



December 18, 2025

The State Secretary,
Western Australian Services Union,
102 East Parade,
EAST PERTH WA 6004

Dear Wayne,

**RE: SAME WORK -SAME PAY REFORM- WESTERN AUSTRALIAN INDUSTRIAL
RELATIONS ACT AND REGULATIONS**

Further to meetings of the State Union Executive and the Federal Union Conference held on Monday the 15th of December 2025, the respective committee and conference have endorsed a recommendation in respect to approaching the Western Australian Services Union to initiate a joint campaign to reform the Western Australian Industrial Relations Act to include provisions for same work- same pay.

That endorsement extends to facilitating meetings between myself and yourself to initiate some form of joint campaign in 2026 on behalf of all reunion members in the industry.

Please find attached the report that was provided to the State Executive and the Federal Union Conference. My recommendations have been unanimously supported by the respective bodies.

I look forward to further discussions and arrangements to progress this campaign in the new year.

Yours in Solidarity

Andrew Johnson
General Secretary
cc Committee and Conference



The LGRCEU acknowledges the Whadjak people of the Nyoongar Nation, as the Traditional Custodians of the lands on which our head office is situated today, and pay our respect to Elders past, present and future.

IN UNITY



December 9, 2025

SAME WORK SAME PAY CAMPAIGN 2026

Dear Committee and Conference,

I'm looking for support as General Secretary of the State Union and Secretary of the Federal Union for support from executive and conference to initiate formal discussions with the West Australian Services Union in respect of lobbying the Western Australian government to amend the State Industrial Relations Act to facilitate the introduction of same work same pay legislation to protect employees contracted to work in Local Government in WA.

I've already signaled my intentions regarding this to the Secretary of the West Australian Services Union who is supportive of the idea of a joint campaign and communication both within the industry and to government.

This legislation is already in place federally under the Fair Work Act and therefore applies to Local Government in Victoria and Tasmania the Australian Capital Territory in the Northern Territory.

Those states and territories have no state industrial relations jurisdiction and so Local Government is covered by the federal jurisdiction therefore the Fair Work Act.

There are a significant number of labour hire companies and contractors who contract in to do work which was formally done by our members in the industry in WA and it is in our interest to work collaboratively with the Western Australian Services Union on this important question.

We need to send a message to the industry that we're United in this position in terms of protecting people contracted in either through companies or labour hire to work in the operations area in Local Government in Western Australia.

The Western Australian Services Union through their Secretary Wayne Wood, has direct access to both the Australian Labor Party and the Government itself through extended personal contacts and formal representation in areas where the relevant ministers including the Local Government Minister and the Industrial Relations Minister can be lobbied.

We do not have that clout as we are not affiliated either with the Australian Labor party or with Unions WA however by cooperating in a joint campaign, we have a much greater chance of success for all workers in Local Government in WA to protect them from being underpaid by Local Government authorities in Western Australia.

The WASU through its current Secretary have already successfully lobbied the Government to prevent privatization of Western Power and the introduction of so-called Beneficial enterprises into Local Government (Trojan Horse privatization of the industry).



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I N U N I T Y



I would also anticipate that we should set aside a sum of money between three and five thousand dollars for the purposes of contributing towards the publicity campaign if we could get a single paid spread in the West Australia, it would be an enormously helpful in terms of projecting our image into the industry and our relevance to our membership in the industry.

As a practical consideration we need to look at the following:

- In collaboration with job delegates and members establishing by observation, surveying and communication, the names of contractors and labour hire companies supplying labour and or doing operations work council where we have members
- informing members and delegate of our campaign
- getting real-time information where possible from labour-hired workers and or contracted workers as to their rate of pay and other conditions of employment.

This base material will be important to any ongoing campaign to convince the State Government the need for reform of the current laws.

Collaboration on this with the WASU will also send a strong message back to the predatory unions looking at attacking us again.

Yours in solidarity
Andrew Johnson
General Secretary



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IN UNITY