform the recycling sector:

1. Unlock the potential of the industry for job-creation by prioritising: Government funding of local innovation, quality public sector jobs and establishment of businesses,
2. Encouragement of in-sourcing where appropriate, and new businesses into the industry,
3. The procurement of fully or partially recycled and recovered goods and materials across all levels of state government and councils, and
4. The regulation of the industry so new and existing jobs are well regulated union jobs;
5. Cooperate with all Victorian local governments to build a uniform recycling policy and fund the implementation of uniform recycling infrastructure to Victorian households and a State Wide Education program.

Moved: Louise Crawford, Macnamara FEA
Seconded: Billy King ASU

F4 Victoria, a safe haven for refugees.

Victorian Labor noting that:

- 1) the Dan Andrews state Labor government has led the way in Australia in responding to refugees and people seeking asylum through education, health, children's services, legal services, income support and settlement services and
- 2) the majority, **74** out of **79**, local councils in Victoria have declared their areas to be Refugee Welcome Zones or demonstrated their support through related programs such as the Safe Haven Enterprise Visa Program providing five year temporary visas to refugees
- 3) that a Refugee Welcome Zone indicates a commitment in spirit to welcoming refugees into the community, upholding the human rights of refugees, demonstrating compassion for refugees and enhancing cultural and religious diversity in the community and
- 4) that the whole of the ACT, the Northern Territory, South Australia and Tasmania are declared areas for the Safe Haven Enterprise Visa Program

calls on the State Labor Government to continue working with the Federal Government and Local Councils in Victoria to expand the Safe Haven Enterprise Program in Victoria.

Moved: Ilia Vurtel Wills FEA
Seconded: Zeynep Yesilyurt Wills FEA

F5 Vocational Education Skills for Asylum Seekers

Victorian Labor noting:

- 1) that the Dan Andrews state Labor government has enabled access to the Free TAFE courses and to Government subsidised places at concessional rates at TAFE and other Registered Training Organisations for people on Bridging Visa E, Temporary Protection Visas and Safe Haven Enterprise Visas
- 2) that because of the extraordinarily slow processing of refugee claims of people on other Bridging Visas by the Federal Coalition Government, people are unable to access further studies for many years
- 3) that in contrast, the NSW government already allows access to government subsidised training for people on all Bridging Visas

calls on the State Labor Government to expand the eligibility criteria for Free TAFE and government subsidised training at concessional rates to people on all other Bridging Visas.

Moved: Ilia Vurtel Wills FEA

Seconded: Zeynep Yesilyurt Wills FEA

F 6 Nuclear power

Following the commitment by Federal Labor to sign and ratify the UN Treaty on the Prohibition of Nuclear Weapons when in government, the Victorian branch of the ALP urges Federal Labor to begin discussions now on resolving issues relating to Australia joining the Treaty and to consult closely with the International Campaign to Abolish Nuclear Weapons (ICAN), with a view to Australia signing the Treaty as soon as possible.

The Victorian branch of the ALP believes that Labor should be active in seeking nuclear disarmament worldwide and should unconditionally rule out Australia acquiring nuclear weapons or basing nuclear weapons on Australian territory.

Moved: Vicki Ward Menzies FEA

Seconded: Mat Hilakari, Dunkley FEA

F7 Partnerships and Co-Ops

Labor does not support the exploitation of partnership agreements by employers seeking to avoid employee entitlements under the *Fair Work Act 2009 (Cth)*.

In circumstances where the relationship between a partnership or Co-Op and a principal is truly that of an employee/employer, Labor asserts that this is a sham.

Labor recognises that partnership agreements have been used as an attempt by employers to avoid responsibilities that derive from an employee/employer relationship, mitigate risk, strip employee entitlements and de-unionise workplaces in the maritime industry.

Victorian Labor commits to urgently amending legislation so as to prevent the exploitation of workers in this way.

Moved: Aarin Moon, MUA

Seconded: Vince Hourigan, MUA

F8 Collaboration between three Tiers of Government

My call is for greater collaboration between the three tiers of Government, unions, business and civil society to invest in blue-collar communities struggling through deindustrialisation.

The aim is to link individuals, families and postcodes of disadvantage to opportunity.

The strategy focuses on changing the social determinants of life: health, affordable housing and lifelong learning to provide skills, jobs and meaning.

Coordinated investments will deliver what Australia wants and needs, future industries, jobs and affordable housing.

Mover: Ridvan Kilic, Calwell FEA

Seconded: Seda Cinan, Gorton FEA

F9 Assange

That the Victorian government advocate vigorously for the Commonwealth government to expeditiously take all reasonable steps:

1. to actively support legal action to resist US attempts to extradite Mr Assange to the US or any other jurisdiction.
2. if necessary arrange for the Swedish investigations of Mr Assange's conduct and any resultant prosecutions (if any) to be conducted in Australia in accordance with Swedish law under relevant exercise of foreign jurisdiction principles

3. to support the return of Mr Julian Assange to Australia as he is an Australian citizen and to protect his physical and mental health and safety.

Moved: Loretta Pound Jagajaga FEA
Seconded: Spiros Papadopoulos Jagajaga FEA

F10 Welfare of Native Waterbirds

PREAMBLE

This Victorian Labor Party State Conference congratulates the Labor government on pursuing a positive proactive animal welfare agenda.

The Victorian Labor Government is improving the positive wellbeing of animals in our homes, in industry and in the wild in so many ways including:

- Banning puppy farms and promoting responsible pet ownership;
- Enhancing biosecurity measures that help our farmers breed healthy livestock;
- Supporting the racing industry to develop measures that improve the wellbeing of horses and greyhounds; and
- Ceasing logging immediately in old growth forests, and phasing out logging in all native forests, helping to protect precious native fauna such as the Greater Glider and the Leadbeater's possum.

The Victorian Labor government has also established an Office of Animal Welfare and launched the Animal Welfare Action Plan. The Animal Welfare Action Plan sets a clear direction for improving the welfare of all animals – pets, livestock, native animals, aquatic animals, those for research and teaching, and animals in tourism and recreation. Importantly, the plan recognises the sentience of animals, reflecting strong scientific evidence that animals experience sensations such as pleasure, comfort, fear and pain.

With Labor's leadership, the Victorian Government has progressed from not only protecting animals from cruelty, but to promoting the positive wellbeing of animals - in our homes, on farms, in industry and in the wild.

The recreational hunting of native waterbirds is inconsistent with this positive proactive animal welfare agenda. The hunting of native waterbirds needlessly causes the painful injury and death of innocent animals, often endangered animals, in their natural habitat. This activity seems inconsistent with the Victorian Labor Governments Animal Welfare Action Plan.

RESOLUTION

This conference of the Victorian Labor Party congratulates the Victorian Labor Government on the promotion of a positive and proactive animal welfare agenda that recognises the sentience of animals.

This conference of the Victorian Labor Party calls on the Victorian Labor Government to consider whether the recreational hunting of native waterbirds is consistent with a positive proactive animal welfare agenda.

This conference of the Victorian Labor Party conference calls on the Victorian Labor government to review the practice of hunting native waterbirds.

Moved: Lizzie Blandthorn SDA
Seconded: Nathan Miles Gorton FEA