

WITNESS STATEMENT

Carol GLEN

1. I am 42 years of age and I live in [REDACTED] in the state of Victoria.

Background

2. In 2008, I began working for the HSU Victoria No. 1 Branch (**No. 1 Branch**) as an organiser.
3. I was responsible for both public and private hospitals. I was not an elected official at this stage.
4. At that time, Mr Jeff Jackson (**Mr Jackson**) was the secretary of No. 1 Branch.
5. In 2009, I ran in the branch election on Mr Marco Bolano's (**Mr Bolano**) ticket and I was elected as the No. 1 Branch President.
6. Mr Bolano was elected as the Branch Secretary, and Mr Jamie Martorana (**Mr Martorana**) was elected as the Assistant Secretary.
7. In the three months leading up to the election, I was mostly out canvassing votes at sites, working with delegates.
8. I had no involvement in the campaign funding or financing.
9. In or about September 2010, after the amalgamation, I was the Divisional Secretary in Victoria of HSU East.
10. The balance of the executive was made up of:
 - a) Mr Michael Williamson (**Mr Williamson**), the General Secretary;
 - b) Ms Kathy Jackson (**Ms Jackson**), the Executive President;
 - c) Mr Peter Mylan (**Mr Mylan**), a Divisional Secretary; and
 - d) Mr Bolano, a Divisional Secretary.

Bullying and Intimidation at HSU East

11. During the period of my employment with HSU East, I believe that I was deliberately loaded with extra work to keep me busy and out of the office.

12. I felt excluded from discussions after the amalgamation. It was very much a 'boys club' within the union. I felt as if I was on a "need to know basis". I felt I did not get any support from Ms Jackson.
13. I thought that Mr Williamson was a bully. He was very hard to work with and I believe he saw me as an easy target because I was a young and naïve female he thought he could manipulate.

Corruption in HSU East

14. I observed that after the amalgamation, everything in HSU East was very extravagant when it did not have to be.
15. We were, after all, a trade union and should not have been holding extravagant events like the Annual Convention in Sydney.
16. The atmosphere was not at all friendly like it had been in Victoria No. 1 Branch before the amalgamation. I did not feel that you could trust anyone.
17. I observed that Mr Williamson and Ms Jackson treated people at HSU East very poorly.

My Resignation from HSU East

18. I refer to paragraphs 189 to 203 of Mr Marco Bolano's Statement of Evidence, dated 12 June 2014, and filed with the Royal Commission, and say as follows.
19. From about September 2011, I felt increasingly uneasy in my occupation at HSU East.
20. I felt alone, as I had not been told anything by my colleagues, and Mr Williamson continued to intimidate me.
21. I attended an HSU national meeting which was held in Sydney.
22. Mr Bolano behaved very badly at the meeting. He was shouting at people and I observed that as officials were not allowed to speak without Ms Jackson or Mr Bolano's permission or we were seen to be siding with NSW.
23. I had delegates with me at the meeting and I was embarrassed to be a part of Ms Jackson and Mr Bolano's team and so I decided that enough was enough.
24. After the meeting I had a conversation with Mr Gerard Hayes (**Mr Hayes**), who was a Divisional Secretary like me.

25. Mr Hayes and I got on well. He was a mentor for me as I found him to be very professional, calm and knowledgeable.
26. On or about 30 November 2011, I informed Mr Hayes that I was contemplating resigning and he said to me words to the effect of, *"Well, I understand."*
27. Mr Hayes indicated to me that the situation within HSU East was not pleasant for the NSW officials either.
28. Mr Hayes said to me, *"It's going to get a whole lot worse, because this is just – it's not going to end well."*
29. After I spoke to Mr Hayes, Mr Bolano came up to me and said in an intimidating way, *"What were you talking to him about?"*
30. This was the last straw for me.
31. I went home and decided that I was going to resign as the atmosphere within the union was affecting my health.
32. On the morning of my resignation, 1 December 2011, I met with Mr Mylan and Mr Hayes at a coffee shop across from the Sussex Street office in Sydney and told them that I wanted to resign.
33. At first, Mr Mylan and Mr Hayes made attempts to change my mind.
34. Mr Mylan then said to me words to the effect of, *"I am sad to see you go Carol, but I understand your reasons and accept your resignation."*
35. Mr Mylan indicated to me that my resignation would be on the same terms as Mr Jamie Martorana's (**Mr Martorana**) terms of settlement when he resigned.
36. A copy of my letter of resignation dated 1 December 2011, is annexed to this statement and marked "A".
37. Mr Mylan then arranged for a deed of agreement (the **Deed**) and a confidentiality agreement to be drafted, which I signed a short time after our meeting.
38. A copy of the Deed is annexed to this statement and marked "B".
39. A meeting was called at 11am, that same day, by Mr Bolano and Ms Jackson.
40. During the meeting, I was accused of being part of Mr Williamson's NSW team and I was heavily criticised over my resignation.

The Deed

41. I believe the Deed contained the same conditions as those in Mr Martorana's agreement.
42. The Deed was effective from 1 December 2012, and stipulated that I would receive salary payments for 12 months from that date.
43. Annexed to this statement and marked "C" are copies of my pay slips showing the receipt of fortnightly payments.
44. I received fortnightly salary payments up until the disamalgamation, after which time, an Administrator was appointed and these payments ceased.
45. The Administrator contacted me shortly after the disamalgamation, and I explained to him that I believed the terms in the Deed were terms which were common to other officials who had resigned.
46. I understood, from separate conversations I had with Mr Bolano, Ms Jackson and also with Mr Jamie Martorana that it was normal for elected officials to receive a 12 month payout where they had been elected for a specific term so as to allow them sufficient time to find another job.
47. In or about the time when Mr Martorana resigned, Mr Bolano said to me words to the effect of, "*once you have worked for a trade union you become almost unemployable and people find it very difficult to find an employer willing to take you on.*"
48. I did not receive any other payments in connection with my resignation.

After my resignation

49. I knew that resigning from HSU East was going to be hard and it was horrible.
50. It was very disappointing for me because I had wanted to do a good job for the members.
51. Mr Bolano informed the media that I had received a cheque or that I was going to pick up a cheque.
52. I believe that Mr Bolano gleaned this information from an entry which I posted on my Facebook page on 14 November 2012, where I said that I was picking up a cheque.

53. Annexed to this statement and marked "D" is a copy of a screenshot of the relevant Facebook page dated 14 December 2011.
54. The cheque I was referring to in my Facebook entry was a cheque to pay rent.
55. Annexed to this statement and marked "E" is a copy of a Tenant Trust Ledger Report showing the payment of rent on 14 December 2011 and a related email from the Property Manager of same date.
56. I then had Mr Ean Higgins (**Mr Higgins**) from The Australian, and other journalists, phoning me and saying that I had done a deal with the NSW faction and that I had abandoned my Victorian colleagues to look after my own interests.
57. Newspaper articles were subsequently published making those claims.
58. Annexed to this statement and marked "F" is a copy of Mr Higgins' article published in The Australian on 11 October 2012.
59. I was insulted and upset at the time as I had always worked so hard for the union and for the members.
60. On 19 November 2012, I sent a letter to Mr Peter Punch, the solicitor for the Administrator, explaining the circumstances of my resignation.
61. Annexed to this statement and marked "G" is a copy of my letter to Mr Peter Punch.

SIGNED:


CAROL GLEN

DATED this 14 day of August 2014