

NEXGEN

SAME FIGHT. *NEW MOVES.*

*26 - 28
JUNE*

INTERNATIONAL
CONVENTION CENTRE
SYDNEY
DARLING HARBOUR



NEXGEN

SAME FIGHT. *NEW MOVES.*

WORKSHOPS

STREAMS

NexGen17 is a conference for everyone. Workshop streams have been devised for different aspects of union work. Each stream will have 5 workshops over the three days. The icons reflect the stream in the workshop schedule.



1. Organising & Growth

Who is pushing the envelope on what great organising looks like now? Who is innovating and venturing into new territories? What are the ups and downs of being adventurous?



2. Public Support for our Narrative

Messages matter. What is our message and how do we cut through? What's the latest in communications and how can we make real gains as a voice for change in our workplaces, and our nation?



3. Changing the Laws for More Worker Power

How do we win a progressive future in a system which no longer works for workers? And if we don't want this system, what do we want?



4. Economic Justice

Putting fairness back in the system means we have to operate beyond workplaces. How is the movement and others in the progressive space making that happen?



5. Defending our Jobs and Living Standards

Our day to day work is often about holding back the tide. Changes made by employers and governments whittle away workers rights and living standards, what can we learn from unions holding the line?



6. Exercising Workers Capital for Workers

How do we move beyond superannuation as just a retirement nestegg and harness the power of our collective capital to impact for the common good?

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WORKSHOPS

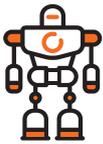
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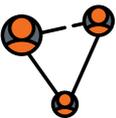
7. Work Health & Safety

Work overload, workplace violence and Airtasker – we are facing many health and safety challenges in both traditional and non-traditional workplaces. How do we organise and win?



8. Future Work

How will technology and globalisation change our workplaces and what will work be like for our members? There is much talk of automation and job losses. But what is our future as worker collectives? Where does our future lie?



9. Online Campaigning & Organising

In an age of 'clicktivism' how do we hold onto our tradition of action but still take advantage of these new tools to build and activate our members? This stream looks beyond vanity metrics to what it takes to build real power that creates real change for workers.



10. Same Fight, New Moves (Taskforce Project)

Heard about the ACTU taskforces and the innovation buzzword? What did they come up with and are they the only ones with new moves?



11. Leadership

A stream for Leaders of unions designed to cover the most challenging issues facing our unions and our movement. Space for leaders to talk frankly about what it will take for unions to survive and thrive.

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PROGRAM

DAY 1

PLENARY 1

8:00am **Registration**

9:00am **Welcome to Country** Uncle Chicka Maddern (Gadigal Elder)

9:05am **Introduction and Taskforce Projects**



Scott Connolly
Assistant Secretary
ACTU

9:15am **Keynote address** Fight back, the challenge ahead



Sally McManus
Secretary
ACTU

9:35am **Inequality the Challenge of our Time**

Australia is the home of the fair go and yet the disparity between workers and the very rich has been growing both here and internationally for the past three decades. Wages growth has slowed and the voice of workers in this debate has been sidelined. How do we re-harness the power of our collective to demand our leaders pay attention to the issue of inequality and reassert the relevance and necessity of a strong union movement?



Richard Denniss
Chief Economist
The Australia Institute



Hassan Yussuff
President
Canadian Labour
Congress



Dawn Modkins
Community, Political
and Union Organiser
Black Lives Matter

11:00am **Morning Tea**

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PROGRAM

DAY 1

WORKSHOPS 1

11:30am

Taking on Inequality and Challenging Corporate Power



1.1 Too Hard to Organise?

It is too easy to blame migrant workers for how hard they are to organise. Explore what it takes to organise workers from diverse backgrounds, and learn from their experiences of being migrant workers on visas and in precarious employment. Look at Member organising, Community organising and organising beyond Australian borders



2.1 Getting the Message Right

How do we tell stories in a way that reaches new audiences, builds support and inspires people to action? Hear from Sandy Killick (Common Cause) and Michael Tull (CPSU) about using strategic values, and framing of messages and campaign narrative, to engage coalitions and build broad based public support.



3.1 Inequality and Wage Theft

No more trickle down. We need a flood! What challenges does the current inequality present? What will a creative fightback look like?



4.1 Taking on Corporations

How do we fight back on an agenda of small government, corporate welfare and the privileging of global corporate giants? How do we make them accountable?



5.1 There are No Jobs on a Dead Planet: Just Transitions

The changes in the energy sector, like many changing sectors, don't have to end with redundancy and trauma for our members and their communities. What role can unions play in ensuring a just transition and the development of meaningful alternative jobs for our members? How and when do we talk with our members about this? How do we follow our members when they leave?



6.1 Investing in the New Economy

This session will explore the potential for a stronger collective commitment to allocating superannuation and pension fund investment into companies with sustainable growth, quality employment, and adaptors of responsible technology to meet societal needs.

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PROGRAM

DAY 1

WORKSHOPS 1

11:30am **Taking on Inequality and Challenging Corporate Power**



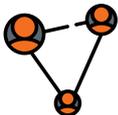
7.1 WHS in Action

Organisers and WHS specialists are building capacity and winning rights for workers on the job via WHS campaigns. Three campaigns will be discussed in this workshop.



8.1 We are Union Women: WRAW Chat

Since its inception in late 2015 We Are Union Women (WAUW) has been trialling new methods for organising women workers: organising women as women. WAUW has melded ideas, strategies and tactics from the women's liberation movement with those of traditional union organising, adding in human rights values frameworks. This workshop will explore some of those strategies, specifically the 'Women's Right's at Work (WRAW) chat's' and the use of narrative (women's experiences) as an organising tool.



9.1 Breaking the Digital Rut

When your spiciest memes aren't cutting the mustard, how do you break out of your digital rut? Who is doing new and interesting things online and getting results?



10.1 Change or slowly die? - Taskforce 4

Afraid to fail? Is your world changing so fast your head is spinning? Hear what this taskforce found when they explored innovation in unions around churn and technology hubs.



11.1 Shifting Political Sands

Changes in public attitudes are impacting the political landscape in dramatic ways. How does this impact our political strategy and what can we do to counter our own version of Trump...Hanson? Hear from different international perspectives and discuss with other leaders what this means for us in the movement

1:00pm **Lunch**

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DAY 1

PLENARY 2

2:00pm **Same fight, new moves: Taking the initiative and fighting back**

The issues don't seem to change from generation to generation but the strategies and tactics to fight back do. What does a 21st century fight back look like? Inspiring stories and lessons from the cutting edge of online and global organising.



Dan Schlademan
Co-Director
Organisation United
for Respect



Nicole Aro
Former Director of
Digital Strategies
AFL-CIO



Paddy Crumlin
President
ITF

3:30pm **Afternoon Tea**

4:00pm **Workshops** Taking the initiative and fighting back

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PROGRAM

DAY 1

WORKSHOPS 2

4:00pm

Taking Initiative & Fighting Back. Local Perspectives & Case Studies.



1.2 Tracking Employers Down: Contract and Supply Chain Organising

Employers are using sophisticated and complex contracting arrangements, and supply chains to avoid their employment responsibilities. How do we organise despite these structures? Hear from different unions – the challenges they faced and the lessons they learnt.



2.2 Penalty Rates to Save our Weekend: What Does it Take to get Public Support?

How did SDA and UV combine strong messaging and on the ground organising to shift public opinion? Explore in-depth the communication and organising tactics used.



3.2 ABCC and Termination of Agreements - Campaigns to Change Unjust Laws

Case studies of how the system is broken and the campaigns to fix it.



4.2 Curbing Corporate Greed

Corporate greed has cast a long shadow over our members and their communities for decades. But some unions are pushing back and campaigning for change. Hear about two very different campaigns that have changed public attitudes towards corporate dominance of our lives and our public services.



5.2 The CUB & ChaFTA: Comprehensive Movement Wide Campaigning

The CUB and CHaFTA Campaigns were important movement wide campaigns in which we pushed back. Hear from campaign insiders Sally McManus (ACTU), Troy Gray (Secretary Vic ETU), Luke Hilikari (VTHC) and the CFMEU on how this was won on-the-ground and online.



6.2 Capital Strategies in Action

How can we use workers capital to leverage improvements in labour standards and labour outcomes? Explore three case studies of union campaigns in which the target company has adopted unacceptable labour practices that are damaging to the workforce and the superannuation and pension funds investing in those companies

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PROGRAM

DAY 1

WORKSHOPS 2

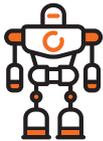
4:00pm

Taking Initiative & Fighting Back. Local Perspectives & Case Studies.



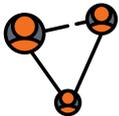
7.2 Health Rights at Work and the Rights of Injured Workers

The fate of injured workers and workers compensation is continually under attack. Explore the latest thinking around best practice guidance, legislation and how we should campaign for and use academic research to its best advantage.



8.2 Are Millennials and Gen Y a Lost Cause?

There is no secret recipe and it's not all about using the latest digital platforms when it comes to organising the next gen. There are however, plenty of young organisers innovating and engaging a new generation of activists.



9.2 Building and Activating Online Communities

Members of CANA (Climate Action Network Australia) were some of the first organisations to learn how to campaign online, build and activate online communities. Hear from our colleagues in the progressive movement what the latest tricks and tools are now.



10.2 New Unions for a New Economy - Taskforce 5

Innovation in engaging new constituencies, how do we make progress in areas we have never before managed to crack? What does it take and how do we need to change to make this possible?



11.2 Leadership challenges - the trials and tribulations of being a leader

Three senior and seasoned leaders from three very different organisations reflect on the challenges they have faced in leadership, what they learned about being a leader and how their organisation was impacted.

5:30pm **Welcome drinks** hosted by Slater & Gordon

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DAY 2

PLENARY 3

8:30am **Reflections on Day 1**



Sam Huggard
Secretary
NZCTU

8:45am **Spoken Word** Sara Mansour, Bankstown Poetry Slam



Sara Mansour
Bankstown Poetry
Slam

9:00am **Future Rights, Future Fights**

Australian workers have fought hard for legislated protection. In a political system where the pendulum swings depending on who is elected, we find ourselves caught in a hamster wheel of bargaining and disputes with employers hell bent on dodging the system. What would a brave new system look like and how do we put the rights of working people at the centre?



Kim Keller
Dep. Director of Organising
International Brotherhood
of Teamsters



Lana Payne
Atlantic Director
Unifor



Sally McManus
Secretary
ACTU



Sue Beitz
Director
Nous Group

10:30am **Morning Tea**

11:00am **Workshops** Future Rights, Future Fights - Skills and Inspiration

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PROGRAM

DAY 2

WORKSHOPS 3

11:00am

Future Rights, Future Fights - Skills and Inspiration



1.3 Raising the Bar: Fight for \$15

What happens when a union really raises the bar and goes for a 'Big Ask'? What was the strategy behind Fight for \$15 and how has this 'Big Ask' translated into an on-the-ground organising campaign? Get the thinking and the tactics from the campaign designers directly and consider what might work in terms of a 'Big Ask' in an Australian context.



2.3 Shaping Public Opinion around Our Agenda

Our movement has long had a vision for how Australia could be. Explore where we've been successful in shaping public opinion and the challenges in the current climate.



3.3 Winning a Different Future

The Fair Work Act is Broken. We need new laws that work in workers favour. What are our options to change to rules?



4.3 A Privatised Public Sector is a Cancer the Movement can't Afford.

The public sector and the private sector are fundamentally linked. Losses in the public sector results in downward pressure on wages in the private sector. How are unions campaigning to preserve 'good jobs' and 'good services' in the public sector for the common good?



5.3 What is Distributed Leadership and How do I Get it?

Movements need leaders and leaders need development. Hear Hahrie Han speak about her investigations into which organising practices lead to power and which don't. Also hear from Jane Clarke from the Organising Centre on how leaders are successfully developed.



6.3 Flexibility or Insecurity on Speed?

The language of flexibility is being co-opted by employers to mean increased encroachment of work in our lives. What do future jobs look like? What do we think they should look like? What will this mean for workers, especially women workers?

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PROGRAM

DAY 2

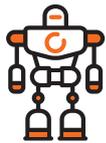
WORKSHOPS 3

11:00am **Future Rights, Future Fights - Skills and Inspiration**



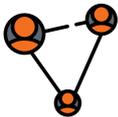
7.3 Gender Violence and Workplace Violence

Explore the behaviour and cultures in Australian workplaces that enable and support violence against women. What can be done?



8.3 Technological Change - Threat or Opportunity?

If we can't hold back the tide, how do we surf it? What are the changes coming our way? We face technological changes that will transform many industries and jobs, so how do we organise around this change?



9.3 Digital Actions for Online Campaigning

Online campaigners explore and share digital action tactics that have won campaigns.



10.3 Building a New System with Workers at the Centre - Taskforce 3

What happens if you start from the position that the system is broken and can't be improved with just 'tweaking'? Debate and discuss the four principles developed by the taskforce that should underpin any new system of worker rights.



11.3 New Laws for Workers - Principles & Priorities

The system is broken, so how do we fix it? Debate what we need from a legislative framework that will ultimately ensure we are positioned to win and grow.

12:30pm **Lunch**

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DAY 2

PLENARY 4

1:30pm **Plan, Organise, Win - Doing What Works**

What have we learned about how to organise people into the collective? Where are the new frontlines of our struggle to organise power and push back on global corporate power and greed.



Hahrie Han
Anton Vonk Asc. Professor
University of California



Scott Courtney
Vice President
SEIU (Fight for 15)



Elizabeth Tang
General Secretary
IDWF



Larry Brown
President
NUPGE

3:30pm **Afternoon Tea**

4:00pm **Workshops** Plan, Organise, Win - Doing What Works

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PROGRAM

DAY 2

WORKSHOPS 4

4:00pm

Plan, Organise, Win - Doing What Works: Lessons & Case Studies



1.4 The Art of Acting Like a Union - Creative Action Tactics

How do we make action tactics that engage members in demonstrating solidarity fun and unexpected? Design creative and unique actions that are outside our typical toolbox.



2.4 Cut Through with Members and Media

In a crowded market with trends towards internet echo-chambers, how can a union use the latest in digital media and media strategy to cut through with both their base and their target audience? Brands, media and messaging.



3.4 Mind the Gap - Safety Net and Bargaining

What are the alternatives to the 'death by bargaining' system of setting wages and conditions that is whittling away union resources without building power? How do we rescue the link with the safety net so that it is relevant and enforceable?



4.4 ATSI Cultural Perspectives: Our History, Our Future

The active participation of our Aboriginal and Torres Strait Islander brothers and sisters in trade unions is critical to greater equality and fairness in Australian workplaces and communities. Reflect on the cultural content of your union programs, and opportunities to include more Aboriginal and Torres Strait Islander perspectives, history and engagement in education and organising.



5.4 What Have We Learnt from Election Campaigning?

Since YR@W the movement has been amassing enormous amounts of experience and learning from election campaigning. With the recent success in WA what are those distilled lessons and how could we translate that back into our union organising?



6.4 Winning a Decent Retirement for Workers - Adequacy at 12%

Adequacy of superannuation is under threat – the Government's continuing delays in introducing the 12% Superannuation Guarantee contribution and the recent pension changes have threatened the objective of maintaining living standards in retirement. The issues affecting women workers are more stark. Together these issues threaten the viability of the superannuation framework negotiated 30 years ago. What will Unions do, how should we respond?

WORKSHOPS 4

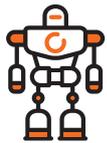
4:00pm

Plan, Organise, Win - Doing What Works: Lessons & Case Studies



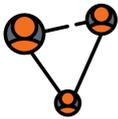
7.4 Building Power Around WHS

The rights for Health & Safety Reps and consultation provisions in legislation are second to none. How can we organise using the WHS legislation to get strong structures in place to build healthy workplaces?



8.4 Delegates for the Future

We talk the talk about delegates all the time but what happens when we fully walk the walk? Does it work or is it all just theory? Two unions really tried it all out and were serious about putting delegates in the centre of their work - what were the outcomes?



9.4 'OUR' Walmart Experience

1.3 million non-union underpaid employees and only 8 organisers. No organisation has had to be so resourceful as the 'Organization United for Respect'. Hear from Dan Schlademan and Eric Schlein about their campaign strategy to take on Walmart. Learn about using online tools, mobile phones and member organisers to organise and campaign



10.4 Transformational Organising for the Future - Taskforce 1

Is organising still relevant to Australian Unions? Explore how to grow the kind of grass-roots power needed to transform worksites and campaigns and GROW! Hear what Hahrie Han found when she studied organisations who had built real power and hear how Teresa Conrow has over and over again organised workers to win.



11.4 Global Capital - What are they up to

What trends are we seeing in how global capital is impacting workers and are unions capable of matching their strength?

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DAY 2

ACTU 90TH ANNIVERSARY GALA DINNER

7:00pm **President's Address**



Ged Kearney
President
ACTU

Address



Bill Shorten
Leader of the
Opposition

Keynote Address



Bob Hawke
23rd Prime Minister of
Australia

NexGen17 Awards Presentation Sally McManus, Secretary, ACTU

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PROGRAM

DAY 3

PLENARY 5

8:30am **Reflections on Day 2**

8:45am **Building a New Generation of Activism on the Strength of our Past**

The next generation will inherit our movement. Our history of struggle is a strong foundation to build a new generation of activists. How will the next generation make the movement their own?



Kathryn Gill
Player Relations
Executive
Professional
Footballers
Association



Nayuka Gorrie
Social Commentator
National Indigenous
Youth Leadership
Academy (NIYLA)



Tom McDonald
Fmr. Secretary
Building Workers
Industrial Union

10:00am **Morning Tea**

10:30am **Workshops** Leading the Fight: Tools and Roadmap

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PROGRAM

DAY 3

WORKSHOPS 5

10:30am **Leading the Fight: Tools and Road Map**



1.5 Growing Unions in the Toughest Places of All - Lessons from our International Comrades

There is no doubt Australia is a tough environment to organise in but what of our comrades working in Asia or the work Union Aid Abroad is doing on global inequality? How do you get people to join in places where there are no union rights, and employers are notoriously lawless?



2.5 Amplifying Voices of Dissent and Diversity

Amplifying public support and building a progressive movement takes both online and offline strategies. What are the tips, tools and techniques for capitalising on campaign 'moments' combining organising and social media to garner support from more than the usual suspects for your cause?



3.5 Rebalancing the System - the Fight for Worker Collective Power

Imagine laws that placed worker rights to organise for power as a central and underpinning feature. What would that look like and how do we get it?



4.5 Winning Equality - Are We There Yet?

How is it that in 2017 we are still wrestling with notions of what economic and social justice looks like for so many groups in our society? Hear how three different campaigns from outside our movement are tackling this inequity and learn how to make a difference.



5.5 Scaling Up Beyond the Workplace

When you need more power than your members alone have, how do you work in coalition with other key stakeholders to campaign and win? Hear from three leaders about successes and failures when organising in coalition.



6.5 A New Collective Vehicle - Making Housing Affordable?

What if workers capital got involved in the housing affordability debate? What are the possibilities?

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DAY 3

WORKSHOPS 5

10:30am **Leading the Fight: Tools and Road Map**



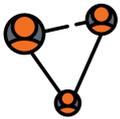
7.5 Making Future Work Healthy

Workers mental well-being is becoming an important focus within health and safety. Examine union campaign case studies and the latest research.



8.5 Organising - A Festival of Dangerous Ideas!

If you had a blank canvas and could design the union movement from scratch what would you do? Hear from some amazing organisers about how they would tackle the challenges of the future with a movement fit for purpose.



9.5 The Power of Data and Predictive Modelling in Online Campaigning

The Power of Data depends on how we use it! Stating the obvious or exploring the potential? Share stories about how data helps us win campaigns. What information should we be collecting and how should we be using it?



10.5 Procuring more Resources for the movement - Taskforce 6

Who would have thought that a collective procurement exercise could reap so much for the union movement. Find out what has been achieved by unions prepared to work collectively to make sure how we source and buy our supplies made a difference, and how they used design thinking to come up with it.



11.5 Growth - Anyone with a Silver Bullet?

There are unions that are growing in Australia - what strategies are they using and why do they think it's working?

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PROGRAM

DAY 3

PLENARY 6

12:00pm **Campaign Toolkit and Closing Address**



Sally McManus
Secretary
ACTU



Ged Kearney
President
ACTU

1:00pm **Conference Close**

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ACTU Major Partner

