



NSW Law Reform Commission
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MEU Submission to the Review of the Anti-Discrimination Act 1977 (NSW)

The Mining and Energy Union (MEU) welcomes the opportunity to make a submission to the NSW Law Reform Commission to assist with its review of the Anti-Discrimination Act 1977 (NSW).

The MEU is the principal union in the coal industry, covering mines, power stations, ports, and workers in metalliferous mining, oil, gas, electricity, and the coke industry. Members in NSW are represented by the Northern Mining and NSW Energy District and the NSW South Western District. In addition to coal mines and coal-fired power stations, members of the MEU in NSW also work in metalliferous mines in the Broken Hill area.

The MEU strongly supports the inclusion of trade union or industrial activity as a protected attribute under the Anti-Discrimination Act 1977 (NSW).

This reform is essential to ensure that workers in NSW are protected from discrimination for participating in lawful union-related activities, including:

- Union membership
- Participation in lawful industrial activity (eg meetings, strikes, advocacy)
- Seeking union representation or advice
- Expressing support for union-related matters.

This protection should apply across all sectors and employment types, including casual, part-time, and contract workers.

This reform would align NSW with other jurisdictions. Most other Australian states already prohibit discrimination based on trade union or industrial activity.

Workers must be free to organise, advocate, and seek representation without fear of discrimination or reprisal. Including this attribute in the NSW Anti-Discrimination Act would contribute to a more consistent national legal framework, ensure NSW keeps pace with modern anti-discrimination frameworks, and make it easier for workers to understand and enforce their rights.

Yours sincerely,

Grahame Kelly
General Secretary
Mining & Energy Union