

**MINUTES OF THE NINETEENTH ANNUAL GENERAL MEETING  
OF THE AUSTRALIAN LABOUR LAW ASSOCIATION**

Held at **5:30pm (AEDT) Thursday 7 November 2019**, by national phone and video conference at the offices of Ashurst in Sydney, Melbourne, Perth, Canberra and Brisbane.

Marilyn Pittard, President of the Association, chaired the meeting via phone.

The following members were in attendance:

**Melbourne:** Dominique Allen, Anthony Forsyth, Emma Goodwin, Renee Burns, Graham Smith, Bill Steensen.

**Sydney:** Joellen Riley, Anne-Marie Whelan, Peter Punch, Janine Smith, David Chin.

**Brisbane:** Nil

**Perth:** Nil

**Canberra:** Alison Ballard

**Phone:** Linda Gale, Dianne Yali.

**Apologies** were received from: Steve Heathcote, Commissioner Leigh Johns, Peter Gray, Gabrielle Golding, John Howe, Josh Bornstein, Gary Rothville, Melissa Kennedy, John Counter, Joanna Betteridge, Geraldine Dunn, Nick Ellery, Liam Elphick, Andrew Stewart, John Stack, Tess Hardy, Cameron Roles, Mark Rinaldi, Bruce Moore, Ken McAlpine.

**ORDINARY BUSINESS**

1. Confirmation of the minutes of the 2017 Annual General Meeting

The minutes of the 18<sup>th</sup> Annual General Meeting held Held at 3:00pm (AEST) Saturday 10 November 2018, in the Sovereign Room, Sofitel Broadbeach, Gold Coast, QLD were presented by Marilyn Pittard. The minutes were circulated to members via email prior to the meeting.

***Resolution: That the minutes of the 2018 AGM be accepted as true and accurate record.***

*Moved:* Graham Smith      *Seconded:* Anthony Forsyth

**Carried**

2. Secretary's Report on the Association's Activities

The Secretary and Public Officer of the Association, Dominique Allen, had prepared a written report, which was circulated to members by email prior to the meeting. The Secretary noted this was her third report and summarised its highlights.

The Secretary thanked the ALLA National Committee members for their time and efforts over the past year.

The Secretary reported there had been many successful State chapter event held during the 2018-2019 financial year, with modern slavery, enforcement, underpayments and workplace conflicts featured as topics. The Secretary thanked the State Chapter Convenors for their involvement with ALLA and encouraged members to contact the National Committee with ideas for events for 2020.

The Secretary reported ALLA had 280 financial members, with 45 members pending renewal and reported a profit of \$836 as at 30 June 2019. The Secretary noted that the Association's bank accounts had been moved to Bank Australia, who was delivering superior interest rates with no fees. It was further noted that online payment options were established this financial year.

The Secretary reported the establishment of the ALLA ECR Network, expected to hold two events per year, commencing with a workshop hosted at Melbourne Law School on 27 November 2019.

Finally, the Secretary noted that planning was underway for the ALLA 2020 conference to be held on 13<sup>th</sup> and 14<sup>th</sup> November 2020 in Sydney.

***Resolution: That the Secretary's report be accepted as a true and accurate account of the Association's activities during and to the end of the financial year ending 30 June 2019.***

*Moved:* Anthony Forsyth      *Seconded:* Peter Punch

**Carried**

ALLA President, Marilyn Pittard thanked Dominique for her efforts as Secretary and Renee Burns for her tireless efforts administering the Association.

3. **Financial Report**

The Treasurer, Emma Goodwin, tabled the accounts for the 2018-2019 financial year, as required by s 94 of the *Associations Incorporation Reform Act 2012* (Vic). The written report was circulated to members by email prior to the meeting. The Treasurer noted a profit of \$836 for the 2018-2019 financial year. This profit is expected to be utilised for the upcoming 2020 Conference but recouped in conference fees.

***Resolution: That the Association's accounts for 2018-2019 as tabled by the Treasurer be accepted as a true and accurate record of the Association's financial position during and to the end of the financial year ending 30 June 2019.***

*Moved:* Graham Smith      *Seconded:* David Chin

**Carried**

The President offered thanks to Emma for her work as Treasurer throughout 2019.

4. **Election of Officers and Ordinary Members of the National Committee of Management**

The President recorded thanks to ALLA Vice President, Anthony Forsyth for his efforts this year, and also thanked the ordinary members of the committee, who have given generously of their time throughout the year.

The Secretary reported the following nominations for National Committee of Management Officer positions had been received:



<b>President</b>	Marilyn Pittard
<b>Vice President</b>	Anthony Forsyth
<b>Secretary</b>	Dominique Allen
<b>Treasurer</b>	Emma Goodwin

As the number of nominations for the above positions was equal to the number of vacancies, no ballot was necessary, and the above candidates were declared duly elected.

11 nominations were received for National Committee **Ordinary Member** positions.

David Chin  
Tess Hardy  
Graham Smith  
Andrew Stewart  
Gabrielle Golding  
Dianne Yali  
Mark Rinaldi  
Janine Smith  
Nick Ellery  
Vince Rogers  
Ellie Basingthwaighte

As the number of nominations for Ordinary Member did not exceed vacancies no ballot was necessary, and the above candidates were declared duly elected.

Australian Labour Law Association  
Centre for Employment and Labour Relations Law  
Melbourne Law School  
The University of Melbourne  
VICTORIA 3010

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The Secretary thanked the returning committee members and welcomed Dianne Yali and Gabrielle Golding to the 2020 Committee. Thanks were given to Carolyn Sutherland and Matt Kelleher for their past contributions as National Committee Members.

5. Other business

The President recorded thanks to Janine Smith for her efforts in preparing for the 2020 Sydney conference and encouraged state chapters to host events to encourage membership and attendance at the conference.

The Chair declared the meeting closed at 6:00pm.

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## **Report of the Secretary of the Australian Labour Law Association**

### **2018-2019**

This is my third report as Secretary of the Australian Labour Law Association. I would like to thank the ALLA National Committee for its time, efforts and support over the past year. In particular I would like to congratulate the re-elected members of the 2018 National Executive, Professor Marilyn Pittard (President), Professor Anthony Forsyth (Vice-President) and Emma Goodwin (Treasurer).

At last years' AGM, Victoria Lambropoulos stood down as National Committee member, having served for 8 years. We thank Victoria for her contribution and ongoing support of the Association. We also welcomed new member Pauline Bomball to the Committee.

#### **Membership and Finance**

ALLA's financial membership was 280 as of 30 June 2019, with 45 memberships pending renewal. We have been actively following up those members who have not renewed and continued to encourage new members to join. A separate report on ALLA finances has been prepared by the accountants.

ALLA introduced an online membership form and credit card payments system at the end of the 2018-2019 financial year, making it much simpler for members to renew their memberships and much more efficient for ALLA to administer.

#### **State Chapter Events**

ALLA's activities are largely run by volunteer Committee members and State Chapter Convenors. We rely heavily on our State Chapter Convenors to organise and manage a range of State Chapter activities and our National Conferences. The following is a summary of the various events we have held during the 2018-2019 financial year:

##### New South Wales

*Chapter Convenors: David Chin, Jacquie Seemann, and Janine Smith*

- 'The Modern Slavery Act 2018' presented by Arthur Moses SC, New Chambers.
- 'Looking Beyond the Employer - Is the Enforcement of Employment Standards Entering a New Era?' presented by Dr Tess Hardy.
- 'Can Deeds of Release Prevent the Recovery of Underpayments by the FWO? - Lessons from Fair Work Ombudsman & Ors v Atkins Freight Services P/L' presented by Kylie Nomchong SC.
- 'Termination of Enterprise Agreements and Final Offer Arbitration' presented by Professor Shae McCrystal, University of Sydney Law School.

## Victoria

*Chapter Convenor: Marilyn Pittard*

- ‘Modern Slavery and the Workplace’ presented by Rob Jackson and Victoria Comino, Rigby Cooke Lawyers.
- ‘Personal Liability of Managers under Workplace Laws’ presented by Dr Graham Smith, Clayton Utz.
- Can you please add the one from September.

Thank you to all of the State Convenors for your efforts in organising these events, and to the speakers for giving ALLA their time and energy. I encourage members to get in touch with me or other National Committee Members and State Chapter Convenors if you have an idea for a seminar or wish to be involved in organising State Chapter activities in 2020.

## **ECR Network**

In June ALLA launched an early career network to foster the research, teaching, engagement and career development of junior labour law scholars. ALLA members who are current Masters or doctoral students, research fellows or post-doctoral fellows, or an academic who was awarded their doctorate 5 years ago or less, or who has not completed a doctorate but has less than 10 years experience as an academic are invited to join the ECR Network. The Network’s inaugural event will be a workshop in Melbourne in November where ECRs will consider publishing strategies, career planning and engagement with industry and government. Regular seminars will be organised each year including a pre-conference event every second year. ALLA is very grateful to all of our members who have supported this initiative.

## **2020 Conference**

I am pleased to announce that the next National Conference will be held in Sydney on 13-14 November. The conference is being organised by Janine Smith with a conference committee comprising of Marilyn Pittard, Emma Goodwin and Graham Smith. Organisation is well underway. More information will be available on the ALLA website and in the newsletter next year. I look forward to seeing many of you in Sydney next year for what will no doubt be an interesting two days of presentations and discussion.

## **ALLA Administration**

Finally, I would like to thank Renee Burns for her contribution as the ALLA Administrator throughout the year and for providing the National Committee and ALLA members with invaluable support.

**Dominique Allen**

**Secretary**

**07 November 2019**

**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**FINANCIAL REPORT**  
**FOR THE YEAR-ENDED**  
**30 JUNE 2019**



**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

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**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**COMMITTEE'S REPORT**

Your committee members submit the financial report of the Australian Labour Law Association Inc. for the financial year ended 30 June 2019.

**Committee Members**

The names of the committee members during or since the end of financial year are:

Andrew Stewart	Carolyn Sutherland
Marilyn Pittard	David Chin
Dominique Allen	Tess Hardy
Nick Ellery	Emma Goodwin
Anthony Forsyth	Graham Smith
Matt Kelleher	Ellie Bassingthwaighe
Janine Smith	Pauline Bomball
Vince Rogers	Mark Rinaldi

**Principal Activities**

The principal activities of the Association during the financial year were to provide an ongoing forum for debates, seminars and discussion groups, to enable the exchange of ideas about labour law arising both within Australia and internationally.

**Significant Changes**

No significant change in the nature of these activities occurred during the year.

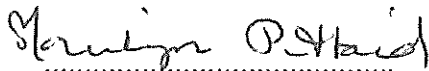
**Operating Result**

The profit of the Association for the financial year amounted to \$836 (2018: Loss \$4,676).

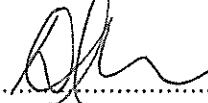
**Subsequent Events**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association.

Signed in accordance with a resolution of the Members of the Committee.



.....  
Marilyn Pittard



.....  
Dominique Allen

Dated this 7..... day of November 2019.

**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**STATEMENT OF PERFORMANCE**  
**FOR THE YEAR ENDED 30 JUNE 2019**

	Note	2019 \$	2018 \$
<b>INCOME</b>			
Membership Fees Received		13,653	11,899
Conference Income		19,550	-
		<u>33,203</u>	<u>11,899</u>
<b>OTHER INCOME</b>			
Interest Received		190	226
		<u>33,393</u>	<u>12,125</u>
<b>EXPENSES</b>			
Administration Costs		11,012	10,143
Bank Charges		-	6
Commission		108	-
Conference & Functions		16,770	1,928
Filing Fees		52	52
Insurance		844	844
Merchant Fees		218	307
Professional Fees		2,950	2,900
Subscriptions		423	417
Sundry Expenses		180	204
		<u>32,557</u>	<u>16,801</u>
<b>Profit / (Loss) for the year</b>		<u>836</u>	<u>(4,676)</u>
Retained earnings at the beginning of the financial year		74,638	79,314
<b>Retained earnings at the end of the financial year</b>		<u>75,474</u>	<u>74,638</u>

These notes should be read in conjunction with the attached  
 compilation report of Agostinelli Perten Pty Ltd Chartered Accountants

**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30 JUNE 2019**

	Note	2019 \$	2018 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents		103,994	88,815
Prepayments		-	6,817
<b>TOTAL CURRENT ASSETS</b>		<u>103,994</u>	<u>95,632</u>
<b>TOTAL ASSETS</b>		<u>103,994</u>	<u>95,632</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Income in advance		12,695	10,664
GST Payable		152	187
Accrued Expenses		15,673	10,143
<b>TOTAL CURRENT LIABILITIES</b>		<u>28,520</u>	<u>20,994</u>
<b>TOTAL LIABILITIES</b>		<u>28,520</u>	<u>20,994</u>
<b>NET ASSETS</b>		<u>75,474</u>	<u>74,638</u>
<b>MEMBERS' FUNDS</b>			
Retained Earnings	2	<u>75,474</u>	<u>74,638</u>
<b>TOTAL MEMBERS' FUNDS</b>		<u>75,474</u>	<u>74,638</u>

These notes should be read in conjunction with the attached  
 compilation report of Agostinelli Perlen Pty Ltd Chartered Accountants

**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**NOTES TO THE FINANCIAL STATEMENTS**  
**AS AT 30 JUNE 2019**

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**1 Statement of Significant Accounting Policies**

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012. The committee has determined that the association is not a reporting entity because in the opinion of the committee there are unlikely to exist users of the financial report who are able to command the preparation of reports tailored so as to satisfy specifically all of their information needs.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

The financial report has been prepared in accordance with the requirements of the following applicable Australian Accounting Standards:

AASB 1031:	Materiality
AASB 110:	Events after reporting period

**Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less.

**Revenue and Other Income**

Revenue from membership dues is accounted for on a cash receipts basis in the year in which the membership relates. This results in the recognition of unearned income within the liability section of the balance sheet.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

**Goods and Services Tax (GST)**

Revenue, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset as part of an item of the expense.

**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**NOTES TO THE FINANCIAL STATEMENTS**  
**AS AT 30 JUNE 2019**

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**Comparative Figures**

Comparative figures have been adjusted to conform to changes in presentation for the current financial year where required by accounting standards or as a result of changes in accounting policy.

<b>2</b>	<b>Retained Earnings</b>	<b>2019</b> \$	<b>2018</b> \$
	Retained earnings at the beginning of the financial year	74,638	79,314
	Net profit/loss attributable to the association	836	(4,676)
	Retained earnings at the end of the financial year	<u>75,474</u>	<u>74,638</u>

These notes should be read in conjunction with the attached  
compilation report of Agostinelli Perlen Pty Ltd Chartered Accountants

**AUSTRALIAN LABOUR LAW ASSOCIATION INC.**  
**ABN 86 023 047 119**

**STATEMENT BY MEMBERS OF THE COMMITTEE**

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial report as set out on pages 1 to 5:

1. Presents a true and fair view of the financial position of Australian Labour Law Association as at 30 June 2019 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Australian Labour Law Association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:



Marilyn Pittard



Dominique Allen

Dated this .....7..... day of .....November 2019

**COMPILATION REPORT  
TO AUSTRALIAN LABOUR LAW ASSOCIATION INC.  
ABN 86 023 047 119**

**The responsibility of the committee of management**

The Committee of Management is solely responsible for the information contained in the special purpose financial report and has determined that the significant accounting policies adopted as set out in Note 1 to the financial statements are appropriate to meet the needs of the committee of management for the purpose of complying with the association's constitution.

**Our responsibility**

On the basis of information provided by the committee of management we have compiled the accompanying special purpose financial statements in accordance with the significant accounting policies adopted as set out in Note 1 to the financial statements and APES 315: Compilation of Financial Information.

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the Committee of Management provided, in compiling the financial statements. Our procedures do not include verification or validation of procedures. No audit or review has been performed and accordingly no assurance is expressed.

The special purpose financial statements were compiled exclusively for the benefit of the committee of management. We do not accept responsibility to any other person for the contents of the special purpose financial statements.



**Agostinelli Perlen Pty Ltd  
Chartered Accountants**

Dated this 1 day of November 2019

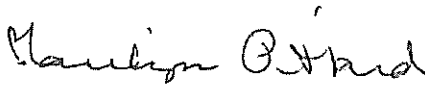


**AUSTRALIAN LABOUR LAW ASSOCIATION INC.  
ABN 86 023 047 119**

**CERTIFICATE BY MEMBERS OF THE COMMITTEE**

We, Marilyn Pittard and Dominique Allen, certify that:

- (a) We are members of the committee of Australian Labour Law Association Inc.
- (b) We attended the annual general meeting of the association held on 07 November 2019.
- (c) We are authorised by the attached resolution of the committee to sign this certificate.
- (d) This annual statement was submitted to the members of the association at its annual general meeting.



.....  
**Marilyn Pittard**



.....  
**Dominique Allen**

Dated this 7 day of November 2019