

CFMEU

NEW SOUTH WALES



CFMEU
KICKING GOALS
IN CIVIL AND BUILDING
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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DARREN GREENFIELD



NEW ROUND OF ENTERPRISE AGREEMENTS NEED TO DELIVER!

2024 ushers in the new enterprise agreement for CFMEU members on construction sites. The CFMEU has finalised many agreements recently in the civil sector and has begun work on finalising the standard enterprise agreement for commercial construction.

We understand that our members are looking for a good uplift in wages and conditions, particularly considering the pressure faced with unabated increases in cost of living. Inflation might be sitting at around 4% on average, but we know that day to day the increase in cost of living in NSW for basic essentials has sky rocketed, such as, rental price growth above 7%, electricity prices up by 6.9%, insurance prices up by 16.2%, automotive fuel prices up by 5.4%, maintenance and repair of motor vehicle prices up by 3.9% and other services in respect to motor vehicles up by 4.5%, alcohol and tobacco up by 6.6%, food and non-alcoholic beverages up by 4.5% and medical and hospital services up by 6.5%. Your wallets are taking quite a beating.

To add insult to injury a recent inquiry into the conduct of supermarket chains and other businesses recommended that Governments should be more attentive to price gouging behaviour by businesses. The Report found, "In Australia's less than fully competitive economy the consumer often comes out second best in the battle between producer and consumer surplus", basically the profits are going into the coffers of these businesses rather than providing much needed price relief to everyone else.

Of course, given the power of the big end of town, we doubt that Governments will do anything that will reduce prices.

We also know that our members have worked tirelessly to get jobs started and finished. Employers love to talk about the need to improve productivity. Well, you cannot get a more productive workforce than building workers who leave home by 4am, work on average 12-hour days, 6 and 7 days per week. They deliver

on the crazily tight building programs and risk injury and death, occurrences of which remain far too common in our industry.

The only answer to all of this is for the CFMEU to deliver on decent wages and conditions which we are 100% committed to doing.

The next round of EBAs will deliver increases in wages, conditions, as well as better worker rights. We want to get back into the EBA what the ABCC forced us to take out in previous years so that our members jobs and conditions are secure from being undercut. Shortly we will begin meeting members to take them through the new EBA. We have already received lots of feedback from your company delegates who have helped us to finalise our claims.



THE NEXT ROUND OF EBAS WILL DELIVER INCREASES IN WAGES, CONDITIONS, AS WELL AS BETTER WORKER RIGHTS.

As far as the CFMEU is concerned our members deserve a Rolls Royce EBA, one that over the next three years not only ensures members can meet their daily living obligations but can also put something away for the family holiday, build superannuation and redundancy balances and deliver meaningful down time. We want to build on the benefits won in the last round of enterprise agreements.

We are looking for your support in achieving the best result for all members.

**ROB
KERA**



CFMEU CONTINUING TO BUILD IN THE REGIONS AND THE CIVIL SECTOR

We have previously reported on the inroads made in the civil construction sector by the Union.

Many of our members in the mobile crane sector have extensive experience with civil projects. In late 2023 we also finalised several projects agreements such as for the M1, M7-M12 road projects and the Coffs Harbour Bypass project, as well as landing an enterprise agreement for members employed by CBP Contractors in their civil business.

These agreements have delivered significant improvements in wages and conditions to workers in that sector. Wage increases on average of 5% per year, uplifts in their productivity allowance, higher redundancy contributions and the phasing in of all overtime double time and all shift work at double time, CFMEU RDO calendars, income protection insurance and stronger delegates rights and union representation clauses. These are significant wins and have contributed to improved conditions bringing them closer to those that have existed for a long time in the commercial construction sector. We consider all building workers to be the same, no matter where they work.

The next phase of the campaign is to roll out CFMEU enterprise agreements for the employees of subcontractors on these projects. As well as longstanding CFMEU members in the mobile sector working on these projects having good conditions we are now finalising enterprise agreements in the structure trades like formwork, steel fixing and labour hire. Most of these projects are in the regions like the Hunter Valley and far north and south New South Wales.

Many of our members on these projects have never worked on union EBA rates of pay and the CFMEU is pleased to have started to significantly improve conditions for these members. Members working on these projects have welcomed the EBA wages and conditions that make working the long hours, often in challenging conditions worth the effort. These projects come with their own unique challenges including extreme

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THE INFRASTRUCTURE PIPELINE OF WORK CONTINUES TO GROW AND THE CFMEU IS DETERMINED TO DELIVER TO OUR MEMBERS ON THESE PROJECTS. IT'S GOOD FOR OUR MEMBERS AND IT'S GOOD FOR THE COMMUNITIES IN WHICH THEY LIVE.

weather conditions. Road projects can stretch for 100s of kilometres with some very basic amenities at best. Working on these projects can also mean living away from home for long stretches which adds to the stress.

We have recently kicked off enterprise agreement discussions with several other civil construction builders and our organisers who work in the regions, or who have greater contact with our members in the civil sector, are getting out and about talking to our members on these projects about their conditions.

The infrastructure pipeline of work continues to grow and the CFMEU is determined to deliver to our members on these projects. It's good for our members and its good for the communities in which they live.

If members are working on civil projects, we encourage you to contact us. We know some of these projects can be remotely located but we are committed to getting CFMEU organisers out to the jobs where our members are to provide support and address their concerns particularly about safety.

MICHAEL GREENFIELD



HOUSING CRISIS NEEDS URGENT ATTENTION

It's a growing frustration for our members, particularly young workers, that they are priced out of the housing market, either by growing house prices to buy; or rents that are at extortionate levels. Part of the Australian culture is the idea of owning your own home and having a place to settle in, perhaps raise a family. This dream is becoming more out of reach of ordinary workers. Add to this the human tragedy of a growing number of homeless people in all cities and towns and there is a mammoth crisis.

The CFMEU is campaigning nationally for Governments at a State and Federal level to address the housing crisis. It beggars' belief that in 2024, in a country as wealthy as Australia that we do not have enough homes for everyone. It is unacceptable that younger people are forced to remain living at home with parents when they would prefer to live independently. Many CFMEU members start their families at a younger age and it's crucial they have affordable homes to buy or rent. It's also unacceptable that a growing number of people are suffering mortgage stress due to increasing interest rates.

What has happened, with Governments failing to take responsibility for housing and leaving it entirely to the free market is growing inequality and increasing poverty. Shamefully working people are unable to afford the basic human right of housing.

The CFMEU is campaigning for more homes to be built and to be built by Union labour safely. This is good for people as well as the economy, it will push some prices down as supply increases and it sets the foundation for infrastructure and commercial building as well. Good for those people who need housing and good for jobs.

Australia since 1980 has doubled in wealth. Yet, with current policies we are nowhere near to closing the gap between the housing we need and what's available. Right now, we are about



750,000 social and affordable dwellings short of where we need to be.

It's a gap that's been widening rapidly. In fact, it's 18 per cent wider than it was a decade ago. We need to build about 52,600 dwellings a year between now and 2041. We will need an investment of \$511 billion between now and 2041.

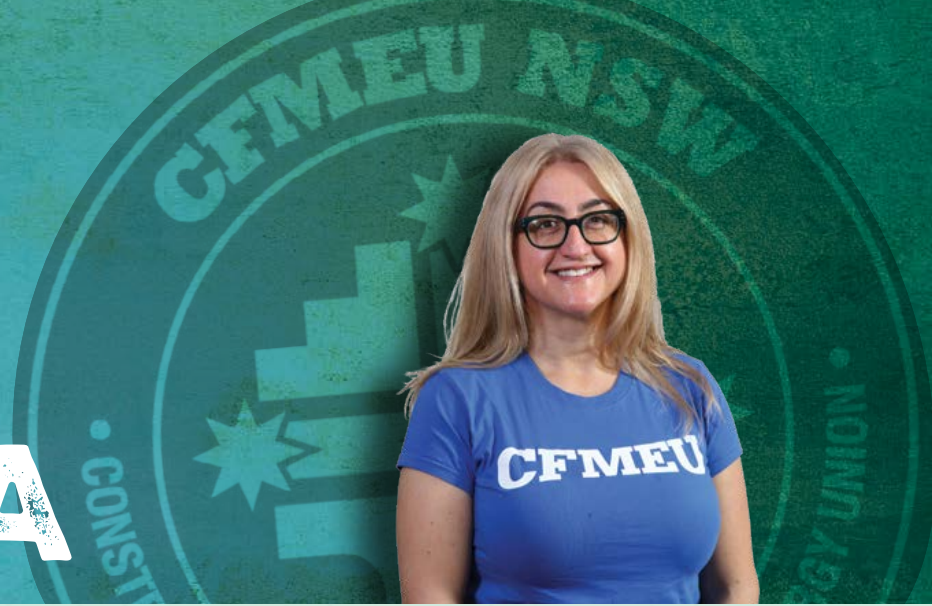
The CFMEU is calling on Governments to act now. Every day that is lost, the problem worsens.

The CFMEU is calling for a super profits tax on the most profitable companies in our economy, many of whom shirk paying company taxes. By taxing just 0.3 percent of all companies, those that have made excess profits, a tax that is very common in many other parts of the world, Australia could raise \$290 billion over the next decade and considerably more in the decade after that. That would comfortably fund the investment required to close the social and affordable housing gap by 2041.

This would significantly improve supply; it would reduce some rents for those at the lower end and those that really need help with getting affordable housing get it. This is not a new concept. During the 1940, 1950s and 1960s Australian Governments made it their business to build homes, create new suburbs and ensure that public housing was available to the needy. This problem needs Governments to step up again now.

PRESIDENT

**RITA
MALLIA**



THE PUSH FOR INDUSTRIAL MANSLAUGHTER LAWS

For decades the CFMEU has campaigned for tougher laws to address the unacceptable number of fatalities in the construction industry. The construction industry remains one of the most dangerous industries, with SafeWork Australia recording that between 2003 to 2022, 675 construction workers were killed at work. Only the agricultural and transport industries recorded more fatalities. In recent times the fatality rate has begun to increase which is a major concern for the CFMEU.

The loss of a loved one because of a workplace incident is devastating. I will not use the term “workplace accident” as there is nothing accidental about a workplace death. In fact, from all our experience dealing with the consequences of a fatality, there isn't one death on a building site or in a factory that is accidental. Every fatality is caused by a clear failure of management on site, involves management cutting corners either saving money by failing to implement reasonable safeguards, or pushing jobs and worker to unreasonable deadlines.

Workers do not in reality have much say in the matter. If individual workers complain they are likely to face being sacked. Research has shown many times over that safer jobs are those where workers are active members of their unions and there is a strong and active safety committee, but sadly on many projects workers do not have the confidence to speak up as much as they are encouraged to do so, nor are there trained Health and Safety Representatives or safety committees.

Workers are reliant on their employers and other subcontractors on site to meet their legal obligations. The construction industry and sites are characterised by layers of subcontractors, from the developer to the builders, to the subbies. They all want to turn a profit, and this is all too often achieved by cutting corners on safety. You all see it day to day on site; from falls from heights, risk of being hit by falling

objects, structure collapsing exposure to silica dust and asbestos. A worker can be killed almost in a blink of an eye.

Where fatalities are caused by the worst negligence on the part of management, then we believe individuals responsible for those decisions should go to jail. The companies themselves should also face massive fines. It's this stick that will change culture and conduct in the industry. For too long companies have had it easy with regulators basically in cahoots with companies rather than enforcing existing laws. This must stop.

The NSW Government had committed to enacting industrial manslaughter laws. It has embarked on consultation. The CFMEU supports for the worse breaches up to a 25-year maximum jail terms and \$18 million dollar maximum fines that increase yearly.

In memory of all the hundreds of construction workers lost, many that are very young and in the name of delivering justice to future families effected by the devastation that a loss of a loved one causes, we are demanding that the NSW Government does not delay passing these laws and it should resist watering down any such laws.

One life lost is one life too many.

“

**WORKERS ARE RELIANT ON THEIR
EMPLOYERS AND OTHER SUBCONTRACTORS
ON SITE TO MEET THEIR LEGAL
OBLIGATIONS.**

CFMEU
NEW SOUTH WALES

JOIN THE POWER



IMPROVE YOUR WAGES AND CONDITIONS
JOIN THE POWER OF 120,000 CFMEU MEMBERS

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*Scan to
Sign up*



ON SITE & EBA MEETINGS



PRESTIGE PRECAST

As we are developing the new EBA, the CFMEU is still working on finalising several others.

Since the last edition a few EBAs have been finalised for members working in the Civil Sector, including Subterranean Solutions, Sorco and Fin Barr Constructions and Global Cranes.

Prior to the Christmas break, also finalised was CPB Contractors EBA for their civil business.

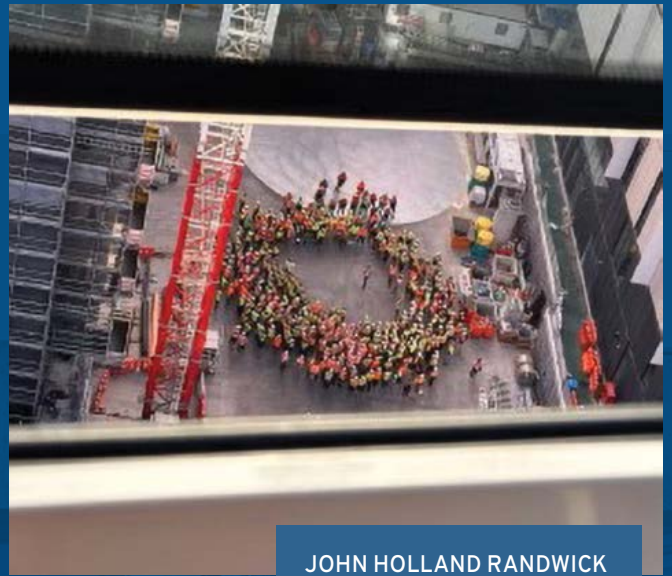
An EBA was also finalised for members at Prestige Precast.

The Union will be commencing negotiations in commercial construction shortly as well as all the building subcontractors' enterprise agreement. It will be a busy time of year for the CFMEU.

Organisers are also doing their usual rounds of meetings on site. As we near May Day, you will see more of us out and about getting ready for a big turn out on May Day.



LOBBS HOLE TANTANGARA



JOHN HOLLAND RANDWICK



SNOWY HYDRO



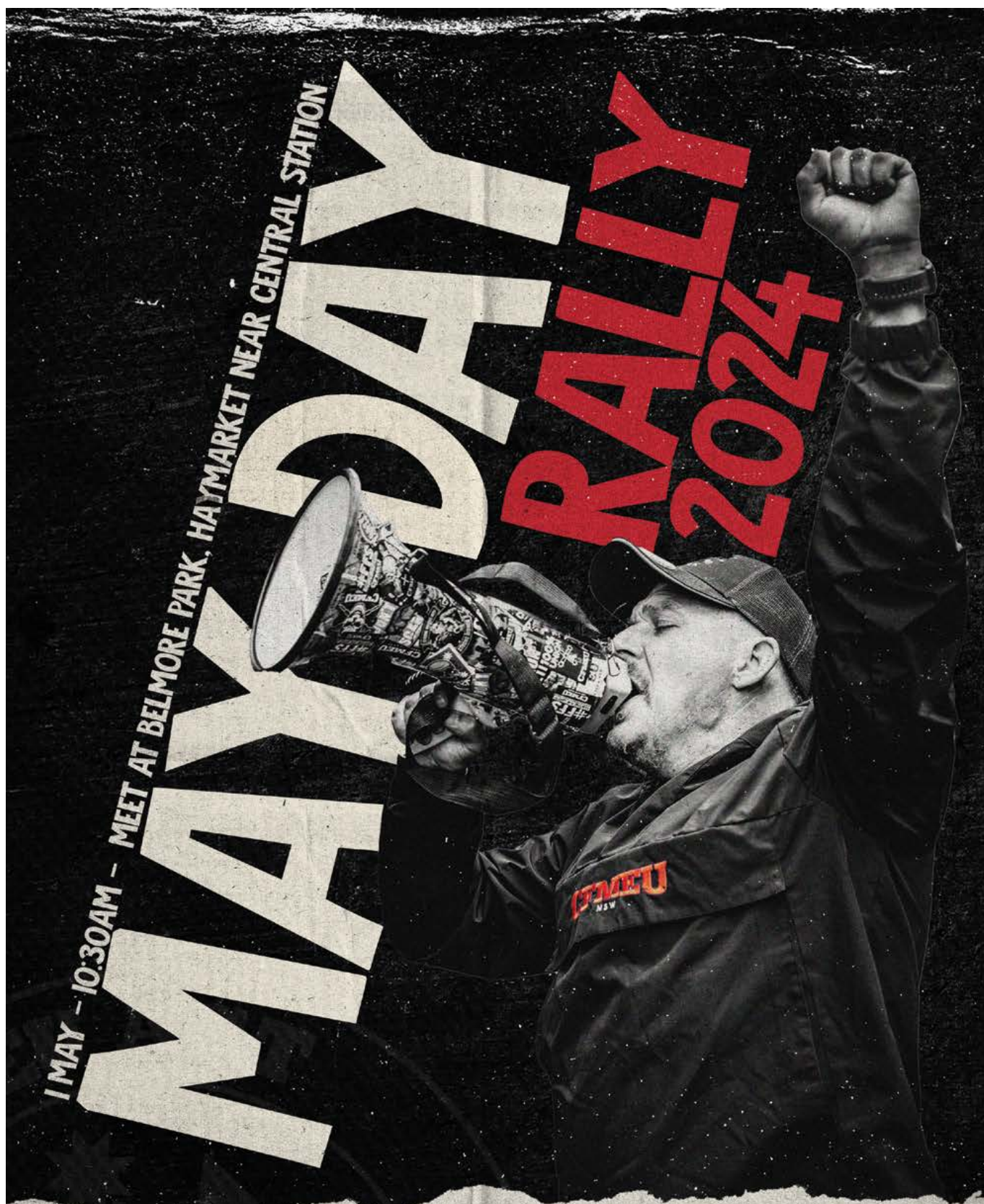
SUBTERRANEAN SOLUTIONS



MARICA



SORCO



MAY DAY RALLY 2024

1 MAY - 10:30AM - MEET AT BELMORE PARK, HAYMARKET NEAR CENTRAL STATION

CFMEU MAY DAY RALLY 2024

JOIN US ON MAY 1 AT 10:30AM AT BELMORE PARK, HAYMARKET NEAR CENTRAL STATION TO MARCH TO HYDE PARK. WE ARE FIGHTING FOR INCREASES TO WAGES AND CONDITIONS THE IMPLEMENTATION OF INDUSTRIAL MANSLAUGHTER LAWS, MORE GOVERNMENT INVESTMENT IN THE BUILDING INDUSTRY AND GOVERNMENT INVESTMENT TO SOLVE THE HOUSING CRISIS.

WOLLONGONG

Saturday 4th May
MAY DAY!



10am Lowden Square Wollongong
(East Side of Train Station)

Authorised: A. Norris, 1 Lowden Square Wollongong 2500

NEWCASTLE

Our Communities Our Jobs Our Future

HUNTER WORKERS
MAY DAY



10am Newcastle Museum
March to Newcastle Tramsheds
BBQ, Rides, Ice Cream,
Entertainment

Sunday 5th
May 2024



MAY DAY

MAY DAY

As you know, May Day is an internationally celebrated day to honour the achievements of workers around the world. Millions of workers around the world take to the streets. They rally to highlight the achievements won by workers past, including the 8-hour day, improved safety laws, better wages, and conditions.

In 2024 we will also be rallying for the future. All members are asked to down tools and march with us on 1 May 2024.

In Sydney we will be meeting as we do every year at Belmore Park, Haymarket near Central Station, from 10.30am, marching at 11.30 am. We will be rallying for higher wages, better safety laws, an end to the housing crisis and Government investment in projects that create jobs. Make your voice heard with thousands of others. See you on 1 May.

For those who live in Newcastle, the Union will be rallying on Sunday 5 April, meeting at Newcastle Museum 6, Workshop Way, Newcastle, with BBQ and kids rides afterwards. Bring the whole family. In Wollongong, the May Day marchers will convene at 10.00am Saturday 4th May at Lowden Square directly opposite Wollongong Station.

State Secretary Darren Greenfield states, "We have built May Day on 1st May every year. This year it's most important that all workers come out and take a stand. So much is at stake. We need many loud voices demanding a better deal at work, as well as in the community generally. We want well paid and safe jobs and more investment in our industry and community. We need to keep the pressure on. I look forward seeing all members out on 1 May".

“

WE HAVE BUILT MAY DAY ON 1ST MAY EVERY YEAR. THIS YEAR IT'S MOST IMPORTANT THAT ALL WORKERS COME OUT AND TAKE STAND. SO MUCH IS AT STAKE. WE NEED MANY LOUD VOICES DEMANDING A BETTER DEAL AT WORK, AS WELL AS IN THE COMMUNITY GENERALLY.
- STATE SECRETARY DARREN GREENFIELD

SAFEWORK NSW UNDER THE SPOTLIGHT

**“ I DON'T THINK IT'S
ANY COINCIDENCE AT
ALL THAT SAFEWORK'S
INCREASINGLY CASUAL
ATTITUDE TO SAFETY
HAS CORRESPONDED
WITH A RISE IN SERIOUS
INJURIES. ”**

STATE SECRETARY
DARREN GREENFIELD

The CFMEU has long campaigned to highlight the failures of SafeWork NSW. The CFMEU has been critical of SafeWork NSW not turning up on site to investigate major incidents, and also failing to rigorously enforce safety laws against employers who fail, some consistently to meet their obligations.

The CFMEU's position has been vindicated by a damning report by the NSW Auditor General.

The NSW Auditor General has exposed SafeWork NSW as becoming increasingly slack about safety, as serious injuries rise in construction.

Complaints received by SafeWork NSW about potential work health and safety breaches are triaged into five categories of seriousness.

The Auditor General's alarming report found that there had been a steady reduction over the past decade in the risk rating applied by SafeWork NSW to complaints received, despite “data published by Safe Work Australia that shows there has been an increase in the incident rate of serious injuries in the workplace over this period.”

For example:

- Between 2013 and 2023 the proportion of complaints assessed as triage category 2 (a serious injury or illness though not posing an immediate risk to life) decreased from 29% to 14% of all complaints.

- Between 2013 and 2023 the proportion of complaints assessed as triage category 4 (warranting only an administrative response, such as a letter) increased from 25% to 38% of all complaints.

“This shocking report confirms exactly what our union has been saying for a decade now – SafeWork NSW is taking an incredibly lazy and hands-off approach to workplace safety,” said CFMEU NSW State Secretary Darren Greenfield.

“I don't think it's any coincidence at all that SafeWork's increasingly casual attitude to safety has corresponded with a rise in serious injuries.

The Auditor General's report finds SafeWork is basically asleep at the wheel most of the time, with less than 10 per cent of letters getting a follow up.

It's noted that SafeWork NSW took eight years to respond to the emerging risk of silica dust in manufactured stone despite abundant reports about the dangers. It was only our union's heavy media and workplace push that appeared to provide impetus to SafeWork NSW's regulatory actions.

Darren Greenfield went on to say, “The state government needs to put a broom through SafeWork and make sure it starts doing its job. In the meantime, our union won't be taking a backward step when it comes to protecting worker safety on site. Given the regulator has been found to be incompetent our union has to be extra vigilant on workplace health and safety.”



PIERRE BOUMELHEM (TOP LEFT) WITH OTHER CFMEU COLLEAGUES

CFMEU Delegates continue to work hard on behalf of members. This edition we profile Pierre Boumelhem and Chris Luxton. Michael Greenfield Assistant Secretary, stated, “The real power of the Union is in its delegates. When we have engaged hard working delegates, we always win”.

PIERRE BOUMELHEM

Pierre started working in the construction industry straight out of school encouraged by a mate to take up labouring. He recalls, “I started out doing labour hire work, it paid a lot better than working in retail which was what a lot of my mates were doing’. After working on small residential construction sites for 10 years, he found himself working in the mobile and tower crane sector and achieving the qualification as a tower crane driver, dogman, and rigger.

Pierre really enjoyed crane work, “It was really satisfying, it’s not as back breaking and its one of the few roles where you get to see a project develop from beginning to end. I was lucky to work with great crane crews where there was real camaraderie and teamwork, and it pays well.”

Pierre was introduced to the Union by then fellow casual crane operator, Arron Platt. Arron has since become a CFMEU organiser. “I was working with Arron at Titan’s, he talked to me about the importance of being a union member and he really made a lot of sense. As a casual at the time I could see the benefits of being in the Union. By the time I got a full-time gig working at Cosmo Cranes I was a fully paid-up member, and I am very proud to be so”.

At Cosmo Cranes, because he had an interest in helping people, Pierre found himself helping his fellow workers. “They would come to me and ask me questions about the EBA, their rights, how to solve payroll problems and the like. I was always really interested in safety too”. At an EBA meeting in the last EBA round, the position of Company Delegate at Cosmo Cranes came up for election, Pierre was nominated and elected

unanimously. Pierre states, “It’s a real privilege to represent the workforce and I take my obligations to the role very seriously. I really do believe in the power of the collective”.

After 7 years with Cosmo Cranes, Pierre has moved on to a role at CPB Contractors in their building and construction business and is now the Company Delegate. This is a new challenge for him, “It’s quite different having to know more broadly what’s going on onsite, the different conditions of the different trades, being part of the coordination of the site so that things are done safely, it’s a bigger role for sure. But I am really enjoying the challenge and I want to make sure I do my best on behalf of the workers at CPB and the other workers on the projects”.

Pierre is a proud member of the CFMEU and has recently been appointed to the CFMEU NSW Branch Committee of Management. He is really humbled to have been considered, “I was really surprised to be asked and I relish the opportunity. I want to positively contribute to debate and decision making in the Union”. Pierre says he is passionate about the Union, “Young workers should talk to older workers, learn about the past that secured us our entitlements and be a part of getting better in the future. We should want to keep the legacy of the things won in the past alive and strive for the future”.

As a father of 5 sons, Pierre knows what it means to work hard for the future. As well working hard to provide for his family, on his down time he spends a lot of time with the boys in the park, playing sport, “My family is my priority”. Pierre is a motivated Union member and Dad.



CHIRS LUXTON

Chris is a quietly spoken man. He's been a CFMEU delegate for several years for Aspec Masonry and is a bricklayer by trade. Chris completed his apprenticeship in England went travelling, visited Australia and never went back. Chris like many bricklayers did some work in the cottage industry, first in Perth, when work slowed down, he found himself in Sydney. "I got a start with Aspec Masonry, did a little bit of residential, but ended up doing commercial construction. When the company negotiated a CFMEU enterprise agreement, the CFMEU organisers signed us up". Chris was elected as the CFMEU delegate. He was a bit apprehensive as his dad who is a delegate in the printing industry in England warned him it could be difficult. His dad was amazed when Chris explained the difference having a strong union made in his role as a delegate; "Dad couldn't believe the conditions we get here in Australia as compared to the UK, Unions there sadly are not as strong. He's pretty proud I can do the job here to make a difference". Chris grew up in a relatively regional part of England, "where most workers in construction are not in a union and as a result the conditions are nowhere near as good".

As he developed his skills as a delegate, and in helping members with their payroll and other issues, Chris became aware of the need for men to be able to reach out and get help when life gets a bit much. Chris states, "I was fulfilling this role as a delegate and don't take for granted their trust in me, but it also made me realise many men struggle with different issues".

Chris and a few workmates started up a men's group called the Connection Hub, "We just saw there was a real need with the



ABOVE: CHRIS LUXTON WITH OTHER CFMEU COLLEAGUES

RIGHT: CHRIS LUXTON

pressures that life throws up that as men we needed a safe and supportive group to support each other. It started out as small gathering on Sunday morning and as is now a group of 900 followers”.

In helping to kick the Connection Hub off Chris was conscious of life’s challenges really affecting mental health. Through his involvement with the Union, he had become aware of the good work of Foundation House, having also completed Foundo Blue training. That training and his role as a delegate has really allowed him to build good listening and communication skills which he has been able to use as well as train others in.

The Connection Hub members decided to not only improve their health but to also participate in a half marathon to raise funds for Foundo. Chris states, “I know firsthand the great work that Foundo does for building workers as I know so many people that they have helped. When the guys wanted to do some fundraising around the issue of mental health supporting Foundo was a no-brainer. Foundo have been great and have even come out and talked to the group. We really hope that all CFMEU members get behind the effort and contribute to a great cause”.

When he’s not working, Chris likes to relax playing sport and DJing on the weekends when he finds the time. He also volunteers with a service that feeds the Homeless at Central called Will2Live. It never ceases to amaze us how much our delegates do!

CFMEU Members can support Chris and donate by scanning the QR Code below and we encourage all members to contribute. Congratulations to Chris and his mates for such an excellent and much welcomed contribution.

“

IN HELPING TO KICK THE CONNECTION HUB OFF CHRIS WAS CONSCIOUS OF LIFE’S CHALLENGES REALLY AFFECTING MENTAL HEALTH.



**THE CONNECTION HUB IS
RUNNING FOR CHARITY!**

The Connection Hub is running in the 2024 HOKA RUNAWAY SYDNEY HALF MARATHON on Sunday 5th May 2024. Support them and their chosen charity - The Construction Industry Drug & Alcohol Foundation which operates Foundation House & FoundoBlue. Donate now by clicking on the QR code below.

THANK YOU FOR YOUR DONATION!



Recently Scentre Group CFMEU Delegate, Simon Gutierrez has also been appointed to the CFMEU NSW Branch Committee of Management. We have every confidence that Simon too will make a strong contribution to the Union in this role.



LEGAL VICTORIES

CFMEU V GRIFFITHS CRANES PTY LTD TRADING AS BOTANY CRANES & FORKLIFT SERVICES

The CFMEU Legal Officers continue to kick goals for our members in Court.

A claim was made on behalf of long-term members of the CFMEU and former employees of Botany Cranes.

The claim centred around the Company directing workers not to attend work or start late and then using their annual leave or rostered days off to make up their hours.

The Union claimed that this was unlawful as it was not in accordance with the enterprise agreement. The Union's position was vindicated.

The Court found that it was satisfied the Company and its owner Damian Griffiths were made clearly aware of the illegality of its conduct but continued to breach the EBA anyway.

The Court found that the conduct was both serious and persistent and was also satisfied that given the Company and Mr Griffiths were aware that their conduct was in breach of the relevant enterprise agreement and in breach of the law their conduct in continuing was also deliberate.

“

THE GUYS STUCK TOGETHER AND STAYED THE DISTANCE – INCLUDING GIVING EVIDENCE IN COURT. EMPLOYERS ARE NOT ALLOWED TO USE RDOS AND ANNUAL LEAVE TO PAY WORKERS FOR DOWNTIME IN THE WAY THAT BOTANY CRANES DID.
- SENIOR LEGAL OFFICER LEAH CHARLSON

The Court held, “... there is a need for a level of general deterrence that will dissuade other companies from pursuing a like course of action. That is the primary focus of pecuniary penalties. The appropriate penalty is 50% of the maximum available”.

This case resulted in fines totalling \$66, 600.00 being imposed, plus compensation to the workers.

Senior Legal Officer Leah Charlson, commented, “The guys stuck together and stayed the distance – including giving evidence in Court. Employers are not allowed to use RDOS and annual leave to pay workers for downtime in the way that Botany Cranes did.”

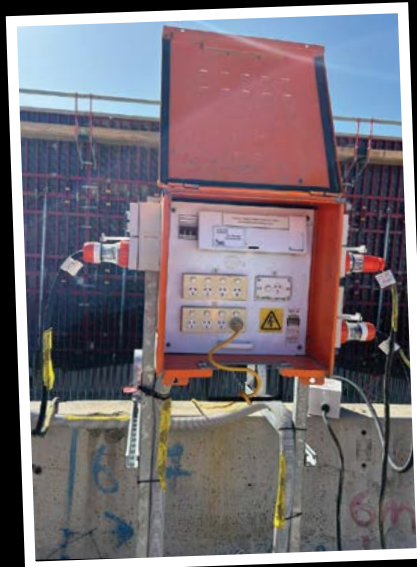
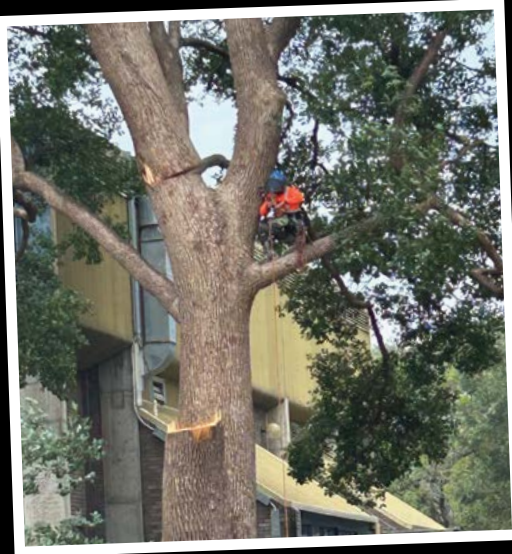
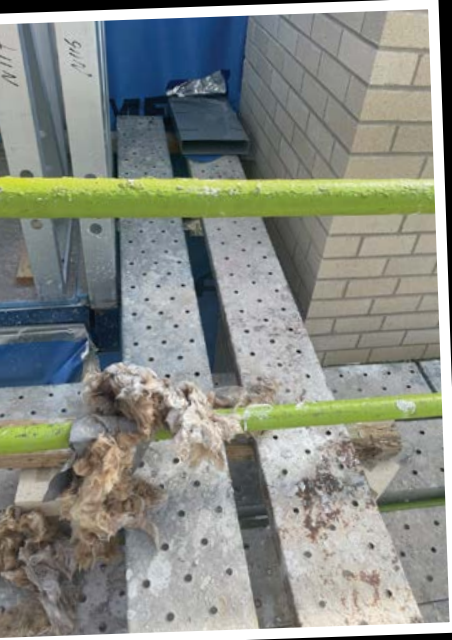
This is an important precedent and one that Companies, particularly in the mobile crane sector should take note of.

NON-UNION EBA KNOCKED OFF

Union Legal Officer Dayne Syron succeeded in convincing the Fair Work Commission not to approve a non-union substandard Enterprise Agreement by a company called LAF Contracting. The Union was able to argue successfully that the Company completely failed to meet the legal requirements for getting an agreement approved. Most disgracefully the company did not tell their employees that they could end up on the minimum award rate of pay if they voted up the agreement.

State President, Rita Mallia commented, “These cases are especially important in delivering for our members. The CFMEU is lucky to have some talented lawyers working for it. Being able to resist the approval of non-union enterprise agreements ensures that these substandard agreements do not undermine the much better CFMEU Agreements.”

BAD SAFETY



As we do in every edition of the journal, we highlight the less than best practice safety that our members endure on many sites. As a result, the CFMEU is pushing for further safety reforms, including the introduction of industrial manslaughter laws and an overhaul of SafeWork NSW.

The CFMEU has also made submissions opposing a national push to water down requirements for crane licencing and is participating in the review of a number of Safety Codes of Practice that have not been reviewed for many years. These Codes of Practice relate to moving plant, cutting, and drilling concrete, overhead protection structures and safe work on roofs.

The hazards identified by our officials are numerous, including

falls from heights, plant not properly tagged, lack of fire extinguishers and proper fire mitigation systems, inadequate access, non-compliant scaffold, even plastic bags in place of diesel caps, lack of female toilets and unsafe tree lopping.

The list is almost endless. Everyday CFMEU officials, Delegates and Health and Safety Representatives must address these and many other safety hazards to prevent workers from being injured or killed.

State Secretary Darren Greenfield states, "Every day we see safety conditions where it's just luck that more workers are not injured or killed. We need to be ever vigilant on safety. We need a regulator that proactively audits safety on site rather than waiting for the worse to happen."



CFMEU Organiser John Andrikopoulos has been busy in the first few months of the year. He has been pursuing on behalf of members superannuation that is payable after successfully winning a reclassification for members.

He was joined on site by fellow Organiser Mikel Dacko, and an organiser from the CFMEU ACT Branch to undertake a major safety audit. The issues identified included substandard covered walkways, substandard worker accommodation, non-compliant worker amenities that did not meet minimum Australian Standards. These issues of amenities are crucial as the workforce live on site. Temperatures soar in the summer. With winter approaching the snow will set in, which will make conditions tough and rectification of these issues difficult if not impossible.

Also, on site the organisers found missing edge protection, workers working in hazardous conditions unsupervised, safety incidents not being reported and in areas of the job where workers are working 80m below the surface a complete lack of emergency exit plans. It is a constant frustration to the CFMEU and its members that the contractors on this multi-billion-dollar project are incapable of getting the basics right.

Last year there was on an ongoing issue with the food quality, with workers finding maggots in their food. Fast



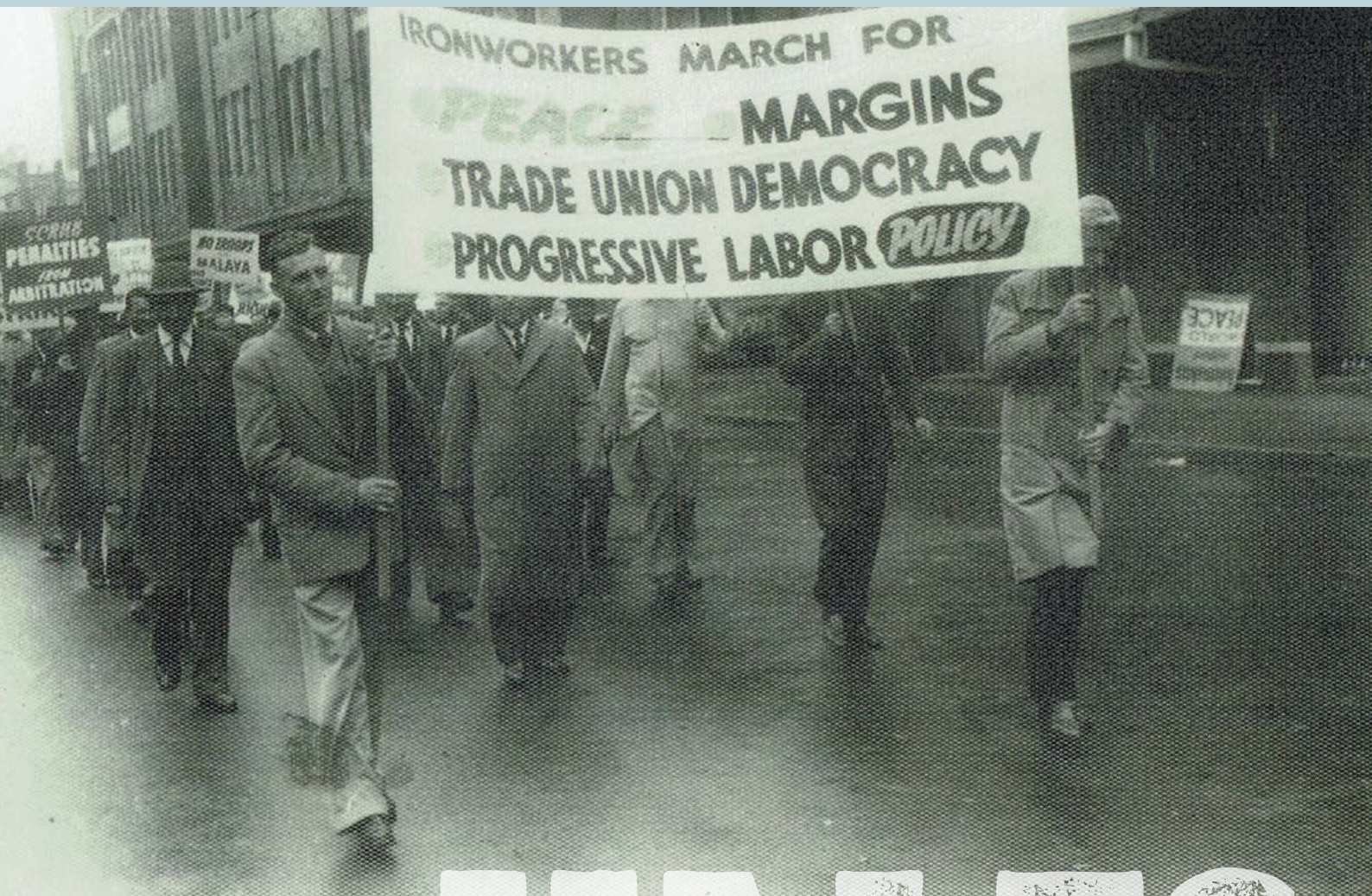
TOP: CFMEU MEMBERS AT LOBBS HOLE. ABOVE: CFMEU ORGANISER JOHN ANDRIKOPOULOS ON SITE. PAGE 19 - TOP LEFT: BUGS IN FOOD. MIDDLE: SNOWY HYDRO SAFETY ISSUES CAMPAIGN. BOTTOM LEFT: SNOWY HYDRO DELEGATES ATTENDING TRAINING IN SYDNEY. FAR RIGHT: BLACK MOULD FOUND IN WASHING MACHINES, AIR CONDITIONING VENTS AND ACCOMMODATION.

forward a few months and food quality falls to great depths again with maggots and bugs found in food served to workers on site. This is completely unacceptable and the CFMEU has had to go into bat for our members on site. John comments, "It's never ending on this project, you fix one thing, not only do new things arise but the same issues are repeated. It's just not good enough. We have some good delegates elected now who are collectively doing their best to assist me in getting on top of all the issues."

The CFMEU was also pleased to have a group of the Snowy Hydro CFMEU

Delegates attend training in Sydney. The Delegates brushed up on their industrial knowledge as we all as undertaking mental health and suicide prevention training. Sadly, over the life of the project so far there have been workers who have taken their own lives. Assistant Secretary Michael Greenfield stated, "It's a tough project, that really takes its toll on the workforce. We want to support our delegates and organisers in their role in looking after our members on site." The delegates learned a lot from the course and will be better able to represent the interests of members on the job.





VALES



ALF RANKIN

Earlier this year we farewelled Life Member Alf Rankin aged ninety-six. Alf was an official of the Operative Painters and Decorators Union of Australia, a predecessor union of the CFMEU. He was a proud member of the union and became the Assistant Secretary of the NSW Branch. In the 1990s, at the death of long time Secretary and Comrade, Sid Vaughn, Alf became Secretary. At that time, the various building unions embarked on several mergers which led to the creation of the then Construction, Forestry, Mining and Energy Union. Alf's role during this time saw him become Secretary of the Building Trades Group of Unions a group of building unions in NSW. Alf

finally retired in 1993 as joint Assistant Secretary of the CFMEU NSW Branch.

Alf was born on 2 November 1928 in inner-Melbourne suburb of Coburg, second eldest of what became a family of nine siblings. The impact of the Great Depression on the mean streets of poverty-stricken working-class suburbs was cruel and relentless. Families were evicted from their slum dwellings by landlords, with the aid of the State. Police were merciless and violent in assisting those evictions and punishing those who fought back.

Unionists, socialists, and communists fought back, and many of them paid the price. Alf's father had a cousin who

was deeply involved in the anti-eviction campaigns. He was an artisan plasterer whose skills saw him create beautiful ornate plaster trimmings in the homes of the privileged. He was arrested for being involved in an anti-eviction riot and had to appear in court. In those days, the accused was required to place their hand on the bible in front of the judge. Alf, observing the case with his father in the court room, was horrified when the judge slammed his gavel down on the hand of his father's cousin, shattering bones and leaving him unable to pursue his beloved craft again. Instead, his beloved art was left in the past as he was left to spread plaster on walls with his disability leaving him unable to embellish it. This event taught young Alf that the system was indeed wrong and in dire need of change.

The effects of The Great Depression saw the family moved to Langwarrin, now an outer suburb of Melbourne, but was rural back then and Alf's Dad took a road building job through a "sustenance program" which was the only work available at that terrible time.

As was the way of things, Alf left home to find work when he was around fourteen. And what a life of work it was; everything

from sheep shearing and cane cutting, to coal and copper mining and even a stint mining asbestos at Wittenoom, the legacy of which lived in his lungs and reminded him of that time to his last breath. In whatever sphere of work Alf found himself, he always belonged to the appropriate union.

Arriving in Sydney in the 1950s, he held many jobs finally becoming a painter and decorator. He naturally joined and became active in the Operative Painters and Decorators' Union, a proud left-wing, craft-based union. The camaraderie was strong as workers came together to fight for better conditions and to address the many injustices in society and the world.

It was at a young Communists social function that he met his life's love Kathy. She was a young fashion model, tall and beautiful, and Alf was mesmerised by her and the handsome young bloke from the bush won the day. They married and lived in Woolloomooloo, having a daughter and a son, Kyle and Cary. And it was there that Alf became involved in the very first "Green Bans." They lived in Cathedral Street in a beautiful old Georgian mansion called St Kilda that was divided into boarding lodgings. In 1957 it was tagged for demolition. A resident's action campaign garnered much support to save the building and stop the eviction of residents; some of whom had lived their lives there. Alas, the campaign failed, but the flame lived on to give great guiding light to future successes in campaigns led by building workers warriors like Jack Munday and Joe Owens.

Alf Rankin was a fighter for the working class his whole life. He was also described as a softly spoken gentleman. His daughter Kyle says of her dad, "His heartfelt commitment to social justice was of tremendous inspiration and his love and warmth gave great comfort. His wonderful sense of humour was always uplifting and could be relied upon to shed great light in dark times."

We extend the CFMEU's condolences to Alf's family and friends.

Rest in Peace Alf.

ARNOLD KEATING

Previously we wrote about Life Member Arnold Keating. Sadly, Arnold passed away in February 2024, aged ninety-three. Arnold was an immensely proud member of the CFMEU to the end. We extend condolences to his family and friends. He will be missed.

Rest in Peace Arnold.

PRESENTATION TO WIFE OF THE LATE PETER GENOVESE



As reported last edition, our good friend and Life Member Peter Genovese passed away late last year. At the recent March CFMEU Delegate's meeting Darren Greenfield was able to present to Peter's wife, Sarina and his daughters Kristina, Natasha and Stephanie, Peter's CFMEU Life Membership certificate. Darren Greenfield said, "Peter's loss is deeply felt. Peter through his work saved and assisted many building workers and others. We honour his memory."

66 HIS HEARTFELT COMMITMENT TO SOCIAL JUSTICE WAS OF TREMENDOUS INSPIRATION AND HIS LOVE AND WARMTH GAVE GREAT COMFORT. HIS WONDERFUL SENSE OF HUMOUR WAS ALWAYS UPLIFTING AND COULD BE RELIED UPON TO SHED GREAT LIGHT IN DARK TIMES. 99

HIS DAUGHTER KYLE

ACTIVITIES AROUND THE UNION

BTG OUT ON SITE

Mark Devlin has begun the year as busy as he finished last year. He has been attending sites and giving toolbox talks raising awareness around drug, alcohol, and awareness training, as well as raising awareness around mental health. The BTG works hand in hand with Foundation House to support our members in seeking help if they need it. Mark has also been rolling out drug,

alcohol, and impairment training, which needs to be undertaken by workers every 5 years, to further educate our members on matters that can affect their health. Marks says of the program, “The program has been going now for over 30 years, the BTG Drug and Alcohol Committee has trained thousands and thousands of workers over that time, we want to do our bit to help save lives”.





PROTEST AGAINST AWARE SUPER

In March the Carpenters Union of New York, USA called out for some International Solidarity from its brothers and sisters in Australia. Lendlease has been awarded the largest U.S. apartment complex to run entirely on geothermal energy. The NYC District Council of Carpenters, representing nine different unions and over 20,000 union members, says that Lendlease is using non-union labour on the project and two of the project's subcontractors, RNC Industries and Gotham Drywall, have a history of wage theft. One of the subcontractor bosses, served 11 months in prison after pleading guilty in 2014 to federal tax-evasion charges stemming from a scheme to avoid paying Social Security taxes for non-union workers. The Carpenters won a \$6 million settlement from the company that same year. Lendlease refused to reach agreement with the Union about the use of union-labour, wanting to exploit lowly paid non-union workers. Executive Secretary-Treasurer Joseph Geiger of the US Union said recently, "While union carpenters understand that dire need for additional housing developments, we cannot truly tackle affordability if we are not simultaneously creating quality jobs for New Yorkers. We call on Lendlease to immediately demand union boots on the ground for the 1 Java St. Project."

Aware Super, an Australian union superannuation fund is invested in the project. CFMEU members in Sydney joined other Unions in a protest calling on Aware Super to live by its social responsibility principles and assist in calling on Lendlease to address their union-busting on this project.

State Assistant Secretary Rob Kera addressed the protest demanding that Lendlease desist in its union busting and for Aware Super to step up on behalf of its own union members in calling for Lendlease to use union labour, saying "if it's good for Lendlease projects in Australia, it's good to workers and projects in the United States. We stand with the members of the Carpenters Union."







CELEBRATING INTERNATIONAL WOMEN'S DAY 2024

On Friday 8 March many female CFMEU Members marked International Women's Day at a morning tea hosted by the CFMEU. Laing O'Rourke Delegate, Sallie Oxborough spearheaded the organisation of the event. International Women's Day is celebrated around the world to recognise the contribution that women make to society, work, and family. It is also an opportunity to reflect on issues of inequality and work to be done to achieve equality. During the morning tea, Foundation House trainer, Jessica Taylor gave a session on ways to manage our mental health. Everyone at the meeting enjoyed the event and we look forward to hosting other such events. State President Rita Mallia said, "It was great to see so many of our female members in attendance who are working in all parts of the industry from apprentices to carpenters, labourers, traffic controllers, crane crew and cleaners. It was an opportunity for these members to engage with and feel part of the CFMEU."



INTERNATIONAL WOMEN'S DAY IS CELEBRATED AROUND THE WORLD TO RECOGNISE THE CONTRIBUTION THAT WOMEN MAKE TO SOCIETY, WORK, AND FAMILY.



ST PATRICK'S DAY

This year a small contingent of CFMEU members marched in the St Patrick's Day Parade, many CFMEU members hail from or have Irish heritage so it was fitting that the Union mark the day. No doubt a fun day was had!





ON



ON SITE



SITE



ON SITE



“

OUT AND ABOUT ON SITE – MEETING AND SEEING OUR MEMBERS IN ACTION.

FOUNDU BLUE
MENTAL HEALTH & SUICIDE PREVENTION FOR THE CONSTRUCTION INDUSTRY



**FOUNDATION
HOUSE**

THE CONSTRUCTION INDUSTRY
DRUG & ALCOHOL FOUNDATION

The Foundation House golf day surpassed expectations this year across three courses. Enthusiastic golfers seized the opportunity to showcase their skills while backing Foundation House's cause. The event's remarkable success not only raised significant funds but also enhanced awareness of vital initiatives within our community: Foundation House and FounduBlue. It showcased

the strong solidarity and commitment of attendees to the cause. Foundation House and FounduBlue have experienced growth and progress, directly thanks to the generous contributions of their members who actively engage in fundraising events. This collective dedication underscores the impactful role of our community in supporting positive change, mutual assistance, and self-support.

**“THE FOUNDATION
HOUSE GOLF DAY
SURPASSED EXPECTATIONS
THIS YEAR ACROSS THREE
COURSES.”**





Member successful in negligence claim as a result of workplace injury

**TAYLOR
& SCOTT**
LAWYERS

Taylor & Scott acted for a member who was working as a dogman when he was severely injured in the course of his employment in October 2020.

The member was working at a building site in Newcastle for a labour hire company. Under a labour hire arrangement, the member's services were loaned to another company to assist with dogman duties at the site.

At the time of the incident, the member was assisting with the unloading of wall panels from the rear of a truck which were being lifted by a crane. The member was on the rear of the truck attempting to get the load of wall panels hooked up by the crane. Unfortunately the load was lifted prematurely whilst the member was still partially on the load and as it lifted up, the member fell from the rear of the truck to the ground below sustaining serious injuries to his right leg, left foot and left elbow.

The member required extensive medical treatment following injury, the costs of which were all met by the workers compensation insurer.

Once the injuries had stabilized, proceedings were commenced in the Supreme Court of NSW against the

host employer. The member also received lump sum compensation under the Workers Compensation Act and once various procedural steps had been completed, his employer was joined to the Supreme Court proceedings.

Recently the matter proceeded to mediation. Shortly after the mediation, the member's proceedings came to a successful conclusion with the member receiving significant damages for pain and suffering, economic loss, future medical treatment and future care and assistance.

In the event that a member is injured whilst in the employ of a labour hire company, it is always important to remember that they have significant legal rights which fall outside the provisions of the Workers Compensation Act. If a member can prove negligence against his host employer, they would be entitled to damages for pain and suffering, economic loss, medical treatment and care and assistance. Any such claim needs to be lodged within three years of the date of the accident.

Taylor & Scott was pleased to assist the member with his claim and ensure that he received appropriate damages for the significant injuries sustained by him as a result of his workplace injury.

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WE CARE FOR YOU

Unfortunately we don't live in a cocoon. Bad luck and misfortune can strike at any time. At **Taylor & Scott Lawyers** we have been fighting for our clients rights for more than 120 years. We pride ourselves in doing the very best we can for **you**, our clients.



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Expanded rights for workers

40 YEARS

cbus
super

An Industry
SuperFund

From 1 January 2024, the right to super has been added to the National Employment Standards (NES), which means more workers will be able to recover unpaid super.

Campaigning for public policy which delivers better outcomes for members has always been an important way we've supported members. We've long advocated for a legal avenue for all workers to recover unpaid super and for measures to prevent it in the first place.

In June 2023, parliament passed the Protecting Worker Entitlements Bill. We advocated for super to be added to the NES and were the only super fund to make a submission to the parliamentary enquiry considering The Bill.

What this means for you

The right to super is now a minimum entitlement for all employees, along with other entitlements like maximum weekly hours, annual leave and notice of termination. Casual workers only get some NES entitlements.

Employers already have an obligation to pay super for eligible employees under superannuation guarantee laws, but it can be difficult to recover unpaid super. This important change means that unpaid or underpaid super can be enforced under the *Fair Work Act*.

The Australian Tax Office (ATO) estimated that in 2020-2021, **\$3.6 billion of eligible superannuation guarantee payments weren't paid to employees***.

With the support of our sponsoring organisations, we've recovered
\$126.4 million
in unpaid super on behalf our members during the 2022-2023 financial year.

Know your rights

Under the superannuation guarantee, your employer generally must pay you super if you're an employee or employee contractor and:

- ☒ you're aged 18 years or over, or
- ☒ you're under age 18 years and you work over 30 hours in a week, or
- ☒ you're a domestic/private worker and you work over 30 hours a week.

Your employer must generally contribute at least 11%† of your Ordinary Time Earnings to your super account.

What to do if you need help

Step 1

Check your super has been paid to your account – log on at cbussuper.com.au/login or via the Cbus Super app.



Step 2

Talk to your employer if there's an issue. At Cbus, we require registered employers to make monthly contribution payments. Other employers may pay super quarterly. This could be the reason why your super hasn't been paid.



Step 3

If you can't sort it out with your employer, speak to your Union Delegate or your local Cbus Super Coordinator. Head to cbussuper.com.au/contact to find their details.



Step 4

The ATO can also help. Head to ato.gov.au/unpaysuper for more information.



* From Super guarantee compliance snapshot 2022-23, Australian Taxation Office, www.ato.gov.au

† Effective 1 July 2023.

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. Past performance isn't a reliable indicator of future performance. Insurance is issued under a group policy with our insurer TAL Life Limited ABN 70 050 109 450 AFSL 237848. United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as trustee for the Construction and Building Unions Superannuation Fund (Cbus and/or Cbus Super).



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40
YEARS

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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).

GENUINE REDUNDANCIES MEAN MORE MONEY IN YOUR POCKET



GENUINE REDUNDANCY CLAIMS ARE NOW **TAX-FREE*** FROM 22 FEB 2024

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*Any amounts above your threshold will be taxed at the appropriate rates.



**THE NO.1
REDUNDANCY
SAFETY NET**

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) | | | | CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES) | | |
|---|------------|-------------|-------------------|---|-------------|-------------------|
| STAGE | RELATIVITY | HOURLY RATE | TOTAL WEEKLY RATE | LEVEL | HOURLY RATE | TOTAL WEEKLY RATE |
| STAGE 1 | 68% | 21.98 | 835.12 | SKILL LEVEL A | 20.17 | 766.62 |
| STAGE 2 | 78% | 23.08 | 877.12 | SKILL LEVEL B | 19.70 | 748.62 |
| STAGE 3 | 90% | 24.40 | 927.22 | | | |

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 (malthead 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 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% | 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 above 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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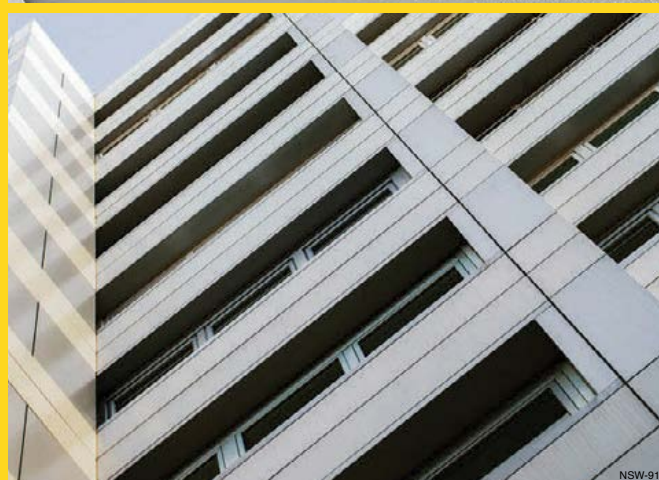
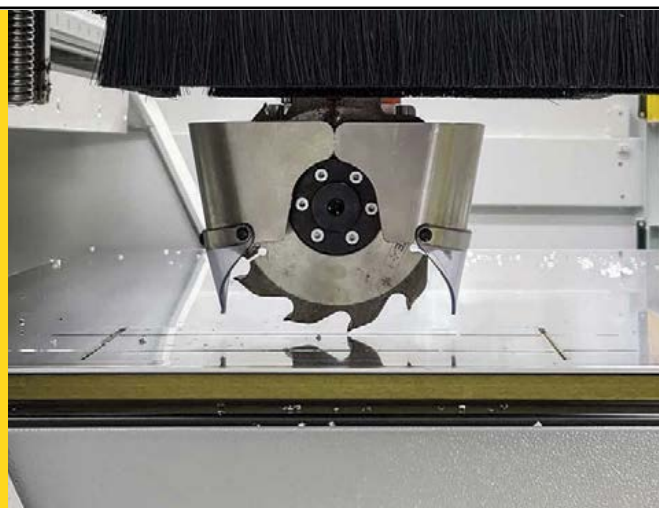
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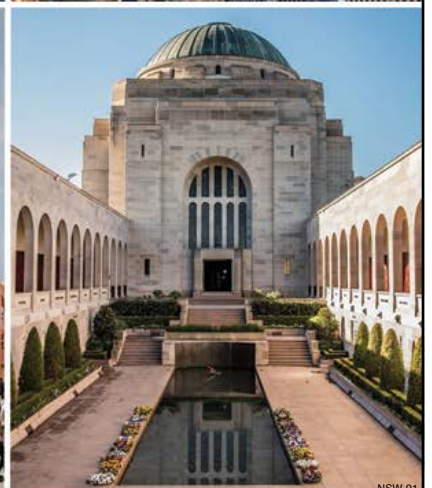
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