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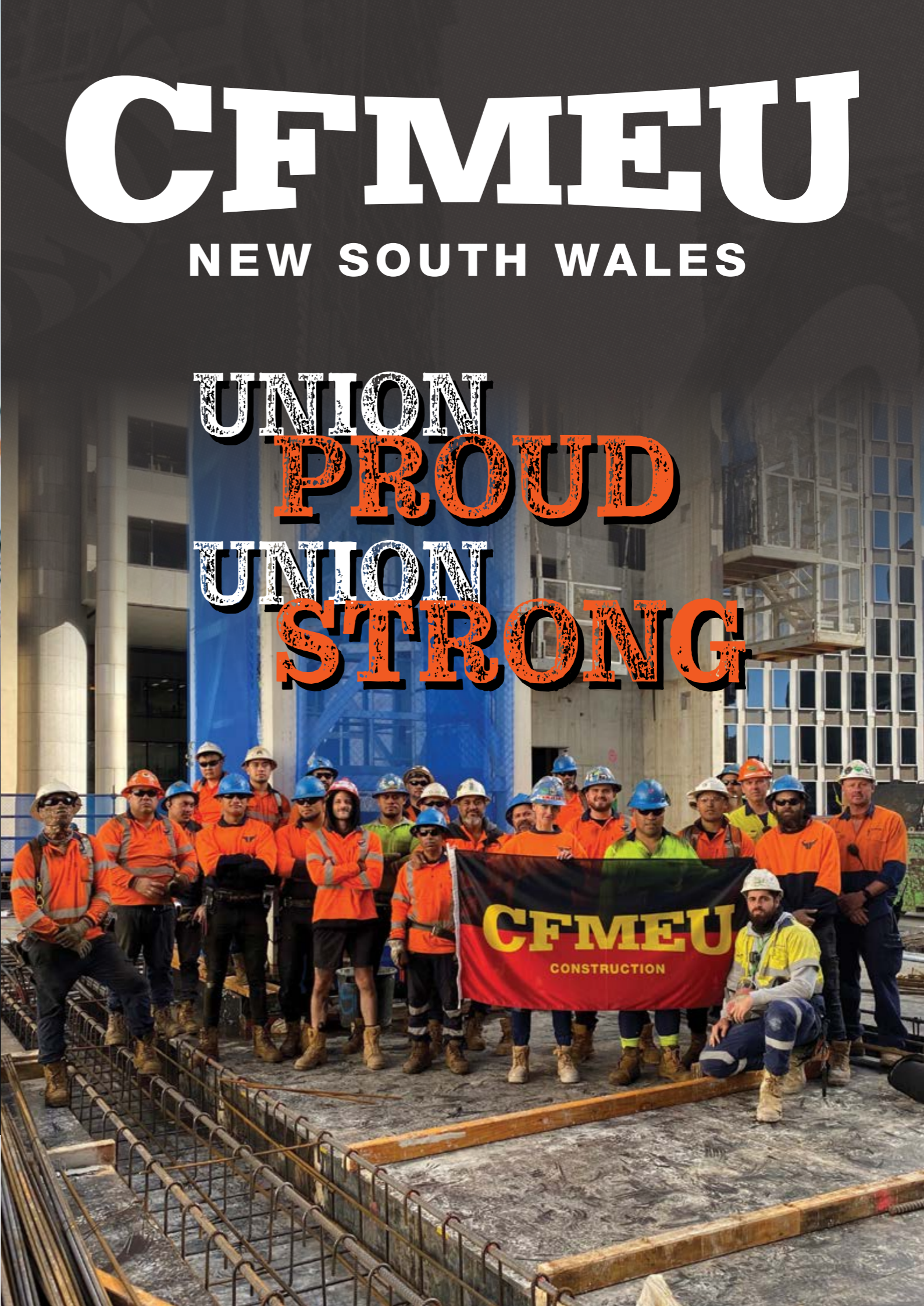
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CFMEU

NEW SOUTH WALES

UNION
PROUD
UNION
STRONG



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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 Rita Mallia.

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STATE SECRETARY

DARREN GREENFIELD



THE GOVERNMENT HAS CHANGED. NOW TO HOLD THEM TO THEIR PROMISES & MORE!

On 21 May 2022 the ALP was elected into office. This is welcomed but only if they deliver on the promises made prior to the election. For the CFMEU and its members the abolition of the Australian Building and Construction Commission (ABCC) and the scrapping of the Building Code is a number one priority. The ABCC has spent more than a decade, and millions of taxpayer's dollars, to pursue the CFMEU for doing its job of delivering decent wages and conditions to its members, and working hard to ensure safety on the job. It has used the Code not to pursue dodgy bosses who rip off and maim workers but to attempt to ban union flags and stickers and limit the conditions we can bargain for in enterprise agreements.

The ABCC persecuted union officials, delegates and members and was nothing but the anti-union arm of the Liberal Party. In the lead up to both the last and this election the ABCC intensified its action against the Union. The ABCC launched 14 new legal proceedings against unions – predominantly the CFMEU Construction Division – between January and April this year, prior to the May 21 election. The ABCC also announced 10 court actions in the first half of 2019, ahead of that year's federal poll. In contrast, the agency launched just four cases during the first six months of both 2020 and 2021. Its goal was to save its own skin and support the Liberals in their re-election bid, with the support of the Master Builders Association. This is clear evidence of inappropriate activity by the regulator. In some of the cases the allegations that were being pursued went back a number of years but mysteriously popped up before an election.

The ALP has promised, and on its election win has a mandate, to abolish the ABCC once and for all. We now have to keep them to the promise. Unlike previous ALP Governments we do not want to end up with an ABCC-lite or laws that

are just watered down. The ABCC, the Building Code and the laws that underpin them are weapons used against workers to deprive them of their basic right to representation, the right to bargain and the right to take action in support of improved wages, conditions and safety. Despite the ongoing attack, the CFMEU has continued to deliver for its members and should be able to do so without incurring fines and penalties.

Further, we reject any role by any tribunal to restrict free access to members by their Union to ensure the best representation.

Of course we are facing other challenges, the growing cost of living, higher interest rates, the difficulty young people have to buy their first home and the rental squeeze. Politicians can and will only do so much. Members will be looking to their union for leadership and the courage to take on the fight for wages and conditions that help them meet the needs of their families and to do more than just keep their heads above water.

Probably now more than ever it is important for construction workers to be financial members of the CFMEU. We will continue to push for better conditions and to recover money lost to unscrupulous bosses and ensure that members are able to meet the current challenges but also to work to build a future for themselves and their families. We remain committed to this 100 percent!

“VOTING A LABOR GOVERNMENT DOESN'T END THE FIGHT. THE CFMEU REMAINS COMMITTED TO DELIVERING TO ITS MEMBERS EVERY DAY ON SITE.”



ASSISTANT STATE SECRETARY

ROB KERA



ASSISTANT STATE SECRETARY

MICHAEL GREENFIELD



THE ABCC AND THE MASTER BUILDERS ASSOCIATION COLLUDE AGAINST THE CFMEU

Given its conduct since its creation and it's almost 100% focus on the CFMEU, it's not surprising that freedom of information requests have revealed that the Master Builders Association (MBA) and the Australian Building and Construction Commission (ABCC) met in the lead up to the election campaign.

ABCC Commissioner Stephen McBurney attended a secret meeting in February 2022 with the Master Builders to discuss the upcoming election and share campaign research materials and strategy in clear breach of his statutory role as head of a supposedly independent regulator. The FOI documents also reveal meetings between the Master Builders and ABCC representatives in other states and territories where election strategy was discussed, along with multiple instances of the MBA referring union campaign materials and media releases to the ABCC.

These meetings and communications confirm the Union's long-held suspicion that the ABCC and MBA colluded on political and media strategy in service to the former Liberal Government.

The Master Builders have always been close to the Liberals, advocating for laws that erode workers' rights and haven't supported real reforms in the industry that protect subbies from unscrupulous practices of principal contractors or being undercut by wage theft, or protecting workers from bosses that fail to pay entitlements, or put their lives at risk. The Master Builders protect the shonks and have used their alliance with the ABCC to do so. We knew this was the case and now there's evidence to prove it.

In 2020, the Master Builders attempted to erode CFMEU EBA conditions by throwing their lot in with the Tier 2 builders who attempted to take us on during the recent EBA negotiations. The CFMEU was able to knock off every non-union EBA and went on to make CFMEU standard EBAs with those builders. The fact that the MBA was supporting the retention of the ABCC, in their desperation to continue their losing war with the Union, is no surprise.

It is disgraceful that a Government Regulator, funded by the taxpayer, that is supposed to be independent, is so obviously biased and partisan against workers and the CFMEU in particular. The likes of the ABCC and the MBA are quick to criticise the Union, its officials and members at every opportunity and to fund cases to the tune of millions of dollars in their quest to defeat the



“
THE ABOLITION OF THE
ABCC WILL BE GOOD
FOR WORKERS AND WILL
BE GOOD FOR THE
INDUSTRY.”

Union. The documents show how comprehensively the ABCC has been captured by the very people whose behaviour it is supposed to police.

The ABCC's pattern of bias is clear. It aggressively targets workers and their unions while ignoring the illegal activities of builders who rip those workers off and put their lives at risk.

Its abolition will be good for workers and will be good for the industry.

DON'T LET THE PUSH KILL YOU!

Since the heavy rain has abated we have seen an ever increasing number of serious safety incidents with many workers lucky to be alive and more than a few suffering serious life threatening injuries. During the Covid-19 period there was no doubt that the pace of work on site slowed down with work processes having to be staggered and the movement of personnel onsite more controlled to reduce chance of infection. Despite the many frustrations this caused one advantage we saw was almost no serious safety incidents and injury.

In the last few months the constant and heavy rainfall has also slowed jobs down and we appreciate builders and subcontractors have suffered delays and that often delays cost money in terms of meeting contractual obligations. However, it is absolutely unacceptable for these delays to be made up by pushing workers to the brink resulting in unsafe work practices and workers injured or killed. Nothing is worth that.

Recently we have seen a number of falls from heights off unsecured decks and through lift shafts. A worker fell through a lift shaft falling 7 metres only to survive because he landed on other workers below. He was badly injured and would have died but for those workers being there, they thankfully were not injured. There have also been loads come off

cranes and plant and equipment fail. It is just lucky that nobody has been killed on a major site. It doesn't take much in this industry for the worst to happen; take for example a worker on a small job recently falling to his death from a 2 metre high ladder. Organisers have visited a number of members who have wound up in hospital.

There was also a catastrophic failure of rigging equipment that resulted in an escalator that was being installed being dropped. It was a miracle that nobody was killed.

Our belief is that the common denominator in all of these incidents is the push on by builders and developers to catch up after delays caused by the rain to secure their profits. No contractual obligation is more important than workers returning to their families every day in one piece. The manual work and long hours that our members do day to day takes enough of a toll on their minds and bodies; we don't need to add to that unrealistic project time frames. Timeframes on project completion are themselves already ridiculous.

Only a couple of months ago we were commemorating those lost at work at

“
DON'T LET THE PUSH TO
GET WORK FINISHED END
YOUR LIFE!”

the International Day of Mourning. We heard the widow of one of our deceased members Max Haywood who died in January 2021, Tracey Haywood, bravely speak at the formal ceremony about the immeasurable pain and suffering she and her daughter Rebekah experience every day due to Max's loss. We need to do all we can to prevent injuries and death occurring.

Don't be bullied into working unsafely. Raise issues with your site safety committee members, HSRs, Union Delegates and CFMEU Organisers. Ring the CFMEU Counter Organiser on (02) 97480400 to bring issues to our attention.



PRESIDENT

RITA MALLIA

INTERNATIONAL DAY OF MOURNING THE PAIN NEVER SUBSIDES

On April 20, 2022 we again commemorated those workers who have been killed at work. The day is commemorated around the world to remember the millions of workers killed, to acknowledge the pain and suffering of family and friends left behind and to raise awareness about being ever-vigilant at work in terms of safety.

In a blink of an eye a worker can be killed at work, leaving family and friends to carry the pain and suffering of that loss for evermore. In our experience over the years, in investigating these incidents, there are no accidents, every fatality could have been prevented. Fatalities happen when the safety is compromised and where companies cut corners to save money and when the push is on to meet unrealistic project deadlines and make up for lost time.

In 2020, Safe Work Australia reported 194 workplace fatalities nationally, the construction industry remains the third most dangerous industry. This figure does not include workers who die from work related diseases, of which there are in excess of 20 000 claims a year, with 153 new claims for silicosis disease in that time, with many of these being fatal to workers. For the families of loved

ones lost, the pain is eternal and we have to do better to prevent these needless losses.

At the 2022 formal ceremony at the Memory Lines monument in Darling Harbour, the first for a couple of years due to COVID, the spouse of CFMEU Member, Max Haywood, who died on 27 January 2021, Tracey and her daughter Rebekah told of their harrowing experience and it seemed only fitting to reproduce those powerful words in this edition. They and we hope it makes a difference. One life lost is one too many.

Max, Rebekah and Tracey (top), Memory Lines monument (above), Tracey and Max (right).



SPEECH BY TRACEY & REBEKAH HAYWOOD

Hi my name is Tracey and this is my daughter Rebekah. On the 27th of January 2021, our lives changed forever. My husband and Rebekah's father Max was tragically killed at his workplace. At approximately 10:30am max was struck in the back of the head by a falling object, despite the best efforts of his two fellow co-workers performing CPR nothing could be done to save his life.

Max was a hard, reliable and safe worker. Max was one of the safest workers I knew, always advocating for safe work practices. If he ever felt unsafe he would tell you so, always telling his peers that he wants them to go home safe to their family and to ensure he came home safe as well. To know that he died while at work was gut wrenching.

Max was my other half, my soulmate, my rock, we had been married for 31 years. He was a loving husband and doting father. Max would do anything to help his family and friends if they ever needed it they would only need to ask. He was a man of few words until he got to know you then he would talk your ear off.

I could never ask for a better father. I can always remember him helping me with my homework as a child and teaching me life skills to get me through day to day life, such as changing a tire and checking my oil and water levels. He always said I had to learn because who

would help me with such things when he is not around. He was always only a phone call away whenever I needed him, always a shoulder to cry on and always there to listen.

I am proud to be the daughter of Max Haywood. When I found out he wasn't coming home I was devastated not only for myself but for my mum and most of all him. He will never get to meet his future grandkids, or walk me down the aisle when I get married, he will never be able to do all the things he had planned like travelling with mum, retiring and growing old like he should have.

Not a day goes by that we don't think about him, or think about what could have been. We look at pictures of past adventures and we reminisce with family and friends of the life Max led. We have moments when we wake up and hope that it was just a bad dream only to realise this is our reality.

When we were told about the International day of mourning; only a few short months after Max's death we were surprised that there was such a day, now being a part of this community, it's an honour to come here to commemorate those who will not come home.

I would like to thank Rita and her team at CFMEU and the workers of Safe work for all their support since the accident.

By telling Max's story we hope that it will spread awareness of safe work practices and to prevent future workplace incidents so that no other family has to go through what we have, all work place deaths and injuries are avoidable.

We would like to thank the organisers for allowing us to tell Max's story.





CFMEU DELIVERS FOR PROBUILD MEMBERS AND SUBBIES

Earlier this year the national builder Probuild went into administration. It is not uncommon for construction companies to fail, we reported on the collapse of subcontractor Cubic in our last edition. However, it is more uncommon for a major builder of the calibre of Probuild to collapse and the effects of this can be devastating for the employees of Probuild and the subcontractors and their employees.

The collapse of such a player exposes the house of cards that this industry is. Builders hold considerable monies from subcontractors, despite laws that require them to pay subbies within short time frames, retention money is held and long term employees have hours of untaken RDO and annual leave entitlements that are not secured. When that house of cards comes down the result is subbie revenue, wages and entitlements of direct and indirect employees massively at risk, without any guarantee that all monies will be ever be recovered.

With its South African parent company, Wilson Bayly Holmes-Ovcon (WBHO) divesting itself of its Australian interests, the resulting Probuild Collapse left in excess of \$24 million owed to its employees and millions more owed to subcontractors; effecting their capacity to meet obligations to their employees.

The Probuild collapse affected 4 major projects in NSW. There was no way that the CFMEU was going to stand-by and let CFMEU members and subbies that employ CFMEU members go to the wall and leave them to the uncertainty of the company administration process. Immediately State Secretary Darren Greenfield and Assistant Secretaries Rob Kera and Michael Greenfield contacted administrators and developers and negotiated over a number of months for Probuild CWs and subbies to recover monies owed and to ensure that projects continued, with CWs offered alternative employment and subcontractor contracts on

those projects honoured securing the on-going employment of hundreds of CFMEU members. The CFMEU has successfully negotiated the recovery of multi-millions of dollars in worker and subbie entitlements.

The construction industry has the worst record when it comes to companies going bust. State and Federal governments have failed to act to look after workers and subbies. Federally, the Morrison Government sat on laws to ensure security of payments since 2017 after it commissioned a report to investigate the widespread industry practice of non-payment or late payment of money owed for work done. The Murray Report made 86 recommendations for national security of payment laws and the introduction of statutory trusts to ensure workers and subcontractors are not left out of pocket when developers go bust. The subcontractors who do the bulk of the work and employ the majority of workers in construction are forced to underwrite the profits of big developers who refuse to pay fairly, on time or at all.

State Secretary Darren Greenfield states, "We could not sit idly by and

see our members go down the road unpaid and subbies pushed to the wall as result of such a significant corporate failure. CWs had done the right thing and worked long hours, often deferring taking leave, and we know subbies always struggle with cash flow. Probuild's failure could have been catastrophic with knock on effects on other projects if major subbies went under too".

Warren Whitney was the CFMEU NSW Delegate and employee of Probuild at the time. Warren states. "CWs and other members were worried they would lose their jobs and their entitlements. They have mortgages and rent to pay, some have partners expecting babies, others were looking to retire soon. So much was at stake. I am so proud to be a member of a Union that is able to act so decisively. When you work for a builder you don't think this could happen, this is the third builder I've worked for that's gone under. Every time it's only the CFMEU that makes the difference. My colleagues and I will be forever grateful for the Union's 100% support". Warren is so inspired by the work of the Union he's hung up his tool belt and decided to become an Organiser for the CFMEU, saying, "I just want to give something back to the CFMEU and its members".

The achievement was not easy. Probuild employees and subbies effected on a Macquarie Park site kept up a peaceful protest for 3 weeks before developer Frasers Property came to the party to do the right thing on behalf of workers



and subbies on that site. Supported by the CFMEU, their efforts finally paid off and their entitlements were secured. Mikel Dacko, CFMEU Organiser, assisted CFMEU members with the protest, states, "The CFMEU was never going to let these members down. They have no control over how these Companies run. Developers shouldn't profit at the expense of workers who should not be left to pay for company collapse and we could not let that happen. These workers stuck together until mums and dads were paid".

With negotiations securing payments almost completed at least the employees and subbies effected have peace of mind that they have not lost out. State Secretary Darren Greenfield state, "Sometimes you meet workers who cynically ask, 'what can the union do for me?' It's times like this that being a paid up member of a strong union really counts. What happened to these workers could happen to anyone."

“
THE PROBUILD COLLAPSE
AFFECTED 4 MAJOR
PROJECTS IN NSW.
”

WOMEN IN CONSTRUCTION



Ever increasing numbers of women are entering the Construction industry doing jobs such as traffic control, cleaning, labouring, crane operating and rigging/dogging, bricklaying, finishing trades and more. Women are represented in all the traditional building trades, working directly with builders and subbies. The construction industry has always been a diverse industry and the opening up to women entrants is good for those workers and the industry.

Sallie Oxborough, who works for Laing O'Rourke has been a long term member of the CFMEU and advocate for women in the industry. She is really pleased to see more women choose a job in construction, "It's great to see so many more women taking up positions, when I first started I was often the only female and it was pretty daunting, but luckily I have worked with some great men who took time to show me the ropes and make me welcome in what still is a male dominated industry. At the end of the day if you enjoy what you do, do it safely and to the best of your ability gender is irrelevant. I am passionate about safety, and health and well-being on the job

and I enjoy working outdoors. Sitting inside at a desk was never for me. As the mum of two daughters, and soon to be a grandmother, I want to support women coming through. It's really great that the CFMEU has made the place for women and I have had a lot of support from the Union in finding my feet".

Sallie is also a member of the CFMEU's State Council in NSW which is a rank and file decision making body and is very proud to be a member of a fighting union.

Recently Associate Professor Sarah Holdsworth from RMIT University, surveyed across Australia blue-

collar women in construction who overwhelmingly worked in civil and commercial construction. Most reported a positive experience but there were some who provided negative reports with one third of survey participants and interviewees experiencing some level of negative incidents, ranging from gender discrimination to alleged sexual assault. This had impacted on their wellbeing and their desire to remain in the industry. Negative attitudes to women in some workplaces saw them overlooked for training, or as outsiders in a male club, or worse subject to inappropriate treatment. The research showed it is only with continued improvement in culture and focus on respect at the workplace



“A DIVERSE INDUSTRY IS ONE THAT PROVIDES OPPORTUNITY TO ALL PEOPLE FROM ALL WALKS OF LIFE AND WOMEN HAVE A LOT TO OFFER AND DESERVE TO BE TREATED AS EQUALS.”

that these negatives can be overcome. Many participants called for the need for things to improve at the workplace level, including in dealing with issues that arise quickly.

The CFMEU nationally is working on ensuring that its female members are treated equally with organisers taking up issues for members from wage theft to dealing with inappropriate conduct. The Union has brought many cases on behalf of female members to seek redress. The CFMEU in NSW has a small but growing number of female workplace delegates. To further upskill organisers, delegates, HSRs and members all Branches carry out training on gender equality in the workplace and domestic violence. The Union is committed to supporting our members and playing its part in promoting women in the workplace for the long term.

State President Rita Mallia stated, "It's really important we continue this work. Ensuring women are treated well at work is an occupational health and safety issue as much as anything else and we are committed to making workplaces safe. I've met hard working women who all deserve to be treated equally and for the most part our male members have no issues with this at all and are champions for their female colleagues on site".





MOBILE CRANE EBA UPDATE

The CFMEU has finalised in excess of 30 mobile crane company enterprise agreements. The negotiations with employees were stalled over COVID but were recently concluded with hundreds of CFMEU members now having voted up their enterprise agreements.

The mobile crane enterprise agreement delivers increases in wages and ACIRT, superannuation, fares and travel allowance as well as introducing hazardous material and tunnel allowances. The agreement also gives a bit of a boost to rigger/dogman classifications and seeks to compensate operators more appropriately when they are responsible for the larger cranes. Pleasingly the enterprise agreement introduces site allowance on new civil projects and all over-time will be double time by 1 October 2022.

Darren Greenfield, State Secretary, states, "We really got on top of the negotiations early in the new year and after a bit of the usually wrangling we have an enterprise agreement document that is acceptable to our members and the sector. We want to thank our members for hanging in there as COVID disrupted the usual negotiation timetable. The document had a lot of direct input from CFMEU mobile crane delegates and reflects the views of our members as to their wages and conditions".

Mobile crane companies work in a myriad of sectors from commercial and residential construction, civil infrastructure, to mines, ports and factories. They work around the clock, often starting work at the very early hours of the day. Most of the agreement votes were conducted with CFMEU officials on hand at 4.30am. CFMEU members in the sector work all around NSW and it is not uncommon to regularly work away for long periods on big projects like the Snowy Hydro, wind farms and the like. The crane crew carry a lot of personal responsibility for the cranes they transport and operate. Its high risk work, if something goes wrong the result can be fatal and costly. Crane crew, operators and rigger/dogman, are highly skilled. It was important to have an EBA that reflects the work, the skill and the hazards involved.

John Nigro, CFMEU Delegate at Boom Logistics, who spends a lot of time working away was involved in the negotiations with his employer. In the last round of EBA negotiations Boom Logistics CFMEU members took to the grass for several weeks to secure their EBA. This was not necessary this time round.

John states, "We're happy with the EBA. Mobile crane crew work round the clock, often in remote areas and away from their families for long periods. This EBA compensates us for that and with cost

of living as it is, it gets our families through. It's a no-brainer to be a member of the CFMEU and we are happy to have achieved this result without the need to take industrial action."

Rob Kera, State Assistant Secretary, who has attended all the EBA votes, states, "The mobile sector members are an important part of our membership, it's the sector that apart from formwork we have the most EBAs. It's great to deliver decent results in challenging times and well worth the early starts".

OFFSITE EBAS

The CFMEU has also finalised a number of enterprise agreements with members in the manufacturing industry. Traditionally, these workers achieved small increases but with cost of living increased workers in this sector supported by the CFMEU dug in for increases that were closer to and in some cases in excess of 4% per year which is unheard of in this sector. At Lutum, a company that bought out part of Boral, the workforce withstood the uncertainty of a new owner and stuck together to achieve an excellent result of 4% per year with back pay. The members at that yard were over the moon with the result. Other finalised EBAs in the sector are Austral Bricks, O'Briens Glass and G James Glass which all feature increases and improvements well above those historically achieved.



AUSTRAL BRICKWORKS



MANN GROUP



BORAL WYEE



ICONIC STRUCTURES



AUSWIDE RIGGING

DBA

MEETINGS



WACO YARD



GEOTECH



BUILDGROUP

CELEBRATING AND LEARNING ABOUT OUR DIVERSE CULTURE

National Reconciliation Week is a yearly event which encourages all Australians from whatever background to share history, culture and achievements. In particular it's a time to engage with our Aboriginal and Torres Islander brothers and sisters. Many construction workers have an Aboriginal and Torres Strait Islander background and many generations have been construction workers in the past.

CFMEU Organiser Jesse Strand who is Aboriginal comments, "It is really important to build respect and understanding of the plight of our

First Nations brothers and sisters and understand their demand for lasting justice, recognition in the political process and of their connection to their lands and inclusion".

All workers should be treated equally; this is not-negotiable. Much progress has been made in building this understanding and respect and the CFMEU is at the forefront in supporting this effort. CFMEU members on site came together during Reconciliation Week to proudly do their bit to embrace diversity and genuine reconciliation. The construction industry is famous for mateship and this is extended to all workers.



GET TO KNOW YOUR CFMEU DELEGATES

BRUCE CARTWRIGHT

DELEGATE

Bruce started in the construction industry as a brickies labourer about 20 years ago. After working in the cottage sector he secured a job in commercial construction with DJD Bricklaying. Bruce enjoys working in the construction industry, particularly the mateship. He states, "I've made some life-long friends through my time in the industry so far, it's a second family". He also got some early experience in being a union delegate working for the bricklayer subbie. "It's important to me that building workers have a voice at work and someone they can turn to and get their issues sorted".

About 8 years ago Bruce joined Lend Lease and shortly after was elected as one of the Lend Lease CFMEU delegates. Bruce enjoys the challenge being a delegate brings. He gets a lot of personal satisfaction helping his colleagues, and "I don't mind holding employers who are doing the wrong thing to account". Safety is a key issue for Bruce and on large construction projects you cannot ever stop being vigilant on safety. He says, "This job takes enough of a toll with the hours and demands on your body, the last thing I want is anyone to be injured or killed. Safety processes are not about ticking boxes for me".

Bruce is passionate about the Union and is proud to be a CFMEU member. Bruce comments, "When I started as a brickies labourer it was expected to join the union and I did and it's the right thing to do. It's insurance for workers. I am



Bruce Cartwright (second from the left) and work mates.

also on the CFMEU Branch Committee of Management where there is real input from rank and file delegates into the policy development of the Union and I believe in the real power of the collective".

Bruce is a family man at heart, and with the industry being a six day working week, he does regret missing valuable family time, "especially as your kids grow up so fast". Having said that, Bruce is pleased he's been able to work in an industry where thanks to a strong union the wages and conditions make it easier for him to support his family.

When asked what advice he'd give a young person coming into the industry today, he says, "Don't be afraid to speak up. Don't take negative stuff home, you will always have the support of the

delegates on the job and the Union. I will back a member to the end to get a just result".

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THIS JOB TAKES ENOUGH OF A TOLL WITH THE HOURS AND DEMANDS ON YOUR BODY, THE LAST THING I WANT IS ANYONE TO BE INJURED OR KILLED. SAFETY PROCESSES ARE NOT ABOUT TICKING BOXES FOR ME.

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LUKE ALLEN

DELEGATE

Luke started in the industry in 2008 as an apprentice bricklayer, "I didn't really enjoy school and my Dad's mate took me in and gave me a start which was the best thing for me. I eventually got a start at Fugen". Whilst at Fugen on a site in Darlinghurst he met Warren Whitney who was the CFMEU delegate with the builder Probuild. "Warren took me under his wing and was a great mentor. He taught me the ropes on a big site, supported me and I was able to secure a job with the builder when the opportunity arose".

He eventually got a start with Lend Lease, and ever grateful for Warren's encouragement, he stood for and was elected a delegate on the Crown Casino site. Luke says, "That job was incredible, thousands of workers, a city icon, it was an incredible learning experience and certainly came with a few stressful moments as well".

Despite it being difficult at times, Luke finds being a CFMEU delegate rewarding. "There's no better feeling than when someone asks you for your help and you can be there for them. You get to meet all sorts of people from many backgrounds and life experiences, you never stop learning in this role".

Luke states, "The CFMEU represents my values, being there for your mates, and fighting for what's right and fair. We don't give up".

Construction can be a tough industry and in the last year Luke went through

a bit of rough personal time. He experienced firsthand the amazing support of Foundation House in getting back into top shape. Luke overcame his natural inclination to not say anything and bottle things up. Realising he needed a bit of support

to sort things out, and with encouragement of the people around him, including the CFMEU, he found the courage to seek help. He says, "Life got me down and I needed some support, we are very lucky to have Foundo. I'm so appreciative of the support. As a delegate you get used to encouraging people to seek help, it's harder to do it for yourself. But sometimes you need that external expertise to deal with the challenges life throws up and it's comforting to know there is a safety net. I can only be a better person and delegate having been through what I have personally".

Having had the support around him, Luke wants to be there for those coming up through the ranks and he wants to educate those around him about what the Union stands for. Luke says, "Everything we have today was won by those before us, the boss doesn't give you your rights and entitlements, its workers who fight and win these conditions. I am proud to be part of that".



SNOWY HYDRO UPDATE



The snow sets in!

As winter arrives so has the snow at the Snowy Hydro Project with the temperature plummeting. This has brought extra safety challenges to the job and camp life. CFMEU Johnny Andrikopoulos, aka Johnny A, is the CFMEU organiser for the area and reports that the Unions on site have had to raise and have addressed issues such as the lack of covered walkways, pipes freezing up and lack of potable water at the Tatangra Accommodation and Amenities site. With the Unions' intervention the principal contractor committed to upgrade the facilities as a matter of urgency, reducing the risk of slips and falls and making life at camp a little more tolerable in miserable conditions.

Johnny A states, "It's tough enough being away from home without workers having to endure substandard living and working conditions. Getting around the site and amenities is difficult and there is no excuse for the Company to skimp on standards. We will keep taking up the issues".

It would seem there are always issues to take up on this site, as well as contending

with the snowy conditions, Johnny A has had to address safety issues related to the wet weather, with conditions on site becoming very muddy and slippery due to the heavy rains proving a hazard in particular for the heavy plant and machinery operating on site. Unions have been present on site and attended numerous safety meetings to ensure that matters are addressed and followed up.

On a more positive note, CFMEU members previously engaged through labour hire arrangements have secured more permanent positions on better wages and entitlements with SC Hydro, under the relevant enterprise agreements. Michael Greenfield State

Secretary states, "It's great to see these workers, who are living and working under some challenging conditions, receive better wages and conditions under their Union enterprise agreement, the CFMEU will maintain its presence on site for the duration of the project".

On other achievements, with the assistance of ACIRT Co-ordinators Ben Manna and David McNamara who visited the site, more than \$80 000 of unpaid redundancy contributions was recovered by the Union. David McNamara commented, "You have to admire the members who work in the conditions at the Snowy, it was a privilege to take ACIRT to them and sort out their issues".



SAFETY

SAFETY CONDITIONS ON THE INLAND RAIL PROJECT NEEDS IMPROVING

John Holland in a joint venture with See Civil called Trans4mRail is undertaking the 171km rail upgrade between Narrabri and North Star in North West NSW, a project worth \$693million. Disappointingly safety standards on site have been less than best practice. CFMEU Organiser Mark Cross has made a number of trips to the region and the project and there is a feeling of an "out of sight out of mind approach" to the management of safety on the project.

Mark Cross observed, "The job is quite remote and workers on the project are isolated. That brings with it a sense of powerlessness when dealing with safety concerns. On this project there has been a worker who was reversed over by a 4 tonne truck at a compound north of Moree sustaining significant injuries and being airlifted out to hospital, workers are forced to work in inclement conditions and unsuitable and dangerous ground conditions, a side tipper truck tipped over- luckily no one injured".

Mark Cross has spoken to members on the project and has also met with site management personnel. The reception

has not always been very welcoming from management, but Mark stood his ground on behalf of CFMEU members to ensure that the matters were addressed.

It was also very disappointing to see that on safety paper work after a serious incident where a section of heavy solid concrete culverts fell into a trench, the first question that is asked is whether there will be media attention, not whether someone is injured or killed.

Darren Greenfield, State Secretary states, "It's just not good enough. Major Government projects like this should be gold standard for safety but unfortunately they are not. It says a lot about a Company's priorities when the first thing they ask on an accident notice is whether the media is likely to be interested. The likes of John Holland should do a lot better".

“IT'S JUST NOT GOOD ENOUGH... THE LIKES OF JOHN HOLLAND SHOULD DO A LOT BETTER.”

Preliminary Event Notification

Date: 18/06/2022 Time: 0730

Project Name: Narrabri to North Star (NSNS)

Area Location: Change 563.666

Is it likely the event could attract media attention? Yes () No (X)

Are external stakeholders required? Yes () No (X)

If yes, have they been notified? Yes () No (X)

Description of event/incident:

Concrete works were being undertaken at the location for a previously installed bank of culvert and wingwall installation of reinforcing mesh and formwork for concrete footings. At approximately 0730, the middle wingwall segment has fallen over into the excavation. A work group was in the vicinity of the bank, but not impacted. There was no potential for injury to the work group, but the event was a safety concern.

Other immediate actions taken:

- All works in the area ceased.
- An exclusion zone was established.
- Investigation commenced.

Next actions/updates:

Investigation is ongoing. A site visit will be conducted to assess the situation and ensure all safety requirements are met.

Reviewed by: Adam Boston

This notification is to quickly disseminate within. All the relevant facts about a serious event.

RETIRED MEMBERS READY TO GET OUT THERE AGAIN!

Covid-19 made it very difficult for our retired members both in their ordinary lives and in maintaining their efforts to support the campaigns of unions and the broader community which they are passionate about. Also during the time they have not met, a number of their beloved members have passed away, so it has been a trying time for the group. The CFMEU retired members though are a resilient bunch and in June this year we welcomed them back to the Pymont office for their first face to face meeting. Secretary Richard Breece and Assistant Secretary John Koch were delighted to have some of the gang back, John said, "The Federal election victory and the hope of some positive changes, even in this difficult climate has put a revived spring in our steps. We are keen to get out there and support the Unions in their campaigns, wherever we can."

The retired members know how tough it can get when cost of living escalates, many lived through difficult economic times in the past, most were involved in industrial action to win the safety nets that are now often taken for granted. John Koch, states, "We don't won't our hard work to be for nothing and we want to lend our voices to the campaigns that strive to ensure that workers and their families are not left behind".

The retired members come from all walks of life and industries, one very active member Bruce Dalkeith worked in local government. Bruce also embodies that spirit that "you are never too old to learn", being one of the group who keeps up with things on social media and posts a lot on Facebook about the activities of the retired members group and their (and his) opinion on politics and industrial relations. Bruce's time during Covid was particularly difficult as during most of 2020 and 2021 he was in



lockdown in a retirement village. Bruce's main connection with the outside world was largely through his being able to use social media. Bruce shared some of the difficulties of being virtually imprisoned, a lot of his time in his single room, whilst the rest of us were able to get out an exercise and do our grocery shopping.

Bruce recalls, "It's was really hard mentally, stuck in my room staring at the walls. My room has a door out to a balcony area but the risk of infection was so high I wasn't even allowed to go outside alone. It was so stressful because I was locked in but also, because of my other health issues, being so worried about getting Covid. I witnessed first-hand the pressure on the staff here and they really did do a remarkable job under such difficult circumstances. They deserve a massive pay increase". Bruce, ever the activist, was even interviewed on TV giving an insider's view about what it was like for the vulnerable in care facilities. Recently

Bruce was able to attend meetings, and also came to the May Day Rally, but a fall in the street has put him out of action with a fractured pelvis, "I'm in a bit of pain but hopefully recovering".

Bruce is passionate about being part of the union movement, he believes in the power of the collective as being the way that progress can be made. He also enjoys the camaraderie of his fellow retired members. Remaining engaged and involved gives him a reason to keep going. "I'll keep being active in the union movement for as long as I can", he declares.



Bruce Dalkeith (centre).

The CFMEU Retired Members Group remains an active part of the Union. They are keen to welcome new members to join their ranks.

If you want more information contact the CFMEU on (02) 9749 0400.

NORTH COAST NEWS

GREEN HAT INITIATIVE

As part of the commemoration of International Day of Mourning 2022 at the Lend Lease Tweed Hospital Project in Kingscliff, the Green Hat initiative was launched where apprentices and inexperienced young workers are issued with Green Hats to make them easier to identify and keep safe. This was introduced in memory of Aaron Fryer, an apprentice plumber who at aged 17 died on a construction site in 2012 only 5 weeks into his apprenticeship. Aaron was killed when struck by an unsecured excavator bucket, it having been a practice by the Company responsible not to insert the bucket safety pin in the quick hitch to fasten the bucket.

Aaron's mates continue to commemorate his memory every year, and welcome this safety initiative. It's hoped that with the hats, younger and less experienced workers can be identified, properly supervised, trained and ultimately kept safe as they develop their skills and knowledge on the job. The move was welcomed by Aaron's family too as a way that younger vulnerable workers can be kept from harm.

Joe Uati, CFMEU Organiser, states, "It's really important that young workers are supported and protected. When you are only new to a job, the industry can be a bit daunting, there are many moving parts we have to do all we can to secure safety".

CFMEU IN SUPPORT OF TEACHERS

The CFMEU in Newcastle turned out in support of the NSW Teachers



Federation in its campaign to increase wages and improve conditions of thousands of teachers in New South Wales. Teachers have greater than ever pressures placed on them not only to do their teaching hours in the classroom but work outside hours too. There is a serious teacher shortage, teachers are overworked with many teaching subjects they are not qualified to teach. The ultimate losers will be our kids.

The CFMEU knows the importance of showing solidarity with other unions. The recent response by the NSW Liberal Government, no surprise to the CFMEU, was to threaten to fine teachers who go on strike in support of their claims for not only better wages but more school teachers. NSW Organiser Mark Cross states, "This is a societal issue. Education is the key for all kids to have a better future and it's really important that the

CFMEU support the campaign of the NSW Teachers and their Union".

Maxine Sharkey, General Secretary of the Teachers

Union in NSW who has been a good friend of the CFMEU, stated, "This is an important campaign and I thank the CFMEU and its members for its ongoing support. Teachers need more than just a thank you from this Government".

HONOURING GREEN BANS

The Regional Crane Committee recently held one of their meetings to coincide with an important exhibition marking the NSW Green Bans. As well as the efforts in Sydney to protect the Rocks, Woolloomooloo and other parts of greater Sydney, important parts of Newcastle's heritage was also protected by Green Bans, including Blackbutt Reserve which was to be destroyed to make way for a highway and historic houses in the East End of Newcastle, a campaign initiated by the BLF, Newcastle Trades Halls and 25 other community groups in the 1970s. Rita Mallia, State President, who attended the Regional Crane Committee meeting, stated, "It's so important we continue to tell these stories, learn from and be inspired by those who came before us who cared deeply for their communities and history".



MAY DAY 2022

WOLLONGONG

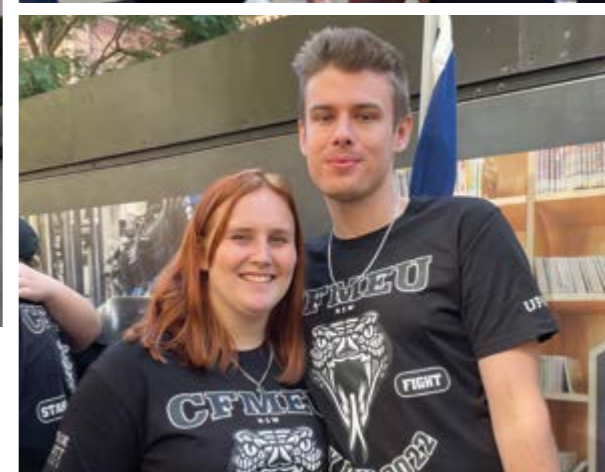
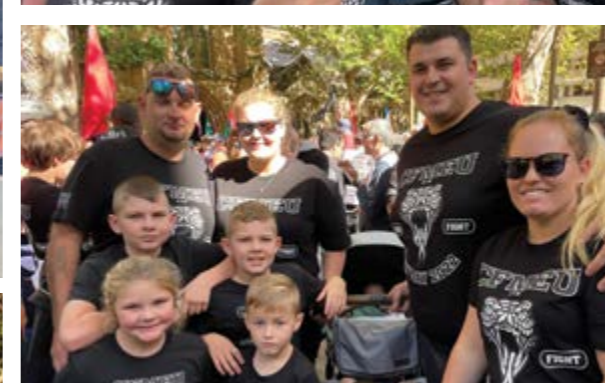


NEWCASTLE

Despite rainy weather, there was a good turnout for the May Day Rally this year. Not surprisingly, with the Federal election only a few weeks away the theme of the Rally was the need to change the Government and address the considerable unfairness of workplace laws, ensure that workers are delivered a decent pay increase and generally the need to ensure a fairer society, in particular for First Nations people and also the underprivileged. May Day, celebrated internationally on 1st May, is a day of protest in support of workers and their rights. We acknowledge those who struggled for so much we take for granted today, but also

recognising we cannot fall asleep at the wheel as Governments and business take whatever opportunity to wind rights and entitlements back. The day was a good day, we are looking for a bigger and louder rally 1 May 2023.

State Secretary Darren Greenfield, states, "Whoever wins Government the attack on wages and conditions, combined with the ever increasing cost of living means we need to continue the fight for better".



SYDNEY





SYDNEY



FOUNDATION HOUSE WINNERS

The NSW Construction Industry Safety Dinner was held on Friday 20th May at the International Convention Centre at Darling Harbour. The event was sold out with 1156 construction industry stakeholders in attendance at the prestigious event. The Construction Industry Drug and Alcohol Foundation which operates Foundation House and implementing Foundoblue across the construction industry is incredibly honoured to be hosting and a beneficiary of the event.

The event would not be what it is without the support of the NSW CFMEU Construction & General Division Executive, The Committee of Management, Organisers and Delegates. The event has retained the major sponsor Cbus superannuation and we are appreciative of their continued support of the event.

The Safety Dinner's MC for the evening was Merrick Watts and in conjunction with the Foundation House staff delivered first rate performance. The event's focus is to acknowledge outstanding achievement and performance in safety throughout the year.

OUTSTANDING ACHIEVEMENT BY A BUILDER WINNER
Built

OUTSTANDING ACHIEVEMENT BY A SUB CONTRACTOR WINNER
De Martin & Gasparini

OUTSTANDING PERFORMANCE BY A BUILDER DELEGATE WINNER
ZACHARY LATIEF

OUTSTANDING PERFORMANCE BY CFMEU MEMBER WINNER
Frank Taniora

THE PAT KENNIFF AWARD WINNER
Graham Johnson

Congratulations to all the winners

“THE CONSTRUCTION INDUSTRY DRUG AND ALCOHOL FOUNDATION IS INCREDIBLY HONoured TO BE HOSTING AND A BENEFICIARY OF THE EVENT.”



A huge thank you must go out to the BTGDA who presented a cheque for \$100,000.00 to Foundation House. Just another example of the commitment by the BTGDA to the well-being of the construction industry.

The raffle prize was 3 nights all meals and flights to Longitude 131 at Uluru, which was won by Waco Kwikform. All the funds raised during the event go directly to client service delivery for the services provided by the construction Industry drug and alcohol foundation. A special mention must go out to Built for purchasing the first FoundoBlue program, which delivers mental health and suicide prevention workshops and training, whilst also offers access to one on one counselling by qualified therapist as well as critical incident response.

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NSW

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A super history



Super guaranteed for all

This year marks the 30th year of the Superannuation Guarantee legislation which made super a compulsory part of the pay of almost every worker in Australia.

A leader in the campaign for compulsory superannuation were the building unions. Their successful campaign meant Cbus was up and running in 1984, 8 years prior to the passing of Superannuation Guarantee legislation.

Tom McDonald, a super pioneer

On 16 April, one of the key pioneers of superannuation in Australia, Tom McDonald, passed away. Tom was the federal secretary of the Building Workers Industrial Union, the forerunner to the CFMEU. Tom led the building unions and their members with the ACTU to campaign in the early 1980s for the creation of an industry based occupational superannuation scheme for building workers. This became Cbus.

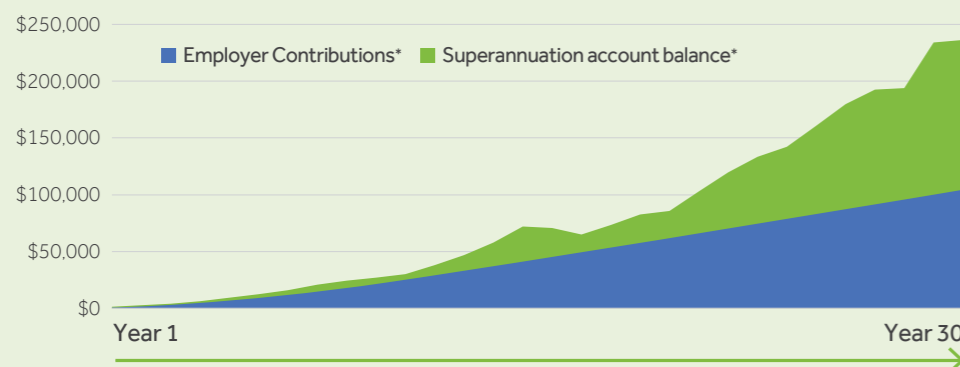
Reflections on our achievements

Three decades on, superannuation still stands out as one of the most successful examples of structural reform undertaken in our country's 120 years of federation. And it is still celebrated as one of the world's leading retirement pension systems.

Total superannuation assets in Australia have grown from around \$148 billion in 1992, when the SG was introduced, to \$3.5 trillion as at 31 December 2021

Cbus members were among the first to advocate for this important retirement savings tool and Australian workers have benefited from the compound interest from regular, compulsory contributions.

Here's what someone joining 30 years ago could have achieved thanks to compulsory super and our strong long-term returns*:



\$235,936

Superannuation account balance after 30 years*

Cbus' investing in your future

Of course, Cbus has been doing this for a long time. As a long-term investor with a large asset base, Cbus is able to access a broad range of assets on behalf of our members, including Australian and international shares, private equity, property, infrastructure, and Australian and international debt securities.

At Cbus, during the pandemic, we committed and invested over \$1.5 billion in new direct funding for Australian businesses – including many innovative smaller businesses (as at 31st December 2021).

Our investments in infrastructure have become a core part of our economic fabric, driving activity and productivity across transport, energy and logistics.

Importantly, we're helping capitalise the transition to a lower-carbon economy – an essential factor for the future prospects of our country and our members' quality of life in retirement.

The world is demanding cleaner energy, cleaner transport and cleaner manufactured goods – and we can help make it happen, for the long-term financial benefit of our members.

At Cbus, in addition to our total portfolio commitment to net-zero, we have invested \$1.7 billion in businesses building the bridge to a net-zero carbon future. Businesses like Carbon Revolution in Geelong, manufacturing the advanced lightweight fibre wheels increasingly needed by the world's electric vehicle industry.

This means that our members – the people who help build Australia – are increasing their retirement savings, supporting their industries and developing a cleaner world for their children, families and communities.

The vision of people like Tom McDonald and the sacrifice of ordinary workers in the construction industry who waged a hard-fought industrial campaign means our members enjoy a better retirement while we support their industries and help build Australia.

It is a time to reflect and feel proud.

* These figures and returns are based only on Super Guarantee contributions with the assumption a member had a superannuation balance of \$0 in 1992 (year the Super Guarantee was introduced), earning approximately \$50,000 p.a. in 1992 with a salary growth of 3% p.a. at an inflation rate of 2.5% p.a. The return for the Growth (MySuper) option is based on the returns between 1992-2022. The results and contributions displayed are in today's \$ value (after allowing for inflation). The return for the Growth (MySuper) option is based on the crediting rate, which is returns minus investment fees, taxes and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members accounts. Past performance is not a reliable indicator of future performance. Growth (MySuper) was called Growth (Cbus MySuper) until 14 February 2022.

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and Target Market Determination prior to making any decisions. Call **1300 361 784** or visit cbussuper.com.au for a copy.

All figures presented as at 31 December 2021, unless otherwise noted.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 26



CHECK YOUR PAYSリップ AND MAKE SURE THE BOSS IS PAYING YOUR ACIRT TODAY

By Ben Manna, Region Co-ordinator

Some workers think their ACIRT contribution is a deduction from their pay, but it's actually something negotiated through their union that is an employer contribution, similar to super.

Not all companies list the payment on their pay slip, and not all workers realise what they're entitled to under their EBA.

Most likely the company is probably still paying the contribution but it's not on the payslip. And with different agreements under different unions – and sometimes even within the same union but in different sectors – the employer's contribution can vary. Not everyone is on the same rate.

A good starting point is to complete an ACIRT Health Check (see next page). If you don't know how much you should be getting, your best bet is to ask your company, check with your union rep or contact one of our coordinators.

NEED HELP? CONTACT US



BEN MANNA
Southern Region
Co-ordinator
0409 256 137
ben.manna@acirt.com.au



DAVE MCNAMARA
Southern Region
Co-ordinator
0490 490 714
dave.mc@acirt.com.au

Ensuring your ACIRT account's up to date means you'll get paid quicker, avoid paying unnecessary tax and ensure your loved ones are taken care of. Check your 'Alerts' once you log in to your account at acirt.com.au or call 1800 060 467.



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IS MY BOSS
PAYING MY
ACIRT?



DOES ACIRT
HAVE ALL MY
DETAILS?



HAVE I
NOMINATED MY
BENEFICIARIES?



DOES ACIRT
HAVE MY
TFN?



ACIRT HEALTH CHECK

Taking a few minutes to check the health of your ACIRT account is just like getting your annual checkup. It means you could boost your account, make a faster claim or get paid quicker!



IS YOUR BOSS PAYING YOUR ACIRT?

Maximise your balance by checking your payslip to make sure you're getting paid, and checking your EBA to make sure you're getting paid the right amount.



DO WE HAVE ALL YOUR DETAILS?

Have you moved bank or changed accounts, moved house or changed email or changed name? If we can't find you, we can't pay you.



HAVE YOU NOMINATED YOUR BENEFICIARIES?

In case something ever happens to you, make sure we know who your loved ones are. ACIRT can cover funeral costs up to \$8,000 should you die at work.



DO WE HAVE YOUR EFT AND TFN DETAILS?

Providing us with your Electronic Funds Transfer details means you'll be paid quicker, and your Tax File Number means you'll pay less tax.



FAKATAHA MO TONGA – together with Tonga

The Construction industry is a diverse industry and many construction workers have a Tongan background, many having immigrated to Australia, or born to those who immigrated to Australia from Tonga. In January this year Tonga was devastated by the eruption of the Hunga Tonga-Hunga Ha'apai submarine volcano. Tonga a small pacific nation was severely affected by the volcano that has been described by scientists as powerful as the 1883 Krakatoa eruption in Indonesia, one of the deadliest and most destructive volcanic events on record. A number of people lost their lives and the island suffered considerable damage, losing power and internet connection and major shortage of food, fuel and drinking water.

The CFMEU and its members across the

country sprang into action earlier this year and organised a full container of supplies to be shipped to the people of Tonga. Rob Lavery, CFMEU Organiser and of Tongan background himself was relieved and proud that the union was able to assist, "Tonga is a small island and this eruption caused mass devastation, people lost homes and their livelihoods. A lot of people had to be relocated and are without permanent homes and are all still dealing with the aftermath of the eruption. It's been traumatic, some people may never fully recover".

State Secretary Darren Greenfield states, "The CFMEU is concerned about more than just about weekly wages and conditions. Our Tongan members have all suffered as a result of this event with their family members in Tonga badly affected. The CFMEU and its members wanted to lend a hand in easing their

“**THE CFMEU AND ITS MEMBERS ACROSS THE COUNTRY SPRANG INTO ACTION EARLIER THIS YEAR AND ORGANISED A FULL CONTAINER OF SUPPLIES TO BE SHIPPED TO THE PEOPLE OF TONGA.**”

situation. It was a great effort from members in the construction industry across the country and we hope that this helped in their recovery and wish our members and the people of Tonga the very best in quickly getting things back to normal".

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THE BTG DRUG & ALCOHOL COMMITTEE OUT ON SITE

Mark Devlin, formerly a CFMEU Delegate in the concrete sector has recently taken up the reigns as the Trainer for the BTG Drug & Alcohol Committee. The awareness training program has been around for over 30 years and seeks to raise awareness of workers to the problems of drug and alcohol abuse. The program was extended to cover gambling and most recently suicide prevention and mental health. Importantly the program goes hand in hand with the services provided by Foundation House, so that if workers need assistance, Mark can help with making that referral to Foundation House.

Having worked in the industry for many years Mark has witnessed first-hand

the toll the culture in the industry, combined with the work demands, can take. It's important to promote healthier lifestyles both at work and at home but as well as raising awareness it is also about getting people help when they need it. Mark states, "Ultimately it's people's right to make their own choice in life, but over-reliance on alcohol and drugs, or gambling addiction, can destroy people's lives. We want to educate construction workers about the issues, and importantly get them help.

THE BTG TOOL BOX AND IMPAIRMENT TRAINING DOES SAVE LIVES.

I feel very privileged in taking on this role and doing my bit to provide much needed support."

The CFMEU has a long history of supporting the program that is based on workers looking out for each other which is a strong ethos amongst workers in the industry. From the tool box talk program the BTG also developed the more detailed Drug and Alcohol Impairment Training which is mandatory under most construction enterprise agreements. It is important for workers to be aware of the hazards, how site testing works and most importantly how to get help if they are effected. The program also touches on fatigue and its impact on health and well-being, which can be just as bad as being effected by drug or alcohol in terms of safety.

Peter Genovese, a long-term CFMEU delegate, who has been involved with the BTG program almost since its inception, states, "I have no doubt that this program saves lives. Knowledge is power, it helps workers deal with their own issues, look after each other on the job and hopefully changes culture and practices for the better; so that workers are healthy and safe. Mark has hit the ground running and is getting out to a lot of sites, it's great to see".



EBA RATES

CONSTRUCTION EBA RATES OF PAY

Rates applicable from 1 March 2022

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	40.76	293.53	32.61	1467.64	81.54	55.04	73.39
CW2	42.72	307.59	34.18	1537.90	85.43	57.67	76.90
CW3 (Non Trade)	44.45	320.05	35.56	1600.26	88.90	60.01	80.01
CW3 (Trade)	46.01	331.22	36.80	1656.10	92.01	62.10	82.80
CW4	48.25	347.41	38.61	1737.06	96.50	65.14	86.85
CW5	50.52	363.70	40.42	1818.49	101.03	68.19	90.92
CW6	52.81	380.26	42.25	1901.33	105.62	71.30	95.07
CW7	55.16	397.11	44.13	1985.55	110.31	74.45	99.28
CW8	57.45	413.67	45.96	2068.37	114.91	77.56	103.42

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 allowane. The CW3 NT (non trade) rate does not include the provision.

Rates applicable from 1 October 2022

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	41.78	300.87	33.43	1504.33	83.58	56.42	75.22
CW2	43.79	315.28	35.03	1576.35	87.57	59.11	78.82
CW3 (Non Trade)	45.56	328.05	36.45	1640.27	91.12	61.51	82.01
CW3 (Trade)	47.16	339.50	37.72	1697.50	94.31	63.65	84.87
CW4	49.46	356.09	39.57	1780.48	98.91	66.77	89.02
CW5	51.78	372.80	41.43	1863.95	103.56	69.89	93.19
CW6	54.13	389.77	43.30	1948.86	108.27	73.08	97.45
CW7	56.53	407.04	45.23	2035.18	113.07	76.31	101.76
CW8	58.89	424.02	47.11	2120.08	117.79	79.50	106.01

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 allowane. 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 2021 the following shall apply:

PROJECT VALUE – \$ MILLION	SITE ALLOWANCE
0 - 2.6m	2.15
2.6m - 6.8m	2.40
6.8m - 16.8m	2.60
16.8m - 33.7m	2.85
33.7m - 67.3m	3.35
67.3m - 134.8m	4.10
134.8m - 202m	4.20
202m - 269.4m	4.30
269.4m - 404.2m	4.40

For projects above \$404.2 million, there will be an increment of 10cents per additional \$100m or part thereof.

AWARD RATES

APPRENTICES (non-residential)* Rates applicable from 1 July 2022

Four-year apprenticeship

			CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
	WEEKLY RATE	INDUSTRY ALLOWANCE	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 Yr 12)	470.45	56.45	561.77	14.78	555.74	14.62	551.65	14.52	545.16	14.35	535.27	14.09
1ST YEAR (Yr 12)	517.50	56.45	608.82	16.02	602.79	15.86	598.70	15.76	592.21	15.58	582.32	15.32
2ND YEAR (No Yr 12)	564.54	56.45	655.86	17.26	649.83	17.10	645.74	16.99	639.25	16.82	629.36	16.56
2ND YEAR (Yr 12)	611.59	56.45	702.91	18,50	696.88	18.34	692.79	18.23	686.30	18.06	676.41	17.80
3RD YEAR	705.68	56.45	797.00	20.97	790.97	20.82	786.88	20.71	780.39	20.54	770.50	20.28
4TH YEAR	846.81	56.45	938.13	24.69	932.10	24.53	928.01	24.42	921.52	24.25	911.63	23.99

Three-year apprenticeship

			CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
	WEEKLY RATE	INDUSTRY ALLOWANCE	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	517.50	56.45	608.82	16.02	602.79	15.86	598.70	15.76	592.21	15.58	582.32	15.32
2ND YEAR	705.68	56.45	797.00	20.97	790.97	20.82	786.88	20.71	780.39	20.54	770.50	20.28
3RD YEAR	846.81	56.45	938.13	24.69	932.10	24.53	928.01	24.42	921.52	24.25	921.52	23.99

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.**

		CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
WEEKLY RATE	INDUSTRY ALLOWANCE	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
852.00	56.45	24.82	943.42	24.67	937.29	24.56	933.20	24.39	926.71	24.13	873.93

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)				CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES)		
STAGE	RELATIVITY	HOURLY RATE	TOTAL WEEKLY RATE	LEVEL	HOURLY RATE	TOTAL WEEKLY RATE
STAGE 1	68%	20.76	788.79	SKILL LEVEL A	18.95	720.09
STAGE 2	78%	21.86	830.59	SKILL LEVEL B	18.48	702.09
STAGE 3	90%	23.18	880.69			

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 2022

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	40.15	1,525.70	16.06	139.27	615.63	0.86	1.91	2.41	3.24
CW8 Foreperson	31.85	1,210.30	12.74	110.76	488.37	0.70	1.56	1.97	2.64
CW7 Sub-Foreperson	31.15	1,183.70	12.46	108.35	477.63	0.69	1.52	1.92	2.58
CW7 Dogger/Crane Hand (fixed cranes)	30.21	1,147.98	12.08	105.13	463.22	0.69	1.52	1.92	2.58
CW6						0.67	1.48	1.87	2.51
CW5 Refractory Bricklayer (incl refractory allowance)	29.36	1,115.68	11.74	102.21	450.19	0.65	1.44	1.82	2.44
CW5 Special Class Tradesperson, Carver	29.63	1,125.94	11.85	103.13	454.34	0.65	1.44	1.82	2.44
CW5 Trainee Dogger/ crane Hand (fixed cranes)	28.69	1,090.22	11.48	99.90	439.91				
CW4 Joiner-Setter Out, Letter Cutter, Marker-Setter out. Prefab Setter, Specialist Landscaper Tradesperson									
	28.83	1,095.54	11.53	100.39	442.06	0.69	1.40	1.77	2.37
CW4 Signwriter	28.11	1,068.18	11.24	97.92	431.02	0.63	1.40	1.77	2.37
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)									
	28.03	1,065.14	11.21	97.64	429.79	0.61	1.35	1.71	2.30
CW3 Caster, Fixer, Floor layer Specialist, Plasterer	27.86	1,058.68	11.14	97.06	427.19	0.61	1.35	1.71	2.30
CW3 Bricklayer	27.75	1,054.50	11.10	96.68	425.50	0.61	1.35	1.71	2.30
CW3 Roof Tiler, Slate- ridger, Roof Fixer	27.58	1,048.04	11.03	96.10	422.89	0.61	1.35	1.71	2.30
CW3 Glazier, Painter	27.31	1037.78	10.92	95.17	418.75	0.61	1.35	1.71	2.30
CW3 Machinist, Quarryworker, Rigger, Dogger, Shophand	27.08	1029.04	10.83	94.38	415.23	0.61	1.35	1.71	2.30
CW2 Concrete Finisher, Foundation Shaftworker, Hoist or Winch driver, Powder Monkey, Scaffolder, Steelfixer, Tack Welder									
	26.35	1001.30	10.54	91.87	404.03	0.61	1.32	1.66	2.23
CW1 (d) Refractory Bricklayers Assistant (incl. refractory allowance)	25.87	983.06	10.35	90.22	396.67				
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									
	25.87	983.06	10.35	90.22	396.67				
CW1 (c) After 12 months	25.44	966.72	10.18	88.74	390.08				
CW1 (b) After 3 months	25.12	954.56	10.05	87.65	385.17				
CW1 (a) New Entrant	24.67	937.46	9.87	86.10	378.27				

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	22.58 per week for each additional 40T over 100T added to the CW/ECW5 rate
In Charge of Plant allowance	44.22 per week
Underground allowance	16.94 per week

AWARD RATES

JOINERY AND BUILDING TRADES AWARD 2020

Wage rates applicable from 1 July 2022

CLASSIFICATION	LEVEL	MINIMUM RATE	TOOL ALLOWANCE	TOTAL	HOURLY RATE	HOURLY RATE (WITH INDUSTRY ALLOWANCE)
Carver	7	999.90	34.87	1034.77	27.23	28.16
Specialist glass cutter	6	970.40	12.25	982.65	25.86	26.80
Supervisor (glass plant)	6	970.40		970.40	25.54	26.48
Letter cutter, joiner special class, joiner-setter out, prefab setter)	6	970.40	34.87	1005.27	26.45	27.38
Signwriter	6	927.70		927.70	24.41	
Carpenter and/or joiner, stonemason, joiner, prefab tradesperson	5	940.90	32.87	975.77	25.68	26.61
Plasterer	5	940.90	28.84	969.74	25.52	26.45
Painter	5	940.90	8.37	949.27	24.98	25.91
Glazier	5	940.90	12.25	953.15	25.08	26.01
Glass worker	5	940.90	8.46	949.36	24.98	25.92
Machine setter operator	5	940.90		940.90	24.76	25.69
Assembler A*	4	893.60	10.42	904.02	23.79	24.72
Machinist grade 1	4	893.60		893.60	23.52	24.44
Dispatch worker/Glass vehicle driver (crane mounted)	4	893.60		893.60	23.52	
Assembler A*	3	865.20	10.42	875.62	23.04	23.97
Assembler B*, primer, machinist grade 2	3	865.20		865.20	22.77	23.70
Dispatch worker/Glass vehicle driver (other than crane mounted)	3	865.20		865.20	22.77	
Assembler B*	2	834.80		834.80	21.97	22.90
General hand, factory hand	1	812.60		812.60	21.38	22.31

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:	33.71 per week
For glaziers or apprentice glaziers engaged on other than factory glazing add:	0.90 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	22.58 per week
In charge of 2-5 people	49.57 per week
In charge of 6-10 people	63.46 per week
In charge of 11 or more people	84.41 per week
	Additional allowance for stonemasonry cutting tools: 0.07 per hour

ADDITIONAL ALLOWANCES	
Meal allowance	16.37 per meal
First aid allowance	18.72 per week
Motor vehicle allowance	0.91 per km
Compensation for loss of clothing and tools	2,022.00 (maximum amount)

TRAVEL ALLOWANCE	
Living away from home for a distant job	
76.69 per day (minimum amount)	16.37 meal allowance
21.35 return journey expenses	46.99 weekend return home
Stonemasonry work at a cemetery or performing glass and glazing work away from usual place of business	
Use of own vehicle	0.91 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%	470.50	YEAR 1	55%	494.70
YEAR 1 (Yr 12)	55%	517.50	YEAR 2	75%	674.60
YEAR 2 (No Yr 12)	60%	564.50	YEAR 3	90%	809.60
YEAR 2 (Yr 12)	65%	611.60			
YEAR 3	75%	705.70			
YEAR 4	90%	846.80			

Adult Apprentices

4 YEAR APPRENTICESHIP			3 YEAR APPRENTICESHIP		
STAGE		WEEKLY RATE	STAGE		WEEKLY RATE
YEAR 1	81%	762.10	YEAR 1	83%	780.90
YEAR 2	85%	799.80	YEAR 2	88%	828.00
YEAR 3	88%	828.00	YEAR 3	94%	884.40
YEAR 4	94%	884.40			

NB Full tool allowance should be added to the apprentice rates, plus where appropriate \$33.71 Industry allowance.

REASON FOR INCREASE:

Increases arising from the Annual Wage Review 2021-22 Decision.

AWARD RATES

MOBILE CRANE HIRING AWARD 2020

Rates are effective from the first pay period commencing on or after 1 July 2022. 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	954.53	26.17	32.71
MCE2 21T-60T Slew Crane Operator, Non Slew (Franna) Operator, Basic Rigger, Mobile Hydraulic Platform Operator - 17m and up to 28m	1024.03	26.95	33.69
MCE3 61T-100T Slew Crane Operator, Intermediate Rigger, Mobile Hydraulic Platform Operator - 28m and above	1,053.53	27.72	34.65
MCE4 101T-200T Slew Crane Operator (no boom trailer), Advanced Rigger, Heavy Low Bed Transport Operator	1,080.23	28.43	35.54
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	1,132.33	29.80	37.25
MCE6 301T-400T Slew Crane Operator, less than 200T Crane with Luffing Fly Jib Operator	1,154.43	30.38	37.98
MCE7 401T or greater Slew Crane Operator, less than 200T with Superlift type attachment Operator	1,183.93	31.15	38.94

WHERE MORE THAN ONE CRANE IS ENGAGED ON ANY ONE LIFT THE FOLLOWING ADDITIONAL PAYMENTS SHALL BE MADE	
2 Cranes	3.99 per day
3 Cranes	7.90 per day
4 Cranes	11.81 per day
Over 4 Cranes	15.80 per day

ALLOWANCES	
Pile driving allowance	19.34 per day
Car allowance	91 cents per kilometre
Accommodation and Meals (minimum)	80.19 per night
Meal allowance	16.37 per meal
Fares and travel allowance	20.32 per day
Protective clothing (footwear subsidy)	73.23

The rates set out in the above wage table are due to the minimum wage adjustment arising from the FWC Annual Wage Review 2021-22 and automatic adjustment of expense related allowances.



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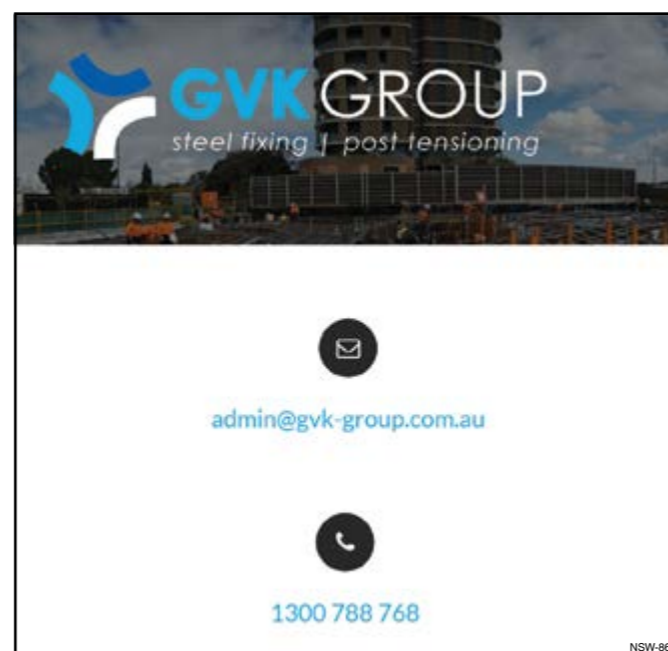
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