

CFMEU

NEW SOUTH WALES



YOUR
UNION
IS HERE
TO
STAY!

CONTENTS

YOUR SAY IN CFMEU NSW

This is your journal and the CFMEU encourages you to have your say.

We welcome your contribution – letters, stories about wage claims, disputes, OHS, site conditions, poems, photos etc. Mark for the attention of Adam Connor.

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03-05
Executive Messages

06-07
Industrial
Manslaughter



08
Know your history!

09
In Profile

10
Hunter Update



11
Snowy Hydro Update



12-13
Vales

14
Windsor
Management

15
ETEX Win

16-24
EBA rollout finalised



25-27
Picnic Day 2024

28-29
Incolink

30-36
On Site –
Out and About



37
Foundation House



38-39
WHS Update



40-41
Taylor & Scott
Lawyers

42-43
Cbus Super

44
Retired Members

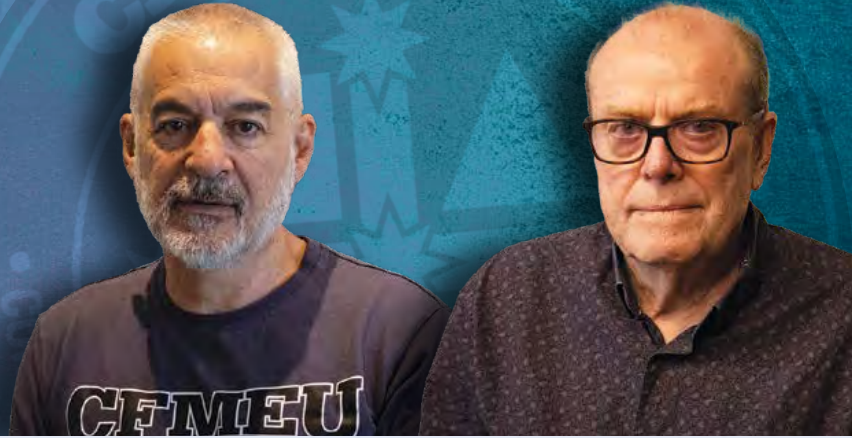
45-49
EBA & Award rates

49-64
Advertising

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JOINT EXECUTIVE OFFICERS

CHRIS & PHIL



CHRIS CHRISTODOULOU

PHIL PASFIELD

MESSAGE TO MEMBERS

We were asked to be the Joint Executive Officers of the NSW branch of your Union.

Firstly, we know that many of you are angry about having Administration imposed on your Union.

We didn't agree to take on this role because we have an opinion about the laws that put your union into administration.

We took on this role because we believe that CFMEU members must be protected during this challenging period.

We know that employers will try to use Administration to weaken the union and cut wages and conditions. We will fight any attempt by them to do this.

We gave a commitment to Branch delegates that every day we are here, we will work with them, your organisers, and you, the membership, to defend your rights:

- To a safe and secure workplace
- To decent wages and conditions through EBAS and
- To organise workers into the union.

Chris worked as a fulltime union official for over 30 years and has fought alongside the CFMEU.

As Assistant Secretary of Unions NSW, he coordinated with all

construction Unions to achieve the 36-hour week in the form of the shut done long weekends.

Phil has been a lawyer acting for unions and their members for over 40 years.

He has acted for the CFMEU and the BLF for many of those years including representing the CFMEU in the Trade Union Royal Commission.

Phil's whole working life has been about protecting and defending the rights of union members.

WHAT WE WILL DO

We know how important this union is to the whole of the union movement, especially as leaders in health and safety.

We will work every day we are here to promote our lawful right to take industrial action to achieve EBAs.

We will support your Organisers, delegates and HSRs to take action to protect the safety of you our members and indeed all construction workers.

We expect employers and SafeWork NSW to work positively with us to stop injuries and deaths on site.

We look forward to the day when the members can again democratically elect or endorse your union leadership.

In the meantime, let's stay united and make it clear to the employers we will not accept any attempt to attack your wages and conditions.

We must remain united during this difficult period.

This administration will come and go – but your union is here for good.

Thank you and we look forward to working with you.



**WE WILL NOT ACCEPT ANY ATTEMPT TO
ATTACK YOUR WAGES AND CONDITIONS.**

ZACH SMITH



THE CFMEU IS HERE FOR GOOD

Brothers and sisters,
You know that our union was put into Administration by politicians in Canberra in August.

There are many people with an opinion about our union – most of them have never stepped onto a construction site, and have no idea how hard your jobs are, and how tough our industry is.

As your national secretary, I strongly opposed Administration. I believed it undermined our democratic rights as union members to control our own future.

Our elected leaders throughout the union have been removed from their jobs. All our hardworking delegates, organisers and staff have been put under extreme pressure, and feel that they have been subject to unfair, unwarranted and extreme public scrutiny.

But our union is strong. The CFMEU is here for good.

As National Secretary of the Union, I made a decision to stay to represent members during the Administration and make sure our union comes out stronger on the other side.

The Administration has put great pressure on our branches, but as ever, our biggest threat comes from organised capital.

In October, it was revealed that four of the nation's biggest bosses' groups are lobbying the Federal government to cut building worker's wages and strip away hard-won rights while we are in administration.

A letter to Federal Workplace Relations Minister Murray Watt from the Australian Constructors Association (ACA), the Civil Contractors Federation (CCF), the Master Builders Australia (MBA) and the Australian Industry Group (AIG) reveals the rapacious right-wing agenda of Australia's employer class.



THERE ARE MANY PEOPLE WITH AN OPINION ABOUT OUR UNION – MOST OF THEM HAVE NEVER STEPPED ONTO A CONSTRUCTION SITE, AND HAVE NO IDEA HOW HARD YOUR JOBS ARE, AND HOW TOUGH OUR INDUSTRY IS.

These born-to-rule bosses are seeking to weasel their way out of bargaining with the CFMEU, complaining that the country's industrial relations system is not generous enough to their demands.

Specifically, the bosses' associations are seeking to reintroduce the Building Code, casualise their workforce, treat workers employed by subcontractors as second-class citizens, prevent workers from being able to access union officials onsite, roll back union right-of-entry laws, and defund worker's superannuation and training schemes.

The letter will come as no surprise to building and construction workers, who have seen firsthand how bosses across the country are taking advantage of this administration period to undermine their rights at work.

Recently in Sydney, the corporate bosses at ETEX refused to bargain fairly with their workers and insisted that they "will wait to deal with the administrator instead". A clear example of greedy bosses trying to cheat their workers out of a fair deal.



OUR UNION IS STRONG

Our members and the members of the ETU at ETEX stood together and went on strike for an impressive 52 days. Eventually, the bosses were forced to negotiate a fair deal for our members pay and conditions. ETEX is just one of many bad builders and corporate chancers across the country who are testing Senator Murray Watt's claim that there will be "absolutely no tolerance" for companies who try to cut wages and conditions.

We know that finger-wagging and stern words won't stop the employer class from putting the boot into Australian workers.

It will be up to us as workers to hold the line and defend our rights – not just for today but for tomorrow. Future generations of workers will look back on the actions we take now to keep this union strong.



ISTOCK: kyestudio

INDUSTRIAL MANSLAUGHTER

In 2024, our union achieved a historic win in the introduction of new industrial manslaughter laws. After many years of campaigning from the CFMEU, on the 20th of June the NSW Government introduced a new industrial manslaughter offence into the Work, Health and Safety Act. This new law and the years of campaigning before it comes out of an understanding that our members work in the most dangerous industry in Australia. They are more likely to be injured and more likely to be killed at their workplace.

A horrific scaffolding collapse in 2019 which took the life of Christopher Cassaniti was the first time Safe Work NSW successfully prosecuted a category 1 incident – the highest safety failure possible. After this, your union was committed to continue fighting for these new laws.

NSW was the last mainland state to introduce laws of this type and the CFMEU's legal team helped draft the bill to make sure it was fit for purpose. We were dedicated in making sure that:

1. The law was simple and easily understood, both for our members and employers.
2. It was not overly difficult to prosecute a boss whose unsafe worksite caused a workers' death. No loopholes.
3. That not just the company could be liable, but also senior managers who create unsafe workplaces.
4. That an independent prosecutor (not Safe Work) would investigate those accused to have broken the law.

We achieved all of this and more. The new law has the highest financial penalty of any industrial manslaughter laws in Australia. The new law started on the 14th of September 2024.

During negotiations over the laws, employers were telling the Government that they do not want to 'hang on the hook' for workplace deaths that are not prosecuted within two years. We argued against an arbitrary time limit and told the Government that our members and their families 'hang on the hook' for the rest of their lives.

Employers now need to think twice before making our members unsafe. At union rallies in the lead up to this new law passing Parliament, we had a simple message for the employers of this state:

KILL A WORKER, GO TO JAIL.



- A BIG WIN FOR THE CFMEU!

A WORKER
TO JAIL
UNSLAUGHTER LAWS NOW!
CFMEU

WORKER'S COMPENSATION CLAIM FORM

KNOW YOUR HISTORY!

“

OUR HISTORY SHOWS THAT WHEN THE CFMEU FIGHTS, WE WIN!

ISTOCK:eric1513

Did you know that the CFMEU first won workers compensation as we know it today?

Before 1971, workers only received a percentage of pay when off injured. Accident pay was only about half their income while working. This meant that thousands of NSW building industry employees who were injured at work were often forced into debt.

Unsurprisingly, the MBA fought hard to prevent full accident pay from becoming a reality by seeking delays and claiming that their members – the bosses – would not be able to afford it. The MBA continues this legacy of screwing over workers to this day.

The construction unions were united in 1971 as the Building Trades Group. The campaign for full accident pays was spear headed by the Building Workers Industrial Union and their leader Tom McDonald. The campaign for started with stoppages at some of the most iconic sites in Sydney, in April, 250 workers stopped construction at the Opera House.

In May of 1971, the Builders Labourers Federation joined in this struggle with the BWIU and together their membership went on

strike for 3 weeks across the entire building industry in NSW. Picket lines were enforced across Sydney. Over 38,000 workers were on strike across the State.

Union leaders had never known a dispute to have so much enthusiasm from not only building workers but also their families. By the 17th of May, the BTG was preparing with other unions to block supplies to jobs and to spread the strikes interstate.

Even with fierce opposition from the bosses and the MBA, the State Industrial Commission granted full accident pay loading and this flowed to all NSW workers.

When other unions saw what the BTG had achieved in 1971, they started demanding the same for their members. In a few years, 100% accident pay was expanded to different States and different industries. When our Union achieved accident pay in 1971, we also improved the conditions of millions of other workers in Australia.

Our history shows that when the CFMEU fights, we win!

CFMEU Delegates are the backbone of our Union. They continue to work hard on behalf of members.

WAYNE HIBBINS

Wayne has been a union member all his working life. His first job at 16 years old was at the local Timber Mill where he was told to join the union before he could start work. A lot has changed since then. Later, he worked on council jobs where he was a member and delegate of United Services Union (then called the Municipal Employees' Union). His father was also a committed unionist and delegate for the same union.

It was not until 2008 that Wayne got the chance to join the CFMEU, and he quickly became a delegate at our union too. He was working as a leading hand with Fulton Hogan at the time. He also served on the CFMEU's Committee of Management from 2012-14.

He has spent the last four years working at Snowy Hydro 2.0 which he had looked forward to as an end of career job. Sadly, he has been disappointed with the treatment of workers by the bosses on this project. "The project has been a hard slog - in the early days we were all labour hire and anyone who spoke up about poor treatment was removed. The bosses do not take safety seriously and we have had many near misses."

He is also concerned about the risk of environmental damage from the way the employers are treating the natural landscape. This issue is particularly important to him as a local to the area. Wayne explained that when he was 4 years old, he would travel with his father in their caravan through the country. His father would hook a grader onto the back of their caravan to construct and maintain the roads, they would spend months together living off the land. This instilled a love for the natural environment.

He will be retiring this year at the age of 62 and has fulfilled his slogan to "be born in '62, retire at 62". Wayne is a proud CFMEU member. "I have still renewed my dues; I will be a union member till the day I die. I love helping people and that's what the union is all about".

He wants members and especially younger members to understand that everything we enjoy on site today "was fought for. I wear my CFMEU gear proudly. I've seen all that we have achieved in the last 16 years I've been a member".

He has had many different union organisers in his working life, but his current one is John Andrikopoulos. "I have to say thanks to Johnny A as a mentor and a friend. He works 24/7 and is always there for us".

Wayne also wants to thank his family, his wife and four children.

All of them are committed, supportive unionists in their own industries and one of his sons works at Snowy Hydro 2.0 with him.

Thank you for your service, Wayne and enjoy retirement!





HUNTER POWER PROJECT

This year has seen landmark victories for our campaign for industry leading rates and conditions in the regions. When construction on the Hunter Power project began, workers were under a non-union EBA while working for UGL.

The project had clear safety issues with 50 improvement notices being issued over the last 18 months. It did not take long before CFMEU organisers began signing up workers in droves to negotiate a new and better EBA. After negotiating, members and delegates were proud to have won an agreement that is **in line with our CFMEU NSW building and construction agreements.**

This means that members will have significant cost of living pay increases, an \$8.75/hour infrastructure allowance, and a \$3.90/hour productivity allowance. Also, members will now get a standard RDO calendar, improved weather safety standards, and better consultation mechanisms.

Nick, a CFMEU delegate, recounted how UGL “tried to divide and conquer us”. But because the membership stuck together “we now have industry leading standards. We’ve done the right thing by the boys”.

It was no surprise that when it came to a vote, **86% of UGL workers voted yes** to their brand new CFMEU EBA. Shortly

after this win, your union organisers also achieved a similar agreement for workers at Alltype Engineering. Not only was this a new site but the existing workers were on individual contracts. CFMEU members worked with AMWU and ETU members **to win industry leading rates and conditions.**

The CFMEU will continue to fight for wage justice for workers on regional projects and with committed organisers, delegates, and members – we will win!



THE PROJECT HAD CLEAR SAFETY ISSUES WITH 50 IMPROVEMENT NOTICES BEING ISSUED OVER THE LAST 18 MONTHS. IT DID NOT TAKE LONG BEFORE CFMEU ORGANISERS BEGAN SIGNING UP WORKERS IN DROVES TO NEGOTIATE A NEW AND BETTER EBA.



The work continues at Snowy Hydro 2.0, where members are enduring sub-par conditions at one of the most isolated sites in NSW. CFMEU organiser John Andrikopoulos has been busy visiting different parts of the project and representing workers in wage claims and disputes.

This is a multi-billion-dollar project, **the workers deserve pay and standards that show that.** Currently, members have had to endure sub-par safety, food, and conditions across the lifetime of this project.

However, members on site have been stepping up where their employer has failed to. One member Nigel Atton, pictured here with crane crew member Milly Hall, has provided his recreational boxing equipment for the workers. Nigel, who is a trained boxer, even spends time teaching other workers how to box and use the equipment.

This type of recreation is important for members who are isolated for long periods of time. CFMEU members continue to stick together and look out for each other at this tough project.

The CFMEU remains committed to representing our Snowy Hydro members. John has been successful in retrieving \$20,000 for members in wage claims in the last month alone. This adds to the \$2.5million he has retrieved for members over the last 4 years!



VALES



SUE Dobson and Jimmy Avinou celebrate the Wedderburn decision. Picture: JEFF DE PASQUALE

JIMMY AVINOU

In May 2024, Jimmy Avinou a former CFMEU official and before that, BWIU organiser, passed away. A staunch trade unionist who loved his union, Jimmy spent his working life representing workers and fighting for better safety across the construction industry.

Before moving to Australia in 1970 with his wife and two children, Jimmy served in the Royal Scots where he spent time in Libya and East Berlin during the Cold War. He quickly fell in love with Australia, especially it's warm weather and friendly people. He began work as a builder's labourer on different construction sites across NSW.

Anyone who knew Jimmy would remember him for his thick Scottish accent, larrikin sense of humour, and for his steadfast belief in 'doing the right thing' whether it was for workers, his friends, or his local community.

During his time at the union, he was a fierce campaigner for safety and especially for the banning of dangerous materials such as asbestos from work sites. He was so passionate about this that even after his retirement from the Union, he would always keep his hard hat and safety kit in the boot of his car. This would then be put on for impromptu visits to work sites to check for asbestos. Whenever he saw evidence of it, he would call the Union to make sure that the workers were being looked after. He sadly passed away due to asbestosis this year.

“ ANYONE WHO KNEW JIMMY WOULD REMEMBER HIM FOR HIS THICK SCOTTISH ACCENT, LARRIKIN SENSE OF HUMOUR, AND FOR HIS STEADFAST BELIEF IN 'DOING THE RIGHT THING' WHETHER IT WAS FOR WORKERS, HIS FRIENDS, OR HIS LOCAL COMMUNITY. ”

He was a BLF member during the iconic Green Bans which saved many of historic buildings at The Rocks in Darling Harbour. He used this experience to later lead the longest running ban in Australia on the Wedderburn Koala habitat near Campbelltown, Sydney.

The campaign lasted from 1988 to 1994 and due in no small part to Jimmy's commitment, the land is now part of Dharawal National Park ensuring the environment is protected forever. Without his dedication, it is very likely that Koalas would be extinct in that part of NSW now.

Jimmy's impact on the CFMEU, his community, and his friends and family is undeniable.

Rest in power, Jimmy.

JIMMY MAGEE

Born in 1943 in Liverpool, UK, Jimmy did not arrive in Australia until 1964. He was dedicated to his local community in Penrith where he settled in 1972.

Jimmy was not only a life member of the CFMEU from 24th September 2009 but was also a founding member, player, and later coach of the Penrith South Soccer Club. Now one of the top soccer clubs in NSW.

He was active in raising money for Campbelltown Hospital in his retirement by organising community BBQs. He sadly passed away on the 2nd October 2024.

Vale Jimmy.

This year, the first joint National Secretary of the CFMEU, Stan Sharkey, sadly passed away.

STAN SHARKEY

Stan was a titan of the Australian union movement who had a long and storied career in the construction industry. He began as an apprentice bricklayer who eventually became the NSW Secretary of the Building Workers Industrial Union, then the Assistant National Secretary, and the National Secretary before the creation of the CFMEU.

He was a strong believer in justice and joined the Communist Party as a young worker. His belief in internationalism also drove the CFMEU's support for APHEDA which crucially supports charity work for unionists abroad.

Alongside other prominent trade union leaders like Pat Clancy, Tom McDonald, and Ernie Boatswain, he fought for the establishment of superannuation and other conditions that construction workers enjoy today have such as severance pay.

He was also an accomplished boxer and sports lover, specifically for the South Sydney Rabbitohs.

He has left an enormous legacy for the CFMEU, the construction industry, and the wider union movement.

He is survived by his wife Paula and his children Maxine, Steve, Kerry, Debra and Emma.

Vale Stan.





Supporting building & construction workers

New
program for
members

- Accident & Illness insurance program
- Dedicated, in-house claims team
- Work injury management service

Together, Windsor Management Insurance Brokers and Total Claims Solutions have been taking care of building & construction workers for over 30 years. Our programs are backed by QBE Insurance, a local insurer.

If the unexpected occurs, we're here to support workers through health or financially challenging times. Whether it's managing an insurance claim or helping workers recover from a workplace injury, we'll respond quickly and compassionately.

Total Claims Solutions manages all accident & illness claims in-house. Our new office is located at 56 Harris Street, Pyrmont.

Call us for assistance.

Insurance Enquiries

Windsor Management Insurance Brokers

(02) 8732 8500
enquiries@wmib.com.au

Claims or Work Injury Enquiries

Total Claims Solutions

(02) 8732 8555
claimsNSW@totalclaims.com.au

*Insurance broking
that puts you first*

*Dedicated case manager
providing one-to-one support*

wmib.com.au

totalclaims.com.au

ETEX WIN!

Union members at ETEX have claimed victory this year over their multi-national employer. Beginning on 12th August at 5:30am, CFMEU and ETU members at ETEX started a 52-day strike to bring ETEX to the table and listen to their reasonable claims during bargaining.

Shamefully, ETEX tried to delay listening to their employees and argued they will “wait to deal with the administrator” instead. They even took everything off the table half-way through bargaining. But CFMEU delegates and members were undeterred and continued their fight for fair pay and conditions.

One CFMEU delegate, Kerry, said “The Company tried to use the media and administration to their advantage ... but we had a lot of support which made it easier”.

Anesti has worked at ETEX for 16 years and is a CFMEU delegate and reflecting on the strike he said “Through the struggle, we became closer. We know we have the backing of the CFMEU”.

He is happy that “We did get a better deal” and wanted to thank CFMEU organiser Mark Cunningham, stating that “You can’t get a better organiser than Mark”.

A range of unions showed their solidarity, alongside many members of the community and activists, by donating to support ETEX members joining them on the picket line

And a special thank you to the ETU, MUA, and the NTEU for their support.

Our members have shown once again, that when we stand together and fight – we win!





WESTPOINT FORMWORK

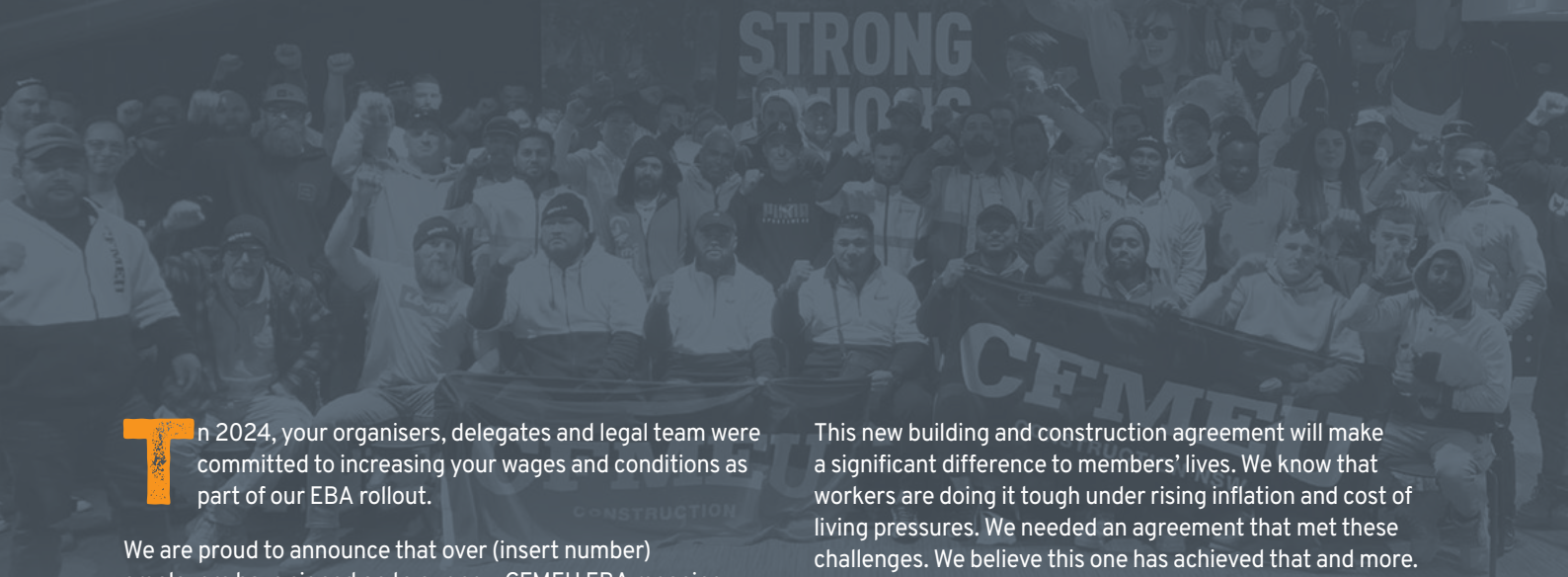
EBA ROLLOUT FINALISED



COURTLY REO



CONZPEC CONCRETE



Throughout 2024, your organisers, delegates and legal team were committed to increasing your wages and conditions as part of our EBA rollout.

We are proud to announce that over (insert number) employers have signed on to our new CFMEU EBA meaning that thousands of workers will see the following changes to their work:

1. A 22% wage increase over the next 3 years.
2. Increased productivity, site, and daily fare travel allowances.
3. Increased RDOs.
4. Jump up clauses and removal of sham contracting across the industry.

This new building and construction agreement will make a significant difference to members' lives. We know that workers are doing it tough under rising inflation and cost of living pressures. We needed an agreement that met these challenges. We believe this one has achieved that and more.

Our Union is only strong as its members. **This agreement shows that our membership is not only growing but it's also strong and united.**

Our organisers and delegates are also rolling new EBAs out in our other industries, lifting all of our membership's pay and conditions



OAKDALE GROUP



THIS NEW BUILDING AND CONSTRUCTION AGREEMENT WILL MAKE A SIGNIFICANT DIFFERENCE TO MEMBERS' LIVES.



SOUTHERN CROSS MASONRY



ASPEC MASONRY



CALCONO FORMWORK



P&E CLEANING



ZENITHWORX

GVK



ARGUS TRAFFIC



AUS WIDE SCAFFOLDING



POLYSEAL WATERPROOFING





RS FORMWORK



ICONIC STRUCTURES



YAGA CORPORATION



GREENVIEW



AZZURRI CONCRETE

“

THIS AGREEMENT SHOWS THAT OUR MEMBERSHIP IS NOT ONLY GROWING BUT IT'S ALSO STRONG AND UNITED.

”



HIGHPOINT ALUMINIUM



MULTIPLEX



BACKAM GROUP TRAFFIC





ESS SCALFFOLDERS



ASPIRE FACADES



VARI TRAFFIC

“

OUR UNION IS
ONLY AS STRONG
AS ITS MEMBERS.



ROBERTS CO



DELUXE CLEANING



UNITED CONSTRUCTIONS



WACO KWIKFORM



FUGEN BRICKLAYING



CRANE CONTRACTORS



SAVCON



DE MARTIN & GASPARINI



INTERSPAN NEWCASTLE



INTERSPAN SYDNEY

And many more...

PICNIC DAY





“

WE HOPE ALL MEMBERS ENJOYED THEIR PICNIC DAY AND HAVE A VERY HAPPY HOLIDAY!



CFMEU members recently enjoyed their hard-earned Picnic Day with many opting to use the free tickets provided by their Union to attend Jamberoo, Raging Waters, Taronga Zoo, Dubbo Zoo or Symbio.

It has been an incredibly difficult year for members, and it was good to see them to get to spend time with their loved ones and enjoy the holidays.

The CFMEU is one of the few unions that retains a paid union picnic day and organises a choice of venues free to financial members. We hope all members enjoyed theirs and have a very happy holiday!

LOOKING AFTER YOURSELF THIS HOLIDAY SEASON

The holiday season can be an opportunity to spend time with family, friends and recharge after working hard all year.

It can also bring end-of-year deadlines, financial pressures or a time you need to navigate tricky relationships or social situations.

Incolink has put together some practical steps to help you stay balanced as you close out the year.

Spot the signs of stress

Up to 45% of construction workers report experiencing high levels of stress, which can lead to unhealthy coping mechanisms, including excessive gambling or drinking.

Pay attention to how you're feeling—are you more anxious, irritable, or withdrawn than usual? Recognising these signs is the first step towards celebrating safely.

Set realistic expectations

With the holiday season comes the pressure to spend money on presents, it's okay to set limits.

Chat with your family about setting a budget or doing a secret Santa draw instead of buying a present for everyone. This can reduce some pressure and allow you to enjoy the holidays without the stress of overspending.

Take some time for yourself

As work ramps up before the holidays, it can be tempting to skip activities in favour of extra hours on the job.

Carving out time for rest, hobbies,



MIKEL DACKO, CFMEU; DAMIEN DOWNES, INCOLINK; SEAN MCADAM, FDC; EMMA LEE, INCOLINK AND MANASE TONISE, FDC.

sports, or just relaxing with mates or family can help reduce stress.

They might sound small, but they can have a big impact on your mental health, making it easier to manage the challenges that come your way.

Set a limit

Enjoying a drink or placing the occasional bet with your mates can help you destress, as long as you can keep it under control.

Sitting back and having a drink with your mates or family should add to your holiday, not make it stressful.

Allocating certain days for social drinking or setting a limit before you bet can help you keep it under control.

Reach out for help if you need it

If you're feeling stressed, you're not alone.

Talking to someone can make all the difference, a problem shared is a problem halved.

As the safety net for the construction industry, Incolink is here to support you.

If you're going through a tough time you can reach out to Incolink counselling or one of more than the 400 Bluehats on sites throughout Australia.

Contact Foundation House for help with alcohol, drug and gambling addiction and Foundo Blue 24 hour counselling support foundationhouse.net.au, (02) 9555 8361.

Bringing Incolink health checks to NSW sites

“It can be challenging to get to a health professional with the hours we work, having the service on-site I can see a doctor without having to take time off work”.
Erin – Incolink member.

Since launching their health checks program in July Incolink has visited more than 20 sites in New South Wales and given over 600 workers access to a free health check.

With the hours we work it can be hard to make time to go for a checkup, which is why they run these programs on-site.

Delivered by Healthcare Australia, these confidential sessions make it easier to keep on top of your health.

Workers booked in for their voluntary session get checked for things including blood glucose, cholesterol, blood pressure and lifestyle factors to catch anything before it gets out of hand.

Speaking about the program Incolink CEO Erik Locke said “We know that it can be hard to get to a GP, especially



DAMIEN DOWNES, INCOLINK; BEN MANNA, INCOLINK AND ANTHONY VECCHIO, BUILT.

when construction workers are on-site six days a week. By bringing these clinics to site we’re looking after the health and wellbeing of workers while they’re at work”.

In our industry we work long hours starting early in the morning without knowing what time we’ll finish, making it hard to book in appointments that usually run during business hours.

“It can be challenging to get to a health professional with the hours we work, having the service on-site I can see a doctor without having to take time off work”. Erin – Incolink member.

You can learn more about Incolink’s programs at incolink.org.au/nsw/wellbeing-support-services/onsite-services

CHARLOTTE ARMSTRONG, A NURSE FROM HEALTHCARE AUSTRALIA WORKING ON THE ON-SITE CLINIC.





ON SITE

CFMEU Officials and delegates continue their daily site visits to address safety issues, represent members, and grow our union.

No government or any of the big bosses will stop us from fighting for our members.

It is essential that we stay united during this difficult time for our union.

Because when we fight and when we stay united, we win.





“

**BECAUSE WHEN WE
FIGHT AND WHEN WE
STAY UNITED, WE WIN.**







OUT AND ABOUT ON SITE



“

**NO GOVERNMENT
OR ANY OF THE BIG
BOSSSES WILL STOP US
FROM FIGHTING FOR
OUR MEMBERS.**

”



ON SITE

CDMG
EST 1947



SNOWY HYDRO





FOUNDU BLUE
 MENTAL HEALTH & SUICIDE PREVENTION FOR THE CONSTRUCTION INDUSTRY



FOUNDATION HOUSE

THE CONSTRUCTION INDUSTRY
 DRUG & ALCOHOL FOUNDATION

Mark Devlin has been the BTG Drug & Alcohol Program trainer for 3 years now and has been working hard in 2024 to roll out impairment training across the industry and deliver toolbox talks. Ahead of the holiday season, this work is crucial to talk to workers about the pitfalls of alcohol, other drugs and gambling use.

Our industry is fortunate in having a specialised organisation like Foundation House providing both rehab and mental health care to workers. Mark comments, “Foundation House is well-funded, and they have psychotherapists and social workers who are waiting to help. Everything they do is best practice. This was started for the unions, by the unions, for everyone in our industry.”

Mark works with Foundation House to implement the drug & alcohol training course, all the money from this course goes back into services and funding for Foundation House to support workers

during difficult times. Mark also says, “There is no judgment for workers ... Foundation House does not turn people away.”

We know that the holiday season can be a difficult time for some of our members, please reach out to friends, family, and of course Foundation House if you need support.

And remember, you never walk alone.



“ FOUNDATION HOUSE IS WELL-FUNDED, AND THEY HAVE PSYCHOTHERAPISTS AND SOCIAL WORKERS WHO ARE WAITING TO HELP. EVERYTHING THEY DO IS BEST PRACTICE. THIS WAS STARTED FOR THE UNIONS, BY THE UNIONS, FOR EVERYONE IN OUR INDUSTRY. ”

MARK DEVLIN

BAN ON Engineered Stone and New Regulations Applying to Crystalline Silica Substances



The CFMEU campaign to ban the use and importation of engineered stone has led to important changes to WHS laws that protect workers on site.

The Federal and State and Territory governments all agreed to introduce a ban on engineered stone from 1st July 2024.

The importation ban on engineered stone benchtops, panels, and slabs has now been agreed to by the Federal government and will apply from 1st January 2025.

New regulations applying to the use, supply and manufacture of engineered stone came into force on 1st July 2024 and **new wider regulations applying to working with crystalline silica substances** (including engineered stone) came into force from the 1st September 2024.

The NSW Branch has produced a summary of the new regulations applying to Crystalline Silica. Contact your DELEGATE OR ORGANISER to obtain a copy.

WHAT YOU NEED TO KNOW!

What if companies had existing contracts before the ban was announced?

The CFMEU has been clear from the beginning – Engineered Stone is unsafe, it kills workers, and we have instituted an on-site ban from 1 July 2024.

NSW announced a transition period for contracts signed before 31 December 2023 which allow the company who signed the contract to install engineered stone products until 31 December 2024.

What about handling existing engineered stone products on site?

Workers may be required to remove, dispose, repair or make a minor modification to a legacy engineered stone product which is already installed. Legacy engineered stone products also include stocks of engineered stone not yet installed which must be disposed of.

It is recommended that Organisers/Delegates and HSRs should:

- ensure that before the work starts that the PCBU has notified the regulator and ask for a copy of the notification form.
- ensure that the work is controlled in accordance with Reg. 529B, that is:
 - o control measures to eliminate or minimise risks are implemented
 - o dust suppression/extraction systems are in place

“OUR UNION HAS STOPPED THE ASBESTOS OF THE 2020s IN ITS TRACKS

THIS BAN WILL SAVE LIVES AND PROTECT WORKERS’ FAMILIES AND FRIENDS FROM ENDURING MORE SENSELESS DEATHS.”

CFMEU national secretary Zach Smith



Authorised by Z. Smith, Construction, Forestry and Maritime Employees Union, 540 Elizabeth St Melbourne VIC.



- o each person at risk is provided with and wears the required respiratory protective equipment (RPE) while the work is carried out
- and
- ensure that workers have been trained on the control measures and equipment, and have been provided with RPE and fit-tested for the RPE.

How do we identify engineered stone covered by the laws?

This is the area likely to generate most disputes. Suppliers are already marketing zero silica engineered products.

Engineered Stone suppliers include:

- o Zero Silica Quartz
- o DKstone
- o Caesarstone
- o Quantum Quartz
- o ACstone
- o Smartstone
- o Essastone
- o Silestone

What if an employer claims that the product is not covered by the ban on engineered stone because it is porcelain, sintered stone or a silica free product, etc?

Delegates/HSRs should:

- Request a copy of the Safety Data Sheet prepared by a reputable organisation
- Require the employer to provide laboratory test results from a NATA Accredited laboratory that shows that the product:
 - o has less than 1% crystalline silica or
 - o If it is a porcelain or sintered stone product it is free from resin
- Request information on what control measure will be implemented, what protective equipment will be used and require that workers have been trained on the control measures and protective equipment being used, and have been fit tested for the equipment

REMEMBER, IF IN DOUBT. CONTACT YOUR UNION!

Success Stories

FUTURE SECURED FOR FAMILY OF DECEASED WORKER

This Taylor & Scott Lawyers case involved a self-employed renderer and plasterer who was tragically killed in a workplace accident in 2017.

The worker had agreed to carryout rendering work pursuant to a sub-contract agreement and was working at a construction site which consisted of a block of units.

In order to carry out rendering to the outside of the building, the worker was required to access the area by stepping out onto scaffolding from a level 4 unit. Unfortunately, unbeknownst to the worker, the scaffolding on which he was about to step out onto had previously been tampered with, and was not properly secured. When the worker stood on the scaffolding it collapsed resulting in him falling onto concrete the level below and sustaining a traumatic brain injury. Sadly, after two days on life support, the worker was declared brain dead and the difficult decision was made to turn off life support.

At the time of his death, the worker was only 37 years of age and was married with three young children. He was the sole breadwinner for his family, all of whom resided overseas. He had also commenced applications to sponsor his family to immigrate to Australia for a better life. His family never got to say goodbye.

Following his death, it was discovered that the worker's company did not hold a policy of workers compensation insurance. As he was a director of the company, his family was precluded from claiming workers compensation under the Uninsured Liability Scheme. Left without any income the deceased worker's family became refugees eventually finding themselves residing in a refugee camp in Germany.

Known for winning difficult cases, it was necessary for Taylor & Scott Lawyers to find other avenues to obtain compensation for the family. Firstly, a death benefit was located, attached to the deceased's superannuation fund, and was secured for the family. It was then necessary to find and establish the liability of others in relation to the death of the worker, which proved to be a difficult and complex task given there were no witnesses to the deceased's accident. After extensive investigations by the specialised team at Taylor & Scott Lawyers which involved reviewing thousands of pages of documents and retaining expert witnesses, proceedings were brought on behalf of the family in the

Supreme Court of New South Wales against four companies, including the head contractor and scaffolder, for damages under the Compensation to Relatives Act and for nervous shock.

After multiple mediations with the defendants Taylor & Scott Lawyers were able to secure a settlement for substantial damages. The settlement provided financial security for the deceased's family and avoided what would have been a lengthy court hearing and very traumatic experience for them.

CONSTRUCTION WORKER WINS TOUGH CASE

Taylor & Scott Lawyers recently obtained a significant Judgment in the Supreme Court on behalf of an injured worker who sued his employer and his host employer.

Our client, who was employed as a concreter, sustained significant injuries to his back during the course of his employment. He initially sought advice from Taylor & Scott in relation to his workers compensation rights.

His employment situation was complex and initially there was dispute as to who our client was actually employed by. Once this was determined a lump sum claim was made under the Workers Compensation legislation where our client was successful in recovering compensation.

A negligence claim was then investigated on behalf of our client and proceedings were brought against both the employer and host employer in the Supreme Court of New South Wales. The matter proceeded to hearing before the Court and our client was successful in obtaining a verdict of \$2.5 million. The verdict was made up of damages for pain and suffering, economic loss, medical treatment and domestic assistance.

Taylor & Scott Lawyers are highly experienced in acting for workers injured in construction accidents, particularly where a worker's employment situation is not straight forward, which is not unusual in the construction industry. If you have been injured at work, it is important you obtain legal advice at the earliest possible time so you understand your rights and obtain maximum compensation. Call us today on 1800 600 644.

EXPERTISE, COMMITMENT AND RESULTS YOU CAN COUNT ON SINCE 1905.



Motor Accidents



Workers Compensation



Personal Injury



Property Law



Wills & Estate law



Employment Law



Immigration Law

1800 786 931



taylorandscott.com.au

Seasons Greetings

Happy New Year

We will be closing our office from 5pm
Friday 20th December 2024 until
8:30am Tuesday 7th January 2025.

**TAYLOR
& SCOTT**
LAWYERS
1800 600 644

Celebrating



40
YEARS

cbus
super



Cbus Super recovers almost \$200 million in unpaid super in FY 24

To address the ongoing issue of unpaid super, the Government has announced that from 1 July 2026, employers will be required to pay their employees' super at the same time as their wages.

Cbus Super, a long-time advocate for payday super, has welcomed the announcement as an important step to make sure contributions are in members' accounts and put to work securing their retirement.

The Fund has long recognised the issue of unpaid super and is a market leader in proactively recovering unpaid super for our members, which new research shows are the most likely to experience unpaid super.

The research by the Super Members Council (SMC) shows that 41% of labourers are impacted by unpaid super, followed by machinery operators and drivers at 36% and technicians and trade workers at 31%*.

Cbus Deputy CEO and Chief Member Officer Marianne Walker said that over the past financial year **Cbus had recovered \$198.2 million for members across the country:**

"The recovered money would collectively be worth billions for members in retirement down the track as it restores that crucial part of saving for retirement – the compounding financial effect over time. That extra money can transform retirements after a life of hard work."



Scan the QR code to learn why Cbus takes unpaid super seriously.



* Super Members Council, Fixing unpaid super: Making super fairer for workers and employers alike, August 2024, <https://smcaustralia.com/app/uploads/2024/08/Fixing-unpaid-super-SMC-Report-August-2024.pdf>

This information is about Cbus Super. It doesn't account for your specific needs. Please consider your financial position, objectives and requirements before making financial decisions. Read the relevant Product Disclosure Statement (PDS) and Target Market Determination to decide if Cbus Super is right for you. Call **1300 361 784** or visit **cbussuper.com.au**

United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 (Cbus and/or Cbus Super)




Making hard work pay off since 1984


Created in 1984 by workers for workers, we're now one of the largest super funds in Australia.

Despite our size, we haven't forgotten where we came from and why we're here. We are a proud industry super fund, representing hard-working Australians.

Through strong long-term performance[#], insurance built for industry, and investing back into the sectors where our members work, we help our members' hard work pay off in their retirement.

It's easy to join Cbus

 Visit cbussuper.com.au/join or give us a call to arrange for your local Coordinator to visit your workplace.

 Call **1300 361 784** 8am to 8pm (AEST/AEDT) Monday to Friday

 cbussuper.com.au



Past performance isn't a reliable indicator of future performance. For further understanding on the Funds performance please refer to cbussuper.com.au. Insurance is issued under a group policy with our insurer, TAL Life Limited ABN 70 050 109 450 AFSL 237848. This information is about Cbus Super. It doesn't account for your specific needs. Please consider your financial position, objectives and requirements before making financial decisions. Read the relevant Product Disclosure Statement (PDS) and Target Market Determination to decide if Cbus Super is right for you. Call **1300 361 784** or visit cbussuper.com.au. United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for the Construction and Building Unions Superannuation Fund ABN 75 493 363 262 (Cbus and/or Cbus Super).



Join the Club! – Retired Members

Both newly and existing retired members are always welcome to join the CFMEU retired members group.

The members continue to be the most active retired unionists in NSW and maybe even all of Australia. They come together on the last Tuesday of every month to discuss policy, campaigns, and how best to give back to both the union movement and the wider community.

Our members are committed to fighting for social justice and regularly join us at rallies and protests.

Most recently, they have been involved in housing and anti-war activism which are issues close to many CFMEU members hearts.

At their October meeting (depicted here), they heard from Assistant Secretary of Unions NSW Vanessa Seagrove and had productive conversations around the modern union movement and what's next for the retired members committee.

For more information and how to join please contact the CFMEU on (02) 97490400.



“

**THE MEMBERS
CONTINUE TO BE THE
MOST ACTIVE RETIRED
UNIONISTS IN NSW
AND MAYBE EVEN ALL
OF AUSTRALIA.**

EBA RATES

CONSTRUCTION EBA RATES OF PAY

Rates applicable from 1 July 2024

CLASSIFICATION	PER HOUR	PER DAY 7.2 HOURS	0.8 RDO ACCRUAL	PER 36 HOURS	DOUBLE TIME	CASUAL RATE	CASUAL RATE AFTER 6 WEEKS
CW1	47.43	341.63	37.95	1708.13	94.90	64.06	85.42
CW2	49.72	357.98	39.78	1789.91	99.45	67.12	89.49
CW3 (Non Trade)	51.73	372.49	41.38	1862.47	103.47	69.85	93.12
CW3 (Trade)	53.54	385.50	42.81	1927.47	107.09	72.27	96.36
CW4	56.16	404.34	44.93	2021.69	112.32	75.82	101.07
CW5	58.79	423.30	47.05	2116.47	117.58	79.36	105.81
CW6	61.47	442.57	49.18	2212.88	122.94	82.98	110.65
CW7	64.20	462.19	51.36	2310.89	128.38	86.65	115.55
CW8	66.86	481.45	53.48	2407.30	133.75	90.28	120.38

The CW (2) rate will be paid to a labourer on a daily basis where higher duties e.g., scaffolding, hoist operator are being performed.
The CW3 (trade) rates includes provision for payment of a tool allowance. The CW3 NT (non trade) rate does not include the provision.

Rates applicable from 1 July 2025

CLASSIFICATION	PER HOUR	PER DAY 7.2 HOURS	0.8 RDO ACCRUAL	PER 36 HOURS	DOUBLE TIME	CASUAL RATE	CASUAL RATE AFTER 6 WEEKS
CW1	49.80	358.71	39.85	1793.53	99.64	67.26	89.69
CW2	52.21	375.88	41.77	1879.40	104.42	70.48	93.97
CW3 (Non Trade)	54.32	391.11	43.45	1955.60	108.64	73.34	97.78
CW3 (Trade)	56.22	404.77	44.95	1955.60	112.44	75.88	101.18
CW4	58.97	424.56	47.18	2023.84	117.93	79.61	106.13
CW5	61.73	444.47	49.40	2122.77	123.46	83.33	111.10
CW6	64.55	464.70	51.64	2323.52	129.46	87.13	116.18
CW7	67.41	485.30	53.93	2426.43	134.80	90.98	121.33
CW8	70.21	505.52	56.15	2527.66	140.44	94.79	126.39

The CW (2) rate will be paid to a labourer on a daily basis where higher duties e.g., scaffolding, hoist operator are being performed.
The CW3 (trade) rates includes provision for payment of a tool allowance. The CW3 NT (non trade) rate does not include the provision.

SITE ALLOWANCE GENERAL

A Site Allowance shall be paid at the appropriate rate per hour for each hour worked to compensate for all special factors and/or disabilities on projects and in lieu of the following BCGOA special rates – confined space, wet work, dirty work, second-hand timber and fumes as follows:

(a) See table.

(b) The Site Allowance values in this clause shall be adjusted by the CPI (All Groups, Sydney), effective from 1 October and for each year thereafter according to the CPI movement for the preceding period July to June in each year. The Site Allowance shall be adjusted up or down to the nearest 5 cents.

a) From the 1 October 2024 the following shall apply:

PROJECT VALUE – \$ MILLION	SITE ALLOWANCE
0 - 2.6m	2.50
2.6m - 6.8m	2.80
6.8m - 16.8m	3.05
16.8m - 33.7m	3.30
33.7m - 67.3m	3.95
67.3m - 134.8m	4.75
134.8m - 202m	4.90
202m - 269.4m	5.05
269.4m - 404.2m	5.15

For projects above \$404.2 million, there will be an increment of 10 cents per additional \$100m or part thereof. Max of \$6.00 per hour for mobile crane EBAs.

AWARD RATES

APPRENTICES (non-residential)* Rates applicable from 1 July 2024

Four-year apprenticeship

	WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
			WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR (No Yr12)	516.15	61.94	616.76	16.23	610.08	16.05	605.54	15.94	598.34	15.75	587.37	15.46
1ST YEAR (Yr12)	567.77	61.94	668.38	17.59	661.70	17.41	657.16	17.29	649.96	17.10	638.99	16.82
2ND YEAR (No Yr12)	619.38	61.94	719.99	18.95	713.31	18.77	708.77	18.65	701.57	18.46	690.60	18.17
2ND YEAR (Yr12)	671.00	61.94	771.61	20.31	764.93	20.13	760.39	20.01	753.19	19.82	742.22	19.53
3RD YEAR	774.23	61.94	874.84	23.02	868.16	22.85	863.62	22.73	856.42	22.54	845.45	22.25
4TH YEAR	929.07	61.94	1029.68	27.10	1023.00	26.92	1018.46	26.80	1011.26	26.61	1000.29	26.32

Three-year apprenticeship

	WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
			WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	TOTAL WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR	567.77	61.94	668.38	17.59	661.70	17.41	657.16	17.29	649.96	17.10	638.99	16.82
2ND YEAR	774.23	62.94	874.84	23.02	868.16	22.85	863.62	22.73	856.42	22.54	845.45	22.25
3RD YEAR	929.07	63.94	1029.68	27.10	1023.00	26.92	1018.46	26.80	1011.26	26.61	1000.29	26.32

Adult apprenticeships

If employed by the employer immediately prior to starting the apprenticeship the adult apprentice will continue to receive the rate of pay applicable to their previous classification (applies if they have been employed for 6 months as a full-time weekly hire or daily hire employee, or 12 months as a part-time or regular casual employee.)

A new starter will be paid no less than the CW/ECW1(a) rate in the award (plus industry, tool, and special allowance), see table below, or the above apprentice rate whichever is the greater.

WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
		HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE
934.80	61.94	27.25	1035.41	27.07	1028.73	26.95	1024.19	26.76	1016.99	26.47	1006.02

NB: Refractory Bricklayer apprentices should also be paid the relevant percentage (based on the year of the apprenticeship) of the refractory allowance for all purposes.

CIVIL OPERATIONS TRAINEESHIPS (ALL STATES & TERRITORIES)			
STAGE	RELATIVITY	HOURLY RATE	TOTAL WEEKLY RATE
STAGE 1	68%	22.83	867.40
STAGE 2	78%	23.93	909.20
STAGE 3	90%	25.24	959.30

CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES)		
LEVEL	HOURLY RATE	TOTAL WEEKLY RATE
SKILL LEVEL A	21.02	798.70
SKILL LEVEL B	20.54	780.70

NB: FARES SHOULD BE ADDED TO THE ABOVE AMOUNTS

* Different rates will apply on single occupancy residential and dual occupancy residential less than 5 storeys.

AWARD RATES

BUILDING AND CONSTRUCTION GENERAL ON-SITE AWARD 2020 (non-residential)* Rates applicable from 1 July 2024

Daily Hire Employees – Tradespersons and Labourers

CLASSIFICATION	PER HOUR	PER 38 HOURS	4 OF HOUR ACCRUAL	WEEKLY PRO RATA ANNUAL LEAVE	SAT WORK – 8 HOURS INCL. 20 MIN CRIB	LEADING HANDS RATES PER HOUR			
						1 P	2-5 P	6-10 P	MORE THAN 10 PERSONS
CW8 Carpenter Diver	44.07	1,674.66	17.63	152.84	675.74	0.95	2.09	2.65	3.56
CW8 Foreperson	34.96	1,328.48	13.98	121.55	536.05	0.77	1.71	2.16	2.90
CW7 Sub-Foreperson	34.19	1,299.22	13.68	118.91	524.25	0.76	1.67	2.11	2.83
CW7 Dogger/Crane Hand (fixed cranes)	33.14	1,259.32	13.26	115.30	508.15	0.76	1.67	2.11	2.83
CW6						0.73	1.62	2.05	2.75
CW5 Refractory Bricklayer (incl refractory allowance)	32.22	1,224.36	12.89	112.14	494.04	0.72	1.58	2.00	2.68
CW5 Special Class Tradesperson, Carver	32.52	1,235.76	13.01	113.17	498.64	0.72	1.58	2.00	2.68
CW5 Trainee Dogger/ crane Hand (fixed cranes)	31.47	1,195.86	12.59	109.56	482.54				
CW4 Joiner-Setter Out, Letter Cutter, Marker-Setter out. Prefab Setter, Specialist Landscaper Tradesperson									
	31.64	1,202.32	12.66	110.15	485.15	0.69	1.53	1.94	2.60
CW4 Signwriter	30.84	1,171.92	12.34	107.40	472.88	0.69	1.53	1.94	2.60
CW3 Artificificial Stoneworker, Bridge & Wharf Carpenter, Carpenter, Floorsander, Form Setter, Joiner, Marble and Slateworker, Marker off, Paviour, Prefab Tradesperson, Stonemason, Tilelayer, Tradesperson (precast concrete manufacture)									
	30.76	1,168.88	12.30	107.12	471.65	0.67	1.49	1.88	2.52
CW3 Caster, Fixer, Floor layer Specialist, Plasterer	30.58	1,162.04	12.23	106.51	468.89	0.67	1.49	1.88	2.52
CW3 Bricklayer	30.46	1,157.48	12.18	106.10	467.05	0.67	1.49	1.88	2.52
CW3 Roof Tiler, Slate-ridger, Roof Fixer	30.26	1,149.88	12.10	105.41	463.99	0.67	1.49	1.88	2.52
CW3 Glazier, Painter	29.96	1,138.48	11.98	104.38	459.39	0.67	1.49	1.88	2.52
CW3 Machinist, Quarryworker, Rigger, Dogger, Shophand	29.71	1,128.98	11.88	103.51	455.55	0.67	1.49	1.88	2.52
CW2 Concrete Finisher, Foundation Shaftworker, Hoist or Winch driver, Powder Monkey, Scaffolder, Steelfixer, Tack Welder									
	28.92	1,098.96	11.57	100.81	443.44	0.65	1.44	1.82	2.45
CW1 (d) Refractory Bricklayers Assistant (incl. refractory allowance)	28.38	1,078.44	11.35	98.95	435.16				
CW1 (d) Trades Labourer; Jack Hammerman; Mixer Driver (concrete); Gantry Hand or Crane Hand, Crane Chaser; Cement Gun Operator; Concrete Cutting or Drilling Machine operator; Concrete Gang including Concrete Floater; Roof Layer (malthoid or similar material); Dump Cart Operator; concrete Formwork Stripper; Mobile Concrete Pump Hoseman or Line Hand; Plasterer, Terrazzo or Stonemasons Assistant; Builders labourer Group 4									
	28.38	1,078.44	11.35	98.95	435.16				
CW1 (c) After 12 months	27.91	1,060.58	11.16	97.33	427.95				
CW1 (b) After 3 months	27.56	1,047.28	11.02	96.13	422.59				
CW1 (a) New Entrant	27.06	1,028.28	10.82	94.42	414.92				

NB The above hourly rates include Industry Allowance and Tool Allowance.

* Different rates will apply on single occupancy residential and dual occupancy residential less than 5 storeys.

THE HOURLY RATES DO NOT INCLUDE THE FOLLOWING:

Mobile Crane Capacity Adjustment add	24.78 per week for each additional 40T over 100T added to the CW/ECW5 rate
In Charge of Plant allowance	48.52 per week
Underground allowance	18.58 per week

AWARD RATES

JOINERY AND BUILDING TRADES AWARD 2020

Wage rates applicable from 1 July 2024

CLASSIFICATION	LEVEL	MINIMUM RATE	TOOL ALLOWANCE	TOTAL	HOURLY RATE	HOURLY RATE (WITH INDUSTRY ALLOWANCE)
Carver	7	1,097.10	38.67	1,135.77	29.89	30.91
Specialist glass cutter	6	1,064.70	13.58	1,078.28	28.38	29.41
Supervisor (glass plant)	6	1,064.70		1,064.70	28.02	29.05
Letter cutter, joiner special class, joiner-setter out, prefab setter)	6	1,064.70	38.67	1,103.37	29.04	30.05
Signwriter	6	1,064.70		1,064.70	28.02	
Carpenter and/or joiner, stonemason, joiner, prefab tradesperson	5	1,032.30	38.67	1,070.97	28.18	29.20
Plasterer	5	1,032.30	31.99	1,064.29	28.01	29.03
Painter	5	1,032.30	9.28	1,041.58	27.41	28.43
Glazier	5	1,032.30	13.58	1,045.88	27.52	28.54
Glass worker	5	1,032.30	9.38	1,041.68	27.41	28.44
Machine setter operator	5	1,032.30		1,032.30	27.17	28.18
Assembler A*	4	980.40	11.55	991.95	26.10	27.12
Machinist grade 1	4	980.40		980.40	25.80	26.82
Dispatch worker/Glass vehicle driver (crane mounted)	4	980.40		980.40	25.80	
Assembler A*	3	949.20	11.55	960.75	25.28	26.30
Assembler B*, primer, machinist grade 2	3	949.20		949.20	24.98	26.00
Dispatch worker/Glass vehicle driver (other than crane mounted)	3	949.20		949.20	24.98	
Assembler B*	2	915.90		915.90	24.10	25.12
General hand, factory hand	1	891.50		891.50	23.46	24.48

All purpose allowances

(NB The industry allowances have been included in the total hourly rates on above wage rates table where applicable)

INDUSTRY ALLOWANCE	
For employees engaged on Joinery work, shopfitting, stonemasonry or outside work add:	38.69 per week
For glaziers or apprentice glaziers engaged on other than factory glazing add:	1.03 per hour

LEADING HAND ALLOWANCE		TOOL ALLOWANCE	
A leading hand must be paid the following allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.		(NB except for the additional amount for stonemasons identified below, the tool allowances are already included in the hourly rates set out on wage rates table)	
In charge of 1 person	24.78 per week	Additional allowance for stonemasonry cutting tools: 0.09 per hour	
In charge of 2-5 people	54.39 per week		
In charge of 6-10 people	69.64 per week		
In charge of 11 or more people	92.62 per week		

ADDITIONAL ALLOWANCES	
Meal allowance	18.51 per meal
First aid allowance	20.54 per week
Motor vehicle allowance	0.98 per km
Compensation for loss of clothing and tools	2,242.00 (maximum amount)

TRAVEL ALLOWANCE	
Living away from home for a distant job	
100.22 per day (minimum amount)	18.51 meal allowance
26.21 return journey expenses	44.41 weekend return home
Stonemasonry work at a cemetery or performing glass and glazing work away from usual place of business	
Use of own vehicle	0.98 per km

Apprentices

NB All Apprenticeships provide for competency based wage progression from 1st January 2014.

Apprenticeships commenced on or after 1st January 2014

4 YEAR APPRENTICESHIP			3 YEAR APPRENTICESHIP		
STAGE		WEEKLY RATE	STAGE		WEEKLY RATE
YEAR 1 (No Yr 12)	50%	516.20	YEAR 1	55%	567.80
YEAR 1 (Yr 12)	55%	567.80	YEAR 2	75%	774.20
YEAR 2 (No Yr 12)	60%	619.40	YEAR 3	90%	929.10
YEAR 2 (Yr 12)	65%	671.00			
YEAR 3	75%	774.20			
YEAR 4	90%	929.10			

Adult Apprentices

4 YEAR APPRENTICESHIP			3 YEAR APPRENTICESHIP		
STAGE		WEEKLY RATE	STAGE		WEEKLY RATE
YEAR 1	81%	836.20	YEAR 1	83%	856.80
YEAR 2	85%	877.50	YEAR 2	88%	808.40
YEAR 3	88%	908.40	YEAR 3	94%	970.40
YEAR 4	94%	970.40			

NB Full tool allowance should be added to the apprentice rates, plus where appropriate \$38.69 Industry allowance.

REASON FOR INCREASE:

Increases arising from the Annual Wage Review 2023-24 Decision.

AWARD RATES

MOBILE CRANE HIRING AWARD 2020

Rates are effective from the first pay period commencing on or after 1 July 2024. ALL STATES & TERRITORIES

CLASSIFICATION	WEEKLY RATE (inclusive of Industry Allowance)	ORDINARY HOURLY RATE	CASUAL ORDINARY HOURLY RATE
MCE1 Dogger, Counterweight/Gear Truck Driver, Mobile Hydraulic Platform Operator - up to 17m, up to 20T Slew Crane Operator	1,091.15	28.72	35.90
MCE2 21T-60T Slew Crane Operator, Non Slew (Franna) Operator, Basic Rigger, Mobile Hydraulic Platform Operator - 17m and up to 28m	1,123.55	29.57	36.96
MCE3 61T-100T Slew Crane Operator, Intermediate Rigger, Mobile Hydraulic Platform Operator - 28m and above	1,155.95	30.42	38.03
MCE4 101T-200T Slew Crane Operator (no boom trailer), Advanced Rigger, Heavy Low Bed Transport Operator	1,185.15	31.19	38.99
MCE5 201T-300T Slew Crane Operator, less than 100T Slew Crane with Boom Trailer Operator, less than 100T Slew Crane with Luffing Fly Jib Operator	1,242.35	32.69	40.86
MCE6 301T-400T Slew Crane Operator, less than 200T Crane with Luffing Fly Jib Operator	1,266.65	33.33	41.66
MCE7 401T or greater Slew Crane Operator, less than 200T with Superlift type attachment Operator	1,298.95	34.18	42.73

WHERE MORE THAN ONE CRANE IS ENGAGED ON ANY ONE LIFT THE FOLLOWING ADDITIONAL PAYMENTS SHALL BE MADE	
2 Cranes	4.37 per day
3 Cranes	8.67 per day
4 Cranes	12.96 per day
Over 4 Cranes	17.33 per day

ALLOWANCES	
Pile driving allowance	21.22 per day
Car allowance	98 cents per km
Accommodation and Meals (minimum)	100.22 per night
Meal allowance	18.51 per meal
Fares and travel allowance	21.94 per day
Protective clothing (footwear subsidy)	80.10

The rates set out in the above wage table are due to the minimum wage adjustment arising from the FWC Annual Wage Review 2023-24 and automatic adjustment of expense related allowances.



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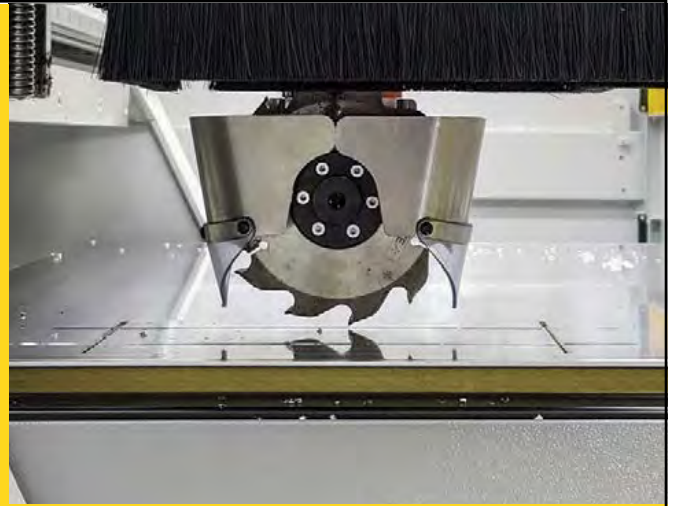
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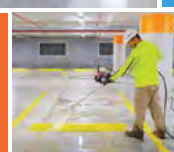
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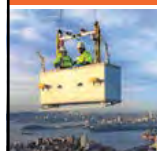
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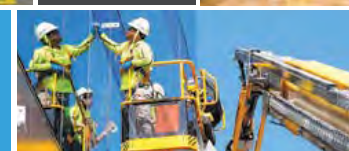
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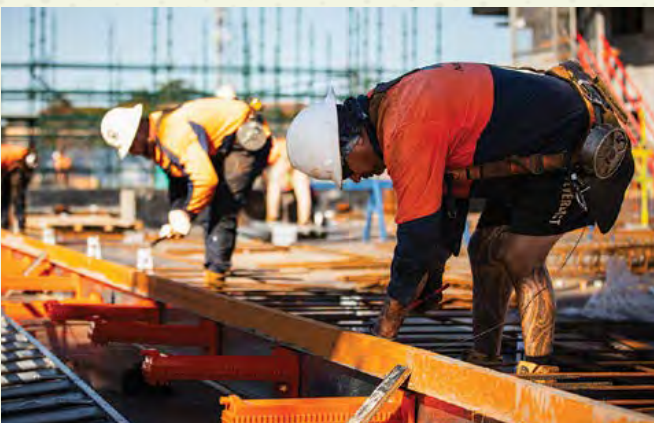
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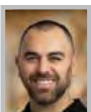
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