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The Electricity Industry

From its earliest years the Union became involved in the electricity industry, enrolling members employed in various classifications in the Electricity Department of the City Council, including workers at Pyrmont Power Station, but not embracing those employed as tradesmen.¹ Issues over pay and conditions, seniority, and redundancies occurred regularly, particularly with fluctuations in the need for power supply. One early issue in 1915 was that time clocks were not opened until the precise time of ceasing work, which meant that employees could not have a bath before then, resulting in delays in leaving the premises and consequently missed transport connections. This was rectified by management agreeing to open time clocks five minutes before ceasing time.²

By 1924, the City Council had gradually extended its electricity supply area, retailing its power in thirty-four Sydney suburbs, and supplying electricity in bulk to another seven suburbs. However, to achieve this, the City Council had to purchase electricity from the Railway Commissioners. To meet increasing demands, the City Council then constructed the largest electricity generating power station in the Southern Hemisphere, seven miles (eleven kms.) from central Sydney, on the northern shore of Botany Bay. It was called Bunnerong (Aboriginal for Sleeping Lizard), the name of the area on which it was constructed. It was stated in 1928 that “it would stand as a monumental work of members of the Union, who were mainly employed on its construction, there being on site about one thousand employees”.³

Bunnerong Power Station



Source: S. Fitzgerald, *Sydney 1842-1992*
Sydney City Council Record Service 80/314

An issue when building Bunnerong Power Station (BPS) was that employees had to travel one hour by tram from Central Railway to the terminus, then walk through sand and bush another quarter of an hour to get to work. Agreement was reached with Council to supply transport for employees from the city, considerably reducing travelling time, and obviating the need for Council to pay them for time taken to travel in excess of twenty minutes.⁴

Industrial Militancy

At both power stations there was a considerable mix of employees represented by many unions, some with significant Communist Party influence, although the MEU had the largest membership. Shop Committees comprising delegates from various unions were formed, and over the years this created some difficulties for the Union as the BPS Shop Committee often took steps contrary to Union policy. The Union Executive in 1927 expressed concern that the Shop Committee did not proportionally represent membership of the various unions, and sought greater representation for the MEU. This did not eventuate, and there was strong campaigning on the job for election of representatives who controlled disputes, of which there were many more than in the general local government industry.

The longest and the most bitter dispute, which extended for two years from October 1944 to October 1946, was over opposition to the proposed introduction by the Sydney County Council of rotating shift work for maintenance employees at BPS, over twenty-four hours, seven days a week. Arrangements in previous years had been for such work to be done on day work, Monday to Friday, with overtime as required on weekends.⁵ The Union opposed its introduction and tried to have the matter resolved by conferences or arbitration, but faced difficult situations when the Shop Committee held mass meeting of employees, resulting in many stoppages and bans and considerable disruption to electricity supply. Members defied Union Executive decisions, and the Industrial Commission found that employees' actions were injuring the Union and placing its registration in jeopardy.⁶

At the direction of mass meeting resolutions, eight fitters' labourers, members of the Union, and eight tradesmen fitters, refused to take up shift work. The matter was taken to court by the Sydney County Council and one employee was fined £10 [\$20] plus costs or faced twenty days in jail. The Labor Council was brought into the dispute and the SCC deferred introducing the roster so that the issue could be arbitrated. However, employees rejected the Labor Council's proposal. The sixteen maintenance employees were then suspended and the General Manager recommended their dismissal, which resulted in further strike action.⁷ However this industrial action was not approved by the Labor Council, and alternative proposals for a negotiated settlement were then sought.

A further problem arose in that salaried and professional members at BPS worked as requested by management to maintain electricity supply – which was contrary to the Union's policy that members should not carry out the duties of other members on strike. Wage members sought disciplinary action against them, but, as one of the proposed terms of settlement was there was to be no victimisation by either management or unions, the Union's Executive decided it would be inappropriate to discipline them. Meanwhile, the Executive called on Town Hall Branch officers to reaffirm the Union's policy, as some members proposed to volunteer to work to maintain supply to hospitals and other essential services in any future stoppages.⁸ The Town Hall Branch refused to back down, denying an Executive request to supply the names of members

who had worked, and the issue was referred to the 1945 Annual Conference, but no action was taken.⁹

Mass meetings of employees rejected all proposals, deciding shift work was only to be worked Monday to Friday, at time and a quarter penalty rates, with overtime at weekends. The Industrial Commission issued another Order on 17 August 1945, finding that employees could be required to work shift work as required, and fixing the penalty rates to apply with the introduction of shift work. SCC management then aggravated the dispute by extending the Order to several other groups of classifications and sought to reduce some other general conditions of employment. Employees imposed an overtime ban and rejected Labor Council proposals to lift the ban to allow negotiations to take place.¹⁰

Management's attitude hardened, and the Labor Council Disputes Committee requested consideration of imposing a ban on transporting coal to the Bunnerong and Pyrmont power stations. This caused the Union Executive to call on the State Government to intervene immediately. It also decided to support striking members by paying distress pay of 30/- [\$3] to single men, £2 [\$4] to married men, plus 5/- [50cents] for each child under sixteen years of age, which decision was welcomed by the BPS strike committee.¹¹

In October 1945, Labor Council and Union officials met Prime Minister Chifley, who was asked, but refused, to alter National Security Regulations to permit unions to apply for a 40-hour week, as demanded throughout the dispute by mass meetings at BPS. The Prime Minister did, however, use powers under the National Security Regulations for the second time and issued an Order:

- 1) Directing employees back to work on pre-strike conditions.
- 2) Referring matters to the Commonwealth Arbitration Court to consider;
 - a) necessity for shift work at B.P.S.
 - b) if found necessary, conditions under which it was to be worked and rates to be paid.

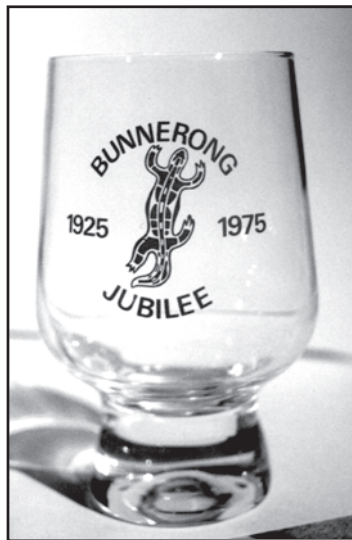
These were considered by the Labor Council, unions and employees, and new terms of reference put to the Minister for Labor and National Service were given to Judge O'Mara of the Commonwealth Arbitration Court, who sought assurances that his decisions would be accepted and implemented. The Union again resolved to advise that the proposed shift work conditions were unacceptable, but advised that it would seek members' agreement to accept the Court's decisions.¹² When the matter was re-listed, Judge O'Mara stated that the Union assurances were unacceptable, and that he would not proceed to arbitration because he did not consider the Court would be justified in adding itself to the list of constitutional authorities whose decisions had been defied by employees. However, he did eventually agree some eight months later to hear the matter. Then, an expert witness gave evidence that regular continuous shift work was essential for maintenance to be effectively carried out, due to the run-down conditions of power station plant. Judge O'Mara would not make an Award, but in September 1946 determined that a shift work maintenance roster was essential and recommended 2/- [20 cents] shift allowance for Monday to Friday shifts, with time and a half on Saturdays and double time for Sunday shifts. This was rejected by mass meetings.¹³

The General Manager then posted a roster for employees to commence shift work on those conditions. Following representations by Labor Council and unions, the SCC itself directed the roster be withdrawn and further conferences held. Those conferences resulted in an Agreement which was accepted by employees. Shift work commenced in October 1946, with increased shift rates for Monday to Friday shifts, and with Saturday and Sunday shifts to be treated as overtime.¹⁴

The Council tried desperately to get this agreement approved by the Court but, because of Wage-Pegging Regulations and the fact that the work rosters infringed the principles of standard hours of work, approval was refused. It was not until 9 September 1947 that the Council's Award was varied to incorporate the agreement arrived at twelve months previously, thus allowing shift work maintenance to officially commence on 3 October, 1947.¹⁵

Throughout the dispute, the Union had supported members' claims, had not invoked Union Rules providing for the imposition of penalties for participating in illegal strikes, had retained its registration, and had justified its continued efforts to have matters finalised through conciliation.¹⁶ In a magazine published in 1975 on the 50th Anniversary of BPS it was recognised that from the 1930s to the 1960s there had been:

Plant troubles, industrial troubles, staff troubles – every day a new problem, every morning a new crisis and yet the staff from top to bottom kept coming back day after day, when it must have appeared at times there was no light on the horizon and the multitudinous difficulties would never be overcome. On many occasions “Band-Aid Maintenance” was all that the men of Bunnerong had to keep up continuity of supply.



Glass Celebrating 50th Anniversary of Bunnerong Power Station

Source: Peter McMahon

Restructuring the Electricity Industry

Under the Gas and Electricity Act, employees of the City Council's Electricity Department, including those employed at the BPS, were to be transferred to the Sydney County Council from 1 January 1936. The Union sought and obtained amendments to the Act so that those who were not retained in employment were entitled to redundancy payments of one month for each year of service.¹⁷

A proposal to establish a Commission to take over all NSW electricity undertakings was developed by a number of unions in 1941 and submitted to the State Government. The Union considered that these proposals would be detrimental to local government bodies who controlled electricity undertakings. A strong campaign of Executive and members condemned the proposal, having resolutions against it carried at local ALP branches, and lobbying Members of Parliament. The result at that time was that the scheme was not adopted, although an Electricity Authority of NSW was established to coordinate electricity supply.¹⁸

However, seven years later, on 1 January 1952, the generation and bulk distribution of electricity was transferred to the Electricity Commission of NSW, and as a consequence some employees of the SCC, the Department of Railways, the Public Works Department, and the Balmain Electric Light and Power Supply Company, were transferred to the new body. The Union became part of a combined wage employees' Unions Committee representing 26 unions with members throughout the Electricity Commission. Rex R. Wood, who subsequently became the Secretary of the MEU's Salaries and Professional Section and the Union's first Industrial Officer, became the Secretary of that committee, as well as of a combined salaried officers' committee, and conducted negotiations with the Electricity Commission. The first Industrial Agreement took eighteen months to negotiate but resulted in the SCC Award standards of wages and conditions being obtained for all employees, including those transferred from other authorities.

With the construction and operation of new power stations throughout NSW, the Electricity Commission Combined Unions Delegates' Organisation (ECCUDO) was formed by employees, taking decision-making on behalf of Electricity Commission wage members away from the Union's direct control. The Public Utilities Salaries Officers' Branch advised the Executive in 1974 that the Branch was opposed to ECCUDO and resolved that its members would not be a part of the organisation, but ECCUDO was entrenched and had the support of many militant unions and members.¹⁹ In 1975, the Executive supported the Labor Council's expressed concern over ECCUDO's activities, and reaffirmed the 1961 ACTU's charter for shop committees, which provided that affiliated unions and shop delegates have a responsibility to work together. The Labor Council also declared it would not support any organisation that sought to usurp the authority of democratically elected union officials. This was prompted by concern over bans and limitations imposed by employees at meetings organised by ECCUDO, resulting in severe electricity restrictions.²⁰ The organisation continued to operate for some years, although authority over negotiations with the Electricity Commission was exercised through a Labor Council Disputes Committee, which comprised Labor Council officers and representatives of unions with members in the Electricity Commission.

The electricity industry was again reformed by the Government in 1996, with 36 Electricity County Councils being merged into nine State-owned corporations.²¹ Six were distribution companies,

one was for bulk transmission functions, and two for generation. Difficulties were encountered in protecting employees' continuity of employment, as these corporations operated in a competitive corporate environment. However, following Union representation, the Minister for Energy advised that staffing needs should be determined by each new corporation's business plan. He also emphasised that the Government's preferred position was that staff reductions should be by natural attrition or voluntary redundancy, and that there should be no forced redundancies.²²

These changes also required re-negotiation of conditions of employment, and nine new specific Enterprise Awards were achieved for members in the new State-owned corporations. To achieve these the General Secretary reported to the 1997 Annual Conference that:

These campaigns have included Industrial Disputes embracing bans, protest marches and strike action spearheaded by our Union Officials.

The new Awards have provided for significant outcomes to members which have included the establishment for all Electricity workers both wages, salaried officers, para and professional officers of a thirty six (36) hour week in the distribution authorities and a standard thirty five (35) hour week within the generation and transmission industry.

The campaign for salary maintenance for employees effected by restructuring, was relatively easily achieved in the generation industry, however, in the distribution industry where the M.E.U. enjoys Principal Union status, the battle was significantly more difficult.

In the first round of negotiations the regional authorities felt relatively comfortable in proceeding in this direction. However, Energy Australia Management with by far the largest workforce, was unwilling to come to the party.

Previously, major disputes were resolved with Sydney Electricity by negotiation but, when it became corporatised as Energy Australia, the new management embarked on widespread proposals for contracting work out, which would have resulted in implementing forced redundancies. An aggressive industrial campaign was commenced, involving strikes and bans lasting many months. While work bans were in place, dramatic storms occurred in Sydney on the Father's Day weekend in September 1997, which required emergency work to be undertaken to restore supply in many areas. Following an application by Energy Australia, Orders were issued by the Industrial Commission without the parties being heard before the Commission. The Government became involved and, at their insistence, urgent conferences were held into the night, principally between two officials, one from the Electrical Trade Union and one from the Union, at which agreement was reached that it would be recommended bans would be lifted on the understanding that all parties were to work towards an outcome which included maintenance of salaries and wages and ensuring no forced redundancies. This recommendation was accepted at a Union meeting of some 2,200 employees, and a successful package was negotiated whereby employees could agree to be transferred to other positions, and any redundancies would be voluntary.

**2,200 Unionists from Energy Australia attending
Mass Meeting Sydney Town Hall, 1997**



Source: Greg McLean

The changes in the industry required the Union to adapt to new methods of negotiation, resulting in new island awards for each State-owned corporation, with negotiations at consultative committee and local level involving workplace flexibility agreements. One fruit of this process was an Enterprise Agreement for 89 senior managers in Energy Australia.

The Union did not oppose the Government's reorganisation of electricity authorities in 1996, as a national electricity grid was already in place, which meant that the new corporatised bodies were required to be in a competitive market of production, distribution and trade of electricity across State borders. However, in 1997, when the State Government put forward a proposal to privatise the electricity industry, it was strongly opposed. The Union believed members had already made substantial commitments in the restructured industry, which had provided significant profit reserves going to the Government. Also it considered that the electricity industry should be owned by Australians, not providing profits for foreign-owned companies.²³

The Union took a leading role in united campaigns with the Labor Council, the ALP, and other unions against the Government's proposals, presenting detailed submissions to a Government Committee of Inquiry as well as making a separate submission. However, when the Government Committee recommended privatisation, the campaign was intensified to include: daily reports to newspapers; keeping members fully informed of developments by holding six strategically placed public meetings through the State; lobbying MPs; and presenting petitions to Parliament.²⁴ A huge rally of over 8,000 outside Parliament House in Macquarie St., Sydney in 1997, endorsed the campaign and its continuation.

The Union submitted a motion to the 1997 ALP Conference, which was adopted and became ALP Policy, expressing strong opposition to privatisation of the electricity industry.²⁵ After often acrimonious and bitter debate with the Government, the result was a decisive win for unions and

their members. The Treasurer then sought to by-pass mainstream union opposition and arranged a meeting of 330 union representatives in October 1997. At this meeting the Government's proposals were detailed. However, group discussion indicated continuing opposition to those proposals, which were not proceeded with.²⁶

During the mid 1990s the Union was also faced with the problem that the Pacific Power maintenance and construction group was not able to obtain contract work for their maintenance workforce with other generating corporations, resulting in a diminution of employment opportunities. The Union proposed strike action, but the issue went before the Industrial Relations Commission, which recommended that Pacific Power stop the redundancy process. As a result, strike action was called off to allow negotiations to take place. However, in 1999, Pacific Power advised they were bound by the State Government's policy limiting salary maintenance for a twelve-month period. The Union then took their opposition directly to the Government, although, in view of the Government's attitude, a fallback position was developed to enable members to take voluntary redundancy packages. Pacific Power was required to create autonomous business units within its organisations, and, because of potential job losses, agreement was reached that employees would only be on loan to business units. This guaranteed members' continued employment if a business unit ceased to function.

In 2001, three distribution corporations were amalgamated into one large corporation, named Country Energy, which thus became the second largest electricity distribution authority in the world. The Union considered there was a potential for job losses and pursued the issue with the Government, winning guarantees that there would not be any forced redundancies or transfers, no job migration, and no significant centralisation.²⁷ Also, the Union successfully achieved permanent appointments for many workers previously employed on a casual basis.

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Office Premises

The Union began operations from a rented office in the Trades Hall, Goulburn Street, Sydney, moving in 1912 to a small office in the Queen Victoria Markets (now known as the Queen Victoria Building) on George Street, Sydney. The space was used by two officers (President and Secretary), at a rent of £1/4/5 [\$2.45] a week. In 1916, the office was moved to the second floor, and the hours of opening were: from 9.30 am to 5.00 pm, Monday to Friday; 9.30 am to noon on Saturday; and open 7.00 pm to 9.00 pm on the first and last Friday of each month when the Secretary was on duty.¹ In 1928, the office was closed on Saturday morning following the proclamation of the 44-hour week.²

Queen Victoria Building 1916 The Union's Head Office for over 50 years



Source: S. Fitzgerald, *Sydney 1842-1992*
Sydney City Council Record Service 54/583

In the 1920s, Annual Conferences had asked the Union to acquire its own premises. Subsequently, the General Secretary reported to the 1927 Annual Conference that:

Previous Conferences of the Union decided that the Union should own its own premises and your Executive has been for the past two years endeavouring to raise

funds for that purpose. Up to date we have been unable to select what could be regarded as a suitable site. Owing to the great changes that are taking place in Sydney it is difficult to fix a suitable location. The property in the centre of Sydney has become too valuable for premises such as we would require, and opinion is divided as in what direction the city will spread. In consequence, we have been unable, with safety, to choose a site which would be regarded as a good investment. However, the position will soon clear itself, and our funds in hand will be expended for that purpose.

During the Depression of the 1930s, the City Council agreed to reduce the rent for the Union's office by 16/2 [\$1.62] to £4.17.0 [\$9.70] per week. In 1936, the Union was re-located to the 3rd Floor at the Market Street end of the Queen Victoria Building, which it occupied for the next 28 years. The offices were very cramped, particularly as staff expanded over the years to provide services for members, and it was not until 1951 that a refrigerator was purchased for the office.³ When the salaried and professional section was set up in 1954, additional space was leased from Council by partitioning a tiled area opposite the lift.

In 1964, the Union moved to one floor of "Local Government House" at 235 Clarence Street, Sydney, as a tenant of the Local Government Superannuation Board (LGSB), who had developed the site as its new headquarters.⁴ In 1973, a building was purchased at 307 Sussex Street, Sydney with a



Union's Headquarters for 35 years, Local Government House Clarence St Sydney

Source: *The Councillor*, No. 1 1982 p. 11

loan from the Commonwealth Bank. The premises were leased for five years from 1975, but sold in 1978 for \$80,000 to facilitate the purchase of Local Government House.⁵ When the LGSB proposed to move to a new building that they had built at North Sydney, the Union exchanged contracts for the purchase of 235 Clarence Street in 1978 at a cost of \$880,000.⁶ The Union was to occupy two floors, and lease four floors to provide the Union with additional income. The balance of the loan was to be repaid over ten years. With scrupulous financial planning the mortgage was totally repaid by 1981.⁷

This building was sold for \$3.85 million in 1999, when the Union moved to rented accommodation in Regent Street near Central

Railway. Then, in 2000, a Strata floor at Level 7 of 321 Pitt Street, Sydney was purchased at a cost of \$2.3 million. The Union arranged to share facilities with the Australian Services Union (NSW Clerical and Administrative Branch), who had purchased Level 8, whilst maintaining separate operations. These arrangements resulted in considerable economies of scale. The building, centrally located in the Sydney business district, is a far cry from the following description of that area in the 1920s.

SYDNEY'S CORNERS

Old and New

The supreme efforts that Sydney's successful grocers and hotel keepers have made for the past ten or twelve years to have their names handed down to posterity by calling the corners that their business premises may happen to be situated at, after themselves, to an Old Timer are amusing indeed.

This effort on the part of those parvenus is most noticeable in the suburbs. No matter where you go you see Smith's Corner, Robinson's Corner, Casey Jones' and Mulflafferty's Corners, but no one takes the slightest notice of them, and there is no possible hope of their ever becoming landmarks, as the old time corners of Sydney are.

Some 30 or 35 years ago there were half a dozen corners in Sydney that were well-known landmarks and were known as meeting places to the floating population of Australia, especially Sydneysiders, as Riley's Corner, King and Elizabeth Street, where Fred Riley kept the Balfour. This corner was the rendezvous of sporting men and members of the Devil's Brigade. There was Jones' Corner, George and Barrack Streets, which was the recognised meeting place of young couples in the early stages of calf love.

There was Waties Corner, George and King Streets. This and the corner opposite, later known as Belfield's, were the haven and mooring places of all the out of work shellbacks in Sydney port. They met there every night to discuss ways and means, from deep-sea skippers to coasting lamp trimmers. At Smart's Corner, Pitt and Market Streets, now Roberts Hotel, the deep sea wharf labourers of Sydney waterfront met every Saturday night, hail or shine. I have seen the whole square blocked with them, there being no motor cars in those days to be dodging. Another celebrated corner was known, and is yet, as Poverty Point – that is the Criterion Corner, Pitt and Park Streets. This corner was the Mecca of out of work stagehands and actors, light and heavy. One wag of the day made it famous by becoming poetical when he said to a pal:

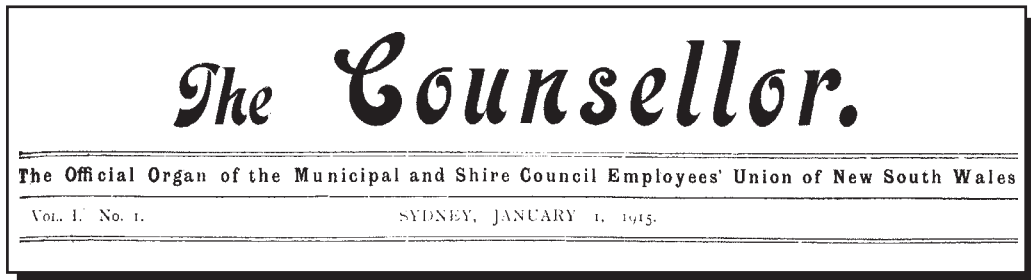
“You'll always find me around the point.
I am waiting till they send for me.
Young man, the times are out of joint,
They're nothing like they used to be.”

A hundred yards further down Park Street, where Mrs. O'Shannassy kept the Swan With Two Necks, later known as the Coronation Hotel, was the spot where all the out of work navvies in New South Wales had their Grand Lodge Meetings and was known to the cognoscenti as the "Bite." A navy who happened to go broke could always put the acid on a pal, and in 90 times in 100 be successful.⁸

When the rented offices at Newcastle were devastated by an earthquake in 1989, the Union purchased and refurbished offices in Beaumont Street, Hamilton at a cost of \$175,000.⁹ With an expansion of services, these premises were sold, and in 2000 a building was purchased for \$645,700 in Lawson Street, Hamilton, to accommodate staff servicing the Northern Region and the Energy Branch.¹⁰ To provide for the Southern Region, a building was purchased in Market Street, Wollongong in 1999 at a cost of \$150,000, while a larger office building in the same street was purchased in 2002.¹¹ In 2002, a branch office for the Northern area was purchased at 233 Hastings River Drive, Port Macquarie. Other premises were rented throughout country areas to accommodate required staff.

Union Magazine

The first edition of *The Counsellor* was published in January 1915. Its masthead is reproduced below:



The magazine was published monthly, and within four years its circulation was over 10,000. The first editorial stated:¹

The Union and Its Paper.

In obedience to the will of Conference we have the honour to present the first issue of the paper which it was decided to establish.

The paper is the property of members of the Union. Each member has a right to whatever help or information it can give. Each member has an interest in it personally. It is also his duty to criticise it freely. It is also his duty to help it generously.

In many ways a member can help the paper. He can supply it with information. He can suggest improvements. He can discuss in its columns any subject of interest to the Union. Individual members may have some reforms in their mind's eye; reforms, for instance, in the conditions which govern employment or in the relations which subsist

between unions. The correspondence columns of the paper are open to the ventilation of such ideas and to the free and courteous interchange of opinions.

So there are the two duties – the duty of the members of the Union to the paper they own, and the duty of the paper to members.

On the full discharge of these two duties depends the success of the paper. We for our part shall do our best to discharge the duty which has been imposed on us by Conference, knowing that we may rely on the zeal and public spirit of members to make the paper what it aims at, being a regular means of communication between members throughout the State and a strengthening of the Union to which we are proud to belong.

The magazine carried numerous advertisements, improving the Union's income, and was circulated to MEU membership in all States. It was stated for advertisers' information that it had "one of the largest and most representative circulations in the Commonwealth". In August 1915, in an effort to attract further advertising, a competition was initiated, as illustrated in the accompanying panel:

Merely to Interest. Branch Secretaries

We want every Secretary to interest himself and participate in our Prize Competition.

Not an Unconscious Speculation

Though this is really a story of advertising, we want you to represent your paper, "The Counsellor," to your local business firms, hotels, etc., and to point out to them the value of such advertisement. Their goods, advertised in the Union paper, will secure many members of the Branch as customers.

Every Member's Wife will know the answer

We want the running feeling in your district, for your members to ask their friends where they secure their goods, "Why, at _____, because he advertises in our paper."

Our Business Page

To meet such cases, it is proposed to establish a "Business Page" in the "Counsellor," in which advertisements shall be inserted at a reduced rate. The ordinary charge is 3/6 an inch; the present suggestion is that advertisements grouped together on this page under sub-heading naming town shall cost 2/6 per inch space per month for 6 months, or 12 months' order. Of course, any advertiser may take more than one such inch space.

What our Competition is

To every Secretary who sends us local advertising (which can be sent from time to time), we shall keep a record of business sent until the competition closes, and award the following prizes:—

- Orders totalling £25 0 0, Sewing Machine, or Phonograph.
- " " £20 0 0, 49 Pieces Cutlery (assorted).
- " " £15 0 0, Highly Polished Enamelled Clock.
- " " £10 0 0, 7-Jewelled Lever Watch.
- " " £5 0 0, Pair of Fay's 16/6 Boots.
- " " £2 10 0, Fountain Pen.
- " " £1 10 0, Five Tickets in the 8-Hour Art Union.

Competition Closes
25th October, 1915

For further particulars, write to—

THE ADVERTISING MANAGER,
"THE COUNSELLOR,"

Box, 312, G.P.O.

377 SUSSEX ST., SYDNEY.

Competition to Attract Advertisers 1915

Source: *The Counsellor*,
August, 1915 p. 11

In the early years, the General Secretary and other officials endorsed products, which endorsements were included in paid advertisements, as exemplified on the front page in 1919.

Counsellor Advertising, 1919


For Coughs, Colds and Throat Troubles

—THERE IS NOTHING BETTER THAN—

HEENZO

The Great Money Saving Remedy

Costs 2/- Makes one pint of Best Cough Mixture, equal to 12/- worth of ordinary remedies



Mr. JAMES TYRRELL, President of the Municipal and Ship Employees' Union, writes as follows: 82 Q.V. Markets, Sydney July, 20, 1915. The Manager, Heenzo.

Dear Sir—
Having noticed in your advertisements many testimonials from men who, like myself, have to do much public speaking, I decided to try your Remedy. I have certainly found it fulfil my expectation in affording relief when my throat became sore, a trouble from which I have suffered a good deal during the last few months. I shall certainly recommend Heenzo to my friends.

Yours truly,
JAMES TYRRELL.

Mr. JAMES W. DOWLE, Secretary of the Eight Hour and Labor Demonstration Committee, says:—I have found Heenzo an exceptionally good remedy for Colds. Its moderate

price and rapidity of action should make a special appeal to workers with families.

Mr. GEORGE LEWIS, J.P., Central Secretary of the Flour Millers' Union, says:—Heenzo speedily pulled me through from what promised to be a severe chill. In these days when quality has to be combined with cheapness Heenzo should be universally known to and used by our people.

Testimonials like the above are being received daily from users of Heenzo all over Australia. Nothing cures phlegm, soothes inflamed throats and allays distressing coughs more speedily.

The special features of advantage about Heenzo are:—

1. Its medicinal value is unsurpassed.
2. Its monetary value is unapproached.
3. It contains no paregoric, laudanum, or other habit forming drugs.
4. It is an ideal family remedy, being as good for infants as it is for adults.

To prepare a pint of the Cough Mixture which everyone is praising, just add Heenzo to water and sweetening. A pint of ordinary Cough Mixture would cost at least 12/-; Heenzo costs only 2/- Use it and save half a sovereign.

Obtainable at leading Chemists and Stores, or by post, for 2/-, from G. W. Hean, Chemist, 178 Castlereagh Street, Sydney.

The Brandy of Unvarying Excellence

CHATEAU-TANUNDA . . . BRANDY

THE ORIGINAL AND GENUINE (BLUE LABEL) SPECIAL HOSPITAL.

OBTAINABLE AT ALL HOTELS . . . BUY WHOLE BOTTLE

Source: *The Counsellor*, October, 1919 p. 1

The masthead remained the same for 78 years, but the format changed over the years from magazine to tabloid, and back to magazine. It was published monthly for fifty years, then reverted to bi-monthly and quarterly issues. For two years from 1993, following ASU amalgamation, it became a *Counsellor* insert in the national magazine.

In the early years it was very informative, giving details of Award coverage, along with correspondence concerning claims and results achieved for members throughout NSW. Organisers

and Branches provided detailed reports and views on political and other issues of the day, which were extensively publicised, including how each City Council Alderman voted on certain Award matters.

From 1916, news was published from the Federal Union, as well as the Victorian and Tasmanian Branches. The Victorian Branch Secretary wrote to the General Secretary in 1916 stating:

We were very pleased to get 'The Counsellor'. We found a lot of interesting matter in them and will be pleased to get another couple of dozen in May and June issues. We want to educate members to the necessity of a Federal Paper and we hope to be able by next conference to come along with a proposition to become shareholders in your paper which I consider to be a first class medium for Municipal Employees.

Although it was proposed in 1920 that the Federal Union take over the magazine, nothing came of this, and in 1922 the Victorian State Conference decided to discontinue circulating *The Counsellor* to their members and no Victorian news was published after 1923. As a result, circulation dropped to 8,800 in 1924, although Tasmania continued to provide news items and circulate copies.

Horse racing must have occupied members' interest because there was a sporting page, setting out fixtures, pictures of horses and results. That camaraderie was emphasised when the Federal Secretary, J. Keating, wrote to Tyrrell in 1916, stating:

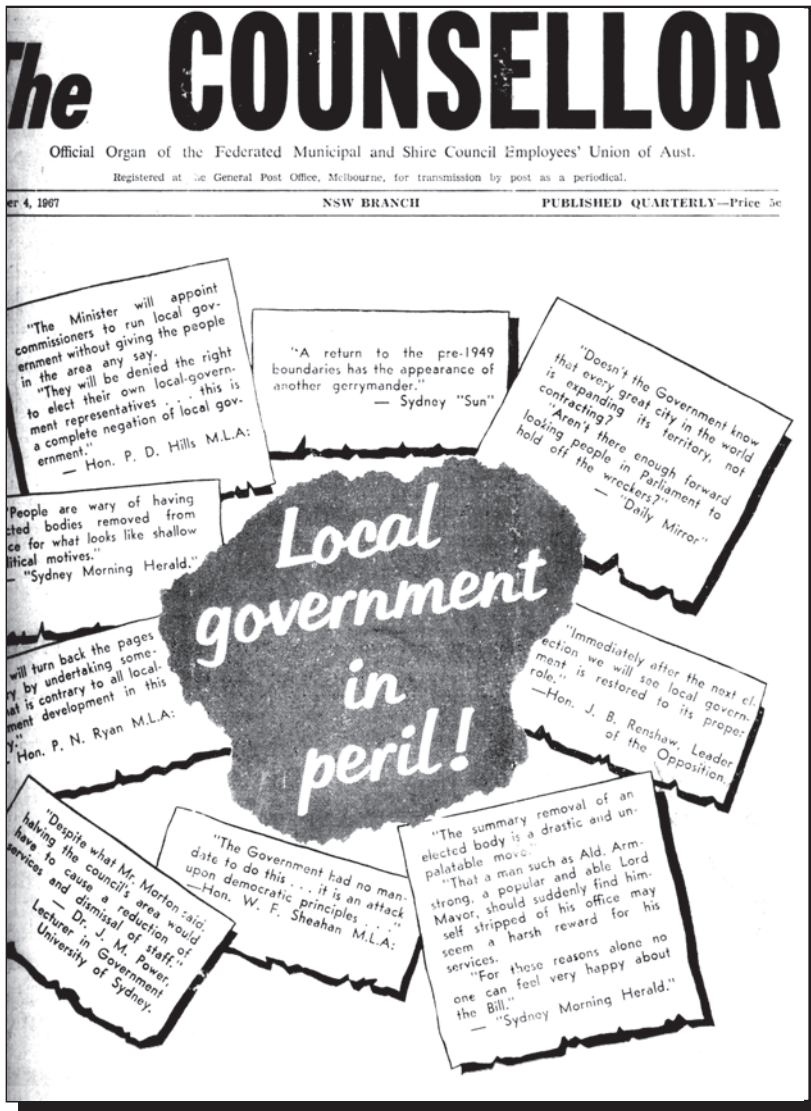
We are in the midst of a racing carnival. We were all on Van Homreigh in the hurdle. Popular opinion favours Bullawarra in the steeplechase but a lot of good judges are tipping Chess, which I had with Van Homreigh in a double. You had better put this information in the sporting column.

These comments were included in the next issue. Whether because of this or otherwise, the sporting page ceased shortly after. (When the *Labor Daily* began publication in the 1920s, with the support of the Union, sporting reports were a prominent feature of that paper.)

In 1954, the magazine was reduced in size, becoming a journal with a predominance of national, overseas, and ACTU news from the editor, T. Winter, as Federal Secretary. In 1964, the Union again took over, and it became a NSW journal again, used to good effect to publish news and views to NSW members as well as to publicise Union activities and campaigns. An example of the use of the magazine for campaigning was in 1967, when it publicised the Union's attack on the NSW Government over the sacking of the Sydney City Council and the consequential boundary charges. The front page, illustrated on the next page, was followed by many other articles in this issue.²

In 1973, *The Counsellor* became a widely read broadsheet newspaper, continuing to publicise general NSW union affairs. It was very well received by readers, not only for its content but also for its style, with banner headlines on every page. In 1989, it again reverted to a journal size and to publish primarily NSW MEU news. It was upgraded from 1993, being produced in colour, with pithy headlines and good design, which success continued through to 2003.

Attack on NSW Coalition Government's proposals to reduce the Sydney City Council Boundaries, 1967



Source: *The Councillor*, No 4 1967 p. 1

Other Publications

The Union did not rely solely on *The Councillor* to disseminate news and views. As the membership grew and became more diverse, it became important to inform members of industrial issues affecting their particular area or field of operation. The first of these publications was a booklet entitled *Clock and Dome*, produced by the Town Hall Branch for salaried/professional members in the City Council and Sydney County Council, which was produced at two-monthly intervals. This continued until 1952, when it became *The P.U.S.O.A. Branch Bulletin*, covering additional issues affecting members in the Electricity Commission of NSW and Cumberland County Council. A booklet was also subsequently produced for members in the Local Government Officers' Branch, and from the 1960's Bulletins and Notices were issued to provide information to other specific membership groups employed by various employers. This practice was greatly expanded over the following years.

18

Picnic Day

The first registered Union Rules in 1903 provided for a Picnic Day to be observed as a holiday, such picnics having been held from 1900 by employees of the City Council. In 1911, it was proposed the Union Picnic be organised for members throughout all Councils in the Sydney Metropolitan area.¹ In 1917, the picnic committee structure was altered to provide one representative from each metropolitan suburban Council, in addition to the City Council representation.

Up until 1919, the Annual Sydney Metropolitan Picnic was held at Clontarf on the Northern area of Sydney Harbour. The cost of a picnic ticket was 1/- [10 cents].² The largest of the Balmain Ferry Company's boats conveyed 6,000 men, women and children to the ground. The cost of the ground and ferries was £40 [\$80] being 25% of the total cost of the picnic. Ticket costs were increased in 1920 for Families 2/6d [25 cents] male 1/6 [15 cents], female's 1/- [10 cents] and children free and picnic tickets remained at 2/6d [(25 cents) until 1950. In addition to monetary donations and monies from advertising which amounted to £27/7/0 (\$54.70), the following donations were received:

Tooth's Brewery	4 doz. Bottled Beer
Mrs. McClusky	2 Bottles of Whisky
Mr Langer	2 Bottles of Whisky
Rowlands Ltd.	30 Gallons Ginger Beer
Pinkertons	1 Pair of Trousers
H. Wolfe	1 Pair of Boots
H. Honeyman	1 Pipe
S. Bowen	1 Pair of Trousers and Open Order Ladies
Ald. Race	£1/1s.
Ald. J. English	1 Stetson Hat
Mick Simmonds Ltd.	1 Pipe and 1lb Tobacco
Tooheys Ltd.	27 Gallons of Beer
A. Green	1 Trophy, Cleveland Plate
Millard	1 Hat
Australian Paper Co.	1 Trophy
Ted Petty	1 Pipe
W. Foster	1 Pipe
Jas. Tyrrell	Trophy, Dancing Competition, £1/1/-
Nock and Kirby	Open Order
W. J. Hickey	1 Pair of Boots
W. H. Duff	1 Gold Medal
Murdocks Ltd.	1 Hat

S. Dorrian	1 Box of Cigars
Fresh Food and Ice Co.	10 Gallons of Milk
Stedmans Ltd.	1 dozen Boxes Fancy Lollies
Resch's Brewery	2 dozen Bottled Beer
Mr. McCarthy	6 Bottles of Beer

In 1920, the venue was changed to Clifton Gardens on the foreshores of Sydney Harbour and typical of activities at the picnic were the races detailed in the accompanying panel.

Sydney Metropolitan Picnic Races 1920

**Federated Municipal & Shire Council
Employees' Union of Australia.
NEW SOUTH WALES BRANCH.
ANNUAL PICNIC 1920**

TO BE HELD AT
CLIFTON GARDENS, on MARCH 10th, 1920.

Entries are now open for the following events, viz.—
Block Boys' Handicap, 100 yards. Entrance Fee 6d.
Flushers', Night Sweepers', and Patrol Boys' Handicap, 100 yards.
 Entrance Fee 6d.
Combined Labourers' Handicap, 100 yards. Entrance Fee 1/-.
Combined Carters' Handicap, 100 yards. Entrance Fee 1/-.
Championship M. and S.C. Employees' Union, 100 yards. Entrance
 Fee 1/-.
Coronation Handicap, 100 yards. Open to all members of the Muni-
 cipal Employees. Entrance Fee 1/-.
Cleveland Inn Plate Handicap, 100 yards. Open to all members of
 the Municipal Employees. Entrance Fee 1/-.
Clerical and Professional Branches Championship, 100 yards. Entrance
 Fee 1/-.

Entries Close for the Above Events on the 3rd MARCH, 1920.

OTHER EVENTS. POST ENTRIES.

Old Buffers' Handicap, 75 yards. Entrance Fee 6d.
Egg and Spoon Race, 75 yards. Entrance Fee 6d.
Pinning the Donkey's Tail (for Ladies only). Entrance Fee 3d.
Married Ladies' Race (Mother or Wife of Employee only). Entrance
 Fee 6d.
Single Ladies' Race (Sister or Daughter of Employee only). Entrance
 Fee 6d.
Lady Visitors' Race (all Comers). Entry Free.
Children's Races (for Boys and Girls from 8 to 16 years of age). Entry
 Free.
Step Dancing Competitions (for young and old). Entry Free.
Step Dancing Competition (all Comers). Entrance Fee 6d.
 All Competitors (other than for All Comers' Events) to be Financial
 Members of the Federated Municipal and Shire Council Employees'
 Union.

Competitors must furnish with entry their last three performances to
 The Sports Secretary,
 A. COATES,
 80 Sophia Street,
 Surry Hills.

Dancing all day until 9 p.m. in New Pavilion.
Milk, Fruit, Lollies, Biscuits, and Ginger Beer in Abundance, Gratis.
Glorious Sandy Beach for the Kiddies. Splendid Swimming Baths.
FAMILY TICKET, 2/6. GENT'S., 1/6. LADIES 1/-.
CHILDREN FREE.
JAS. TYRRELL, Gen. Secretary.

Picnics were grand affairs, with up to 10,000 attending. There was dancing to a live band and it was reported: "The Dancing Pavilion was well patronised by about 2,000 exponents of the Terpsichorean Art".³ Races were organised for all ages, and a special ferry transported invited guests to the venue for the official lunch. The day was an opportunity for speeches to promote Union policy, as well as to cement personal and professional relationships with Government and local government dignitaries. These arrangements continued over some sixty years until 1968. The report on the official proceedings at the 1940 picnic exemplified these arrangements.

The President, Mr. J. Kaine, said that margins struck years ago remained, and that employers appeared to think that the Courts were their Maginot Line. No practical plans embodied the welfare of the workers, except that they had to serve. Mention was made of the strength of the Union, the Minister for Works and Local Government, Mr. Martin, remarking that he had been informed that almost 100 per cent of the employees who were qualified to join were members of the organisation.

The Chairman of the Sydney County Council, Ald. Tressider, emphasised that he was "never behind the door" when it came to any gain by the employees, and that he had on more than one occasion voted in the House for Mr. Lang.

The leader of the Labor Party, Mr. McKell, said that he would stand firm with the Union to help solve the great social problems which still had to be faced. The young men who were asked to give service for their country, he declared, should not suffer. The principle of equality of sacrifice should apply.

The president, Mr. Kaine, presided at the luncheon, the guests including the Lord Mayor, Ald. Crick; the Minister for Works and Local Government, Mr. L. O. Martin; the Chairman of the Sydney County Council, Ald. Tressider; the leader of the Labor Party, Mr. McKell; Ald. Shannon, M. L. A.; Councillors Parry and Gardiner, of the Sydney County Council; Ald. Carroll, of the City Council; the Mayor of Balmain, Ald. Cashman; Ald. Whelan, of the Paddington Council; the Town Clerk of Sydney, Mr. Roy Hendy; the General Manager of the Sydney County Council Electricity Undertaking, Mr. Vine Hall; the City Engineer, Mr. Garnsey; the City Assessor, Mr. Baird; the Superintendent of Stores of the County Council, Mr. Dalton; Aldermen O'Dea and Minogue, of the City Council.

Apologies for non-attendance were received from the acting City Health Officer, Dr. Gilbert; the Assistant General Manager of the County Council, Mr. D. J. Nolan; the President of the Local Government Association of Officers' Branch of the Union, Mr. R. Farran; the Mayor of Paddington, Ald. Fairland; the President of the Local Government Superannuation Board, Mr. D. Morrison; and the President of the Local Government Association, Ald. Griffin.

President's Speech

The chairman proposed the toast of "The King" and then "The Day We Celebrate". "To-day we celebrate our annual picnic under auspices not to our liking", he said. "As a slogan has gone forth from one source or another that it should be business as usual, we pursue the tenor of our way, uneven though it might be.

We have no reason to exult over anything that has happened during the last year. Things now look as they did before. Prosperity abounds all about us, but not for the worker, whose wage increases are dependent upon basic wage increases. Profits are large everywhere, and bonus shares are freely distributed, but prosperity becomes lopsided and humpty-dumpty. Dividends go for a cruise while the worker pulls his belt up another hole, and is expected to be content in a land of great potentialities. Wage-fixing tribunals pay no attention to the disparity between production and wage values. The dilatory Courts have left the workers gasping. Like Abie's sweetheart in the song, we ask, 'what are we waiting for now?'

Loyalty Stained

"Margins struck years ago remain. Employers seem to think that the Courts today are their Maginot Line, which cannot be pushed back. No real scheme contains the workers' interests except that they have to serve. National Insurance without nationalisation of health is only a waste of the Government's time and fools the workers. Our loyalty has been strained by the failure to recognise fully the needs of the workers.

The Sydney County Council recently failed to have regard for men who are called up for military service to learn to serve their country, by not paying the difference between their salaries and the military allowance. The same argument was used on that occasion about conscription round the corner, but they forget that Australia eliminated conscription in 1916-18, and that the soldiers also helped to turn down that proposition. Governments attempt to change their spots, but little do they change the conditions of the workers generally, to many of whom it is merely a blackout. You will, no doubt, wish us well. We still regard day labour as a principle against the contract system. Notwithstanding all our troubles, the Municipal Employees' Union can still have a day out and enjoy itself."

In responding to the toast, the Lord Mayor, Ald. Crick, said that the orderly manner in which the picnic was being conducted reflected tremendous credit on the picnic committee. "I offer my heartiest congratulations to you all," he added "and whether I am Lord Mayor next year or not, I am coming to your picnic."

Successful Organisation

The Minister for Works and Local Government Mr. Martin, who also responded, said: "I am very delighted to think that in these somewhat difficult days your organisation – one of the most successful in the State, I believe – is able to gather here in great numbers and enjoy itself. The times are such that very great anxieties are not only coming the way of men of position and leadership, but also the way of the people of Australia and of the Empire. It is all the more gratifying to the Government to know that you so thoroughly rejoice.

I am told that your organisation is almost 100 per cent of the people who can possibly belong to it. That is a very great credit to you. I believe that you have set an industrial example in conducting your affairs."

The chairman of the Sydney County Council, Ald. Tressider, said: "You have elected a Lord Mayor who will give every consideration to the employees of the Council. He can be approached at any time. I hope that, with the help of this prince of Council Clerks (Mr Hendy) he will have a very successful term. We members of the County Council and of the City Council have a right to meet the heads of the various departments. We contact them, but it is only on an occasion such as this that we can contact the rank and file, who are the means of the success of the County Council today. I have been chairman only two months, and already it is staggering to me to see the way our enterprise is run. It runs just like a sewing machine. Men meet our clients, and the complaints we get are few and far between.

Tribute to Mr. Tyrrell

Our men must be like Jim Tyrrell – the greatest diplomat you have had in this city for many years. He always got what he wanted, not by fighting, but by diplomacy. He has placed this union upon a very firm footing. He has secured for you a 6/- [60 cents] increase that nobody else got, due to the support of his assistant secretary. I am delighted to see Jim Tyrrell here to day, and hope that he will soon be restored to health.

I think every unionist here today will admit that I am never behind the door when it comes to a gain for the workers. I have crossed the floor of the House on more than one occasion and I voted for Jack Lang on the 44-hours' question".

Labor Leader's Speech

The leader of the State Labor Party, Mr. McKell, said: "You referred, Mr. Chairman, to a matter that affects your organisation. It concerns young men who are asked to leave their work and to give, not simply a service to themselves, but a service to the community. Although it is suggested that the guiding principle of this country in

its trouble is that there should be equality of sacrifice, in this particular instance that principle has been entirely overlooked. The young man who gives his service does so at a great sacrifice. That is not right. The principle of equality of sacrifice should apply. If these young men are asked to do something for their country, the country should be prepared to do a reasonable thing by them. That sort of thing represents a point of view, and that point of view is what we have got to get over in our social struggle. We have got to get over the apathy and disinterestedness of those who wash their hands of social problems because those problems do not come to their own door. Although we might be prepared to admit that we have made some advance in social problems, we are still a long way from our ideal. The really great and grave social problems are with us to day.

I ask you who work around the city and suburbs to look at the frightful conditions under which a lot of people live. There is still a very big job for the trade union movement to do. I want this union to believe that just as I am desirous of being with you in your joys to-day I want to stand shoulder to shoulder with you in the solution of these great social problems that we still have to face.”

Ald. Shannon thanked members of the Executive for having asked him to be present.

Picnic Privilege

The Secretary of the Local Government Association, Mr. Bluett, said that one of the greatest amendments made in the award during the past two years was the extension of the picnic privilege throughout the country.

Mr Concannon, M.L.C., said that he was mindful of the remarkable achievements, which had been obtained by the Municipal and Shire Council Employees' Union over many years. That organisation had blazed the trail in establishing industrial conditions.

Mr. Percy Dalton, controller of County Council stores, proposed the health of the chairman.⁴

By 1933, the Municipal and Shire Council Award provided for specific areas in the State where the picnic day was to be observed as a public holiday with the proviso that the Union could make application for any additional areas to be nominated for a picnic day. In 1938, the Local Government and Shires' Associations agreed to Award provision for a picnic day holiday on condition that a picnic was actually held and patronised by employees. In fact, the picnics were organised, and were attended by Councillors and local dignitaries. Examples of when country picnics began to be held were:

Newcastle area	1916
Illawarra area	1926
Bathurst	1926
Barraba	1933
Cessnock	1935
West Wyalong	1936
Parkes and Forbes	1936
Manning River area	1938
Blue Mountains	1939
Guyra, Glen Innes, Inverell, Tenterfield (combined)	1940
Murrumbidgee area	1940
Woolgoolga	1946
Gundagai	1953

**Members and their families leaving the ferry at Clifton Gardens Wharf
to attend the 1952 Metropolitan picnic**



Source: *The Counsellor*, April 1952 p. 5

Sydney Metropolitan Picnics were not held between 1941 and 1948 – the period during and immediately after World War II – and similarly many country area picnics were not held. However, the Union pursued a claim which was successful in having Awards varied to provide that a day was added to the annual leave of members who would be entitled to picnic day, in lieu of the picnic day when the picnic was not held.⁵

The Metropolitan Picnic was moved to Nielsen Park, on the south side of Sydney Harbour, in 1970. Then Luna Park became the venue in 1971 and subsequent years, the races being held on the adjacent Bradfield Park under the Sydney Harbour Bridge. These picnics continued to be well attended, with up to 7,000 participants in some years. The low price for a family ticket of 3/- [30 cents] was maintained from 1951 for 22 years.

It was compulsory under the Union Rules for members to purchase a picnic ticket in the Council area where a picnic was held. The effort of selling a 30 cent picnic ticket to each member was a burden delegates had to bear and for which they did not receive any commission. Many country Branches, where the cost of a picnic ticket was far in excess of the 30 cents for a Sydney metropolitan picnic ticket, collected a small amount weekly for cost of tickets. Country branch picnic results were well publicised in *The Counsellor*.⁶ A system enabling the price of picnic tickets to be added to the payroll deductions of the annual Union subscriptions was introduced in many Councils gradually from 1975.

Taronga Park Zoo became the venue from 1980, again with large attendances, the cost of the ticket being \$1.50.⁷ In 1997, the picnic was moved to Australia's Wonderland, a family fun park in the western area of Sydney where it remained up until 2002. In 2003 it reverted to Taronga Park Zoo, with a family ticket costing \$6.80.

Whilst in later years the picnic was not used for publicising the Union's activities, it continued to be well attended. In 1992, Awards were varied to provide for the Sydney metropolitan picnic be held on the second Friday in March instead of the second Thursday, which had been the observed day for the holiday for over 90 years. In 2002, the Local Government (State) Award was varied to provide that the Union Picnic Day was only to be regarded as a holiday for financial members of the Union, with the Union to advise Councils in whose area a picnic was to be held with the names of financial members.⁸

**Federated Municipal and Shire Council Employees'
Union of Australia — New South Wales Division**

ANNUAL PICNIC
THURSDAY, 8th MARCH, 1951
To be held at CLIFTON GARDENS
Tickets 3/- Children under 16 years of age free.
REG. A. TRIGGS, General Secretary.

FERRY ARRANGEMENTS.
First boat leaves No. 7 Wharf, Circular Quay.
at 9 a.m. and at frequent intervals thereafter
up to 2.30 p.m. Boats leave Clifton Gardens
at intervals up to 3 p.m. and at 3.30 p.m., 4 p.m.,
5 p.m. and 6 p.m. The LAST boat leaves
Clifton Gardens at 6.30 p.m.

Nº 12636

Standard Picnic
Ticket for many
years

Source: Municipal
Employees Union

19

The Hilton Bombing

At 2.30 am on 13 February 1978, General Secretary McMahon received a phone call from George Hooke, City Council Industrial Officer, advising that a bomb had been detonated in a footpath receptacle when refuse was being loaded onto a garbage truck. The explosion killed two innocent garbage members, Alec Carter and William Arthur “Bluey” Favell, and severely injured the driver, Bill Ebb, when the truck was thrown forward. As a correspondent later commented in the *Sun Herald*:

The tragic event was to forever change the peaceful characteristic nature within Australia, alerting the population to the fact we were not isolated from terrorist tactics. The bomb placed in the receptacle outside the Hilton Hotel in George Street, Sydney, containing about thirty-six sticks of gelignite, was apparently aimed to cause injury or death to one or some International Delegates attending the 1978 Heads of Commonwealth Conference.¹

Sydney City Council garbage truck after the 1978 explosion



Source: *The Counsellor*, No. 2, 1978 p. 7

A usual reaction of Union members when there is a death on a job is for a strike, so the General Secretary rang Organiser Evans, instructing him to attend at the Depot at 4.00 am where garbage and cleansing members were to start work, and advise them to go to work and donate their day's pay to a fund he proposed to set up, which they did. He gave an interview on the ABC's "AM" program at 8.00 am that day, announcing an Australia-wide appeal for funds to assist families of the victims.

The fund was established for the family dependants of those who had died, and donations of from \$8,000 to \$50 were received. Another major donation was \$8,600 raised at a benefit night organised at the Revesby Workers' Club, where patrons were entertained by 25 top performers who donated their services free. During that evening there was a bomb scare at the Club, but those attending refused to take directions to leave the building, and the function continued uninterrupted until 3.00 am. The Revesby concert was followed by functions at three other inner-city clubs, raising over \$3,000. Others who donated were: the City Council, \$5,000; MEU NSW, \$3,000; MEU Victoria, \$2,000; Rooty Hill RSL Club, \$1,600; Newtown Leagues Club, \$1,100; Lady Rylah (donation of paintings), \$1,000; Labor Council of NSW, \$1,000; and City Tattersalls Club, \$1,000. In addition, there were substantial donations from Cleansing Department employees, while \$2,600 was donated directly to the widows from other Councils throughout NSW, other unions, and individual MEU members from numerous Branches. The General Secretary took up the issue with the Prime Minister, who had offered the shopkeepers in the Hilton Hotel arcade some assistance due to loss of trading. He also wrote to the Labor Council of NSW:

Dear Mr. Ducker,
Secretary Labour Council of NSW,

Delegates would be aware of the deplorable horrific act of terrorism, which occurred on February 13, 1978, which has resulted in the death of two innocent members of this Union employed by the Council of the City of Sydney.

The Union has arranged for collections from members and the public who wish to express their condemnation of such act by contribution to an appeal for financial assistance to the dependant wives and young children between 7 and 9 years of members, who were victims of the tragic bombing.

The Ironworkers' Union has responded with a generous donation of \$500 and it is requested that the Labor Council of NSW support the appeal and recommend that all affiliate unions make a substantial donation to the appeal and also request their individual members to do likewise.

This Union deplores such acts of terrorism and those who perpetrate such acts of violence by the use of explosives and terrorism to achieve their ends, and requests Labor Council of NSW to endorse such policy.

It is also requested that Labor Council of NSW endorse the Honourable Neville Wran's, Premier of NSW, Statement made in the NSW Parliament on February

14, 1978 and support this Union's view on behalf of members of the necessity for police responsible for security to be given every opportunity to obtain the maximum information from overseas as to security and surveillance measures necessary to be taken to obviate further repetition of this dreadful act of terrorism.

Also that the ACTU take up with the Fraser Government the necessity for similar liaison with overseas by Federal Police involved with such security.

It has been noted that the Fraser Government proposes to fully compensate businesses in the arcade under the Hilton Hotel for loss of trade during this week, due to closure of the arcade, and noted the Federal Government's complete disregard for the plight of the families of the victims by the callous statement that the compensation scheme will not apply to any of the victims because they would be covered by industrial Awards or other compensation schemes.

This Union considers that whilst Workers' Compensation may be assessed, and premiums charged, for normal injuries which may occur, it certainly does not account for loss of life through terrorist activities, the prime responsibility for which must rest in this instance with the Federal Government in their arrangement for such Heads of Government to attend the Government Conference in Sydney.

Accordingly it is requested that the Federal Government be advised by Labor Council that this Union considers the loss of over 25 years of future wages earning by the innocent victims and the resultant detrimental financial stringencies place on their families equates more so with the necessity for compensation by Federal Government than the loss of one week's business trading by shopkeepers.

It is therefore requested that the Prime Minister make a lump sum payment of compensation direct to the families or a substantial donation to the "Appeal for Dependant Families of Bombing – February 13, 1978".

Labor Council could express their condemnation of this tragedy by a vote of condolence to the widows and families of the deceased.²

Prime Minister Malcolm Fraser then established a trust fund for the education and benefit of the children of the deceased, contributing \$15,000 for each child, to which fund other donations were to be received. The NSW Premier, Neville Wran, made substantial *ex-gratia* payments to the widows. The City Council was very generous in its financial and other support to the widows and families.

The Union appeal fund had accumulated \$150,000 when closed on 8 May 1978, and this was subsequently distributed to the widows and children.

Each year for fourteen years after the tragedy a remembrance service was held at the George Street site until discontinued at the request of the families.³

Into The Future

Going into its centennial year, the Union amalgamated with the Federated Clerks' Union of Australia, NSW Branch. This required that those two previously State-registered unions go out of existence as constituted, enabling a new union to be registered, entitled the "New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union" (the "United Services Union"). So, the Union known as the "MEU" for nearly one hundred years takes on a new integrated role, with an expanded constitution of coverage, embracing clerical employees in the airline, retail, food manufacturing, road transport and totalisator industries, and other private sector areas previously covered by the Federated Clerks' Union, a branch of the Australian Services Union. Membership increased by some 25%, with Regional Offices located throughout NSW at Bathurst, Canberra, Dubbo, Grafton, Newcastle, Port Macquarie, Tamworth, Wagga Wagga and Wollongong.

Coinciding with the amalgamation of the two State-registered unions was the amalgamation of the two NSW State branches of their Federally-registered organisation, the Australian Services Union (see Chapter 4). As Brian Harris stated in his General Secretary's report to the Union's 2002 Council-in-Conference:

"Over the past two years we have shared resources with the clerical and administrative branch (of the ASU), resulting in savings to the Union, now it is time to provide more efficient operations and ensure the long time security of our Union by merging the two branches formally."

The previous Secretary of the Clerks' Union, Michael Want, became the Executive President of the New Union, and the "MEU", after one hundred years became the "USU", going into the future from May 2003 with a new structure and an expanded Executive (see page 161).

New United Services Union emblem



2003 New U.S.U. Registration Certificate



NEW SOUTH WALES

No. EE05

Industrial Relations Act 1996

**CERTIFICATE OF REGISTRATION OF A STATE
INDUSTRIAL ORGANISATION OF EMPLOYEES**

This is to certify that

on 21 May 2003

Federated Municipal and Shire Council Employees' Union of Australia, New South Wales Division (EE05) amalgamated with Federated Clerks' Union of Australia, New South Wales Branch (EE22) under the Industrial Relations Act 1996 and henceforth the

**New South Wales Local Government, Clerical,
Administrative, Energy, Airlines & Utilities Union**

is duly registered as a State Industrial Organisation of Employees under the provisions of Chapter 5 of the *Industrial Relations Act 1996*.



[Signature]
Deputy Industrial Registrar

Date: 23 May 2003

Into the Future with the New U.S.U. Executive from May 2003



Inset: Halim Assoni (Sydney Branch - South Sydney City Council), Christopher Osborne (Sydney C & A Branch – WorkCover). **Front Row:** John Mackay (Vice President – Newcastle Branch – Dungog Council), Maryanne Stuart (Deputy President – Sydney C & A Branch - St John Bosco Primary School) Steve Birney (President – Northern Branch – Tweed Council), Brian Harris (General Secretary), Michael Want (Executive President), Elizabeth Cumming (Treasurer – New England Branch – Inverell Council). **Middle Row:** Chris Gorman (Northern Branch – Kempsey Council), Marilyn Timmins (Hunter C & A Branch – NIB Health Funds Ltd), Val Rietdyk (Metropolitan Salaried Officers’ Branch – Sydney City Council), Harry Pittman (Central West Branch – Evans Council) Rhonda Barton (Illawarra C & A Branch – IMB Ltd), Ray Bourke (Murray Branch – Corowa Council), Melissa Williams (Sydney C & A Branch – Electrolux Home Products), Diane Fahey (Metropolitan Salaried Officers’ Branch – Warringah Council), Martin Wynne (North Western Branch – Bogan Council). **Back Row:** Jim Taylor (Riverina Branch – Griffith Council), Tony Dean (New England Branch – Moree Plains Council), Joanne Jameson (Airlines Branch - Qantas), Les Coyle (Newcastle Branch – Cessnock City Council), Mark Gill (Energy & Utilities Branch – Pacific Power), Peter Anderson-Smith (ACT C & A Branch – Qantas), Phil Bowering (Southern Branch – Sutherland Council).

Source: United Services Union. Photo by Oliver Strewé



Endnotes

Chapter 1 Notes.

1. *The Worker*, 14 February 1903.
2. Industrial Registrar's Rule File 261.
3. *Ibid.*
4. *Ibid.*
5. *Ibid.*
6. *Ibid.*
7. Annual Conference, Minutes, 1914, 1928, 1953 & 1978.

Chapter 2 Notes

1. Annual Conference, Minutes, 1918.
2. *The Counsellor*, March 1920 p.7.
3. Executive Minutes, 13 February 1979.
4. Executive Minutes, 9 June 1953.
5. *Clock & Dome*, April 1949 pp. 10, 11 & 12.
6. Town Hall Branch, Committee of Management Minutes, 1 & 5 September 1916.
7. Town Hall Branch, Committee of Management Minutes, 14 June & 28 September 1917 and 25 June 1918.
8. *Clock & Dome*, February 1949, p.10.
9. Executive Minutes, 18 December 1945 & 14 January 1947.
10. Executive Minutes, 25 November 1926.
11. Executive Minutes, 2 January 1957.
12. Annual Conference Minutes; 1951 Executive Minutes, 22 January 1952; *Clock & Dome*, December 1953, p.5.
13. Executive Minutes, 12 July 1994.
14. Executive Minutes, 17 October 1996.
15. General Secretary's Report, 1999 Annual Conference.
16. *Daily Mirror*, 4 February 1957.
17. *The Counsellor*, May 1926, p.6.
18. *The Counsellor*, September 1925 p.3; November 1925 pp. 2 & 10.
19. *The Counsellor*, July 1933 p.4.
20. *Daily Mirror*, 4 February 1957.
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2. *The Counsellor*, October 1926 p.6.
3. *The Counsellor*, February 1918 p.9.
4. General Secretary's Report 1919 Annual Conference.
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8. *Clock & Dome*, May 1952, p.11.
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4. *The Counsellor*, January 1915 pp. 5 & 6.
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12. Executive Minutes, 10 August 1932.
13. Sydney Branch Minutes, 17 February 1930.
14. *The Counsellor*, February 1936 p.6.
15. Marilyn Dodkin, *Brothers: Eight Leaders of the Labor Council of New South Wales*, p.11.
16. Executive Minutes, 12 March 1941; General Secretary's Report, 1941 Annual Conference.

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2. Executive Minutes, 2 June 1921.
3. Executive Minutes, 14 October 1952.
4. Executive Minutes, 11 September, 6 & 20 November 1940.
5. Industrial Registrar Rule File 261.
6. Executive Minutes, 17 July 1905.
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8. General Meeting Minutes, 31 July and 14 August 1916.
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5. Half Yearly Meeting Minutes, 9 January 1911.
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4. *The Councillor*, 3/1967 pp. 6 & 12; NSW Parliamentary Hansard, 1970, pp. 5363 to 5375.
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2. *The Counsellor*, January 1916 p.10.
3. *The Counsellor*, February 1920 p.12.
4. Executive Minutes, 30 June & 20 July 1941.
5. *The Counsellor*, October 1919 p.5.
6. *The Counsellor*, November 1915 p.6.
7. *The Counsellor*, August 1927 p. 8 & 9.
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17. *The Counsellor*, November 1915, p.7.
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12. Executive Minutes, 16 June 1930.
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15. Town Clerk's yearly reports to City Council, 17 March 1905.
16. *The Counsellor*, April 1931, p.12.
17. *The Counsellor*, August 1920, p.8; October 1920, p.9.
18. *The Counsellor*, November 1935.
19. *The Counsellor*, October 1936, p.5.
20. Central Branch Minutes, 11 May 1936. Executive Minutes, 11 November 1936.
21. *The Counsellor*, December 1936.
22. *The Counsellor*, May 1937.
23. *The Counsellor*, November 1940.
24. Executive Minutes, 14 June 1944.
25. *The Counsellor*, July-August 1945, p.2.
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29. General Secretary's Report, 1971 Annual Conference.
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31. General Secretary's Report, 1979 Annual Conference.
32. *MEU News*, 3 April 1981.
33. General Secretary's Report, 1983 Annual Conference.
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37. General Secretary's Report, 1984 Annual Conference.
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39. *The Counsellor*, Spring 1999, p.13; Summer 2000, p.8 & 9; Wollongong City Council Enterprise Agreement.

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3. *The Counsellor*, May 1916, p.6.
4. Letter to Local Government Association, 20 August 1919.
5. *The Counsellor*, October 1932, p.8; January 1933, p.2; January 1935, p.2.
6. LGOB, Committee of Management Minutes, 18 September 1931, 13 May 1932.
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8. Annual Conference Minutes, 1941.
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10. *The Counsellor*, No.3/1993, p.8; M.E.U. Notice, 44/92.
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13. MEU Circular 4/97; LG&SA letter to Councils 27 March 1997.
14. Union Submissions, May & December 1996.
15. Annual Conference Minutes, 13 September 1999.
16. State Award 1997.
17. Competitive Principles Agreement, 1995; *The Counsellor*, Spring 1997, p.7; Interview with B. Kruse, 7 June 2002.
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19. *The Counsellor*, Winter 2000, pp. 8 & 9.
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13. Central Branch Minutes, 20 March 1962 & 17 December 1962.
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15. *The Counsellor*, April 1964, p.1; Circular to Branch Secretaries, 11 November 1964.
16. General Secretary's Report, 1980 Annual Conference.
17. B. Kruse, *A Short History of the State Award*; Union Notice, 14 March 1994.
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23. *The Counsellor*, April 1951, p.8.
24. Industrial Officer's Report to 1964 Annual Conference.
25. Notice of Members, 21 December 1982.
26. General Secretary's Report , 1981 Annual Conference.
27. General Secretary's Report, 1985 Annual Conference.
28. LGOB Circular, 23 June 1970.
29. City Council Minutes, 22 March 1904.
30. City Council Minutes, 26 October 1905.
31. *The Counsellor*, February 1921, p.5.
32. Minutes of 1963 Annual Conference.
33. General Secretary's Report, 1981, 1982 and 1983 Annual Conference.
34. Minutes of 1991 Annual Conference. *The Counsellor*, Summer 1992, p.9; Industrial Relations (Sick Leave) Amendment Act 1993. Union Circular 22/93.
35. General Secretary's Report, 1999 Annual Conference; Local Government State Award 2001 Implementation and Policy Manual, Editor B. Kruse.

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2. Town Hall Branch, General Meeting Minutes. 14 May 1931.
3. Executive Minutes, 26 June 1928, 25 November 1942, and subsequent Executive Minutes.
4. Executive Minutes, 21 March 1972.
5. *Inkwell*, 1997/1.
6. *The Counsellor*, Autumn 1985, p.3.
7. Town Hall Branch, Committee of Management Minutes, 12 June 1917.
8. *The Counsellor*, October 1920, p.9.
9. *Daily Worker*, 19 March 1937, p.4.
10. Executive Minutes, 11 September, 3, 9, 12; and 30 October and 20 November 1940.
11. *The Counsellor*, January 1943, p.7.
12. General Secretary's Report, 1944 Annual Conference.
13. *Clock and Dome*, June p.4 & September 1949, pp. 9 & 10.
14. Town Hall Branch, Minutes 26 November 1942.
15. Town Hall Branch, Committee of Management Minutes, 18 February 1943.
16. *The Counsellor*, July 1945, p.4.
17. Shirley Fitzgerald, *Sydney 1842 – 1992*, p.179.
18. *Clock & Dome*, June/July 1949, p.4.
19. *Clock & Dome*, November 1948, pp. 2 & 4; April 1949, pp. 2 & 3.
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30. General Secretary's Introduction to 2001 State Award.
31. General Secretary's Report, 2002 Annual Conference.

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2. *The Counsellor*, May 1921, p.7.
3. *The Counsellor*, December 1922, p.3.
4. *The Counsellor*, January 1915, p.4.
5. *The Counsellor*, August 1915, p.10.
6. *The Worker*, 7 March 1903, p.5.
7. *The Counsellor*, January 1915, p.7.
8. Minutes, 1918 Annual Conference.
9. *The Counsellor*, January 1930, p.2.
10. Executive Minutes, 21 April 1959; LGSB Circular, 5 September 1960.
11. Minutes, Annual Conference 1925; Executive Minutes, 20 August 1926.
12. *The Counsellor*, Summer 1996/1997, p.2.
13. Half Yearly General Summons Meeting Minutes, 9 January 1911.
14. General Meeting Minutes, 1 March 1915.
15. *The Counsellor*, April 1928, p.9.
16. *The Counsellor*, July 1916, p.10.
17. Minutes, 1924 Annual Conference.
18. *The Counsellor*, June 1927, p.9.
19. *The Counsellor*, May 1928 p.1 & 4; June 1928 p.9.
20. *The Counsellor*, May 1937, p.7.
21. Minutes, 1937 Annual Conference.
22. *The Counsellor*, September 1942, p.6.
23. LGSB Circular, 8 November 1968.
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27. *The Counsellor*, February 1979, p.3.
28. Executive Minutes, 14 August 1984; *The Counsellor*, January 1985, pp. 1, 2 & 4.
29. *The Counsellor*, Autumn 1988, p.6.
30. General Secretary's Report, 1992 Annual Conference; Union Circulars, Nos.113, 115, 122 and 127 of 1992.
31. General Secretary's Circular, August 1997.
32. *The Counsellor*, February 1936, p.4.
33. Executive Minutes, 15 February & 12 April 1955; PUSOAB Committee of Management Minutes, 28 April 1955.
34. Executive Minutes, 18 June, 2 & 16 July; 13 & 27 August; 7 & 24 September; & 22 October 1957.
35. *The Counsellor*, February 1963, p.10.
36. *The Counsellor*, January 1970, p.6.
37. Executive Minutes, 8 April 1969; Minutes, 1972 Annual Conference.
38. *The Counsellor*, No.2, 1975, pp 3 & 5; Executive Minutes, 17 September 1978.
39. *The Counsellor*, February 1978, p.3.
40. General Secretary's Report, 1981 Annual Conference.
41. Bruce Turpin's Report to Regional Meetings, October/November 1992.
42. *The Counsellor*, Winter 1996, p.3.
43. *The Counsellor*, Spring 2001, p.15.
44. General Secretary's Report 1972 Annual Conference; Local Government Safe Working Committee Circular, 20 April 1977; *The Counsellor*, No.2, 1978, p.5.
45. General Secretary's Report, 1980 Annual Conference.
46. General Secretary's Report, 1980 Annual Conference; Circular, 11 April, 1983.
47. General Secretary's Report, 1983 Annual Conference; Circular, June 1985.
48. *The Counsellor*, Summer 1999, p.11; & Spring 1999, p.3.
49. *The Counsellor*, Autumn 2001, p. 10.
50. Executive Minutes, 8 November 1987; & 9 May 1989.
51. *The Counsellor*, No.3, 1966, p.4; General Secretary's Report, 1988 Annual Conference.
52. Annual Conference Report 1986; Commonwealth Department of Employment Education and Training letter, 13 May 1994.
53. Executive Minutes, 15 April 2002.

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2. *The Counsellor*, February 1915, p.7.

3. *The Counsellor*, August 1928, pp. 3 & 4.
4. *The Counsellor*, January 1928, p.8.
5. Executive Minutes, 4 October 1944.
6. Executive Minutes, 1, 8, 14, 22 & 27 November, 1944.
7. Executive Minutes, 11 & 16 May 1945.
8. Executive Minutes, 28 May, 6 June, 2, 12 & 17 August 1945.
9. Executive Minutes, 18 July and 14 September 1945.
10. Executive Minutes, 20 & 29 August, 3, 12 & 19 September 1945.
11. Executive Minutes, 2, 9, & 24 October 1945.
12. Executive Minutes, 27 March 1946.
13. Executive Minutes, 24 April, 17 & 31 July 1946.
14. Executive Minutes, 10 & 24 September, & 8 October 1946.
15. Gordon F Anderson, *15 years of Electricity Supply*, p.208.
16. Executive Minutes, 8, 22 & 23 June and 8 July 1954; 3 December 1957; 10 & 17 November, 1, 5 & 15 December, 1959; 26 January, 8, 15 & 22 March, 5 April, 31 May & 28 June 1960; 22 August 1961; & 31 March 1964.
17. *The Counsellor*, April 1935, p.3.
18. Executive Minutes, 27 August 1941; *The Counsellor*, August 1941; pp. 6 & 7.
19. Executive Minutes, 17 September 1974.
20. Executive Minutes, 10 June 1975.
21. General Secretary's Report, 1997 Annual Conference.
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26. Power Industry Conference, 30 & 31 October 1997.
27. *The Counsellor*, Autumn 2001, p.10.

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2. *The Counsellor*, June 1928, p.5.
3. Executive Minutes, 9 January 1951.
4. Executive Minutes, 19 January 1965.
5. Executive Minutes, 29 July, 21 August 1975.
6. Executive Minutes, 14 November 1978.
7. General Secretary's Report, Annual Conference 1981.
8. *The Counsellor*, April 1929, p.9.
9. Executive Minutes, 27 February 1990.
10. Executive Minutes, 2 March 2001.
11. Executive Minutes, 18 February 1999.

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1. *The Counsellor*, January 1915, p.1.
2. *The Counsellor*, April 1967.

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1. General Meeting Minutes, 15 November 1911.
2. *The Counsellor*, March 1919, p.7.
3. *The Counsellor*, January 1926, p.2.
4. *The Counsellor*, March 1940, p.6.
5. General Secretary's Report, 1943 Annual Conference.
6. *The Counsellor*, November 1937, p.7; December 1938, p.5; March, 1943, p.4.
7. Executive Minutes, 25 September 1979.
8. Circular Industrial Update, August 2002.

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1. *Sun Herald*, 6 January 1991.
2. *The Counsellor*, February 1978, p.8.
3. General Secretary's Report, 1998 Annual Conference.

TABLE I
Total Membership

Years	Membership	Years	Membership	Years	Membership
1903	35	1943	n/a	1974	35543
1904-1913	n/a	1944	10571	1975	36052
1914	5400	1945	11050	1976	36193
1915	6400	1946	n/a	1977	36198
1916	n/a	1947	12235	1978	36202
1917	n/a	1948	14721	1979	37650
1918	6400	1949	n/a	1980	38050
1919	6742	1950	n/a	1981	39110
1920	7206	1951	20183	1982	40608
1921	8131	1952	n/a	1983	40879
1922	10060	1953	21200	1984	40909
1923	n/a	1954	22382	1985	40881
1924	10569	1955	23439	1986	41439
1925	12027	1956	n/a	1987	41641
1926	13855	1957	23852	1988	42139
1927	14052	1958	n/a	1989	40413
1928	13146	1959	24923	1990	39031
1929	12591	1960	25340	1991	39440
1930	11543	1961	26080	1992	37854
1931	7826	1962	27319	1993	37566
1932	8273	1963	28434	1994	32129
1933	7826	1964	29494	1995	30348
1934	8079	1965	29157	1996	29129
1935	8452	1966	30704	1997	27815
1936	8953	1967	31412	1998	26621
1937	9583	1968	31852	1999	24593
1938	10491	1969	33230	2000	24748
1939	12203	1970	34340	2001	27829
1940	11612	1971	34431	2002	27618
1941	11640	1972	34896	2003*	28475
1942	n/a	1973	35446	* As at March 2003	

Source: Annual Meeting Minutes; General Secretary's Reports to Annual Conferences; Years marked from Industrial Registrar's MEU Trade Union Returns; n/a not available; From 1997, membership was calculated by dividing total annual contributions received by the adult membership subscription.

TABLE II
Salaried and professional Branch membership

YEARS	BRANCHES								TOTAL
	Town Hall PUSOA	LGO	Newcastle City Council	St George County Council	Newcastle Abattoir	Senior Officers Association	Shortland County Council	County Council (Electricity) Undertaking	
1914	Formed								
1915-1918	n/a								
1919	370	Formed							370
1920	370	275							645
1921-1924	n/a	n/a							
1925	640	316							956
1926	850	302							1152
1927	912	318							1230
1928	835	404							1239
1929	758	410							1168
1930	763	408							1171
1931	900	325							1225
1932	850	362							1212
1933	900	325							1225
1934	900	317							1217
1935	900	312	Formed						1212
1936	900	336	90						1326
1937	1130	354	98	Formed					1582
1938	1137	356	101	56					1650
1939	1303	390	177	60					1930
1940	1400	389	207	69					2065
1941	1460	459	224	73					2216
1942	n/a	n/a	n/a	n/a					
1943	n/a	n/a	n/a	n/a	Formed				
1944	1650	516	221	40	65				2492
1945	1680	459	170	42	42				2395
1946	n/a	n/a	n/a	n/a	n/a				
1947	1580	556	170	40	42				2388
1948	1121	780	213	51	67				2232
1949-1950	n/a	n/a	n/a	n/a	n/a	Formed			
1951	1506	841	276	116	71	92			2902
1952	n/a	n/a	n/a	n/a	n/a	n/a			
1953	2000	855	319	110	74	105			3463
1954	2400	2000	317	125	77	105			5024
1955	2650	2120	317	124	79	100			5390
1956	n/a	n/a	n/a	n/a	n/a	n/a			
1957	3005	2284	319	142	79	94			5923
1958	n/a	n/a	n/a	n/a	n/a	n/a	Formed		
1959	3114	2671	175	137	85	110	185		6477
1960	3091	2506	174	128	82	111	198		6290
1961	3200	2686	173	137	81	105	215		6597
1962	3300	3500	173	137	85	105	216		7516
1963	n/a	n/a	n/a	n/a	n/a	n/a	n/a		
1964	3200	3600	171	171	80	92	218		7532
1965	3192	3828	171	172	80	88	238		7769
1966	n/a	n/a	n/a	n/a	n/a	n/a	n/a		
1967	3330	4376	240	234	75	117	242		8614
1968	3416	4403	259	220	75	101	246		8720
1969	3500	4733	282	269	75	152	273		9284
1970	3179	4867	281	281	97	142	287		9134
1987	2815	8310	321			150		2218	13814
1988	2751	10367	459			119		2281	15977
1989	2643	10746	392			107		2214	16102
1990	2645	10490	410			117		2086	15748
1991	2646	11004	392			114		2214	16370
1992	2443	11043	416			97		1933	15932
1993	2256	11375	477			82		1815	16005
1994-1998	n/a	n/a	n/a			n/a		n/a	

Note: During the 1990s there was a general reorganisation of Branches and the only Branch dedicated solely to salaried members was a new Metropolitan Salaried Officers' Branch formed in 1999 whose membership that year was 5,198. (Membership is only calculated each four years for representational strength at succeeding A.C.'s over the next four years).

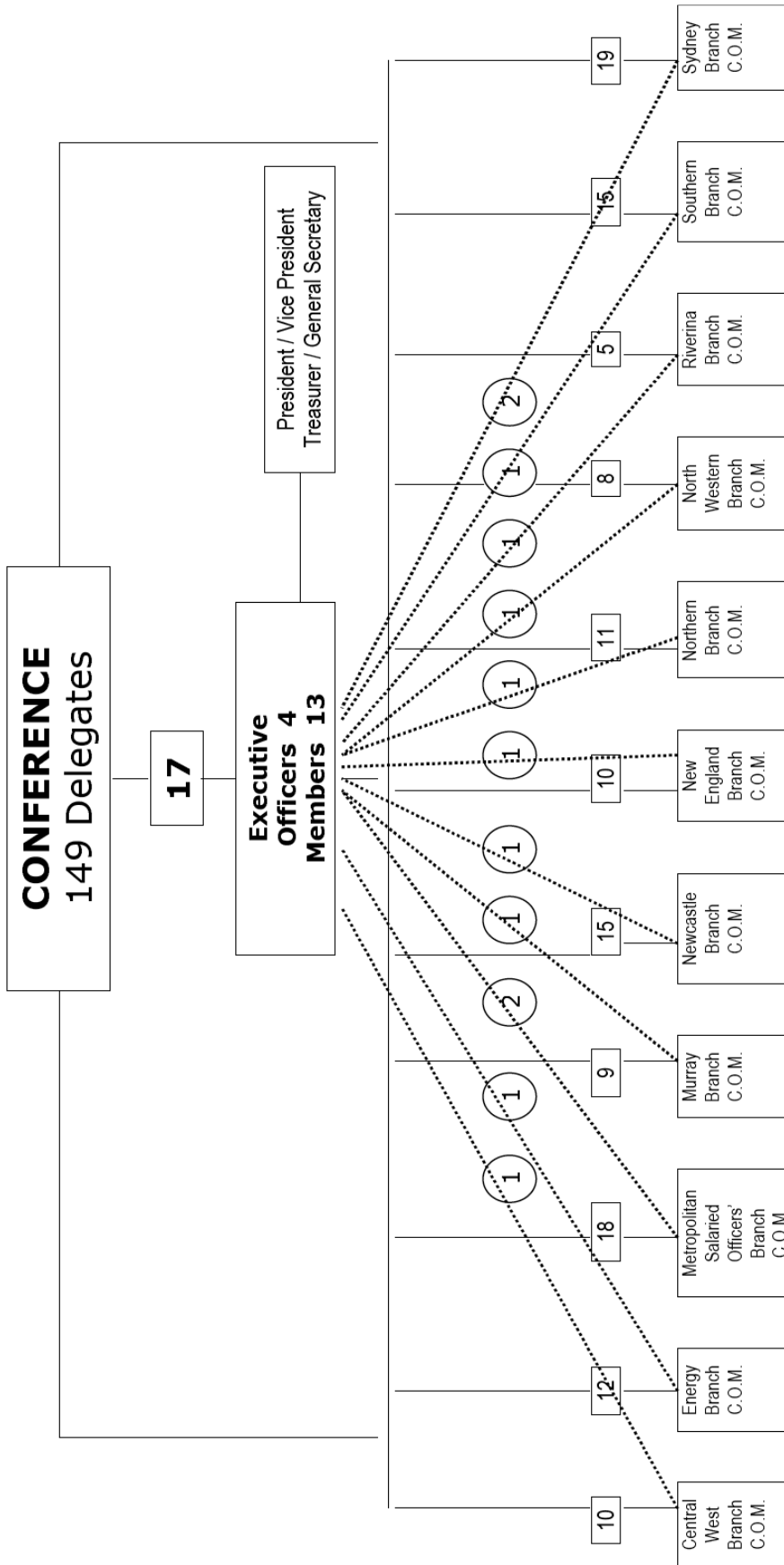
Source: General Secretary's Report to Annual Conferences. n/a not available

TABLE III
Union Officers Over 100 Years

YEARS	PRESIDENT	VICE PRESIDENT	TREASURER	GENERAL SECRETARY
1903	F. Glynn	D.J. Matthews	W.G. Reid	M. Hannon
1904	n/a	n/a	n/a	M. Hannon
1905	T.J. Tyrrell	W.G. Reid	E. Purcell	P. Perry
1906	T.J. Tyrrell	W. McLean	E. Purcell	P. Perry / G. Ashton
1907	T.J. Tyrrell	W.G. Reid	E. Purcell	G. Ashton
1908	T.J. Tyrrell	H. Martin	E. Purcell	G. Ashton
1909	T.J. Tyrrell	J. Maire / D Matthews	W. O'Sullivan	G. Ashton
1910	T.J. Tyrrell	M. Kelly / T. Colquihoun	J. Suppal Snr	G. Ashton
1911	T.J. Tyrrell	L. Campbell / G. Somers	J. Suppal Snr	G. Ashton
1912	T.J. Tyrrell	F. Summers	J. Suppal Snr	G. Ashton
1913 - 1916	T.J. Tyrrell	H. Martin	J. Suppal Snr	G. Ashton
1917	T.J. Tyrrell	J. Kaine / W. McLean	W. Blundell	G. Ashton
1918 - 1929	J. Kaine	W. McLean	W. Blundell	G. Ashton / T.J. Tyrrell
1930 - 1933	J. Kaine	R. Boyd	W. Blundell	T.J. Tyrrell
1934 - 1942	J. Kaine	R. Boyd	G. Boyd	T.J. Tyrrell
1943 - 1948	J. Kaine	R. Boyd	G. Boyd	R.A. Triggs
1949 - 1951	J. Kaine	G.H. Sutherland	G. Boyd	R.A. Triggs
1952 - 1953	G.H. Sutherland	E. Wright	G. Boyd	R.A. Triggs
1954 - 1963	G.H. Sutherland	E. Wright	J. O'Sullivan	R.A. Triggs
1964 - 1966	G.H. Sutherland	E. Wright	N.H. Waller	R.A. Triggs
1967 - 1968	G.H. Sutherland/ E. Wright	L.D. Ryan	N.H. Waller	R.A. Triggs
1969	E. Wright	L.D. Ryan	N.H. Waller	R.A. Triggs / P. McMahon
1970 - 1972	E. Wright	J. J. Foyle	F. Pyne	P. McMahon
1973 - 1978	J. J. Foyle	R.J. Geddes	R.J. McLean	P. McMahon
1979 - 1981	J. J. Foyle	R.J. Geddes	T. Crotty	P. McMahon
1982	J. J. Foyle	R.J. Geddes	T. Crotty	P. McMahon / J.W. Cahill
1983 - 1985	J. J. Foyle	R.J. Geddes	T. Crotty	J.W. Cahill
1986 - 1987	J. J. Foyle/ G. H. Smith	R. Lindsay	M. Daly	J.W. Cahill
1988	G. H. Smith	R. Lindsay	J. Blacklock	J.W. Cahill
1989	G. H. Smith	R. Lindsay	F. Grant	J.W. Cahill / J.J. Merchant
1990	G. H. Smith	R. Lindsay	F. Grant	J.J. Merchant
1991 - 1994	G. H. Smith	M. Dennis	F. Grant	J.J. Merchant
1995 - 1997	G. L. Humphries	M. Dennis	N. Leslie	J.J. Merchant
1998	G. L. Humphries	M. Dennis	N. Leslie	J.J. Merchant / B.W. Harris
1999 - 2001	G. L. Humphries/ S. J. Birney	J. Mackay	Mrs L. Pearson	B.W. Harris
2002 - 2003	S. J. Birney	J. Mackay	Mrs E.I. Cumming	B.W. Harris

Note: Sources: M.C. of S. Staff and Labour Committee Minutes, 1 May 1903;
Trade Union Returns to Industrial Registrar;
Annual Conference Reports;
Returning Officers Reports;
Executive Minutes;
Counsellors.

TABLE IV
Governmental Structure 2003



Note: Figure in circle O denotes numbers elected to the Executive
Figure in square □ denotes numbers elected to the 2001 Annual Conference

Table V
MEU Administrative Structure 2003

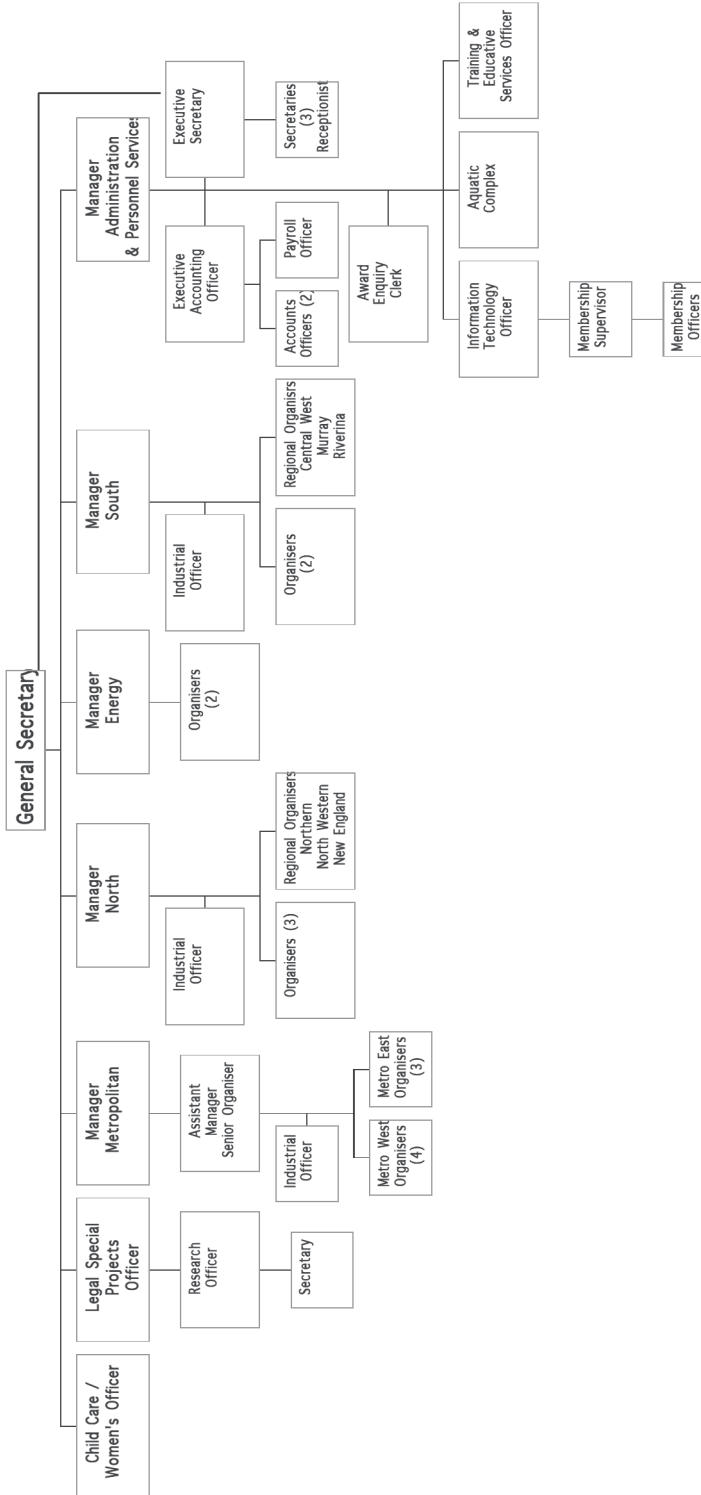


TABLE VI**MEU Officers at March 2003**

General Secretary	Brian William Harris
Manager Administration	Bruce Eric Turpin
Executive Accounting Officer	Ronald Austin Beach
Executive Secretary	Rhonda Jean Boyce
Child Care Organiser / Women's Officer	Julie Anne Marie Griffiths
Industrial Officer	Marea Frances Wilson
Legal Special Projects Officer	Benjamin Kruse
Training & Educative Services Officer	Paul John Reid
Research Officer	Lynette Fraser
Manager Southern Region	Graeme Paul Kelly
Industrial Officer	John Klower
Organisers	David Anthony Perry Jason Kelly
Organiser – Central West (Bathurst Office)	Edward Harley Ellery
Organiser – Murray (Wagga Wagga Office)	Grant Lyndhurst Davis
Organiser – Riverina (Hay Office)	Ian Fayle
Manager Northern Region	Stephen William Hughes
Industrial Officer	Noel Robert Martin
Organisers	Larry Edward Campton Donald Malcolm Peebles
Organiser – New England (Tamworth Office)	Christopher Preston
Organiser – Northern (Grafton Office)	John Hickson
Organiser – North Western (Dubbo Office)	Terrence James Dray
Organiser (Port Macquarie Office)	John Clarence Blacklock
Manager Energy Region	Paul Marzato
Organisers	Scott McNamara Susan Monica Page
Manager Metropolitan Region	James Leonard Stubbs
Assistant Manager Metropolitan	Mark Boyce McLeay
Organisers	Alan George Dickson Stephen Patrick Donley Gregory Patrick Gollledge Michael Keyes Wayne Colin Moody Michael James Neilson Allan John Veney

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UNITED tells the story of unionism in local government and the electricity industry recording the achievements and the battles of the past one hundred years. As the Federated Municipal and Shires Employees Union turns 100 this history provides vital documentation of the union and the men and women who played a role in its development and formation over the past 100 years.

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