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# CFMEU

NEW SOUTH WALES

# UNION POWER





# 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 Rita Mallia.

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## 03-06

Executive messages



## 07

Unreal Steel Collapse

## 08

Crookes by name...  
Crook by nature



## 09

Workers Compensation



## 10-11

Bad Safety



## 12-13

Honouring the Gurindji  
people and their struggle

## 14

Delegate - Corey Beazley



## 15

Snowy Hydro update

## 16-19

Picnic time again

## 20

Retired members



## 21

Foundation House

## 22-23

North Coast News



## 24-25

Western Sydney Airport

## 26

Schizophrenia research

## 27

BTG Toolbox Talks

## 28-29

Cbus Super

## 30-31

ACIRT

## 32-33

Taylor & Scott Lawyers

## 34-38

EBA & Award rates

## 39-45

Advertising

## 46-63

CFMEU Sponsorship ads

## STATE SECRETARY

# DARREN GREENFIELD



## 2022 ANOTHER BIG YEAR DONE!!

**H**opefully by the time you are reading this, you have had, or are still enjoying a well-earned break. We know that CFMEU members have worked around the clock in all sectors and appreciate the toll this can take on your family's and your well-being. We also know that things are getting tougher.

Even with the decent conditions that we have been able to negotiate on your behalf in many different sectors members are worried about the future in the face of ever-increasing interest rates and rent, increased cost of living particularly in the basics of food and fuel and for some workers, experiencing their companies going bust. At least for CFMEU members at Probuild, Cubic and Unreal Steel, the CFMEU was able to recover all entitlements that were at risk delivering some peace of mind to these workers.

From all accounts there are still some rocky times ahead in Australia. The CFMEU is committed to doing its part in relieving this pressure and supporting our members where we can in facing these challenges. During 2023 we will commence consultation with members about the next round of enterprise agreement negotiations for agreements expiring late 2023 to ensure we improve on the outcomes of the last round and deliver for our members.

None of what is happening in the broader economy is caused by workers who strive each day to bring home what they need to survive. And as workers we want to do more than just survive, we work hard to put a little away for that holiday, or purchase of a boat, or to help the kids. It's become harder for everyone to do this in recent times. We do look to Governments both State and Federal to do their bit to relieve these burdens from ordinary working people.

Since the election of the Federal Labor Government the CFMEU nationally has been lobbying the Government to accelerate what needs to be done to sort out the mess. On the industrial relations front the CFMEU welcomes the introduction in October 2022 of legislation to abolish the Australian Building and Construction Commission which for over a decade has focused on prosecuting the Union and hindering its work. Whilst we have continued to kick many goals despite its existence the overdue abolition of this body will take the angst out of the work we do. We will also continue to advocate for the removal of red tape that makes it harder for workers to collectively bargain, take strike action and win decent wages and conditions.

We are also calling for greater investment in jobs and training both State and Federal and the recent Federal announcements about investment in much needed housing and infrastructure, if followed through, will hopefully ensure a pipeline of work that translates into job opportunities for all our members both on-site and off-site wherever they live.

**66** WE WILL ALSO CONTINUE TO ADVOCATE FOR THE REMOVAL OF RED TAPE THAT MAKES IT HARDER FOR WORKERS TO COLLECTIVELY BARGAIN, TAKE STRIKE ACTION AND WIN DECENT WAGES AND CONDITIONS. **99**

On other news, we welcome Zachary Smith, as National Secretary Designate of the Construction and General Division of the CFMEU. Zachary will take up the role from Dave Noonan in March 2023. We thank Dave for his many decades of work on behalf of the members of the CFMEU and wish him well in the future. We look forward to working with Zachary to continue to build the power of the CFMEU Nationally.

All at the CFMEU wish our members the best for Christmas and the New Year. We trust that you all get a break. If you are working over the break, we hope that you keep safe and that you do get some quality time with loved ones. We look forward to continuing to represent your interests in the New Year and beyond.

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ASSISTANT STATE SECRETARY

# ROB KERA



ASSISTANT STATE SECRETARY

# MICHAEL GREENFIELD



## CFMEU ORGANISERS ARE COMMITTED TO DOING THE JOB

**A**s an organiser prior to becoming an Assistant Secretary and a delegate before that, I know that being an organiser is not the easiest job in the world. Often enough Organisers must deal with belligerent bosses, who are ripping off their workers or placing them in danger, and in trying to avoid fixing things can be very hostile. It's not unusual for builders and subcontractors to hinder and obstruct officials, often using the police.

That's why it was so important for the CFMEU to bring the case against Richard Crookes who have made it company policy to hinder site entry by CFMEU officials. The Courts finally vindicated the Union in enforcing its legal rights, recognising that the Union and its officials have a very legitimate and important role in ensuring that workplaces are safe.

The CFMEU has over the last period worked hard to appoint and train up organisers that are committed to the job. This means being on job sites early, speaking to members, fixing their issues, and recruiting new members to the CFMEU. Our current organisers are all off the tools themselves which builds a strong rapport and understanding with members.



For the CFMEU the focus has always been to deal with issues on site. Organisers are committed to ensuring that jobs are safe, and with the recent rainfall there has been no end of headaches to sort out. Despite legal and enterprise agreement obligations a lot of builders and subbies would have workers working around the clock, rain hail or shine. We appreciate that the recent rain has affected schedules, but as we've said before this doesn't mean our members pay the price for a broken contracting system or poor job planning.

There is no worse feeling for an organiser when a worker is injured on a site in their area and it's life-changing when a worker is killed on a job in their area. These experiences galvanise organisers to work harder to prevent a repeat. The complaints around safety are endless and we do not have enough organisers to cover all sites, but all organisers aim to get to as many jobs as possible as expected of them by the members and the CFMEU leadership.

As well as dealing with safety issues organisers negotiate enterprise agreements and of course chase up entitlements arrears and must ensure members are paid. Our organisers are also experts when it comes to dealing with companies going bust and ensuring bosses don't cheat on their enterprise agreements.

There aren't enough hours in the day to deal with all issues, and the increased number of site and subcontractor delegates has been a priority so that we can cover more of the issues that members need fixed. As part of their role organisers are working with delegates, upskilling them with the objective of collectively building the power of the Union.

So next time you see an organiser on the job say hello to them and if there are issues you need fixed don't be shy in raising them.

## SUPPORTING THE NEXT GENERATION

**T**he CFMEU is pleased to see more young people engage with the Union. It's important that when workers enter the construction industry, they not only learn how to do their job, but also the importance of being in the Union and collectively supporting one another. It's important that those of us who have been in the industry longer and involved with the Union or a union campaign pass on that knowledge to those coming up in the ranks.

Working in the construction industry can be a great experience, especially for a young person who doesn't want to be cooped up in an office or something like that. You work outdoors on various projects, working on a union EBA delivers excellent wages and benefits and lifelong friends are made. There is some downside and that's the chance of being killed or injured, or having your entitlements not paid or your company going bust. Young workers need to learn about their rights and feel confident they can seek help from their union to avoid the downsides.

Sadly, society has become a selfish place. Years of conservative governments drilling into us that life is all about what we can take for ourselves has seen less appreciation of the importance of community and the collective. We know in the construction industry, as a construction worker, you can't win looking

after yourself. The way that better wages, conditions, and safe jobs are achieved is through the Union and acting together. This is how every single benefit has been won without exception.

We also want experienced organisers and delegates to mentor young members. The industry is tough, with long demanding hours that take a toll on mind and body. We encourage older delegates and more experienced members to look out for young workers as they build their skills and experience. One of the industry's best features is the sense of camaraderie and support for one another.

To build this knowledge and confidence in our young members, the CFMEU is holding meetings for young CFMEU members to attend. The last Youth Crew meeting was held in October, and we will hold more in 2023. It's a great opportunity for young workers to network, build friendships, learn about the industry and the Union, and raise issues that are important to them. There is a good exchange of ideas that the Union can build on to make the CFMEU stronger and

to continue to be relevant. The Union is its members, whatever their age.

The CFMEU is keen to hear from young members as to what their priorities are. We might assume that young workers just want to party every weekend, but, at the last few meetings attendees asked for more information about how to become financially literate, advice on how they can support their young families and improve their skills through training. The CFMEU hopes to support our younger members as they find their feet in our industry.

Ultimately, we would also like to identify the leaders of the future that will continue to lead the work of the Union in benefiting its members. The fight to secure entitlements and better wages and conditions never ends. Whilst many improvements are made, there is no room for complacency as conditions are easily lost. We need the next generation of union leader, organiser, and delegate to lead the fights of the future.

We encourage all young building workers to get involved, have their say and continue to build the power of the CFMEU.





PRESIDENT

# RITA MALLIA



## WHAT DOES THE UNION DO FOR YOU?

**O**ften when workers are asked to join the Union they ask, "What has the Union done for me?", or "I don't need the Union I get the benefits anyway". Sometimes it's someone being smart, or happy to receive benefits without paying their dues. Often it is also because workers don't know when and how entitlements were achieved. Every three years workers may participate in an enterprise agreement process, if they are permanent get paid entitlements such as leave, wages and expect to be trained; which are all rights basically taken for granted. Often workers honestly believe that it's the boss that gives these entitlements to them.

Of course, the reality is very different, and it is important that we know our history. Workers have been banding together in unions to collectively fight for every single entitlement they earn and many of those entitlements we still benefit from today, for hundreds of years since the industrial revolution.

Take annual leave. It's pretty much a given that permanent employees get up to four weeks a year. It's an entitlement that is enshrined in legislation. Governments and employers just didn't gift annual leave to workers. Workers campaigned and went on strike for annual leave. One week's annual leave

was won in 1936, prior to that there was no annual leave. Two weeks was won 11 years later in 1945; three weeks in 1960 and 4 weeks in 1970. It took nearly 50 years for generations of building workers to win 4 weeks of annual leave a year. We should be very grateful for their efforts and sacrifices. Going on strike meant losing pay at a time when employment in the industry was very insecure but workers took a stand to win important entitlements slowly but surely for themselves and future workers.

Sometimes workers took action to win entitlements they didn't even get the benefit of, which is the story of superannuation. By 1991, 3% superannuation was won, again through many days of industrial action with employers and government steadfastly opposed. Many of the union members who took strike action to win superannuation never got the benefit, but they realised it was important for construction workers to retire with dignity in the future.

There are so many entitlements that we enjoy that have been won the same old-fashioned way by union members, coming together, supported by their

**66 CONSTRUCTION WORKERS TODAY NEED TO STEP UP, JOIN THEIR UNION AND BE PART OF PROTECTING THESE BENEFITS BUT ALSO WINNING MORE. 99**

Union, to achieve improvements in wages and conditions: inclement weather provisions in 1962 (a pretty important entitlement this year), accident pay in 1971, RDOs and the 38 Hours week in 1982, which was followed by the 36 hour week in the 1990's, 17.5% annual leave loading in 1972, 25% casual loading in 2002 (now 35% in most CFMEU enterprise agreements) and ultimately the making of the National Award in 1975 that codified these things and made them a legal minimum for all construction workers.

We have come a long way since the making of The Archer Award in 1913, which was the first Federal award for builders' labourers which provided for 1 shilling and 4 1/2 pence per hour (which in today's money is worth about \$9.12), overtime at time and half for the first two hours and double time after that, 3 pence a day fares (about \$1.61 in today's money), a 48 hour week and 1 hours' notice of termination. No sick leave, annual leave, or redundancy.

Of course, none of these entitlements are guaranteed. We need CFMEU members today to continue to fight for the retention of these entitlements that come under attack by bosses. For example, the use of sham contracting, and ABN workers are used to avoid paying these entitlements. The CFMEU continues to fight this scourge. Governments often strip back conditions as John Howard did in the 1990s. Construction workers today need to step up, join their Union and be part of protecting these benefits but also winning more. Let's leave something better for our kids and grandkids.

## UNREAL STEEL COLLAPSE CFMEU PICKS UP THE PIECES AGAIN

**I**t seems that in every edition of the journal recently we have reported about a subbie going bust. This time it's structural steel company Unreal Steel, a company that's been around for a few years. When this happens, the CFMEU is first and foremost concerned for the well-being of its members. Companies go bust owing money for unpaid wages, accrued entitlements, ACIRT and CBUS. This is money that employees of the Company have earned working long hours. No-one expects to work for free or to have their entitlements lost.

Due to the frequency of companies going bust, the CFMEU is expert in quickly marshalling resources to secure the entitlements of our members. In this case there was about \$500 000 owed. Whatever happens to a business, and how it gets itself in a position that it can't meet its debts, for the CFMEU we want to ensure that our members are not left behind. Subcontractors get into financial trouble for all sorts of reasons, cashflow issues, money owed from principal contractors, being hit with added charges if plans change. Whatever the reason, employees of these companies have dutifully turned

up every day to do the work for their Companies. It is our priority that their entitlements are not lost.

Many employees at Unreal Steel were long term, enjoying what they thought was a secure job. They were very stressed about losing their jobs and on top of that the prospect of losing their entitlements. As we always remind workers, just because something is on your payslip doesn't mean there is money in the bank to cover it.

CFMEU officials acted immediately to step in and negotiate the payment of entitlements due. Workers will not lose any entitlements so at least they don't have to worry about this.

The CFMEU members at Unreal Steel are very grateful for the support of the CFMEU. CFMEU member Luigi Glen De Martin like all his colleagues was very grateful "It was a real shock to find out about the company's troubles, the stress was enormous but considerably lessened knowing the CFMEU had our back".

This was echoed by many others, such as CFMEU Member Nick Wright, "You work hard, you don't see your



family, you don't expect to lose your wages and entitlements as well. I will always be a union member, it's the best type of insurance".

Shane Boyd was also relieved, "I've never experience this before, and I have been in the industry for a while. I cannot be happier with the CFMEU's response".

Long term member Anthony (Ante) Bautovic summed it up, "It all went to shit, and I have completely changed my philosophy. I worked hard for the Company but without the Union we would have totally been screwed. You work hard, every dollar counts for our families. This could have been so much worse but for the Union. I will remain a CFMEU member for good".

To reduce the chance of this happening to members, the CFMEU reminds all to check your entitlements are up to date, don't accrue excessive leave (and it's important to take a break) and if there is a problem raise the issue with the CFMEU. Our priority is our members.



UNSAFE ACCESS & SERIOUS FALLS FROM HEIGHTS RISKS

LADDERS ON TOWER CRANE NOT FIXED & POWER CABLING TO TOWER CRANE NOT MECHANICALLY PROTECTED!

UNSAFE ACCESS

MISSING PINS ON TOWER CRANE

## CROOKES BY NAME.... CROOK BY NATURE

**T**he CFMEU has won a significant Federal Court case with Richard Crookes Constructions ordered to pay the union \$190,000 in penalties after the builder unlawfully denied Right of Entry to union officials at two building sites in May, July and November 2020.

The Court criticised the actions of Crookes' site managers who it found had committed five separate Right of Entry contraventions over five days with conduct suggesting "a degree of intransigence and recalcitrance on the part of Crookes".

"Richard Crookes sites are increasingly unsafe, and the builder is on notice that the union will not tolerate attempts to prevent the union exercising its lawful right to attend sites to keep workers safe," said Darren Greenfield, CFMEU NSW Secretary.

The Court recognised that the protection of workers' safety on building sites is a highly important union function and breaches of the right of entry laws undermine that safety. The judge commented:

"The statutory right that permit holders have to enter premises in those circumstances is self-evidently an important tool that union officers have to ensure safe workplaces. It is a right

that should be respected by all occupiers of worksites, particularly worksites where high-risk construction work is performed.'

In July 2020 CFMEU officials sought lawful entry to a Macquarie St site to inspect safety issues reported by members and were denied entry by Crookes managers including Cameron Waller who instructed others that the union is not allowed on site.

Safework NSW subsequently attended and issued improvement notices to Crookes, yet when CFMEU officials attempted to enter the site the next day, they were unlawfully denied entry. Crookes managers claimed the visit was an industrial matter not a safety issue but there was no evidence to support this.

Darren Greenfield states. "It is a pattern of behaviour we have seen from this builder and others where safety concerns are dismissed as 'industrial matters' in an attempt to involve the ABCC and expose the union to potential prosecution and fines."

The Judge was highly critical of the evidence given by Crookes employees who claimed in Court that their unlawful refusal of right of entry was the fault of ABCC training they'd received, conducted by an ex-inspector."

The Electrical Trades Union of Australia, following the CFMEU victory, was also successful in a case against Richard Crookes Constructions again for interfering with the rights of ETU organisers undertaking safety investigations. The fine imposed was another \$100 000.

'Ultimately, Mr Waller's attempt to shift blame onto the training he had received did not greatly assist Crookes. It smacked of a convenient ex post facto attempt to justify what appeared to be a knee-jerk reaction to refuse access.'

Richard Crookes have been caught out trying to stop union officials from lawfully fulfilling our critical role of keeping members safe at work. They and all builders are on notice that the union will not tolerate such flagrant denial of our lawful rights to protect workers from harm.

**66 THE INVOLVEMENT OF SENIOR MANAGEMENT IN THE CONTRAVENTIONS WOULD TEND TO SUGGEST THAT A HIGHER PENALTY IS REQUIRED TO ACHIEVE EFFECTIVE DETERRENCE. JUSTICE WIGNEY 99**

## WORKERS COMPENSATION

# NSW WORKERS FAILED BY WORKERS COMPENSATION AND SAFETY REGULATOR

**T**he CFMEU has spent many years fighting cuts to workers compensation and for the rights of injured workers.

As far back as the early 1990s and earlier successive governments, Labor and Liberal, wound back key workers compensation entitlements like decent compensation for injuries caused by negligence, reduced or abolished lump sum compensation for permanent disability, provided low weekly compensation relative to lost earnings and restrictions on accessing medical treatment. Some of the worst changes took effect in 2012 with changes resulting in most workers tossed off the system after five years even if they could not return to work because of their injuries.

The CFMEU has managed to claw back some benefits in advocating for a clearer calculation of pre-injury average weekly earnings where the regulation was such a mess that many workers were ripped off and these errors are still being remedied. It is the work of the CFMEU, led by its in-house legal officer Sherri Hayward that has taken some of the sting out of what is a very harsh regime for injured workers. In its many submissions to various inquiries the CFMEU has detailed considerable injustices suffered by many workers, including benefits not being paid in accordance with relevant laws, employers failing to lodge claims, employers not passing on weekly benefits leaving workers unpaid, the insurer failing to even acknowledge workers' claim, employers forcing workers to return to work when they are not medically able to do so and workers doing so out of fear of being sacked.

The Agency that is meant to oversee the proper functioning of the system, the State Insurance Regulatory Authority

fails to properly ensure that obligations by the insurer to care and employers are being met. It is not transparent in its work, and it's often left to the Union to clean up the mess and assist our injured members.

How workers, who are not members of a Union that looks after its injured members, navigate this system is anyone's guess.

The Union continues to advocate for a better workers compensation system that genuinely supports injured workers rather than punishing them.

The other agency which appears to be missing in action is SafeWork NSW. Since 2017 the CFMEU has followed up on many safety incidents where SafeWork NSW just does not turn up. For example, a CFMEU organiser attended a large site following a telephone call reporting a serious safety issue. When the organiser attended the site, he discovered that a steel frame weighing more than 20kg had fallen some distance endangering the safety of everyone in the vicinity. Further investigation showed that a worker had fallen 2-3 metres and was taken to hospital for assessment. Despite being a dangerous incident, SafeWork NSW did not send an inspector to the site. SafeWork later notified the principal contractor that it would not be investigating the incident and allowed the site to be disturbed.

This is not an isolated example and has been SafeWork's response many times



over. As late as November 2022, after a hoist flap, weighing up to 10kg, fell from Level 72 of a building at Barangaroo into a public park below, SafeWork NSW released the site for continued production over the phone, no site visit, no investigation, no doublechecking by an inspector that a repeat would not occur. It seems to the CFMEU that it almost requires a death for SafeWork NSW personnel to attend a site. The Union has tabled many examples to Government and Parliamentary inquiries about this slackness by the Regulator and it has resulted in a recommendation in 2021 that the operations of SafeWork NSW be independently reviewed. Labor MP Sophie Cotsis has also called on the Auditor General to undertake a review and it appears that this will occur in the future.

The CFMEU welcomes this recommendation and review as long overdue. As construction workers continue to be maimed and killed SafeWork NSW is just not doing its job as an enforcement agency. It needs to be held to account for its failures.



## BAD SAFETY

**T**he rainy weather hasn't helped the standards of safety. The CFMEU and its officials continue to address numerous serious safety breaches. In respect of many of the safety breaches it is a wonder that no one has been killed or maimed. The incidents just shouldn't be happening, and it can only be about cutting corners to save money that we see the same safety problems day in and day out.

This is of course exacerbated by the push put on subcontractors by builders to meet tight deadlines; deadlines that have blown out because of things like the weather, delayed material supply and in some sectors shortage of skilled labour. This is of course a melting pot for a disaster to occur and CFMEU organisers have been stretched ensuring that safety hazards are rectified to prevent needless injury or death.

“SOME OF THE EXAMPLES ARE HORRENDOUS, INCLUDING ON A TRN PROJECT ACCESS TO THE SITE AND LUNCH SHEDS BEING VIA A TALL LADDER.”

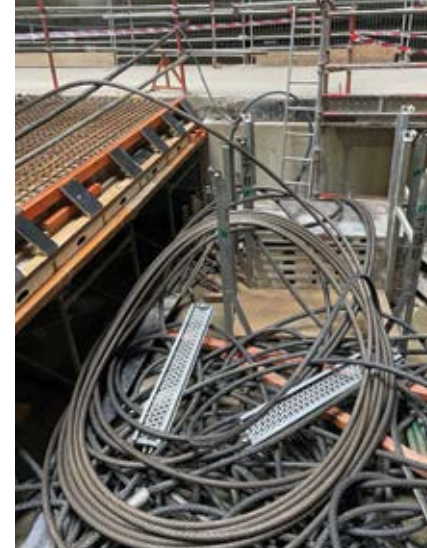


Especially during the rainy period, the phones have run hot from members complaining of being forced to work in the rain, or on site in areas of the job that are under water. Workers have the right under the Work Health and Safety laws to remove themselves from an unsafe situation, and we understand that sometimes workers are reluctant to do so for fear of losing their jobs, but workers should ensure they are not exposed to dangers. Where there is a site delegate, safety committee or health and safety representative, workers should find out who these people are and raise safety issues. Of course, for Union members, you can ring the Counter Organiser on (02) 9749 0400 to alert the Union of issues so they can be addressed.

Some of the examples are horrendous, including on a TRN project access to the site and lunch sheds being via a tall ladder. If it wasn't a real - life example it would be laughable. The disregard for the safety of construction workers on the project was disgraceful.

Other safety issues include concrete pump bases on bowed wooden beams, crane cables coming down, and a concrete collapse on an AW Edwards site. We have mentioned often in this journal of the need to be ever vigilant about safety. Perhaps builders are emboldened by a safety regulator in SafeWork NSW that seems to have vacated the field. Builders and subbies know they can get away with poor safety and save the money.

State Secretary Darren Greenfield comments, "It's disappointing that we continue to see a race to the bottom when it comes to safety, and we will not rest when it comes to ensuring that safety problems are fixed, and incidents are followed up. It would make a huge difference if SafeWork NSW did its job too".





# HONOURING THE GURINDJI PEOPLE AND THEIR STRUGGLE



**T**his year the CFMEU was represented at the commemoration and celebration of the Wave Hill Walk Off by organisers Mark Cross, John Andrikopoulos and Jesse Strand. On 23 August 1966, the Gurindji Aboriginal stockmen, domestic workers, and their families walked off the cattle station owned by Vestey in the Northern Territory.

Slavery conditions is really the only way to explain what the workers had to bear. They had previously sought to negotiate better wages and conditions but had not succeeded. Companies like Vestey were protected by the Government and conditions for Aboriginal workers were tightly controlled and kept well below legal minimums.

**“VINCENT LINGIARI, I SOLEMNLY HAND TO YOU THESE DEEDS AS PROOF, IN AUSTRALIAN LAW THAT THESE LANDS BELONG TO THE GURINDJI PEOPLE.”**

John Andrikopoulos was moved by what he learned, “It’s so easy to take for granted that we all have a good life in Australia, but when you visit a place like this, and you hear about the exploitation of our fellow Aboriginal brothers and sisters, you realise we do have a lot of work to do to balance the scales. The fight of the Gurindji people over many years to reclaim their land is just inspiring and I felt really privileged to represent the CFMEU at this important event. The struggles and victories of all workers are not told often enough and important history is lost”.

The Wave Hill Walk-Off was led by Vincent Lingiari, a Gurindji spokesperson and protestors walked over 20 kilometres to Daguragu (Wattie Creek) to camp where they stayed for 9 years. This was an important and symbolic move that took them closer to their traditional land and their campaign evolved into one about land rights.

The Gurindji people drafted a petition to the Governor-General, Lord Casey, asking him to grant a new lease of 1300 square kilometres around Daguragu to be run cooperatively as a mining and cattle lease but this was rejected. Despite the harsh circumstances, the workers and families continued to strike, with Lingiari touring Australia to lobby politicians and build support for change. The campaign was supported by many Unions.

In 1972, Gough Whitlam announced that his government would ‘establish once and for all Aborigines’ rights to land’. In 1973, the Wave Hill lease was yielded, with two new leases established one for the Gurindji and one for Vestey. This presented an opportunity for the Gurindji people to regain access to their land with a lease issued to the traditional owners through their Murrumulla Gurindji Company.

In 1975, Prime Minister Gough Whitlam went to Daguragu to hand over the title of the land to the Gurindji people, by pouring soil into Vincent Lingiari’s hands. As he poured the soil he said the following, “Vincent Lingiari, I solemnly hand to you these deeds as proof, in Australian law, that these lands belong to the Gurindji people”

Mark Cross found attending the celebration a moving experience, “I was inspired by this courageous act, to take on the authorities, to hold your ground for 9 years to victory is an amazing achievement”.

Jesse Strand, who is a proud Aboriginal man, stated, “Going to Wattie Creek made me proud to be Aboriginal and part of such a strong Union. The event highlights the ongoing struggle for equality and the importance of these stories being told and what’s left to be done.”





## CFMEU DELEGATE

# CORY BEAZLEY GOING ABOVE & BEYOND

**F**or CFMEU Delegate Cory Beazley the 8th of September started out as just another ordinary day. Arriving on site in the early morning, preparing for the day, Cory didn't expect to be saving another CFMEU member's life in a matter of hours.

During the morning CFMEU Member Richard De Thierry experienced a life-threatening episode when he collapsed at work. Cory, as well as being the CFMEU site delegate, was the site First Aider who was immediately on hand to render assistance. This was not Cory's first time dealing with this issue, but it is nerve wracking nonetheless to be faced with saving a colleague's life. Cory was with Richard and worked on him until the ambulance arrived and there is no doubt that but for Cory's efforts Richard would not be here today, recovering at home with this family.

Cory comments, "When I heard that a worker had collapsed on deck, you just

fear the worst, but also your training and instinct takes over. All you think about is getting to the person on site as quickly as possible and doing all you can to keep them alive. You can't really think too hard about it you just do what you have to do. Having been through this before, all I was wanting to do was to keep Richard alive until the ambulance personnel could take over. Once he was taken to the hospital, that's when the emotion kicks in and you just pray that you've done enough to see him through. Luckily Richard has pulled through. It's just an amazing relief and I am very happy for him and his family."

Administering first aid has traditionally been done by specially trained construction workers who keep their skills and training up to date. There is no doubt that this army of first aiders, often also our CFMEU delegates, are regularly called upon to save lives or ensure that injuries are dealt with as soon as possible quickening recovery times. For Cory it's an important part of his job on site in

ensuring that workers are kept as safe as possible. He considers it a privilege to be the elected representative of the workers on site, saying, "you just try your best to sort things out for members with the backing of the CFMEU. I am so grateful for support from the CFMEU as well as the back up from Foundation House on that day. Parkview were supportive too."

Richard De Thierry sent this message below expressing his and his family's gratitude.



On behalf of Richard De Thierry and whanau, we are extremely grateful for all involved in the quick response to the incident that occurred on Thursday September 8th.

The safety process in place on that particular work site to get Richard from the deck he was working on to the waiting ambulance on the ground was one of the contributing factors Richard is alive today. The other was the initial CPR from Cory Beazley and the use of mobile defibrillator that he could access on site.

Emergency department, Sutherland Police, and the Ambulance responders all said if it wasn't for Corey he would not have survived.

One of our sons had the privilege of meeting Cory and all the crew in person. Thank you for letting us share this very blessed story!

Mau tonu te mihi (forever grateful)

Richard, Patricia and family xx

## SNOWY HYDRO UPDATE

**C**FMEU Organiser John Andrikopoulos, as the resident CFMEU organiser at the Snowy, continues to deal with the issues that arise for CFMEU members on the Snowy Hydro Project. One serious issue is that of fatigue management. Being away from home, weeks on end takes its toll. It also became a problem that workers were required to do a full day's work on the days they are scheduled to travel home compounding worker fatigue. Fatigue takes a mental and physical toll on your body. It can lead to symptoms such as tiredness and lethargy, headaches, blurred vision, and memory loss. Of course, judgment can be impaired and that's when near misses and accidents can happen. Seventeen to twenty hours straight without sleep has the same impact as having a 0.05 to 0.1 blood alcohol content and results in chronic long term health issues.

It's always a balancing act for workers, on the one hand getting overtime when

it's on offer is hard to refuse, especially in a boom-and-bust industry and on the other hand keeping in mind the health and safety effects of long hours. Shift workers, FIFO workers, night workers are all categories of workers that are at a greater risk of illness or injury from the effects of fatigue.

We know that it's often beyond an individual worker's control. If you knock back the overtime, you might not get asked again, or worse lose your job. So, it's important that the Union takes up the issue on behalf of its members. CFMEU Organiser John Andrikopoulos comments, "We've had several meetings now with management at the Hydro to ensure a better plan around fatigue, especially when workers are leaving the site at the end of a swing. They need to be rested to get home in one piece". The Unions at the Snowy Hydro have recently negotiated better arrangements that give workers more time to leave the job and at a reasonable hour to ensure their well-being. This and fatigue issues generally will continue to be monitored to prevent illness and injury.

Other issues on site include the correct enterprise agreement applicable to workers operating plant underground. The CFMEU argues that these workers should be paid under the Tunnelling enterprise agreement rather than the Surface Works enterprise agreement and entitled to conditions relevant to that work. The Union has had some success for some of the workers but continues to do battle with the Company to achieve the right result for other members. Recently, the Unions on site recovered \$850 000 in back pay for over time meal allowance. John

**“THE FACT THAT A JOB IS REMOTE DOESN'T MEAN WE DON'T TAKE UP THEIR ISSUES. SOMETIMES GIVEN THE CONDITIONS THESE WORKERS NEED THEIR UNION EVEN MORE THAN USUAL.”**

MICHAEL GREENFIELD  
ASSISTANT SECRETARY

Andrikopoulos is determined to achieve a fair outcome for all workers, "Workers on the job just want to receive what they are legally entitled to nothing more or less".

John Andrikopoulos has also been kept busy sorting out individual worker issues including addressing harassment on site of female workers. The issue of harassment of female workers has been such an issue a CFMEU member and his wife have made their home available as a refuge. One of our female members assisted by the Union and now working in a safer environment with another company, states, "It's tough to bring up these issues and to have John's and the Union's 100% support meant I could get through the process, have my issues dealt with and hopefully help make it easier for other female workers in the future. I cannot put into words how truly appreciative I am for Johnny and the Union's complete support. He goes above and beyond for his members". Another member who got help from the Union in respect of securing a secure position expressed similar gratitude, "It's so important that there is a union presence".





# PICNIC TIME AGAIN



## PICNIC DAY 2022

**T**housands of members of the CFMEU downed tools and made the most of CFMEU Picnic Day 2022 and its great to be able to host the picnic day again. Construction workers have been enjoying their union picnic day since the 1960s and post Covid we were looking forward to continuing the tradition. 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.

Members and their families took a well-earned break at Jamberoo, Raging Waters, Taronga Zoo and Dubbo Zoo.

It's been a busy year for most of us, members have been under the pump working round the clock, so it's great to see so many members having a break.

In the lead up to the end of the year the pace always quickens so the chance to recharge the battery in early December couldn't come at a better time.

By the look of these photos a good time was had by all.

Darren Greenfield, State Secretary, states, "This industry takes us away from our families given the hours worked, it's important that we take whatever opportunity we can to take a break and reconnect. The CFMEU is proud to continue to make the Union Picnic Day a special day for our members and their families".

**“**CONSTRUCTIONS WORKERS HAVE BEEN ENJOYING THEIR UNION PICNIC DAY SINCE THE 1960s AND POST COVID WE WERE LOOKING FORWARD TO CONTINUING THE TRADITION.**”**







66  
THE CFMEU IS PROUD  
TO CONTINUE TO MAKE  
THE UNION PICNIC DAY  
A SPECIAL DAY FOR OUR  
MEMBERS AND THEIR  
FAMILIES.  
99



# 82 YEARS YOUNG

**M**ost of us think of retiring when we get into our late 50s or 60s, but not CFMEU Member Ross Pannucio. Ross is a painter at Transdev the current operator of the Sydney Ferries. He migrated to Australia in 1954 from Calabria Italy, he jokes with his work mates, "I chose to be Australian".

Ross has been working in and around Sydney Harbour since the early 1960s. He recalls, "I got a job as a painter and docker and worked at places like Garden Island, in those days there was a lot of work and many workers doing work for the Navy and other yards. It was a busy time. Most of those yards sadly are gone". Ross worked as a painter and docker right up until 1989. A painter and docker worked as a trades assistant doing general work on the wharves alongside the tradies.

In 1989, there was a major restructure on the wharves and work on the harbour. Many jobs were made redundant, and Ross was facing losing his job. The job of painter and docker was abolished and workers had to multi-skill and upskill. Many workers were made redundant and workforces that once numbered in their thousands were significantly reduced. Back in 1989, Ross was one of a few workers who was offered the opportunity of doing an adult apprenticeship, so in his late 40's he became an apprentice and achieved his qualification as a qualified trades man as a painter.

Ross has not looked back and he has remains working on maintaining the Sydney ferries at the historic Balmain shipyard, "I love the job. I get up early at 4.15am, have a coffee, make sure



my garden is watered and get to work. I enjoy working with my colleagues here. I might retire at some point".

Ross is highly respected by those he works with. CFMEU Delegate Simon Phillips comments, "Ross is a great bloke, well liked he is always there to give you a hand or a bit of helpful advice. He's been around for a while and seen a lot, so he's a wise man".

**For those who have put their feet up and retired from work, don't forget to get involved with the CFMEU Retired Members Group. They are keen to welcome new members to join their ranks. If you want more information, contact the CFMEU on (02) 9749 0400.**



When he's not doing his bit to maintain the Ferry fleet Ross enjoys spending time with his family, including three grandchildren and one great grandchild, fishing, and gardening. On being a proud member of the CFMEU, he comments, "I've always been in the Union from the time I started working in Australia, we need to be represented and work has become more complicated. You need to be in the Union it's that simple".

State Secretary Darren Greenfield states, "It's great having members like Ross who is proud to be in the Union, proud in the work that he does. Ross is one of many construction workers who have worked tirelessly to build the strength of the union and fought for benefits that we continue to enjoy today".



## FOUNDATION HOUSE

# SURVIVING THE HOLIDAYS



**FOUNDATION  
HOUSE**

**T**he holiday season can be a wonderful time to catch up with family, take some time out to rest and relax, as well as getting out and about to enjoy the balmy summer weather. For some, this can be a time of anxiety, stress, loneliness, depression and disappointment. Many people experience the distressing effects of a fractured family, or being reminded of family and friends we no longer have around us, social and financial stress and too much food and alcohol thrown into the mix. In the last few years with Covid lockdowns and natural disasters such as bushfires and floods, this holiday season can reignite past traumas and memories of suffering. January in particular is a time when the excitement of Christmas and New Year's

celebrations has faded and we are left to contemplate our lives, often with the hangover of too much spending, eating and drinking, and feeling burned out by obligation.

There are many ways to reduce ones stress and overwhelm at this time. Begin by setting realistic expectations. Know your capacity around attending social events and remember you don't have to attend every event you are invited to. Let others know if you need to scale back your time, effort or contribution. Set limits on your spending and alcohol intake. Know when to say no. Reaching out to connect with long lost friends or family members and attending local events can assist with feelings of loneliness.

Maintaining a healthy lifestyle can support you in managing stress and

anxiety. Exercise for 30 minutes a day, eat healthy and nourishing food, and drink water and herbal tea to maintain hydration. Consider reducing alcohol intake by drinking low-alcohol beverages or drinking a glass of water between drinks. Maintaining good sleep hygiene can assist with having a better night's sleep, even with late nights and excessive partying.

This is the season to be kind to yourself and others. Take it easy and stay safe. CFMEU members have access to Foundation House over the holidays if required, just phone (02) 9555 8361.

All at Foundation House wish all the members of the CFMEU the best of the season, we thank you for your ongoing support and look forward to continuing to provide assistance in the New Year.



## OUT & ABOUT IN NEWCASTLE AND THE HUNTER



### SILICA IS A PROBLEM

Newcastle based organisers have been busy following up on issues on the North Coast.

One emerging risk is that of silica dust. The health problem associated with the exposure to silica dust is well known. Silica causes diseases such as silicosis a serious condition of the lungs for which there is no cure and the effects of which can be fatal. Workers in construction are exposed to silica dust naturally for example in sandstone, as well as from manufactured stone products such as kitchen benchtops. NSW is seeing a higher rates of workers, younger in age, presenting with silicosis which is a very concerning trend.

In Newcastle the hazard has been particularly around the use of Hebel products. Hebel the manufacturer itself advises in information about its products that, '... dust from cutting, sawing, abrading (such as rasping, scraping, grinding down), chasing or crushing is considered hazardous.

When dust contains crystalline silica, some particles can be small enough to go deep into the lungs when breathed in".

It is important that proper safety controls are put in place, including the appropriate respiratory controls. CFMEU Organiser Karl Hitchcock has observed, "Companies are failing to undertake a proper risk assessment providing no dust protection, this should be something SafeWork NSW should enforce"

**66 IT IS IMPORTANT THAT PROPER SAFETY CONTROLS ARE PUT IN PLACE, INCLUDING THE APPROPRIATE RESPIRATORY CONTROLS. 99**

### NEWCASTLE SCREENING OF LETHAL BIAS DOCUMENTARY

Many CFMEU members attended the Newcastle screening of Lethal Bias. The documentary exposes the bias of the Australian Building and Construction Commission and its one-eyed pursuit of the CFMEU, its officials, delegates, and members. The ABCC was a blunt political tool by which the Liberals sought to keep the CFMEU in its place. Of course, the CFMEU did not take a step backwards in defending the rights of its members or pursuing decent wages and conditions.

CFMEU Organiser Mark Cross comments, "It was important that our members are aware of the misuse of powers in a way that seeks to undermine trade unions that have a go on behalf of their members. Governments have for decades tried to use the blunt edge of the law to prevent workers taking collective action. The quicker the ABCC is abolished the better".

### JOBS COMING UP IN NEWCASTLE & THE HUNTER

There are several new projects coming up in Newcastle, done by major tier-1 builders which will hopefully translate to decent job opportunities for union members. In progress or coming up are projects such as the John Hunter Hospital an \$835million dollar upgrade and a design and construct contract by Fulton Hogan Construction Pty ahead of the construction of the fifth section of the Newcastle Inner City Bypass getting underway later this year. Other projects include, Dairy Farmers Corner, the Store Apartments, One Apartments, and the Mereweather Golf Course re-development. Assistant State Secretary Rob Kera states "The CFMEU wants to see good quality subcontractors with CFMEU enterprise agreements win the work. It's good for the client and it's good for our members.

# NORTH COAST



### SUPPORTING THE MOREE BOOMERANGS

The CFMEU gave a hand by way of sponsorship to the Moree Boomerangs in their efforts in the 50th Koori Knock Out on its return after two years cancelled due to COVID. With more than 100 teams in contention, the Boomerangs managed a couple of big wins including a 32-0 victory along the way. The team was coached for the first time by CFMEU Delegate Jason Munro, who when he's not coaching the local team, works in civil construction having just finished a job on the Inland Rail Project.

The competition was ultimately won by the Newcastle All Blacks. Jason says to participate in this competition is a big deal. "A lot of professional rugby league players who started out in competitions like this come back and play and it's a real buzz for the younger players especially on this 50th anniversary. My family have been involved with the team for a long time and it was a real privilege to take the reins as coach. I look forward to coming back year after year." On the CFMEU support Jason could not have been more grateful, "The CFMEU sponsorship was incredible, all clubs compete for limited support so for my



Union to get on board is just fantastic".

Jason, like many CFMEU delegates, is dedicated to giving something back to his community. Before landing in construction, he's worked in drug and alcohol counselling and as a youth worker. He has a real sense of commitment to bettering the lives of Aboriginal young people. "It's a real privilege to work with others and give something back". And as they say in footy, "there's always next year".





# WESTERN SYDNEY AIRPORT CONSTRUCTION TAKES OFF



**A**n airport at Badgery's Creek has been debated, endorsed, rejected, and tossed around like a football since the early 1980s. Anyone old enough to have lived through the "on again off again" approach to building a second airport pretty much gave up on it being a reality. However, in 2018, site preparation works finally commenced and the structures themselves are now in the process of being constructed by Multiplex.

The project will see at its peak 2500 workers, with almost 1000 workers currently on the project. CFMEU members working in the structure trades are well represented from subcontractors such as De Martin & Gasparini, Interpsan, NSW Steelfixing BKH, QRS as well as the Multiplex CWs themselves.

Western Sydney Airport is earmarked for opening in 2026 as an international airport, so there is a bit of work to go and at the cost of around \$11 billion is a significant investment. Related road and rail construction is completed or underway for access to and from the new airport and many of our members have already been working day and night on some of these projects.

Hopefully the airport once operational will also support many more much needed Western Sydney jobs across many industries.



**“**WESTERN SYDNEY AIRPORT IS EARMARKED FOR OPENING IN 2026 AS AN INTERNATIONAL AIRPORT, SO THERE IS A BIT OF WORK TO GO AND AT THE COST OF AROUND \$11 BILLION IS A SIGNIFICANT INVESTMENT.**”**

The build itself has its challenges. The site is very exposed to the weather and the recent rain has not made things easy. Concrete pours are highly technical especially the concreting of the Apron area, which is where the planes taxi in and out. Site Delegate Munro Jones states, "When it comes to the concreting the conditions have to be perfect". Complex roofing work has kept the riggers busy.

The other difficulty is workers getting on and off the job. With no local public



transport everyone needs to drive and park on site. The roads in after rain fall can be treacherous and have been a considerable problem in the last few months. The parking area can turn into a swamp. The issue has been raised by site delegates and the builder is working on trying to solve the problems.

The other feature of the site is the animal life and sightings of kangaroos

and deer are common.

For Damir Radic, Multiplex Co-delegate the focus is looking after the CFMEU members on site, "It's a real privilege and a challenge to make sure everyone is kept safe, and conditions are met on this job. It's great to be getting to know the members working for the different trades and all being well this job will continue to go smoothly".





## RESEARCH

### CFMEU CONTINUES SUPPORT FOR SCHIZOPHRENIA RESEARCH

**M**ore than 30 years ago the CFMEU helped establish the Schizophrenia Research Institute to research the disease of schizophrenia, this was done through the efforts of former State Secretary Don McDonald whose son suffered from the disease. At the time little was known of the cause and the consequences were often fatal. The CFMEU in 2022 is proud to continue to support the effort of researchers seeking a cure and treatment for this debilitating condition. The work of the Schizophrenia Research Institute is now being carried on by NEURA located at the University of NSW.

Schizophrenia is a mental illness that emerges in adolescence and affects about 1 in 100 people. There are a range of symptoms from difficulty in thinking through to hearing unpleasant voices or having false or bizarre beliefs. Sufferers often avoid their friends and family, lack motivation or ability to work and sometimes, sadly, can lead a person to suicide. Researchers believe that the cause is a combination of genetic and environmental factors that result in abnormal changes in the brain. Unlocking the mystery of this disease remains a focus of NEURA. There have been improvements made in treatment to assist sufferers gain a better quality of life, but these often have unwanted side effects. Work continues to find better treatments and a cure.

The CFMEU contributes to the Don and Warwick McDonald Award which is awarded to up-and-coming researchers in this field. In 2022 there were two recipients Jessica Chandra and Sophie Debs. Without getting overly technical the work of both scientists is important in unlocking more about this disease with both scientists working on different aspects of the effects of schizophrenia and the effects of long-term treatments.

Both recipients were very grateful and thanked the CFMEU for its support. Sophie Debs writes, "I am incredibly humbled to be a recipient of the Don and Warwick McDonald Memorial Award. I am incredibly passionate about the work that I do, and your support is invaluable. Together, I hope that we can contribute to creating a better world for those afflicted by mental illness".

Jessica Chandra echoed those sentiments also writing, "As a recipient of the Don and Warwick McDonald Award for Schizophrenia Research for 2022, I would like to sincerely thank you in supporting our studies and research efforts in understanding and curing the debilitating illness that is schizophrenia. Your ongoing investment in us goes a long way and I hope to honour your generosity by tenaciously pursuing all avenues available to me to progress the treatment of schizophrenia."

State Secretary Darren Greenfield states, "We are proud to be associated with this prize, continuing the legacy of the Union and supporting the important work that continues to address mental health issues".

**“THE CFMEU CONTRIBUTES TO THE DON AND WARWICK MCDONALD AWARD WHICH IS AWARDED TO UP-AND-COMING RESEARCHERS IN THIS FIELD.”**

## VALE

The CFMEU farewells long term member Ron Flanagan, a lifelong member who recently passed away. Working in the crane and scaffolding sector he worked on iconic projects like New Parliament House in Canberra, Snowy Mountains Scheme in Tumut, and the Opera House. He also took on a safety role. He was a proud member of the Union and will be sorely missed.



## BTG TOOLBOX TALKS

**M**ark Devlin of the BTG Drug & Alcohol Committee continues his busy schedule of toolbox talks and drug and alcohol impairment training. Mark raises awareness around the issues of drug and alcohol dependency and problem gambling as well as the need to ensure that people remain on top of their mental health.

Drug and alcohol abuse and problem gambling remain prevalent in society having serious consequences on people's lives.

Mark is particularly passionate about raising awareness among young people. Whilst rates of high risk drinking by young people has reduced it does remain high. Australian statistics show that among young people who drink alcohol, one in four reports drinking five or more alcoholic drinks in a single session in the past month. High-risk drinking is defined as drinking an amount that increases the risk of accident or injury. More than one in five or 4.4 million Australians aged 14 and over were victims of an alcohol-related incident in 2016. This includes feeling fearful of someone who is under the influence of alcohol as well as verbal, physical and sexual assault. Drinking alcohol increases the risk of being a victim of assault as it is harder to assess the risk involved in a situation after drinking.

Substance use problems often begin during adolescence. Research also shows that the earlier a young person starts to use drugs and alcohol, the more likely they will experience various negative outcomes. These include poor school performance and early drop out, an increased risk of other mental health problems, dependency, and an increased likelihood of juvenile offending.

For young people in the construction industry, it could mean injuring someone else or losing your job if drug dependence prevents them coming to work. Preventing drug addiction is key to avoiding problems in the future.

**“I THINK IN JOINING FORCES WITH FOUNDO, AND THE CFMEU'S ONGOING SUPPORT, WE CAN SAVE LIVES.”**

As people get older alcohol and drug abuse can result in significant health issues and shortening of life. It can also seriously impact people's relationships with their family members and partners. Add gambling addiction into the mix and people's lives, and that of their loved ones, can be destroyed

Mark states, "It's not my place to judge, and we don't say you can't have a drink or two with your mates after a hard week, or that you can't have a flutter on the horses, but it's about knowing what happens if you abuse drugs and alcohol or you become addicted to gambling to a point that your health is affected or you can't function normally or you lose your hard earned money. It's important that people have information to decide for

themselves how much they want to indulge.

I hope that by talking frankly about these issues we educate workers and most importantly if someone needs help, we've got Foundo to provide those services. I think in joining forces with Foundo, and the CFMEU's ongoing support, we can save lives".





# Ups and downs are a normal part of investing

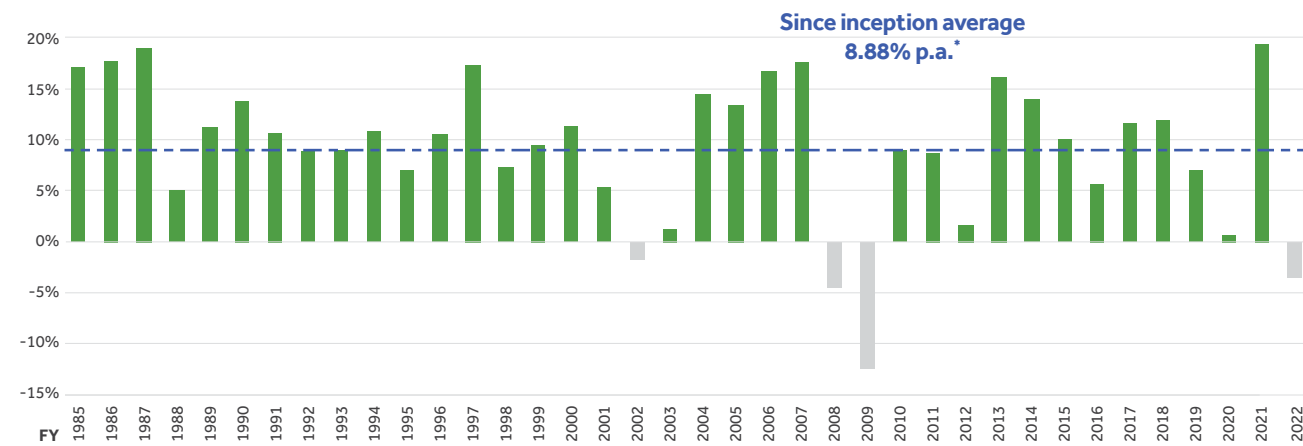
This year, we've seen investment markets respond to a range of global issues such as, rising inflation, the Russia/Ukraine crisis, and fresh waves of the Covid-19 pandemic.

These market conditions have led to a challenging year for all super funds, including Cbus, with investment returns lower than in previous years. While drops in performance can be uncomfortable, it's important to remember that super is a long-term investment, and that ups and downs happen.

Over our 38-year history, we've delivered strong long-term outcomes for members. As the graph below shows, this is only the fourth negative financial year return for the Fund and the first since the GFC.\*



Growth (MySuper) investment option



We've been through difficult times before, and together, we've gotten through them, and this time will be no different. When looking at your investment options, it's important to consider your long-term goals and that changing to lower risk investment options or making frequent switches can, over the longer term, leave you with lower retirement savings.

Cbus is one of Australia's top performing industry super funds with strong returns over the long-term and we're here to help. If you're unsure about anything, please contact our Advice Services team:



Email [advice@cbussuper.com.au](mailto:advice@cbussuper.com.au) or call **1300 361 784** 8.30am to 6pm (AEDT/AEST) Monday to Friday

\* Since inception in 1984 to 30 June 2022. Over the past 38 years, the Growth (MySuper) option has returned 8.88% on average. The Growth (MySuper) investment option crediting rate is based on 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.

Media Super merged with Cbus on the 9th of April 2022. The historical performance prior to this date relates to Cbus investment options and does not incorporate the performance of Media Super.

The information in this flyer only considers performance and doesn't take into account your specific needs. Before opening an account with Cbus, some other important things to consider include fees and charges, investment options, insurance options and any existing benefits associated with your current super fund. 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 to decide if Cbus is right for you. Call 1300 361 784 or visit [cbussuper.com.au](http://cbussuper.com.au) for a copy.

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\* The Cbus default Growth (MySuper) option obtained top quartile performance ranking over 7, 10, 15 and 20 years from the SuperRatings FCRS SR50 Balanced (60-76) Index Survey, for the period ending 30 June 2022. SuperRatings is a rating agency that collects information from super funds to enable performance comparisons – visit [superratings.com.au](http://superratings.com.au). Past performance is not a reliable indicator of future performance.

This information is about Cbus and doesn't take into account your specific needs. You should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement, Target Market Determination and related documents to decide if Cbus is right for you. Call 1300 361 784 or visit [cbussuper.com.au](http://cbussuper.com.au) for a copy.

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INTRODUCING ACIRT MEMBER  
**TIARNEE FRANKEY**

**ACIRT Distribution payments**

# A WELCOME RELIEF JUST IN TIME FOR CHRISTMAS

Finding her way into construction, via an Aboriginal employment agency and a Tafe course that taught her the fundamentals, has been a game-changer for Tiarnee Frankey.

Going down to the work site in the hoist on her first day will stay with her forever, emotions swirling, nervous yet excited. She knows it's stereotyped as "a male industry", but as Tiarnee uses a jackhammer, drill or grinder, carries and ties steel and combines being a steel-fixer and labourer, she feels supported, valued and right at home.

## RESPECTFUL WORKPLACE

"I didn't know what I was going to come up against, but they've all been so good. They've taught me a lot, they're very respectful. All the boys lend a hand if I need it, they come and help."

Tiarnee knew of ACIRT before she started in the industry, through construction-worker friends and family who are members, and she welcomes the backstop of having financial help at the ready should the work on a project dry up before the next job comes along. "It's a weight lifted off the shoulders, to know we've got something to fall back on if we end up in a rut."

Having four girls aged seven to 17 is all the more reason to cherish that safety net. She describes them as tomboys who like to get up to the local oval to kick a ball around, but whether they'll follow their mother's lead when it

**"It's good to have something to fall back on. ACIRT is a weight lifted off my shoulders."**

comes to work might be a matter of each to their own.

"The 15-year-old, I might get her into it in the future, she's like me. My older daughter just looks at me and shakes her head. But they're proud of Mummy. Who knows, maybe we'll bring a few more girls into the industry one day."

**'The ACIRT Distribution payments a welcome relief just in time for Christmas' said Tairnee**

**Do you need help with your ACIRT?**  
**Contact your local Co-ordinators.**



**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



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## CHEQUES:



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Get your distribution fast via EFT.

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### GET YOUR ACIRT CASH ASAP

Every November, ACIRT pays members a 'distribution' — a bonus payment based on interest earned for that year. If you are have nominated to receive a cheque, it will take longer to get your ACIRT money.

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Simply update your details by logging into [acirt.com.au](https://acirt.com.au) or calling 1800 060 467

### NEED HELP? CONTACT US



#### SOUTHERN REGION CO-ORDINATOR

**Ben Manna**

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#### SOUTHERN REGION CO-ORDINATOR

**Dave McNamara**

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THE NO.1  
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& Happy New Year*

We will be closing our office from  
5pm, Friday 23rd December 2022 until  
8:30am, Monday 16th January 2023





# EBA RATES

## CONSTRUCTION EBA RATES OF PAY

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.

Rates applicable from 1 March 2023

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	42.83	308.39	34.26	1541.94	85.67	57.83	77.10
CW2	44.89	323.16	35.91	1615.76	89.76	60.59	80.79
CW3 (Non Trade)	46.70	336.25	37.36	1681.27	93.40	63.05	84.06
CW3 (Trade)	48.33	347.99	38.66	1739.94	96.67	65.25	86.99
CW4	50.70	365.00	40.56	1825.00	101.38	68.44	91.25
CW5	53.07	382.12	42.46	1910.55	106.15	71.64	95.52
CW6	55.49	399.51	44.39	1997.58	110.97	74.91	99.88
CW7	57.95	417.22	46.36	2086.06	115.89	78.22	104.31
CW8	60.36	434.62	48.29	2173.08	120.73	81.49	108.66

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 2022 the following shall apply:

PROJECT VALUE – \$ MILLION	SITE ALLOWANCE
0 - 2.6m	2.25
2.6m - 6.8m	2.55
6.8m - 16.8m	2.75
16.8m - 33.7m	3.00
33.7m - 67.3m	3.55
67.3m - 134.8m	4.30
134.8m - 202m	4.40
202m - 269.4m	4.55
269.4m - 404.2m	4.65

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

	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 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

	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	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**.

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
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)			
STAGE	RELATIVITY	HOURLY RATE	TOTAL WEEKLY RATE
STAGE 1	68%	20.76	788.79
STAGE 2	78%	21.86	830.59
STAGE 3	90%	23.18	880.69

CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES)		
LEVEL	HOURLY RATE	TOTAL WEEKLY RATE
SKILL LEVEL A	18.95	720.09
SKILL LEVEL B	18.48	702.09

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
<b>CW8</b> Carpenter Diver	40.15	1,525.70	16.06	139.27	615.63	0.86	1.91	2.41	3.24
<b>CW8</b> Foreperson	31.85	1,210.30	12.74	110.76	488.37	0.70	1.56	1.97	2.64
<b>CW7</b> Sub-Foreperson	31.15	1,183.70	12.46	108.35	477.63	0.69	1.52	1.92	2.58
<b>CW7</b> Dogger/Crane Hand (fixed cranes)	30.21	1,147.98	12.08	105.13	463.22	0.69	1.52	1.92	2.58
<b>CW6</b>						0.67	1.48	1.87	2.51
<b>CW5</b> Refractory Bricklayer (incl refractory allowance)	29.36	1,115.68	11.74	102.21	450.19	0.65	1.44	1.82	2.44
<b>CW5</b> Special Class Tradesperson, Carver	29.63	1,125.94	11.85	103.13	454.34	0.65	1.44	1.82	2.44
<b>CW5</b> Trainee Dogger/ crane Hand (fixed cranes)	28.69	1,090.22	11.48	99.90	439.91				
<b>CW4</b> 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
<b>CW4</b> Signwriter	28.11	1,068.18	11.24	97.92	431.02	0.63	1.40	1.77	2.37
<b>CW3</b> Artificial 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
<b>CW3</b> 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
<b>CW3</b> Bricklayer	27.75	1,054.50	11.10	96.68	425.50	0.61	1.35	1.71	2.30
<b>CW3</b> 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
<b>CW3</b> Glazier, Painter	27.31	1037.78	10.92	95.17	418.75	0.61	1.35	1.71	2.30
<b>CW3</b> Machinist, Quarryworker, Rigger, Dogger, Shophand	27.08	1029.04	10.83	94.38	415.23	0.61	1.35	1.71	2.30
<b>CW2</b> 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
<b>CW1 (d)</b> Refractory Bricklayers Assistant (incl. refractory allowance)	25.87	983.06	10.35	90.22	396.67				
<b>CW1 (d)</b> 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				
<b>CW1 (c)</b> After 12 months	25.44	966.72	10.18	88.74	390.08				
<b>CW1 (b)</b> After 3 months	25.12	954.56	10.05	87.65	385.17				
<b>CW1 (a)</b> 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	Additional allowance for stonemasonry cutting tools: 0.07 per hour	
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 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
<b>MCE1</b> Dogger, Counterweight/Gear Truck Driver, Mobile Hydraulic Platform Operator - up to 17m, up to 20T Slew Crane Operator	954.53	26.17	32.71
<b>MCE2</b> 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
<b>MCE3</b> 61T-100T Slew Crane Operator, Intermediate Rigger, Mobile Hydraulic Platform Operator - 28m and above	1,053.53	27.72	34.65
<b>MCE4</b> 101T-200T Slew Crane Operator (no boom trailer), Advanced Rigger, Heavy Low Bed Transport Operator	1,080.23	28.43	35.54
<b>MCE5</b> 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
<b>MCE6</b> 301T-400T Slew Crane Operator, less than 200T Crane with Luffing Fly Jib Operator	1,154.43	30.38	37.98
<b>MCE7</b> 401T or greater Slew Crane Operator, less than 200T with Superlift type attachment Operator	1,183.93	31.15	38.94

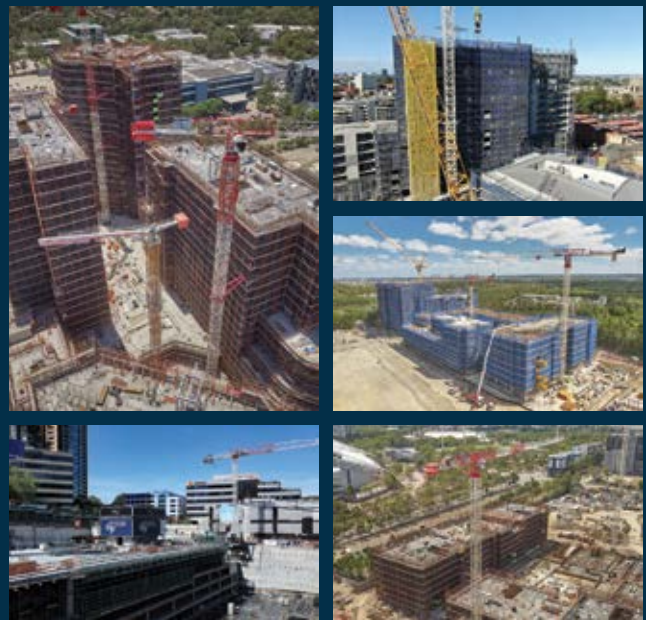

WHERE MORE THAN ONE CRANE IS ENGAGED ON ANY ONE LIFT THE FOLLOWING ADDITIONAL PAYMENTS SHALL BE MADE

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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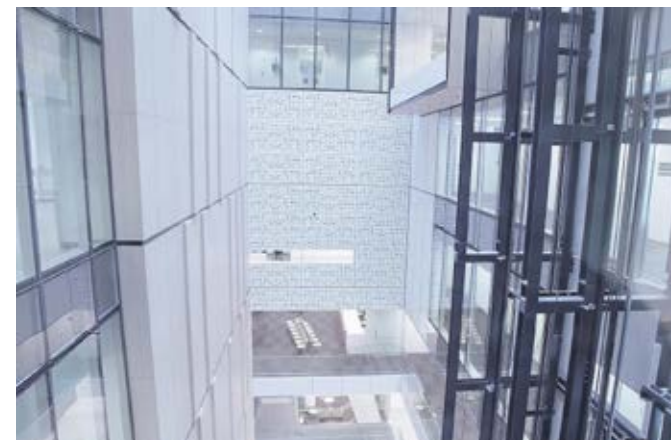


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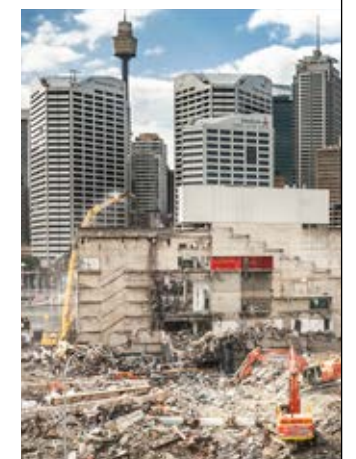
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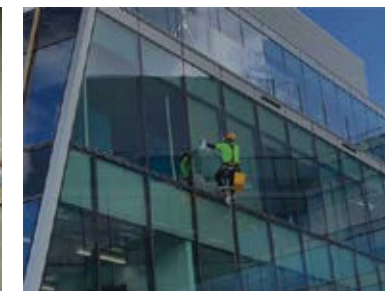


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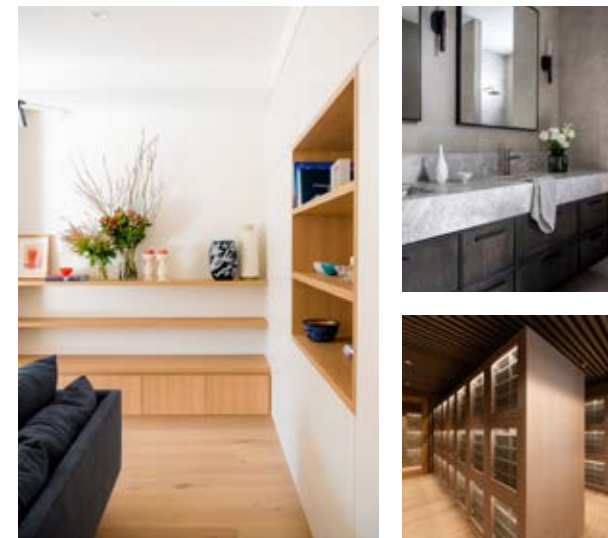
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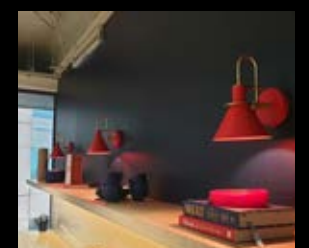


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