

CFMEU

NEW SOUTH WALES



Farewelling

PETER GENOVESE

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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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DARREN GREENFIELD



WRAPPING UP 2023 & LOOKING FORWARD TO 2024

This year has sped by and the CFMEU has had its foot to the pedal all year. It's been a year, as we have previously reported that has seen companies go bust, Governments and Government policy change, with the union also taking on a major campaign to ban engineered stone products, which is work that will continue into 2024. Our officials have visited sites daily for meetings and addressing our members safety and industrial issues. Getting out there has been a priority. Pleasingly Union membership has grown, and we welcome thousands of new CFMEU members. Sadly, we have had several members' lives lost due to poor safety and we will continue to do what we can to address this. We also lost several of our members to suicide and ill-health. Our thoughts turn to all their families and friends as we head into the holiday season.

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THE POWER OF THE UNION IS IN THE COLLECTIVE AND ITS MEMBERS.

On the EBA front, the CFMEU continued to deliver many CFMEU members improved wages and conditions, particularly in the mobile crane sector where we have seen a record number of new companies added to the list of mobile crane companies with a CFMEU enterprise bargaining agreement. This is good for levelling the playing field between mobile crane companies when it comes to wages and conditions and is good for all our members. It also signifies that work, particularly in infrastructure, continues to keep many of our members in the mobile crane sector very busy.

With the NSW Government budgeting for 2023–24 for a spend of \$116.5 billion in infrastructure investment over the next 4 years, the CFMEU is focused on ensuring workers in this sector also receive decent wages and conditions. We are mindful that conditions in the civil construction sector have not kept pace with those in commercial construction. We have pushed ahead with finalising project agreements on several major projects including the Coffs Harbour Bypass, the M1 and M7-12 road upgrades with builders such as John Holland, Gamuda and Ferrovial. Our job now is to ensure that there is maximum direct labour on these emerging projects and that good CFMEU EBA contractors can win the subcontract work. These project and civil agreements deliver improved wages and conditions and phase in, which is long overdue, all overtime and shiftwork at double-time. We will continue to focus on the civil sector in a bid to lift standards.

Members in commercial construction are also aware that our standard enterprise agreements are about to expire. They deliver an increase in March 2024 and by then we should be well on the way to negotiating the next round of EBAs. We are very mindful of the pressure on our members as interest rates continue to rise and costs of living increases unabated. All of this will be factored into where we will land on the new EBAs. Consultation with members will commence in the new year.

In wrapping up I want to thank all the CFMEU Delegates, officials and staff who have pulled together to support our members throughout this year. The power of the union is in the collective and in its members.

All at the CFMEU wish you and your families well, we trust you will get a break and, in the lead up to the Christmas break that we all remember to keep safety in front of mind. We look forward to continuing delivering to our member in 2024.

ROB
KERA



END ABN AND SHAM CONTRACTING

The end of a busy year is approaching. As always, the NSW Branch has had to mop up after a number of contractors that have gone bust, which is not uncommon and the entitlements for CFMEU members have been recovered, and many of their jobs saved. It's a stressful time for our members, but at least the Union has been able to be there and do our best to make a bad situation better.

The last few weeks the NSW Branch has been tackling the other cancer in our industry, the proliferation of ABN in the gyprock sector. The use of ABN undermines our hard fought for enterprise agreement conditions. Also, the workers caught up in this regime are being ripped off. The ABN hourly rates paid, all in, do not come near to the rate of pay payable under the standard CFMEU EBA, it also comes nowhere near compensating these workers for the loss of annual leave, personal leave, RDOs and public holidays, not to mention their superannuation and redundancy entitlements, which may or may not be paid.

It's time that the illegal use of ABN, sham contracting is ended. It allows subcontractors and builders to profit from ripping off employees. These are not arrangements that benefit the



workers. We have seen it used in the gyprock and formwork sectors and the Union is determined to stamp it out. It's a failure in government that the ATO doesn't take more of an interest in the misuse of ABN which also robs the public purse of taxation.

Workers caught up in these arrangements if injured or sadly killed in workplace accidents are deprived of workers compensation and income protection entitlements, leaving families stranded.

There are provisions in all enterprise agreements that make sham contracting a breach of the agreement. The Union is enforcing these provisions to clean up the mess that is ABN in the gyprock sectors and restore to workers their rightful conditions and entitlements.

It's about time that builders and subbies cease making profits off the back of thousands of workers missing out on their proper entitlements, workers who put in many back breaking hours to ensure that projects are delivered.

From our perspective the practice ends now, and the Union is determined to expose and address these illegal practices to ensure that enterprise agreements that apply are adhered to. As we head into another round of enterprise agreement negotiations, this will be a priority.

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IT'S TIME THAT THE ILLEGAL USE OF ABN, SHAM CONTRACTING IS ENDED. IT ALLOWS SUBCONTRACTORS AND BUILDERS TO PROFIT FROM RIPPING OFF EMPLOYEES. THESE ARE NOT ARRANGEMENTS THAT BENEFIT THE WORKERS.

ASSISTANT STATE SECRETARY

MICHAEL GREENFIELD



COMBATting THE COST OF LIVING

Whilst inflation has come down a bit, the cost-of-living pressures continue to hit all workers. The cost of fuel, groceries, mortgages and rent continue to rise. It is expected that the Reserve Bank of Australia is not finished with interest rate rises.

As the current standard CFMEU enterprise agreement in many sectors expires at the end of December 2023, the Union is developing its claims for improving the next round of EBA. The CFMEU knows our members, like many in Australia, are doing it tough keeping up with their bills, as well as putting something away for a rainy day or a family holiday. We also know our members are still working long hours, day and night on projects.

The CFMEU will be looking closely at and balancing all these factors to ensure the enterprise agreement delivers meaningful and sustainable improvements both in dollars and conditions. We have also listened to our members who have raised the increasing requirement to travel long distances daily to job sites and the impact of the increase in fuel, tolls and vehicle maintenance expenses. We are also mindful to improve the redundancy and superannuation outcomes for our members. The industry remains a boom-and-bust industry, with work up and down, it is important that members can get through the periods where work does slow down, before it picks up again.

There are signs already that there is considerable work both in the commercial sector, and continuing in civil and infrastructure, in the pipeline which bodes well for the industry and companies with a CFMEU enterprise agreement. The demand for housing which generates demands for commercial, retail and infrastructure continues, which with investment by governments and others, should deliver jobs as well as meet the needs of the State.

The CFMEU is continuing to lobby governments for more investment in these much-needed areas for the benefit of our members and the broader community. The CFMEU has called for companies making huge profits to be required to pay a better share of tax to fund this much needed investment. It is pleasing that companies like CBUS and CBUS Properties are working on initiatives to invest in these areas in a way that also returns a good return on our superannuation. Done right this could reap great results for our fund, as well as create jobs, and deliver much needed housing and related services. State and Federal Governments need to step up and support the right sort of investment to secure the future for all.



PRESIDENT

**RITA
MALLIA**



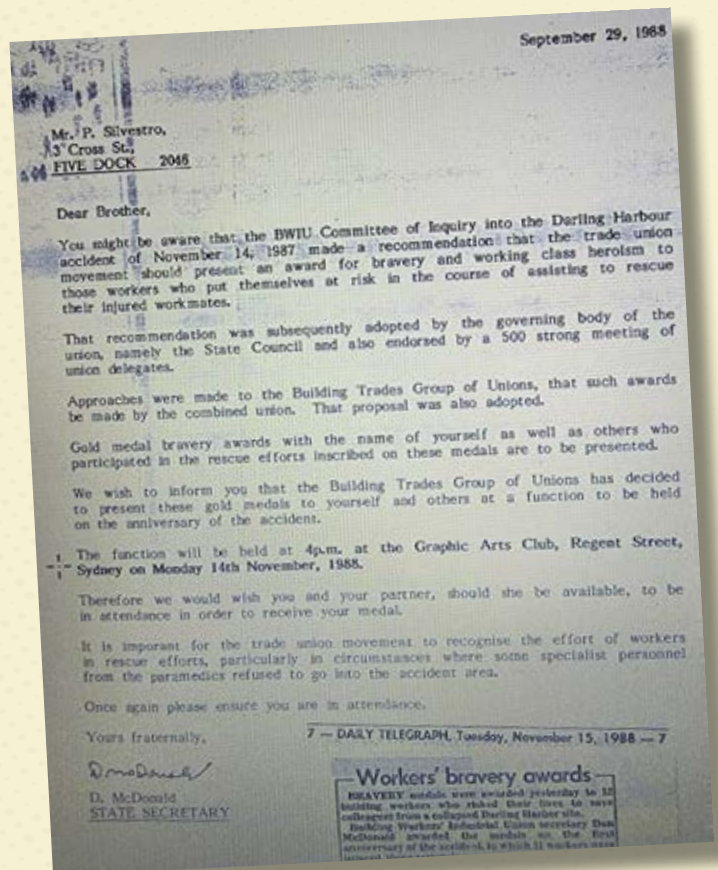
REMEMBERING 14 NOVEMBER 1987

The Darling Harbour Precinct is undergoing significant work again with the recent demolition of Darling Harbour's retail area. The current works recalled a serious safety incident that occurred 36 years ago on 14 November 1987 when the seventh floor of the then Darling Harbour Business Centre under construction in Allen St Pyrmont, collapsed, sending workers plummeting 15 metres down with the structure at about 8.50am.

We don't often take time to reflect on the past experiences of our members and we should and in doing so continue to learn from that history. It's easy to take for granted the better safety conditions that exist today, although, as you will see later in the journal, we cannot stop being vigilant on safety as standards are compromised every day by builders and subcontractors who put profit before the safety of workers on site, and regulators failing to enforce safety legislation and regulation. All around the country safety regulators are failing in their obligation to keep construction workers safe.

Thus, it is important to learn from the past and take steps not to repeat the mistakes. It is also important to acknowledge the resilience and bravery of our members. Up to 13 workers were seriously injured that day in November 1987, luckily nobody was killed which was a miracle. At the time an unrealistic building schedule was partly to blame for the incident. Today unrealistic building time frames continue to put lives at risk. Some things don't change.

As the floor collapsed workers were reported to have been pulled into a hole and landing with the twisted steel and concrete on the fourth floor, others were lucky to be able to jump away from the hole, whilst nine others went down with the structure. Workers on site rushed to the aid of their fallen colleagues, it was reported at the time that the scene resembled a war zone. The Ambulance officer on the scene



that day is quoted as saying "It was an utter mess. The workers were in there pulling their mates out of the rubble. They were screaming and there was dust and reinforced steel all over them...there was a danger more could collapse on them".

One of the BWIU members at the time that went to the aid of the stricken men was Phillip Silvestro, who was awarded a bravery award in recognition of his efforts in helping rescue workers trapped in the debris. Several other union members



were also recognised with awards at the time. The award was given for “bravery and working-class heroism”. Phillip is a long term and proud member of the CFMEU. He recalls on that day, “It all happened so fast, the structure came down and we were rushing to help the men caught in the debris. You never forget an experience like that, it stays with you. You just don’t know what can happen in a blink of an eye”.

CFMEU member Paul Massarotto, who still works in the industry was in his 20’s then. He went down with the collapsing structure and is grateful that he survived, “You’re young you think you are invincible but something like this happens, and happening when I was so young really opens your eyes. I was

lucky to be able to continue my career in the industry; for many that day it was their last time in the industry because of the trauma caused. Despite being 36 years ago, for me it is still like it was yesterday”.

Lend Lease Interiors were prosecuted in the aftermath of the collapse and were found guilty of two charges in failing to ensure proper support was in place prior to the concrete pour, it was fined \$20,000.

It is important to keep telling the stories of the past, to learn from that history and be inspired to continue to improve standards to avoid a repetition of incidents like this.

SILICA CAMPAIGN UPDATE





BAN THE KILLER STONE. BAN IT NOW.

On 26 October 2023, thousands of CFMEU members rallied outside of NSW Parliament calling on all State and Federal Governments to ban the importation of cheap engineered stone products that are made from high levels of silica. This silica when mixed with the other components making up the stone is toxic and is causing the illness and deaths of hundreds of stone masons and other workers who cut and install the stone. Exposure to the dust created by cutting this stone is poisonous and for more than 12 months the Union has campaigned for the products to be banned. The lives of construction workers are too high a price to pay for cheap shiny kitchen and bathroom benchtops. This product has been likened to asbestos. Sadly, it took more than a hundred years to ban asbestos and millions of deaths around the world. We cannot wait that long when it comes to engineered stone products.

In October 2023, Safe Work Australia released an important report into the dangers of these products. The risk exists as

these products contain significantly higher crystalline silica than natural stone and the dust produced is so fine that it embeds deeper into the lungs of those exposed. The first cases of silicosis from this exposure were identified in 2015 and the numbers have been rising quickly. Further, given the toxicity of these products, a shorter duration of exposure results in considerable harm. We are seeing young workers be struck down by silicosis, an incurable disease of the lung which is very debilitating and fatal.

In its report, Safe Work Australia noted that there has been poor compliance with any safety measures in the sector and it does not expect that this will improve. Safe Work Australia recommended that there be “a complete ban on the use of engineered stone”, concluding there is no safe exposure limit, and to introduce one would only increase the risk of non-compliance as operators would be more careless. Safe Work Australia concluded, “there is no toxicological evidence of a “safe” threshold”.



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THE CFMEU WILL CONTINUE TO CALL FOR, AND IMPLEMENT IF NEED BE, A BAN OF ENGINEERED STONE PRODUCTS.

It is therefore disappointing that up to now Governments, State and Federal, have failed to act on this straightforward recommendation. Safe Work Australia cannot be clearer it in its conclusion, “Removing engineered stone as a source of respirable crystalline silica from the Australian market is expected to lead to a range of long-term benefits including reduced illness and death, increase quality of life of workers

and avoid health system costs and improved workplace productivity. There are benefits to workers’ families and communities”. It’s not often that Regulators are so definitive in their recommendations.

This position vindicates the NSW CFMEU Health and Safe Representatives who raised the dangers associated with these products more than three years ago and spurred the union on to adopt the position of supporting a ban. The CFMEU has called for a ban to be implemented by no later than 1 July 2024. Some builders have already begun to prepare for this ban.

The CFMEU owes it to all the workers and their families who have already lost their lives, and those workers who are sick to ensure that others do not join their ranks. The CFMEU will continue to call for, and implement if need be, a ban of engineered stone products. State Secretary Darren Greenfield noted, “the CFMEU is serious in having these products banned and we will do what is needed to bring this about to save lives”.

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THE CFMEU IS SERIOUS IN HAVING THESE PRODUCTS BANNED AND WE WILL DO WHAT IS NEEDED TO BRING THIS ABOUT TO SAVE LIVES.
- STATE SECRETARY DARREN GREENFIELD





Members of the CFMEU Young Activist Committee took action out the front of Bunnings to highlight the dangers and to call on retail chains like Bunnings to do the right thing and cease selling this deadly product. Young workers in particular are at risk.

BANS

Since the Bunnings Protests, Bunnings, Ikea, the Independent Hardware Group that include Mitre 10, Home Hardware and Total Tools and Hardings have all announced they will ban selling these Manufactured Stone Products.



NEAR MISS AND BAD SAFETY

At approximately 12:30pm Thursday 28 September 2023, there was an incident involving a tower crane operating on the new Sydney Fish Markets construction site when the boom of the crane came crashing down over the site.

Initial investigations revealed that a connection pin at the luff rope termination point dislodged, causing the boom to be compromised and to fall. The CFMEU has continued to investigate the incident and called on all cranes to be properly inspected to ensure their safety. SafeWork NSW is also investigating the incident.

The CFMEU has called for all luff rope termination points to be checked to ensure that they are secure and for crane owners to ensure that crane safety standards are maintained. It was lucky that nobody was killed given the numbers of workers onsite, unfortunately one worker was injured. The site was closed for several weeks as investigations continued, and the crane boom was removed.

It was a traumatic experience for all on site. Foundation House personnel were on hand to provide much needed trauma counselling and support for all workers on site effected by the situation. The union has maintained contact with workers on site, and a return to normal work was welcome.

More recently CFMEU officials have been impeded in their investigation of safety issues at a Westbourne Constructions site. The failure of the builder to cooperate with the CFMEU was aided and abetted by SafeWork NSW who provided incorrect information as to the rights of the CFMEU officials to investigate the suspected safety breaches

The union had received many complaints about the safety on the site at Green Square. Complaints included shoddy formwork and falsework, substandard fire safety equipment, blocking of access and egress of sites and faulty electrical equipment. When organisers, Adnan Hrvat and Justin Hobson, attended one site to investigate and get the issues rectified project management refused the organisers entry to the site. Organisers waited three and a half hours for SafeWork inspectors to return a call made to them who then argued the point about the organisers' right to access the site apparently in support of the position of the builder. The CFMEU has complained to SafeWork about this conduct which the Union considers in breach of the Work Health and Safety legislation.

The investigation revealed substandard formwork and scaffolding including formwork not designed by an engineer. The formwork was in the Union's view at risk of collapse. Further, formwork was illegally supported on scaffold and site debris. State Secretary Darren Greenfield states, "It is beyond disappointing that SafeWork NSW did not act to ensure these matters were immediately rectified. SafeWork NSW has recently crowed about the effectiveness of a safety blitz here and there. This does not address safety. Poor safety conditions need to be comprehensively and systematically tackled by the regulator and laws properly enforced."

The Regulator should support the Union when it seeks its attendance to in dealing with a recalcitrant builder or subbie, not make the job of an organiser harder. The CFMEU continues to call for major reforms to SafeWork NSW to improve its effectiveness.



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THE CFMEU HAS CALLED FOR ALL LUFF ROPE TERMINATION POINTS TO BE CHECKED TO ENSURE THAT THEY ARE SECURE AND FOR CRANE OWNERS TO ENSURE THAT CRANE SAFETY STANDARDS ARE MAINTAINED.

WARREN WHITNEY



Warren first became a CFMEU Delegate for St Hilliers. He was a passionate union delegate, always taking issues up with the builder on behalf of not only his co-workers at St Hillier's, but on behalf of all workers on site. He was so effective that the builder tried to sack him, but the CFMEU nationally supported Warren and he was reinstated. Some time later St Hillier's went bust and Warren was at the forefront of ensuring that employees got all their entitlements. Warren understood firsthand the stress of being involved with a company that shuts down.

Eventually Warren secured a role with the builder Probuild and worked with them for many years. He was elected a Delegate. It should have been a long-term secure position. During his time with Probuild, Warren discharged his role as a delegate with commitment and passion. He was highly respected by all at the company and on site. Having gone through a corporate collapse once, Warren did not expect to suffer the same fate twice, but in 2022 Probuild went into liquidation leaving more than a hundred million dollars owing in employee entitlements and money owed to subcontractors.

The impact on thousands of workers could have been devastating. Warren as delegate provided much welcomed support to all the workers on sites that were affected. He facilitated communication between the union and its members with information when it came to hand, he assisted workers getting access to whatever support they needed, and he was overall a good friend to those around him finding the experience tough. Warren recalls this time last year, "It was a really difficult time, people had bills to pay and families to support, we had just gotten over Covid, there was so much misinformation provided by the Company as to what was going on. It was stressful. The Union took up the case for all the



workers affected, those directly employed, as well as those employed by subcontractors. It was just natural to me to do my job and be there for the workforce. It was a team effort to the end, but I was determined to do whatever I could do to lend a hand. Having been through a situation like this before I was able to provide some support".

The dust having settled on the Probuild collapse Warren Whitney continued to give something back by becoming a CFMEU Organiser a challenge that he is enjoying. It was therefore no surprise that at the recent CFMEU National Conference held in Sydney and attended by over five hundred CFMEU delegates from around Australia, Warren was presented with an award from the CFMEU for his Leadership at the Workplace. Darren Greenfield, State Secretary, in presenting the inaugural award, stated on the night, "Warren is a well-deserved recipient of this award. He exemplifies what it is to be an effective delegate and trade unionist". Warren in accepting the Award, "was humbled to be acknowledged. You don't do this role for prizes, but it is satisfying to know that I have made a difference". Warren continues his good work as a CFMEU organiser and in supporting Foundation House.

JOEY LEFEBVRE



Joey came back into the construction industry about three years ago, working in the civil sector. Joey is currently working at the Snowy Hydro 2.0 project. Joey finds working away from home a challenge, but he enjoys it. He says, “It’s not easy when you are away from home for long periods like we are down at the Snowy Hydro, it can really challenge your mental and physical capacity. Prior to being away from home like this I hadn’t really experienced the type of stress that comes from working away weeks on end, then returning home and just as you get back into a routine you have to turn around and come back. Add to that the climate here, it can take a toll. You really look to your fellow workers on the job for support”.

Joey undertook some mental health and suicide awareness training through Foundation House upon becoming a delegate. Improving mental health and well-being on the Snowy Hydro has been a priority for the Union at the site and it’s important that delegates are equipped to provide support where necessary. Joey became inspired by the work of Foundation House, “I didn’t really know what Foundation House did and how it helped so many construction workers, also doing the training I realised what a serious issue suicide was and how working on a project like the Snowy Hydro could push people into a bad place”.

Not only did Joey learn a lot from the training, he was so inspired by the work of Foundation House that he signed up to run the 42km Melbourne Marathon and raise money for Foundo, “I just wanted to do more to help the work that they do, so joined by Tom one of the counsellors of Foundo who also did the run we raised over \$50 000.” Joey is otherwise down at the Snowy Hydro doing his best to represent CFMEU members that he works with as a newly elected delegate. We have no

doubt he will succeed.

Assistant Secretary Michael Greenfield acknowledged Joey’s efforts, “It’s inspiring to see Delegates have a go at the workplace and beyond. It continues the tradition of workers looking after other workers. Well done Joey.”

When he’s not running 42km, Joey enjoys golf, surfing and snowboarding, clearly he has a love of the outdoors.



ABOVE: JOEY LEFEBVRE WITH OTHER CFMEU COLLEAGUES

RIGHT: JOEY AFTER THE MELBOURNE MARATHON



At the Snowy Hydro, Johnny Andrikopoulos, CFMEU Organiser, has been visiting the site, assisting CFMEU members. A couple of members have been assisted securing their income protection insurances, and members are happy with the CFMEU travel and ambulance benefits provided by the CFMEU to its members. On a follow up regarding food quality, workers on the project are much happier with the catering contractors and good standards have been maintained. Johnny A states, "The union has been active in addressing ongoing issues here and there to the members' satisfaction".



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THE UNION HAS BEEN ACTIVE IN ADDRESSING ONGOING ISSUES HERE AND THERE TO THE MEMBERS' SATISFACTION.

- JOHNNY ANDRIKOPOULOS, CFMEU ORGANISER

REGIONAL NEWS

The CFMEU's organisers have continued to kick goals in the regions, finalising a mobile crane enterprise agreement with Blayney cranes. The CFMEU has this year been focused on doing our bit to lift standards in the regions and bit by bit that has been addressed. CFMEU Assistant Secretary Rob Kera who oversees the work of our regional based officials' states, "it's been a focus not only to provide services to members in the regions but to also try and deliver better wages and conditions. All workers, no matter where they live in NSW are facing historic price hikes and cost of living pressures, it's important the CFMEU does not lose sight of these members".

This has also been boosted by finalising several civil project agreements. The focus of the CFMEU on gaining traction in the civil sector will pay dividends for workers living and working in regional New South Wales.

Following the fatality at the John Hunter hospital project earlier in the year, CFMEU officials spent a lot of time on site addressing what is believed to have caused the incident, support has been provided to the workforce effected by the incident and this is continuing.

Also, in October the CFMEU rolled out Health and Safety Representative training in Newcastle. Mark Cross, the local CFMEU Organiser comments, "It was great to bring the training to Newcastle and maximise accessibility to our members based in Newcastle and the North Coast. The participants got a lot from upskilling their knowledge around safety and their role as HSRs".



The Union also farewelled long term Member and Delegate Neal Attwood who has been a CFMEU delegates in the mobile crane sector for many years who has hung up his boots to enjoy retirement. Neal is a staunch supporter of the Union, and helped the Union build its members and capacity in the mobile crane sector. He was always a voice of reason and wisdom. State President, Rita Mallia, comments, "I've known Neal for many years, as a CFMEU delegate with Boom Logistics, and then with the Freo Group. Neal always contributed to debate in the union, especially advocating for our members living and working in regional NSW, he had been a delegate to our State Council and has mentored many new delegates stepping up. We will miss Neal and wish him well in his retirement".



Picnic Time!



Thousands of members of the CFMEU downed tools and made the most of CFMEU Picnic Day 2023 and it's great to be able to host the picnic day again this year.

Construction workers have been enjoying their union picnic day since the 1960s after workers went on strike to win a paid industry picnic day. 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, Dubbo Zoo and Symbio.

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. I hope members had a great day out".







SUPPORTING THE CFMEU IN 2023 AND BEYOND

Aspec Masonry
Aureatebuild Pty Ltd
Azzurri Concrete
Betttertiles Contracting
Concrete Structures
Corvex NSW Pty Ltd
Dukon Group Pty Ltd
Enviro Acoustics
Fine Touch Pty Ltd

Joud Corp
KPI Construction
ML Steelfixing
Modern Painting Group
Quality Rigging Services
Traino Group Australia
Tresamber Australia
Vari Group Pty Ltd
VPT Formwork



REPORT BACK FROM THE CFMEU NATIONAL CONFERENCE

The CFMEU Construction and General Division held its National Conference in Sydney in October 2023. The Conference is the supreme decision-making body of the Union and it meets once every two years to set some of the priorities of the CFMEU, as well as review the achievements of the Union since the Conference last met.

The conference in Sydney was historic as it brought together for the first time the largest number of rank-and-file delegates, about 500, from across Australia. It has also been more than twenty years since the Conference has met in Sydney.

The week was a full week for delegates and there was much discussion and debate. The week kicked off with a CFMEU Women's conference which brought 60 CFMEU female members together on day one. The Women's Conference discussed some of the campaigns that the various branches had run, as well as discussing the safety, gender equity and other issues affecting our female members on the job so that the CFMEU can develop the necessary policies around issues that are fair and workable.

The rest of the week the full conference came together to talk about issues such as membership growth, focusing on the improvements we can make in the civil sector. Delegates

also heard from our Aboriginal and Torres Strait Islander rank and file delegates, discussed the Union's role in a campaign and promotion of construction to address housing shortages, promotion of Australian made building products and addressing the growing gaps of inequality in our society and the pressure on ordinary families to survive in a world of high inflation and cost of living.

The Delegates adopted several resolutions calling for the CFMEU Nationally to advocate for legislative change to industrial laws to improve the rights of workers to bargain for meaningful improvements in their wages and conditions, improvements to ensure companies meet their obligations to pay superannuation, protection of workers from the effects of company insolvencies and better licensing of trades and training.

The Conference also heard from all the Branch Secretaries across Australia and shared information and ideas so as to improve what the CFMEU delivers to its members, especially as the world changes.

The Conference also learnt about the plight of workers in other countries and how workers around the world are all struggling to improve their living and working conditions.



It was a very full week, but all Conference delegates left the Conference invigorated and energised to take on the many challenges our members face. Darren Greenfield State Secretary states, “It was a pleasure to host the Conference in Sydney and see so many young delegates as well as the more seasoned delegates exchanging information. The CFMEU is committed to staying on top of what we need to deliver to our members at the workplace and in their communities; so its important to come together like this and take the time to develop meaningful and relevant policies and campaigns and to be held accountable by delegates that we are doing what we say we are going to do. It was a great week”

“

THE CFMEU IS COMMITTED TO STAYING ON TOP OF WHAT WE NEED TO DELIVER TO OUR MEMBERS AT THE WORKPLACE AND IN THEIR COMMUNITIES.



VALE

PETER GENOVESE

On 2nd November 2023, CFMEU Life Member, Divisional Branch Committee Member, and long-term union delegate Peter Genovese passed away. Peter was also a delegate to the CFMEU's National Conference, at which he had only participated the week before he died. At the conference Peter had contributed constructively to the debate as the Union developed policies for the future. He was a proud trade unionist.

Peter's death is a shock to all at the CFMEU, his colleagues that worked alongside him at Lendlease and of course to his family, to whom he was devoted, his wife Sarina, his three daughters and grandchildren and all his extended family and friends.

Anyone who met and spent time with Peter would know him as a passionate person. Passionate about ensuring that the workers he proudly represented were looked after. He was fearless in his support for, and advocacy of, all workers on site, CFMEU members as well as members of other unions. Peter went into bat and looked after the interests

of hundreds, if not thousands of union members. This would sometimes be to his own disadvantage, but he never backed down until the job was done. He might have been gruff sometimes, there was no doubt he was resolute in his opinions about the right way to do things, but this always came from the heart and his determination to ensure that workers on site were safe and received their proper entitlements.

Peter was also a teacher and mentor to new entrants into the industry and new delegates. Peter supported young people in finding their feet in the industry. Peter shared his method of work and his vast knowledge of the industry, entitlements, safety, and the workplace with those he mentored. He believed that information was power. Darren Greenfield, State Secretary, says, "Peter was strident when it came to matters of safety. He did not let safety issues be swept up under the carpet. Every day he took on management to ensure that safety issues were rectified and if incidents occurred, they were followed up and systems put in place to prevent a repeat. He didn't shirk his responsibilities".



Peter also had a sense of social justice and cared for the well-being of others outside of the workplace. He was a long-term member of the BTG Drug & Alcohol Committee that supports the work of Foundation House. He knew from experience how our mental health can be affected by what goes





November 21, 2023

Darren Greenfield
State Secretary
Locked Bag 5015
Pymont NSW 2015
Australia

RE: Passing of Brother Genovese

Dear Darren,

On behalf of the Nor Cal Carpenters Union, I want to express our condolences at the loss the Construction, Forestry, Maritime, Mining and Energy Union has suffered with the passing of Brother Pete Genovese. He was truly a brother-in-arms in the struggle for justice and dignity for working people everywhere. His passion, leadership, and stalwart actions on behalf of CFMEU members is an inspiration to us all. I was honored to have spent time with him during my visit to Australia and will cherish those memories. His impassioned plea for solidarity with Carpenters in the US will never be forgotten. My heart goes out to his family, co-workers, and loved ones.

We may have lost a giant, but we will continue to honor those who have fallen, pick up their mantle and carry on, strengthening our resolve and the relationships formed. We look forward to continuing the fight in Unity with the CFMEU, whether in Australia, the United States or anywhere else workers face exploitation.

In Solidarity,


Jay Bradshaw
Executive Officer

Jlhas

© Mick Buchan
Jade Ingham
Zach Smith

265 Hegenberger Road, Suite 200
Oakland, CA 94621-1480

(510) 568-4788 • fax (510) 568-7916
www.norcalcarpenters.org

20th November 2023

Dear Rita,

On behalf of the National Women's Committee, We wish to formally express our sincere and deepest condolences to the CFMEU NSW Executive, members of the DBMC, delegates, rank and file members and of course to the Genovese family.

Construction women were saddened to hear the passing of Peter. The NSW Branch has lost a loyal and committed activist.

We would like to acknowledge Peter's contribution to building a just and equal world for construction workers. Especially, in his pursuit to support Women in a variety of roles on his jobs and within the union.

Over the years, Women delegates who have attended National Conferences have appreciated Peter's contribution and valuable insight to progress better outcomes for workers.

Please pass on our strength and solidarity to Peter's family and his extended family of the NSW branch.

Vale Peter!

In Unity

Lisa Zanatta

On behalf of the NWC

CFMEU Vic/Tas Branch

on in the workplace and he advocated for services and support for members who are experiencing psychological stress. So much so that in 2023, at the Construction Safety Dinner, Peter was presented with an Award recognising his work in ensuring that workers on the job get access to training, information, and support.

Peter was also the quite achiever outside of work, and friends have recalled Peter helping disadvantaged people in Western Sydney with food drives and even repairing and presented to one young boy a bicycle whose family could not afford one. He was a man with a big heart.

Peter was at heart a family man. At his recent funeral his daughters spoke of the total devotion that Peter showered on his wife Sarina, and their daughters and grandchildren. They were the centre of his world, and it is a tragedy that he was taken away before he could enjoy the well-earned retirement that he was planning for to spend more time with his loved ones.

Vale Peter Genovese. May you rest in peace.





RETIRED LIFE MEMBER PROFILE - ARNOLD HENRY KEATING

Knowing our history informs our future. It is important as a Union to acknowledge those who came before us and laid the foundations of all we have today. In this edition we profile Life Member Arnold Keating, a proud CFMEU member, 93 years young. Recently Arnold was invited to attend a meeting of the Retired Members' Group when he contacted the CFMEU wanting to visit the Union office. Arnold proudly flies the CFMEU flag in his home. He visited the CFMEU office recently and met up with his many friends in the CFMEU Retired Members group. It was a special day for them all.

Arnold Keating was born in Sarina QLD in 1930. His father died when he was young. Arnold's mother brought him and his brother to Sydney to live, going to boarding school and finding ways to play football as much he could. When he finished school, he became a carpenter and worked on the Spit Bridge. He remembers conditions on site being pretty basic. In 1952, he married Jean, the love of his life, who he had met at a dance. Arnold and Jean moved to Toowoomba where Arnold was a builder on two of Toowoomba's hospitals. They had three children. Graham, Alan & Sharyn, moving back to Sydney to bring up their family and for Arnold to secure work. He recalls workers having to go on strike to win every condition. He got a job as a carpenter at Mackellar Council which became Ausgrid. That provided a secure job for him. During that time, he saw many changes in safety conditions and standards, he was a union member for his entire working life and continues to today. Upon retirement he and his wife travelled around Australia and the world.

Speaking to Arnold and his daughter when they visited the union office it was clear that Arnold still believed in the power of the collective and workers coming together to improve their pay and conditions and a commitment to making society a fairer place. Before being so fragile he remained active in the CFMEU Retired Members' group and petitioned government for social reforms to improve the well-being of communities more broadly, on issues like Medicare, education, and social security. He made lifelong friends everywhere he went. Arnold also helped his daughter Sharyn and her husband Darryl build their dream property which cares for and trains dogs.

Arnold's life was full of adventure and happiness. Arnold and Jean were always having parties. Friends and family always visited and stayed. Arnold was very much a family man. His biggest love was Jean. Still to this day he worries about her. He has supported his children through life's tribulations.

As the years have made Arnold and Jean more fragile, they are cared for in a good nursing home. Arnold turns 93 years old in November. Jean is 89 and both are going strong. Neither are ready to give in just yet. Sharyn their daughter writes, "Alan (Arnold and Jean's son) christened Arnold 'Grumble bum'. This nick name stuck with him for years. To sum Arnold up. He is a 'Chocolate Marshmallow'. Hard on the outside and soft and cuddly on the inside". Darren Greenfield states, "It was an honour to host Arnold and his daughter at the office, it's important to maintain our connections to the past heroes of this union and celebrate their contributions".



WORKERS AROUND THE WORLD

At the recent National Conference, the CFMEU delegates heard from a number of International Union representatives from South Korea, Asia and the United State of America. Like workers in Australia, workers in other parts of the world also fight to improve their wages and conditions and standards of living. What we learnt however is that many of these workers and their unions are operating under regimes and systems that are far more brutal than ever has existed in Australia.

MYANMAR

In Myanmar, also known as Burma, since a military coup in 2021, the rights of newly formed unions and workers have been obliterated. Prior to the coup, unions and workers took the period of ten years relatively peaceful times and the election of a democratically elected government to build the workers' movement. The Union led many of the protests calling for democracy in their country. This was halted with the rise of a military regime, which has declared trade unions as illegal which wiped out the hard fought for and won worker rights. Trade Union leaders have been arrested and imprisoned, tortured and are in constant fear of their lives. The result has been a crushing of the capacity of trade unions to represent their members leaving workers without proper representation and at the mercy of the military government and their employers. Union leaders, delegates and union members have been persecuted and forced to flee to neighbouring countries. They have left behind their families, who themselves are harassed. Life as a refugee is hard.

Despite these enormous difficulties, trade union leaders who have managed to escape continue to campaign and advocate for recognition of human rights and for basic wages and conditions for members who are being exploited. They do this by using the technology that is available to them to keep in contact with their union members and will not give in to the brutality despite the personal cost.

SOUTH KOREA

In South Korea the story was very similar. The unions there, including construction unions, have been targeted by the South Korean Government, their offices raided by police and agents of the state and their leaders, organisers, delegates and members treated as criminals. In South Korea the trade union movement has a history of fighting for social justice on behalf of the people of South Korea. Companies and the State use violence against union leaders and their members with impunity.

On May Day, in desperation Yang Hoe-Dong, a district leader of the Korean Construction Workers Union (KCWU), tragically set himself on fire to protest harassment of trade unionists by government authorities. Yang, one of the victims of that harassment, sadly passed away from complications of severe burns. Thousands of workers have taken to streets in protest.

All delegates at the conference were moved on hearing of the very difficult and dangerous situation that exists overseas.

USA

Even in the USA, unions face challenges. Lendlease is refusing to use union labour, instead wanting to use non-union labour, to drive down conditions in New York, historically a very unionised city. These workers will go without proper healthcare, proper wages, or proper safety measures. Sadly, the Australian superannuation fund AWARE is invested in Lendlease, and the US construction union reached out for support from the CFMEU in their campaign in support of their members. The CFMEU has taken up the issue directly with AWARE and Lendlease in support of the construction workers effected. It is shame that workers' money here is invested in projects where other workers are exploited.

When we hear these stories, it highlights the importance of building international solidarity. Companies operate internationally, workers too should unite across borders.



ABOVE: KOREAN TRADE UNION

RIGHT: CFMEU ORGANISER JOHN ANDRIKOPOULOS WITH THE SOUTH KOREAN DELEGATION IN SYDNEY



I&Z RIGGING



DUKON

ON SITE EBA MEETINGS



MONOSPRAY



HINDMARSH



C&C ADVANCE RIGGING



SYDNEY CRANES

TOWNS CRANES



TRANSDEV



MEGA-LIFT SOLUTIONS



GRANTS CRANES & RIGGING



LOTOS CONCRETORS



BTG DRUG & ALCOHOL PROGRAM

Mark Devlin, trainer for the BTG Drug & Alcohol Program continues to be out on site rolling out toolbox talks and impairment training. Mark also addresses the importance of good mental health and well-being.

As we head to the end of the year, there will be a push by builders and subcontractors to meet unrealistic deadlines and Mark is mindful the hazard that fatigue can have on workers. Mark comments, “Being fatigued can be more dangerous than being effected by alcohol its really important that we are aware of our limitations”.

Mark was also on hand to assist Foundation House at the site of the fatality at John Hunter Hospital.

Mark was able to assist Foundation House coordinate workers on the site in getting the support they needed having been affected by the incident. Mark observed, “Workers were really



shaken up on the day and ongoing because of what happened. It's a confronting experience to be on a jobsite where a fellow worker dies. I have been in the industry a long time and when things like this happen it can really shake you up. We hope that with the BTG, Foundation House and the CFMEU working together we provided workers with the support and care they needed to come to grips with what happened”.

Counselling personnel were very grateful for Mark's assistance. Foundation House CEO, David Atkin, thanked Mark for his efforts, “As a fellow building worker Mark can speak the same language as the workers on site, he was able to make people feel comfortable in seeking the assistance they needed on site at the time. It was a great team effort”.

Mark will be out and about in 2024 to continue to provide this important training and information on the jobs and he looks forward to catching up with many more CFMEU members as he travels from site to site.

NAVIGATING THE FESTIVE SEASON: YOUR MENTAL HEALTH DURING CHRISTMAS HOLIDAYS



FOUNDATION
HOUSE

The Christmas holiday season is often a time of joy, celebration, and togetherness. Families gather, gifts are exchanged, and traditions are upheld. However, beneath the tinsel and festivities, this time of year can bring its own set of challenges to mental health.

One of the most significant factors affecting mental health during the holidays is the added stress that comes with the season. The pressure to meet expectations, both financially and emotionally, can take a toll on individuals. The quest for the perfect gift, the desire to create a picturesque holiday experience, and the anticipation of family gatherings can lead to anxiety and overwhelm.

Some individuals may have unresolved family issues or negative associations with the holidays due to past experiences, which can trigger depressive feelings during this time. The relentless pursuit of perfection, fuelled by societal norms, and family and cultural expectation, can intensify these emotions.

As holiday parties and gatherings become a regular occurrence, alcohol and other substances often flows freely. While moderate alcohol consumption can be a part of festivities, excessive or problematic drinking is a concern. The association between alcohol and holiday celebrations can lead some individuals to increase their alcohol consumption, which can have adverse effects on mental health.

For those with a history of substance use disorders, the holiday season can be particularly perilous. Triggers, such as stress and social gatherings, can pose a significant risk for relapse. The pressure to conform to the holiday drinking culture can be a daunting challenge for individuals in recovery.

The good news is that it is entirely possible to enjoy a mentally healthy holiday season. Here are some strategies to navigate this time of year with your well-being intact:

- 1. Set Realistic Expectations:** Embrace the imperfections of the holiday season. Let go of the pressure to create the “perfect” celebration, and focus on the moments that truly matter.
- 2. Prioritise Self-Care:** Maintain regular sleep patterns, eat well, and engage in physical activity. Regular self-care routines can help you cope with holiday stress more effectively.
- 3. Seek Support:** If you’re feeling overwhelmed, don’t hesitate to reach out to friends and family. Sharing your feelings can provide relief and comfort. For those who struggle with loneliness, consider volunteering or participating in community events to connect with others.
- 4. Limit Alcohol Consumption:** If you choose to drink, do so mindfully and moderately. Be aware of the effects of excessive alcohol consumption on your mental health, and consider alternative beverages if you’re avoiding alcohol.
- 5. Plan Ahead:** If you have a history of substance use disorder, it’s essential to have a plan in place to manage triggers and access support if needed. Reach out to your support network and have a sponsor or therapist on standby.
- 6. Practice Mindfulness:** Engage in relaxation techniques and mindfulness exercises to reduce stress. Taking time for yourself, even in the midst of holiday activities, which can help maintain mental equilibrium.
- 7. Professional Help:** If you find yourself struggling with anxiety, depression, or substance use during the holidays, consider seeking professional help. Mental health counsellors, therapists, and addiction specialists are available to support you.

While the Christmas holidays are a time of celebration and togetherness, they can also bring unique challenges to mental health. By setting realistic expectations, prioritising self-care, seeking support, and being mindful of alcohol and substance use, you can make the holiday season a time of joy and well-being. Remember, your mental health is a precious gift, and nurturing it is one of the best presents you can give to yourself during this season of giving.





Why you should thank a Union member for Industry Super



Today we pay tribute to Frank O'Grady who recently retired after 11 years as a Member Director at Cbus Super.

Frank sat on the Board of United Super Pty Ltd which is the Trustee company (Trustee) of the Construction and Building Unions Superannuation Fund (Cbus). The Trustee is the legal entity which is ultimately responsible for the sound and prudent management of the Trustee's business operations.

The Directors of United Super are appointed from member (Union) and employer associations, with two independent Directors.

Frank was a driving force in the campaign that won super for the building and construction industry. His legacy will be long-lasting, and we are grateful for his work to improve members' entitlements.

Frank was an organiser for the Building Workers Industrial Union in Western Australia during the 1984 national campaign that won super for building workers and created Cbus Super (originally BUSS).

Through Cbus Super, workers didn't just get super, they gained access to affordable insurance that covered them in high-risk settings. Frank says it was the older rank and file members like Brian Churchill, Tony Farnham and Brian Freeman, who campaigned hard because they wanted younger members to be able to access the benefits of superannuation in their retirement.

"Unionism in the building industry is founded on fairness. You win gains not just for yourself but to improve conditions for others coming into the industry."

Frank O'Grady



To learn more about Cbus Super and how we are run
cbussuper.com.au/about-us/how-were-run




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



cbussuper.com.au
cbusenq@cbussuper.com.au

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



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Find out more

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

Call 1300 361 784 or visit cbussuper.com.au.

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

Insurance is issued under a group policy with our insurer TAL Life Limited ABN 70 050 109 450 AFSL 237848.

Workers Compensation Success Stories

**TAYLOR
&SCOTT**
LAWYERS

CASE ONE

The construction worker was originally employed as a safety officer in May 2014. This role did not involve significant heavy lifting and therefore the worker protected his left shoulder which had been injured in an earlier accident.

In November 2015 the worker was advised his role was changing and he was to operate the alimak hoist. In January 2016 the worker injured his left shoulder again whilst pulling a pallet of sandstone tiles into the alimak hoist and then in March 2016 the worker injured his right shoulder following repetitive opening and closing of the doors of the alimak hoist.

Workers compensation claims were lodged in respect of both injuries and the worker was paid weekly compensation benefits and medical expenses. The worker subsequently relocated to Tasmania and continued working within the construction industry but in light roles.

In 2018 the worker had a left shoulder replacement which was paid for by the insurer and in 2020 Taylor and Scott Lawyers successfully resolved a claim for permanent impairment and the worker received \$43,060 in respect of 18% whole person impairment.

In 2019 the worker was advised that he needed a right shoulder replacement and this claim was disputed by the insurer. Taylor and Scott Lawyers challenged the denial of liability and commenced proceedings in the Personal Injury Commission. The insurer maintained the dispute and the matter proceeded to Arbitration. The Member found in favour of the worker and the worker was able to have the shoulder replacement surgery. Weekly compensation benefits were also reinstated from the date of the surgery and ongoing medical expenses and domestic assistance has been paid for by the insurer following surgery.

The worker is also likely to have a further claim for permanent impairment in respect of the right shoulder in the future.

CASE TWO

A 36 year old construction worker injured his left hip in April 2018 when his foot became caught in some scrap mesh and he fell to the ground landing heavily on the left side of his body. The worker fractured his femoral head in the fall and sustained other minor injuries.

Scans showed that the worker was suffering from significant pre-existing osteoarthritis which was of a constitutional nature and he was advised that he would need a hip replacement but that this should be delayed as long as possible.

Following the accident the worker returned to work but had to change his role to a lighter position that wasn't as physically demanding as his hip remained painful. The worker's condition continued to deteriorate and in 2022 he was advised that the hip replacement was needed and couldn't be delayed any longer.

The worker sought approval for the surgery from the workers compensation injury however liability was denied on the basis that the need for surgery related to the pre-existing underlying osteoarthritis.

The worker decided to fund the operation himself and underwent surgery in November 2022.

Taylor and Scott Lawyers disputed the insurer's decision and commenced proceedings in the Personal Injury Commission. During the conciliation phase the insurer finally accepted liability without the need for a formal hearing and agreed that the accident in April 2018 was the main contributing factor to the aggravation of the pre-existing condition and the need for surgery. The worker was reimbursed over \$30,000 in medical expenses and received payments of weekly compensation for the time that he was off work.

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THE PARTNERS AND STAFF AT
TAYLOR & SCOTT LAWYERS WOULD LIKE
TO WISH YOU AND YOUR FAMILY A

Merry Christmas
& Happy New Year

We will be closing our office from
5pm, Thursday 21 December 2023 until
8.30am, Tuesday 9 January 2024.



EBA RATES

CONSTRUCTION EBA RATES OF PAY

Rates applicable from 1 October 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	43.58	313.79	34.86	1568.92	87.17	58.54	78.45
CW2	45.68	328.82	36.54	1644.04	91.33	61.65	82.20
CW3 (Non Trade)	47.52	342.13	38.01	1710.69	95.03	64.15	85.53
CW3 (Trade)	49.18	354.08	39.34	1770.39	98.36	66.39	88.51
CW4	51.59	371.39	41.27	1856.94	103.15	69.64	92.85
CW5	54.00	388.81	43.20	1943.98	108.01	72.89	97.19
CW6	56.46	406.50	45.17	2032.54	112.91	76.22	101.63
CW7	58.96	424.52	47.17	2122.57	117.92	79.59	106.14
CW8	61.42	442.23	49.14	2211.11	122.84	82.92	110.56

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

Rates applicable from 1 March 2024

CLASSIFICATION	PER HOUR	PER DAY 7.2 HOURS	0.8 RDO ACCRUAL	PER 36 HOURS	DOUBLE TIME	CASUAL RATE	CASUAL RATE AFTER 6 WEEKS
CW1	44.33	319.28	35.47	1596.38	88.69	59.87	79.83
CW2	46.47	334.56	37.18	1672.81	92.94	62.73	83.64
CW3 (Non Trade)	48.35	348.12	38.67	1740.63	96.70	65.28	87.03
CW3 (Trade)	50.04	360.28	40.01	1801.37	100.08	67.54	90.06
CW4	52.49	377.89	41.99	1889.43	104.97	70.86	94.46
CW5	54.94	395.61	43.97	1978.01	109.89	74.17	98.89
CW6	57.45	413.62	45.96	2068.11	114.90	77.55	103.41
CW7	60.00	431.95	48.00	2159.71	119.98	80.98	107.99
CW8	62.49	449.95	49.98	2249.81	125.00	84.37	112.50

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

SITE ALLOWANCE GENERAL

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

(a) See table.

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

a) From the 1 October 2023 the following shall apply:

PROJECT VALUE – \$ MILLION	SITE ALLOWANCE
0 - 2.6m	2.40
2.6m - 6.8m	2.70
6.8m - 16.8m	2.95
16.8m - 33.7m	3.20
33.7m - 67.3m	3.80
67.3m - 134.8m	4.60
134.8m - 202m	4.70
202m - 269.4m	4.85
269.4m - 404.2m	4.95

For projects above \$404.2 million, there will be an increment of 10 cents per additional \$100m or part thereof. For Mobile Crane EBA site allowance on civil projects is capped at \$6.00.

AWARD RATES

APPRENTICES (non-residential)* Rates applicable from 1 July 2023

Four-year apprenticeship

	WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
			WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR (No Yr12)	497.50	59.70	594.52	15.65	588.07	15.48	583.69	15.36	576.74	15.18	566.16	14.90
1ST YEAR (Yr12)	547.25	59.70	644.27	16.95	637.82	16.78	633.44	16.67	626.49	16.49	615.91	16.21
2ND YEAR (No Yr12)	597.00	59.70	694.02	18.26	687.57	18.09	683.19	17.98	676.24	17.80	665.66	17.52
2ND YEAR (Yr12)	646.75	59.70	743.77	19.57	737.32	19.40	732.94	19.29	725.99	19.11	715.41	18.83
3RD YEAR	746.25	59.70	843.27	22.19	836.82	22.02	832.44	21.91	825.49	21.72	814.91	21.45
4TH YEAR	895.50	59.70	992.52	26.12	986.07	25.95	981.69	25.83	974.74	25.65	964.16	25.37

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	547.25	59.70	644.27	16.95	637.82	16.78	633.44	16.67	626.49	16.49	615.91	16.21
2ND YEAR	746.25	59.70	843.27	22.19	836.82	22.02	832.44	21.91	825.49	21.72	814.91	21.45
3RD YEAR	895.50	59.70	992.52	26.12	986.07	25.95	981.69	25.83	974.74	25.65	964.16	25.37

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
901.00	59.70	25.26	998.02	26.09	991.57	25.98	987.19	25.80	980.24	25.52	969.66

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%	21.98	835.12
STAGE 2	78%	23.08	877.12
STAGE 3	90%	24.40	927.22

CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES)		
LEVEL	HOURLY RATE	TOTAL WEEKLY RATE
SKILL LEVEL A	20.17	766.62
SKILL LEVEL B	19.70	748.62

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 2023

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	42.48	1,614.24	16.99	147.33	651.36	0.91	2.02	2.55	3.43
CW8 Foreperson	33.70	1,280.60	13.48	117.18	516.73	0.75	1.65	2.08	2.80
CW7 Sub-Foreperson	32.96	1,252.48	13.18	114.63	505.39	0.73	1.61	2.03	2.73
CW7 Dogger/Crane Hand (fixed cranes)	31.94	1,213.72	12.78	111.12	489.75	0.73	1.61	2.03	2.73
CW6						0.71	1.56	1.98	2.65
CW5 Refractory Bricklayer (incl refractory allowance)	31.06	1,180.28	12.42	108.10	476.25	0.69	1.52	1.92	2.58
CW5 Special Class Tradesperson, Carver	31.35	1,191.30	12.54	109.10	480.70	0.69	1.52	1.92	2.58
CW5 Trainee Dogger/ crane Hand (fixed cranes)	30.34	1,152.92	12.14	105.64	465.21				
CW4 Joiner-Setter Out, Letter Cutter, Marker-Setter out, Prefab Setter, Specialist Landscaper Tradesperson									
	30.50	1,159.00	12.20	106.18	467.67	0.67	1.48	1.87	2.51
CW4 Signwriter	29.73	1,129.74	11.89	103.53	455.86	0.67	1.48	1.87	2.51
CW3 Artificial Stoneworker, Bridge & Wharf Carpenter, Carpenter, Floorsander, Form Setter, Joiner, Marble and Slateworker, Marker off, Paviour, Prefab Tradesperson, Stonemason, Tilelayer, Tradesperson (precast concrete manufacture)									
	29.65	1,126.70	11.86	103.26	454.63	0.65	1.43	1.81	2.43
CW3 Caster, Fixer, Floor layer Specialist, Plasterer	29.47	1,119.86	11.79	102.64	451.87	0.65	1.43	1.81	2.43
CW3 Bricklayer	29.36	1,115.68	11.74	102.27	450.19	0.65	1.43	1.81	2.43
CW3 Roof Tiler, Slate-ridger, Roof Fixer	29.17	1,108.46	11.67	101.62	447.27	0.65	1.43	1.81	2.43
CW3 Glazier, Painter	28.88	1,097.44	11.55	100.62	442.83	0.65	1.43	1.81	2.43
CW3 Machinist, Quarryworker, Rigger, Dogger, Shophand	28.64	1,088.32	11.46	99.80	439.15	0.65	1.43	1.81	2.43
CW2 Concrete Finisher, Foundation Shaftworker, Hoist or Winch driver, Powder Monkey, Scaffolder, Steelfixer, Tack Welder									
	27.87	1,059.06	11.15	97.15	427.34	0.63	1.39	1.76	2.36
CW1 (d) Refractory Bricklayers Assistant (incl. refractory allowance)	27.35	1,039.30	10.94	95.37	419.37				
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									
	27.35	1,039.30	10.94	95.37	419.37				
CW1 (c) After 12 months	26.90	1,022.20	10.76	93.82	412.47				
CW1 (b) After 3 months	26.26	1,009.28	10.62	92.56	407.25				
CW1 (a) New Entrant	26.08	991.04	10.43	91.00	399.89				

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	23.88 per week for each additional 40T over 100T added to the CW/ECW5 rate
In Charge of Plant allowance	46.77 per week
Underground allowance	17.91 per week

AWARD RATES

JOINERY AND BUILDING TRADES AWARD 2020

Wage rates applicable from 1 July 2023

CLASSIFICATION	LEVEL	MINIMUM RATE	TOOL ALLOWANCE	TOTAL	HOURLY RATE	HOURLY RATE (WITH INDUSTRY ALLOWANCE)
Carver	7	1057.40	37.32	1094.72	28.81	29.79
Specialist glass cutter	6	1026.20	13.11	1039.31	27.35	28.34
Supervisor (glass plant)	6	1026.20		1026.20	27.01	28.00
Letter cutter, joiner special class, joiner-setter out, prefab setter)	6	1026.20	37.32	1063.52	27.99	28.97
Signwriter	6	1026.20		1026.20	27.01	
Carpenter and/or joiner, stonemason, joiner, prefab tradesperson	5	995.00	37.32	1032.32	27.17	28.15
Plasterer	5	995.00	30.87	1025.87	27.00	27.98
Painter	5	995.00	8.96	1003.96	26.42	27.40
Glazier	5	995.00	13.11	1008.11	26.53	27.51
Glass worker	5	995.00	9.05	1004.05	26.42	27.41
Machine setter operator	5	995.00		995.00	26.18	27.17
Assembler A*	4	945.00	11.15	956.15	25.16	26.14
Machinist grade 1	4	945.00		945.00	24.87	25.85
Dispatch worker/Glass vehicle driver (crane mounted)	4	945.00		945.00	24.87	
Assembler A*	3	914.90	11.15	926.05	24.37	25.35
Assembler B*, primer, machinist grade 2	3	914.90		914.90	24.08	25.06
Dispatch worker/Glass vehicle driver (other than crane mounted)	3	914.90		914.90	24.08	
Assembler B*	2	882.80		882.80	23.23	24.21
General hand, factory hand	1	859.30		859.30	22.61	23.59

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:	37.28 per week
For glaziers or apprentice glaziers engaged on other than factory glazing add:	0.99 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	23.88 per week	Additional allowance for stonemasonry cutting tools: 0.07 per hour	
In charge of 2-5 people	52.41 per week		
In charge of 6-10 people	67.10 per week		
In charge of 11 or more people	89.25 per week		

ADDITIONAL ALLOWANCES	
Meal allowance	17.57 per meal
First aid allowance	19.79 per week
Motor vehicle allowance	0.95 per km
Compensation for loss of clothing and tools	2,164.00 (maximum amount)

TRAVEL ALLOWANCE	
Living away from home for a distant job	
76.69 per day (minimum amount)	17.57 meal allowance
21.35 return journey expenses	58.73 weekend return home
Stonemasonry work at a cemetery or performing glass and glazing work away from usual place of business	
Use of own vehicle	0.95 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 Yr12)	50%	470.50	YEAR 1	55%	494.70
YEAR 1 (Yr12)	55%	517.50	YEAR 2	75%	674.60
YEAR 2 (No Yr12)	60%	564.50	YEAR 3	90%	809.60
YEAR 2 (Yr12)	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%	806.00	YEAR 1	83%	825.90
YEAR 2	85%	845.80	YEAR 2	88%	875.60
YEAR 3	88%	875.60	YEAR 3	94%	935.30
YEAR 4	94%	935.30			

NB Full tool allowance should be added to the apprentice rates, plus where appropriate \$37.28 Industry allowance.

REASON FOR INCREASE:

Increases arising from the Annual Wage Review 2022-23 Decision.

AWARD RATES

MOBILE CRANE HIRING AWARD 2020

Rates are effective from the first pay period commencing on or after 1 July 2023. 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	1051.71	27.67	34.59
MCE2 21T-60T Slew Crane Operator, Non Slew (Franna) Operator, Basic Rigger, Mobile Hydraulic Platform Operator - 17m and up to 28m	1082.91	28.50	35.63
MCE3 61T-100T Slew Crane Operator, Intermediate Rigger, Mobile Hydraulic Platform Operator - 28m and above	1,114.11	29.32	36.65
MCE4 101T-200T Slew Crane Operator (no boom trailer), Advanced Rigger, Heavy Low Bed Transport Operator	1,142.31	30.06	37.58
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	1,197.41	31.51	39.39
MCE6 301T-400T Slew Crane Operator, less than 200T Crane with Luffing Fly Jib Operator	1,220.81	32.12	40.15
MCE7 401T or greater Slew Crane Operator, less than 200T with Superlift type attachment Operator	1,252.01	32.95	41.19

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

2 Cranes	4.21 per day
3 Cranes	8.35 per day
4 Cranes	12.49 per day
Over 4 Cranes	16.70 per day

ALLOWANCES

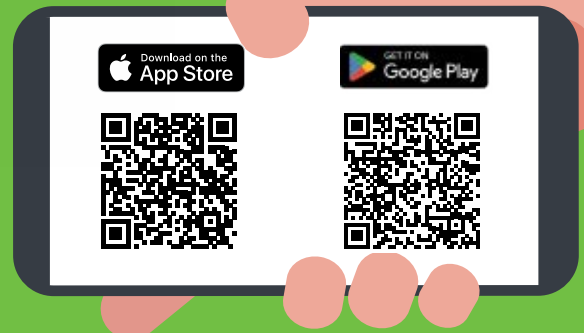
Pile driving allowance	20.45 per day
Car allowance	95 cents per km
Accommodation and Meals (minimum)	100.22 per night
Meal allowance	17.57 per meal
Fares and travel allowance	21.19 per day
Protective clothing (footwear subsidy)	77.30

The rates set out in the wage table are due to the minimum wage adjustment arising from the FWC Annual Wage Review 2022-23 and automatic adjustment of expense related allowances.

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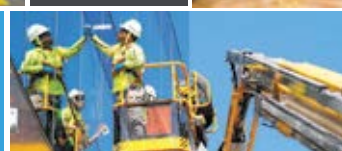
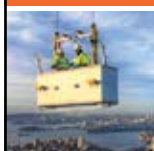
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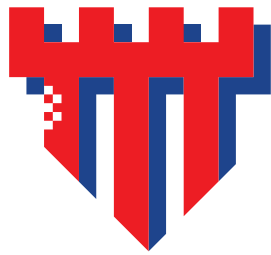


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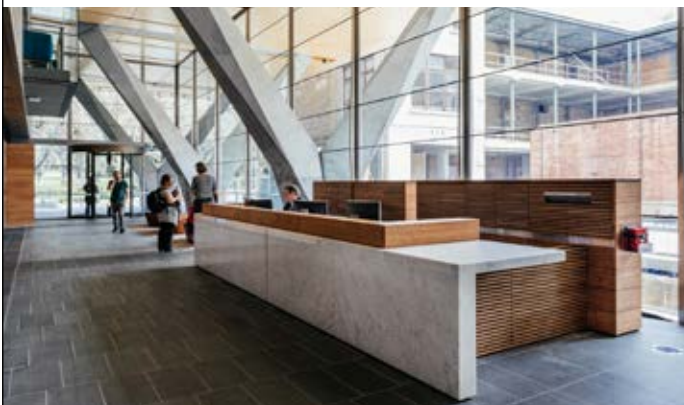
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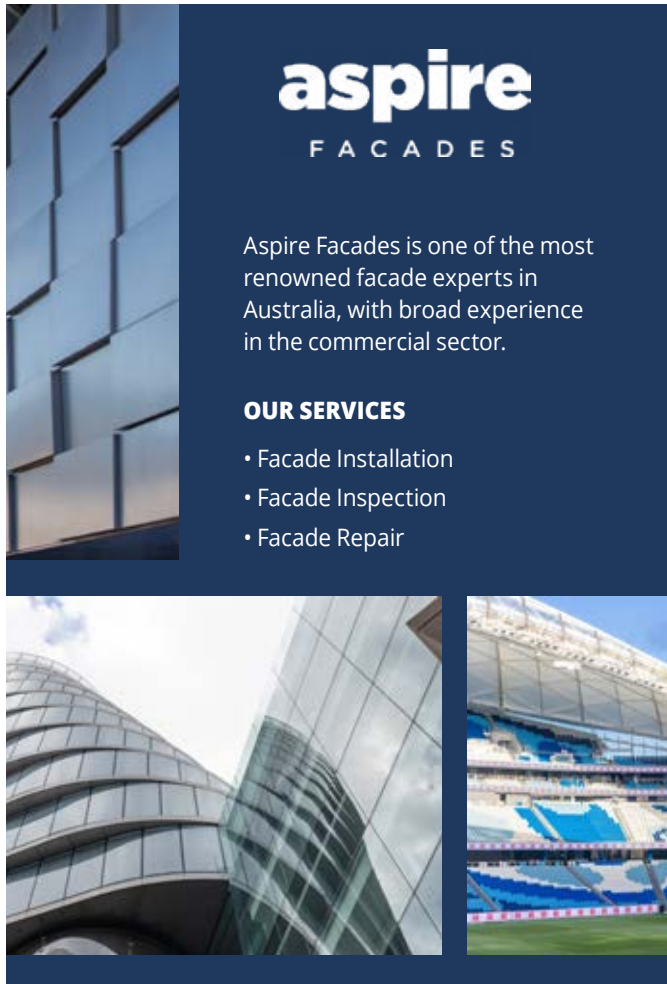
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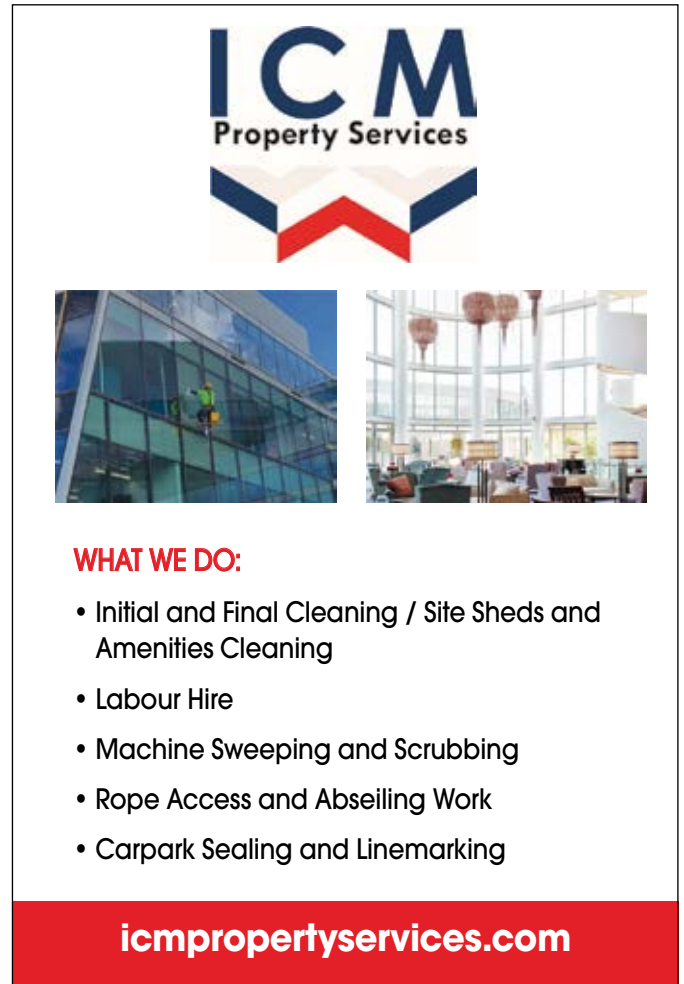


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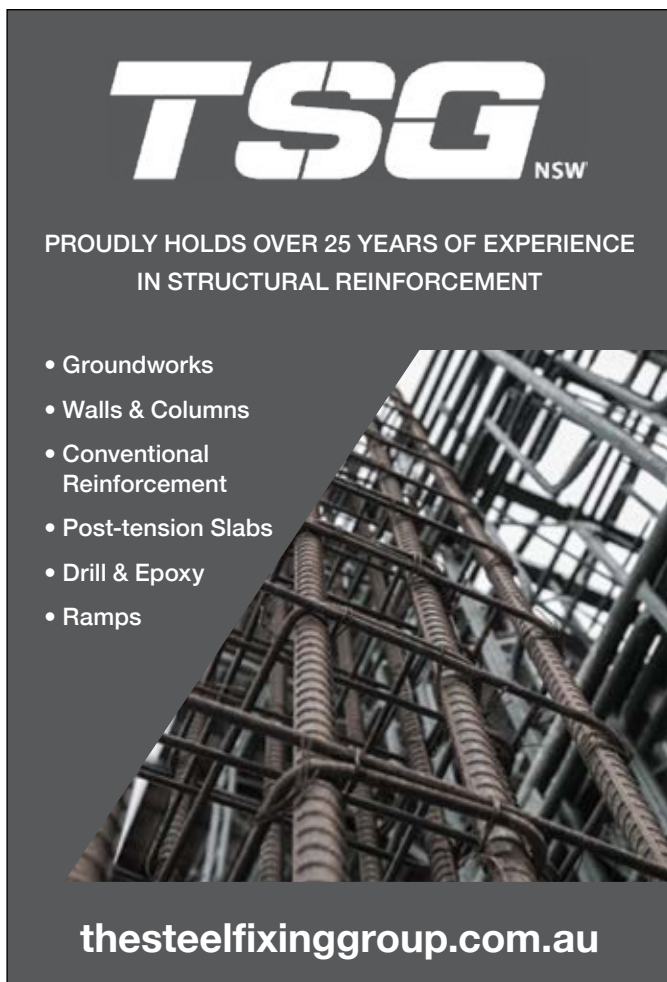


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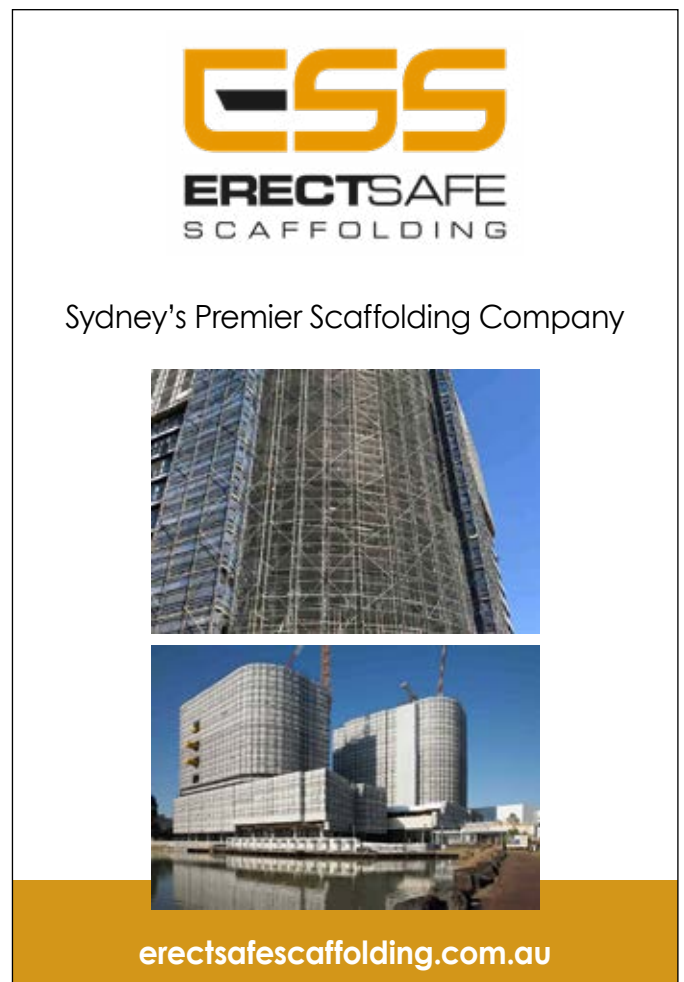


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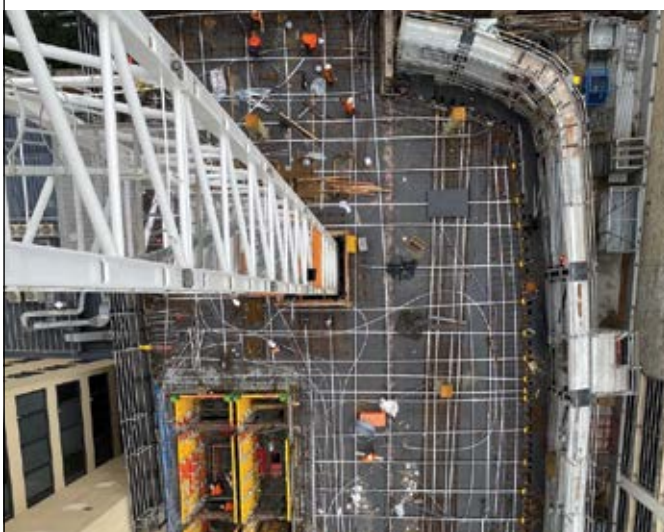


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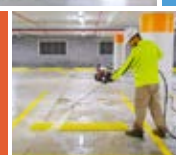
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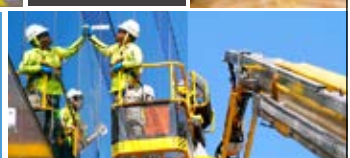
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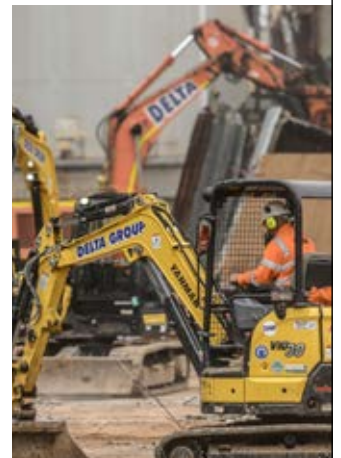
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