

CFMEU

NEW SOUTH WALES



**YOU FIGHT
YOU WIN**

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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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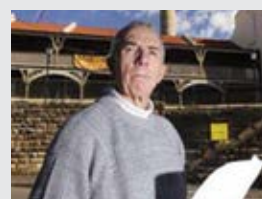
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STATE SECRETARY

DARREN GREENFIELD



INDUSTRIAL LAWS OUT OF WHACK

On 1 April 2019, a major scaffold collapse robbed 18 year old Christopher Cassaniti of his life and Khaled Wehbe was seriously injured and still suffering. The Builder Ganellan did a deal with Safework NSW and was fined \$900,000.

In April 2013, Mathieu Linares-Lopez, aged 22, was killed when crushed by a steel beam on site in Camperdown. The company Ceerose was fined only \$600,000, which was increased on appeal from an initial fine of \$300,000.

In 2017, a 19 year old worker, Mitchel Birkin, died when a concrete panel crushed him, his employer Gran Designs WA was fined only \$175,000.

In 2017, Timothy Ross Macpherson, a 32-year-old rigger, died when an unrestrained two-tonne metal beam landed on him at the Barangaroo Ferry hub project. McConnell Dowell Constructors were fined \$500,000. At the time of his death, Mr Macpherson had a 14-month-old son

and his wife was pregnant with their second child. A family destroyed.

Also in 2017, a 48 year old women died after she was instructed to help demolish a chimney manually and then was struck by the falling chimney and buried in the brickwork. The worker was not experienced in demolition work and did not hold a Construction Industry Induction Card. The Company, WY Constructions Pty Ltd was fined \$300,000.

In August 2016, a worker was killed after he fell through penetrations cut into ceiling panels. The penetrations were not covered or fenced off, and were not marked to notify workers of the potential risk of serious injury. There was also evidence that the exposed penetrations had been discussed at toolbox meetings but that nothing had been done to reduce the risk of a fall. The company, Jamestrong Packaging Australia was originally only fined \$75,000. This was increased on appeal to just \$300,000.

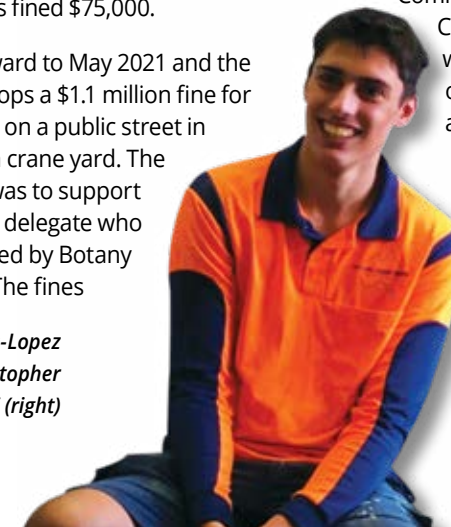
In Victoria on 6 April 2018, a 24-year-old labour hire worker contracted to CMM died when a moving trailer inside a tunnel crushed him. The Company CCM was fined \$150,000, and another contractor Olam was fined \$75,000.

Fast forward to May 2021 and the CFMEU cops a \$1.1 million fine for a protest on a public street in front of a crane yard. The protest was to support a CFMEU delegate who was sacked by Botany Cranes. The fines

were imposed on the Union, a number of officials and the delegate who are also subject to personal payments orders. No one was killed, no damage was done. It was a peaceful protest. When compared to the carnage wrought in the cases above where families have lost loved ones, their lives irreparably damaged forever through workplace deaths, the fine against the Union is entirely out of proportion. It also makes a mockery of the lives lost in workplace deaths. The Liberal Government and the ABCC use the repressive workplace laws as tools to attempt to diminish the power of the Union, supported by a Court system, stacked with judges, who treat unions, workers, and the families of workers killed with disdain.

Try as they might, these forces will not succeed. The proof of the CFMEU's success is in the recent finalisation of all the major builders' enterprise agreements delivering decent pay and conditions to our members. This was achieved despite the Master Builders Association running a scare campaign of lies and using COVID-19 as an excuse to freeze entitlements. The CFMEU knocked out the non-union enterprise agreements in the Fair Work Commission. We went on to negotiate CFMEU enterprise agreements with all those companies. Not one builder succeeded in getting a non-union EBA. We don't apologise for delivering for CFMEU members. Despite the attacks, we will continue to be on the attack to continue to win better wages, conditions and decency on jobs.

Mathieu Linares-Lopez (left) and Christopher Cassaniti (right)



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ASSISTANT STATE SECRETARY

ROB KERA



ASSISTANT STATE SECRETARY

MICHAEL GREENFIELD



DON'T SELL OUT YOUR INCLEMENT WEATHER ENTITLEMENTS!

There was a time that construction workers were made to work in the rain, excessive heat, cold, fog and smoke and all sorts of inclement weather. However, many generations of construction workers took strike action to win inclement weather provisions. The inclement weather provisions that are in the Building and Construction On-site General Award 2020 have their origin as far back as 1942 when wet weather pay was first won. Workers took a stand to be compensated for the effect of not being able to work due to the rain and over time, the provisions of the Award were expanded to cover all sorts of weather events and most recently in our enterprise agreements, we have included air pollution to deal with smoke hazards due to the bushfires.

For those who are not familiar with the Award or your EBAs working in inclement weather is not allowed. In summary, within 30 minutes of an inclement weather situation arising consultation on site is to take place to ensure the issue is addressed. Concrete pours are not to start in inclement weather. The provisions of the EBA are black and white.

Where there is work that can be safely done out of the inclement weather that



may occur on site, otherwise workers are not required to work. Where work cannot be done safely workers remain on site for a period, depending when the inclement weather issue arose, if no work can be undertaken they can go home. Once workers have left site, for the balance of the day inclement weather hours are paid to make up 8 hours. This does not attract productivity or site allowance.

Of concern, there is a growing practice of employers circumventing these provisions of enterprise agreements and the Award. It has become increasingly common for down time caused by inclement weather to be paid for out of RDOs and other leave accruals. This is in breach of workers' legal entitlements and workers should not agree to use their own leave entitlements to cover this period. We should not let employers wipe out important and hard fought for entitlements.

RDOs and other leave entitlements are yours to take at your choice and not at the behest of the employer. You

THE PROVISIONS OF THE EBA ARE BLACK AND WHITE.

have earned these entitlements. If you are rained off, or work ceases due to excessive heat, you receive your full wages and conditions whilst on site, upon departure from site you are paid inclement weather. Do not let employers get away with using your leave entitlements to meet their legal obligations to you. They have allowed for inclement weather in their contracts. If they don't pay them to you, the Companies are pocketing your money.

If you have any concerns in this regard, you should contact the Union straight away, as it is always harder to address these issues after the event. We will take the issue up.

Thousands of building workers fought to win these important rights, we should not let them be abolished by stealth.

DON'T LET WORK AND LIFE GET YOU DOWN. HELP IS AVAILABLE

Working in the construction industry can be brutal. Its long hours, at least 6 days/week with projects schedules becoming increasingly unrealistic. Add to that Covid-19, which saw construction workers working around the clock, with increased shift work being done and the pressure caused by work has intensified.

The nature of work in the industry takes its toll and whilst CFMEU EBAs provide excellent wages and conditions, we do have to recognise that excessive hours of work and poor conditions at work impact on workers and their families. This impact is physical injury, as well as damage to people's mental health.

The culture in the construction industry is one of toughness. Most of us are not comfortable in reaching out when work and life gets on top of us. We do not like to show weakness and so we often ignore the signs of the toll the industry is taking on our mental as well as physical health and well-being until it is too late. Construction tradespersons and labourers have one of the highest rates of suicide by occupation. With about 3000 suicides per year in Australia in total, it has been reported that construction workers have about a 53%

higher risk of suicide particularly for men than the average Australian. That is a concerning statistic.

It has become an all too common experience as a union official to have to assist a family whose loved one has sadly taken their own life. It is heartbreaking and devastating with lives changed forever. The CFMEU has stepped up to do its bit to turn the statistics around. In the new round of enterprise agreements, suicide awareness training is mandatory for all employees.

Despite the hardship, or perhaps as a result of it, the construction industry has a proud tradition of workers helping workers. We are quick to send the hat around to collect for a brother or a

LET'S WORK TOGETHER TO REDUCE THE TRAGIC STATISTICS, AND GIVE FAMILIES HOPE THAT WHATEVER THEY ARE FACING, HELP IS ALWAYS CLOSE BY.

sister doing it tough. The BTG Drug and Alcohol program is based on workers looking out for each other and raising awareness about the effects of drug and alcohol abuse. The program is more than 30 years old and has done much

to change behaviour around alcohol abuse in the industry. The thinking behind this program has been applied to a new program called Foundo Blue. Foundo Blue has been developed in collaboration with Foundation House. Foundation House is the fit for purpose drug alcohol and gambling rehabilitation program and facility established by the CFMEU for construction workers. Foundation House is now rolling out Foundo Blue Training. All employees will undertake general suicide awareness training, with delegates, HSRs and other key personnel doing training that is more intensive to become the link between people seeking help and Foundation House. Foundation House has the personnel to provide expert care and support. They will also be on hand after a major incident to provide trauma services.

The CFMEU is very proud to collaborate with Foundation House on this important initiative. We know that we can never wait for Governments to address the issues. It is the race to the bottom culture that Governments promote in our industry, with things like the ABCC and the Building Code that has contributed to the problem of workers suffering increased pressure and its consequence. The CFMEU along with its delegates will work to support CFMEU members getting the care they need. If your company has not organised Suicide Awareness training speak to your delegate or the Union.

Let's work together to reduce the tragic statistics, and give workers and their families hope that whatever they are facing, help is always close by.

PRESIDENT

RITA MALLIA



NEW TRAINING RIGHTS ON THE RISKS OF ASBESTOS AND SILICA

The current round of CFMEU enterprise agreements provides for some important new training rights with mandatory silica and asbestos training. Sadly, the Union has seen an increased number of construction workers suffering from silicosis caused by exposure to silica dust. Whilst workers tend to be more knowledgeable about the effect of asbestos exposure we are also still seeing workers exposed to asbestos. Those contracted to remediate sites tend to have good knowledge but workers working around them can often be oblivious to their exposure of dangerous asbestos and silica dust. Newer workers into the industry might think because asbestos use is banned it no longer poses a problem. Of course, many buildings and sites contain asbestos that remains a risk if not handled properly.

The dangers posed by exposure to silica have been known for years, with workers in construction, mining, quarrying and foundries developing lung damage typically after 10 or more years of occupational exposure. However, since about 2015 onwards, medical practitioners have reported a dramatic increase in the number of

young patients presenting symptoms of accelerated silicosis, with significant lung damage being observed in patients exposed for less than 5 years. This outbreak of cases is attributed to the increase in popularity of artificial stone benchtops in kitchens and bathrooms.

“**THIS TRAINING IS KEY IN SAVING LIVES.**”

In the building and construction industries, workers are at increased risk of exposure to respirable crystalline silica where they engage in work including demolition work, excavation work, abrasive blasting, brick making, road building, stonework, foundry and casting work, and explosives blasting work. Tasks such as angle grinding on concrete and masonry, concrete cutting, jack hammering, scabbling and chiselling of concrete, cutting and working with engineered stone, cutting and processing flat glass and cleaning up of dust and debris created by the above activities are known to generate high quantities of respirable crystalline silica. This creates a heightened risk of primary and secondary exposure which can result in terminal illness. Crystalline silica is a basis component of soil, sand, granite and also found in stone, grout, bitumen, rock, gravel, glass, cement, clay and engineered stone. Products found in workplaces include such products as bricks, tiles, concrete, artificial stone benchtops and some plastic materials.

The mandatory course provided for under the EBA and being rolled out for all contractor and subcontractor employees will improve awareness around the dangers of silica dust and asbestos provide important information and skills to ensure that safe systems of work are implemented and the dangerous effect on worker health reduced. The course explains the responsibility of employers and employees in dealing with deadly dust.

After undertaking the asbestos training workers will be able to name and describe different types of asbestos, learn about asbestos containing materials, identify its location or presence in asbestos containing material, develop skills to assess the risk and reporting requirements. The training needs to be refreshed every 5 years.

This training is key in saving lives. Raising awareness and taking the proper actions on site is the only way to prevent workers dying of incurable diseases. With Tafe and other training decimated by conservative governments the responsibility to provide quality training now falls on the Union. That's why we have partnered with an organisation called CSI who have the only nationally accredited asbestos and silica training course developed in the Australian Capital Territory which has legislated mandatory training. We don't see any reason why NSW workers should not be provided with the best standard of training. If your Company has not organised training under your EBA, contact the Union and make sure you know your rights.

CHRISTY CAIN FOR NATIONAL CFMEU SECRETARY

Christy Cain has been using an unexpected stay in Sydney due to Covid-19 border closures to get out and about to meet the CFMEU members in the construction industry in New South Wales. Assistant Secretary, Rob Kera, states “It's refreshing to support a nominee for National Secretary of the whole union that wants to get out of the office and meet the members of the Union. It's important that our leaders hear directly from and speak to members on the job”.

Christy is the nominee for Secretary of the Construction Forestry Maritime Mining and Energy Union. Formerly the Secretary of the Western Australian Branch of the Maritime Union of Australia, now part of the Maritime Division of the CFMMEU, he is not a stranger to facing the challenges that comes with holding the highest office in the Union. For Christy, whether he is representing maritime or construction workers the message is the same, “Organise, Organise Organise on the job”. Christy's approach to continuing to build the power of the Union is to unite its members in a common goal and to get the best outcomes for our members wherever they

work. To do that, it's all about organising at the workplace, uniting behind a goal and fighting to achieve it. It's not about back room deals with the bosses or the Labor Party, it is about action on the job by union members winning better wages and conditions. “That's what being a militant fighting union is. Being more industrially focused, and not being afraid to say we are a militant union and not being afraid to stand up for our membership collectively. Whilst there is a role for us to play in advocating for our members in the political scene, the priority for me is winning on the ground. Workers winning for themselves”, says Christy.

NSW State Secretary Darren Greenfield agrees, “We are supportive of Christy taking up the national leadership position. He will be uncompromising in the pursuit of what's best for the members of the CFMMEU. He's not interested in furthering his, or other people's careers in politics. He will forcefully speak his mind and will keep first and foremost the interests of the thousands of CFMEU members who pay his wages. He is determined to support the branches in building their grass roots power. Our members want their union to be

acting in their best interests only. We believe Christy is the man for the job”.

Christy does not shy from a challenge. He led the WA Branch of the MUA in a David and Goliath battle to prevent the WA Government from selling off Fremantle Port which saved thousands of MUA jobs now and into the future. Christy and the WA Branch never gave up until the job was done. The MUA under his leadership also took on a big multinational in Chevron, ensuring they paid millions of dollars of unpaid taxes to Australia and on big offshore projects attaining better wages and conditions and increasing the membership of the Union. Christy has the energy to take up the fight on behalf of the whole Union and the NSW Branch of the CFMEU is with him all the way.



MAY DAY 2021

MARCHING ON MAY DAY

This year May Day took place in Parramatta and it was a great turn out. May Day which falls on 1st of May is the international Workers' Day. Around the world on this day workers come out in the streets in their millions. The day is to acknowledge the contributions and struggles of the working class. It's a day steeped in history to honour our predecessors who fought for shorter working hours, the end to things like child

labour, higher wages and better safety and importantly dignity at the workplace and in our communities.

Of course, the attack on working people continues by those forces in society that want to reduce worker power and to increase their share of the profit. The Liberal Government's obsession with trying, very unsuccessfully, to curb the capacity of the CFMEU is a case in point. The relentless squandering of taxpayer's money to prosecute the Union, union

officials, delegates and members continues. The thing all of these cases brought against the Union have in common is workers and their union representatives standing up for better wages and conditions.

The use of the Australian Federal Police to attempt to intimidate us, using state agencies like the ABCC, ASIC, the ROC even the AEC to investigate and harass the CFMEU is motivated by a political mission to try and reduce our

power to deliver decent outcomes for our members. State Secretary Darren Greenfield states, "To turn out on May Day sends a message to the Government and big business – they can try as hard as they like to destroy the Union, but they cannot succeed. The Union is its members and they have every right to use their collective strength to achieve decent conditions for themselves and their families. The continued attacks on the Union by the forces against us tell us we are doing



something right. They hate it and we will keep going."

The CFMEU lent its strength to saving Willow Grove in Parramatta from needless destruction. The May Day rally was used to highlight the Union's Green Ban imposed on the mansion's destruction and its support of the grassroots residents of Parramatta led by the North Parramatta Residents' Action Group who are fighting to preserve the last vestige of Parramatta's heritage. Its Convenor Suzette Meade states, "Parramatta's development has come at the cost of the loss of much of its early colonial history. Willow Grove is a beautiful building dating back to the 1870s initially a private residence then a maternity hospital. It represents a connection to the past that is quickly being lost as so many of Parramatta's heritage has been razed. The site has also Aboriginal significance. The NSW Government's manipulation of the process has run rough shod over the people of Parramatta. No one objects to Parramatta having a Powerhouse Museum, or its city developed to meet the demands of a growing population. Parramatta is one of the oldest cities in Australia it's a perfect spot for a museum that speaks to Australian history but it can't be achieved by actually destroying the last evidence of by gone eras. Pictures and computer graphics or fake reproductions cannot replace the experience of connecting with the real thing".

Darren Greenfield echoes this sentiment, "The Green Ban remains in place and we will do, just like the BLF before us, whatever it takes to save this building. Willow Grove can be incorporated in any Museum built on that site. We don't impose green bans lightly and we don't intend on losing this campaign".

May Day, the day that represents the power of workers coming together to fight for a better life for themselves, their kids and the future, was the perfect day to join with the NPRAG and the people of Parramatta to show that we will fight for the things that are important to us. That leaving remnants of the past to future generations is important and respecting the wishes of a community even more so.



On 22 June 2021 the Community, supported by the CFMEU held a protest at Willow Grove after the NSW Government tried to move in machinery to begin demolition. The action was successful and the NPRAG was able to obtain an injunction to prevent demolition going ahead pending the hearing of a further challenge to the Government's decision to demolish the building.





EBA



EBA WRAP UP



This last year or so has seen the Union completing hundreds of subcontractor enterprise agreements. In the last few months, the last of the main builders EBAs have also been finished. This has included the 6 EBAs where Companies tried to have voted up and lodge for approval non-Union enterprise agreements. This was Lipman, Hansen Yuncken, FDC, Parkview and Richard Crookes. These non-union EBAs provided for lesser pay and conditions to the employees covered by those agreements and would have left workers worse off.

Despite the Company's initially succeeding in convincing these employees to vote up less favourable enterprise agreements, the CFMEU did not abandon those workers. The Union legally challenged all the enterprise agreements in the Fair Work Commission and not one of them was approved. This forced the Companies back to the negotiating table and allowed us to finalise Union agreements for all our members.

State Secretary Darren Greenfield stated, "It was important to challenge these deals, they left the workers covered by the non-union deals worse off, and they could have dragged standards down more broadly. Building workers, who all work long hours and kept the industry going through Covid-19 deserved decent improvement in wages and conditions and the Union claim was just that. We are proud to have fought hard to ensure workers got a just outcome. Employers used scare tactics to try and convince workers to vote against their interests, those workers now know that because of the Union's determination to do better on their behalf, they have ended up on good Union EBAs. Our only interest is our members and their welfare, we didn't buy the scare tactics and we have ended up with a good result for all".

As well as finalising the Builders' EBAs the union has continued to finalise subcontractor Enterprise agreements and varying EBAs to update the RDO calendar. We have held hundreds of meetings with our members, updating their EBAs and sorting out their issues.

“IT'S BEEN A REALLY WORTHWHILE EXERCISE CONNECTING WITH MEMBERS MORE FREQUENTLY.”

Assistant Secretary Michael Greenfield commented, "You don't always get a chance to see members in one group on site, so the current EBA meetings are a great opportunity to touch base with our members and follow up on their issues. It's been a really worthwhile exercise connecting with members more frequently."

The CFMEU has kicked off the discussions in the mobile crane, travel tower and piling sectors and looks forward to wrapping these up shortly. All CFMEU members deserve improved wages and conditions and we will keep working towards achieving that.



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DELEGATES

CRAIG BREMNER

CONSTRUCTION WORKER

Craig Bremner is one of our more quietly spoken company delegates. A veteran of the industry having been in construction since 1995, he's seen the ups and downs of the industry first-hand. He comments, "There's been lots of improvement in safety over time, but the tighter and tighter building schedules are putting that at risk and we are all working much longer hours.

Back in the day finishing at 5pm was rare, now working till 5pm and beyond is a norm and whilst the overtime pay, especially now it's all double time is great, the long hours can take its toll on us physically and mentally".

That's why Craig supported the recent and hard fought campaign to bring back proper rostered days off, he says, "given the hours we have all been doing it was pretty rich for employers to complain about some extra RDOs, here we are working harder than ever and people are more stressed out at work which impacts on their family life too, it's not uncommon for families to break up because we are not at home much."

So, Craig is very supportive of a meaningful RDO calendar, "The beauty of a proper RDOs system is that workers are getting a break and spending a bit of time with their families. Construction workers generally leave for work before the kids are up and get home when they are in bed. You do miss out on a lot, you want to make ends meet, but it does come at a personal cost. The new RDO calendar will be a good benefit and give people a well-deserved break".

Craig is the delegate for Taylor Construction, which during the recent EBA campaign attempted to throw their lot in with the Master Builders Association and resist the CFMEU EBA claim. Through the negotiation to get the EBA, Craig's role was to keep the workers on side and support them not to lose confidence.

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I WAS REALLY PROUD TO BE PART OF THE UNION CAMPAIGN TO IMPROVE RDOs. IT'S SO IMPORTANT THAT WORKERS GET A REST AND REAP THE REWARDS OF WORKING SO HARD.

The Company put up a non-union EBA for a vote and Craig was really proud of his workmates who voted the substandard deal down. Craig says, "I will retire in the next few years but I wanted to make sure the younger guys in particular got well deserved increases and are able to meet their mortgages. As we got traction towards the end the workers realised that they had made the right call. We held strong to vote down the non-union EBA and ultimately won what we deserved. It was a stressful time but I wouldn't do anything different, we have

now finalised the EBA and they guys are really happy about the result. It pays to be a member of the CFMEU and a Union that backs its delegates and its members. We all worked through COVID-19; we kept the industry going."

Craig felt that it was a pity that the likes of the MBA tried to interfere in their negotiation and to try and take he and his colleagues back but he knows the Union would not have left that happen. Now the EBA is put to bed he is confident there will be increased work and his workmates and he will get decent wages and conditions.

Craig reflected, "I was really proud to be part of the Union campaign to improve RDOs. It's so important that workers get a rest and reap the rewards of working so hard. I also got to know the other delegates whose companies also took them on. They won as well. I am so proud to have had the support of my colleagues who trusted the Union to look after them. We could not have won but for the fact we were all united and backed by the CFMEU. It's a winning combination".

JASON WILLIAMS

WATERPROOFER

Jason Williams has been a construction worker for more than 20 years; he fell into a construction job in the United Kingdom after he was made redundant in a printing job as all his mates found themselves working in the industry. Jason recalls in England at the time that there were really extended periods of unemployment like he's never experienced in Australia. Migrating to Australia 20 years ago, working in the construction in industry was a way to see the country, "it was easier to pick up work so working in Australia has been great".

Jason started in waterproofing on the Jacksons Landing Project in Ultimo working for a number of smaller operators and upon one of them closing when the owner died, he and his workmates found work with Polyseal Waterproofing and have been there ever since. Jason is grateful for the steady work and likes his job. He says, "As a waterproofer we ensure balconies, bathrooms, floors and rooves are sealed. It is an involved job with some increasing complexity, including waterproofing under slab membrane, which is like waterproofing before the construction is even done. It does involve some toxic chemicals and my approach is if you are breathing it in you're doing it wrong".

Jason recalls, "my early experience with the union was around a safety issue on site, 16 of us were in the sheds over the issue, but each day some workers gave up, after about 3 days there was me and three other guys and we stood our ground until the issue was sorted, which benefited everyone.

We found out what the union could achieve and the importance of taking action when you have to".

Jason became the company delegate recently after the last delegate left the Company. He says it is an honour to be elected and help the guys out. It's the smallest things that can really make a difference like helping a workmate sort out the Dad and Partner Pay benefit under the new EBA. "Day to day I support the guys with their issues, the Union is backing me in this role. I do get satisfaction in getting a member's issue resolved, it's important guys get the answer when they raise their issues with me which is what I try to do".

Jason is a proud member of the CFMEU and was impressed by the turn out this May Day in Parramatta. He particularly enjoyed the collaboration with the broader community which showed the importance of unions outside of the workplace. He believes there is definitely an important role for Unions and showing our support for communities will help to increase the union's influence. Jason proudly comments, "I took my six year old son to the rally, he really enjoyed the whole day and kept asking if it could be May Day ever day! It's really great to be part of something bigger".

Jason and his workmates are proud members of the CFMEU, they are very happy with the current EBA and overall feel very supported by their Union. Jason's final comment, "In this industry you'd be crazy not to be a member of the Union".

TAKING UP THE SAFETY ISSUES AT THE SNOWY HYDRO PROJECT

For John Andrikopoulos, the priority at the Snowy Hydro Project the last couple of months has been safety and the well-being of workers on the job. The combination of workers now having worked away from home long periods and winter bring their own unique challenges.

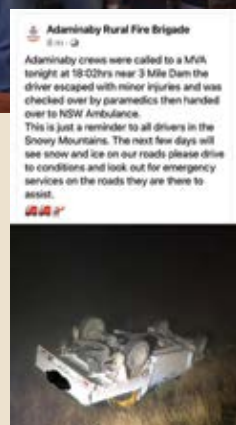
John states, "The cold weather has been bleak and the snow has made conditions treacherous. We've seen trucks slide and tip over. It's really dangerous and conditions are deadly." Only recently a worker escaped with minor injuries at 3 Mile Dam when his motor vehicle overturned. Snow and ice make the roads extremely dangerous. John states, "when the weather is like this work cannot continue. Just have to wait for it to pass". Even without the weather, driving in and around the project is tricky with vehicles being involved in a number of incidences. There have been a number of other issues, including a switchboard panel erupting in flames during a

process where the electrical team was transitioning the plant from generator power to the grid, "It's lucky no one was injured" said John.

The other issue is mental health. John has been visiting the job daily and he sees the strain being away from home for long periods can have on workers. "Along with the other unions we meet with the workers on the various parts of the project, bring workers together and try and build morale. It's not easy being away from home in the middle of winter, working long hours. It takes its toll. It's really important that the union stays in touch with members and provide assistance wherever we can".

In the meantime, the CFMEU has finalised negotiations for an enterprise agreement for workers on the project which will deliver improved conditions. State Secretary, Darren Greenfield, states, "We have finalised a project agreement that provides an uplift in wages and conditions on the project and we are looking forward to achieving that for our members on the job."

IT'S NOT EASY BEING AWAY FROM HOME IN THE MIDDLE OF WINTER, WORKING LONG HOURS. IT TAKES ITS TOLL. IT'S REALLY IMPORTANT THAT THE UNION STAYS IN TOUCH WITH MEMBERS AND PROVIDE ASSISTANCE WHEREVER WE CAN.



ARE UNIONS NECESSARY IN THE WORK PLACE?

Many people will say yes, some people will say no, others either have no idea or don't care.

People will say the union have got us all the conditions we enjoy and have enjoyed for the last 50 years. People will also say the Union has done nothing for me or us.

I have been in the Oil and Gas, Mining Manufacturing and Construction industry for 45 years, I joined the union after my apprenticeship and starting my first job as a tradesman and have pretty much been a member ever since. Employers don't like us to be members because they know it increases our strength but despite this I believe we all should be members.

“SO IN MY BELIEF THERE WILL ALWAYS BE A PLACE FOR UNIONS IN ALL INDUSTRIES TO ENSURE WE CAN WORK IN A SAFE ENVIRONMENT.”

I recently worked on a major iconic NSW project where you would think things would be in place to be able to do your job, well this was not the case.

From day one right up until I finished up there was a major lack of tools, very little input from management regarding scope of work on a daily basis, no power

and water to crib huts on a regular basis and constant pay queries. There was no EBA in place and all workers were put on as casuals and after 6 months not being made permanent. There was bullying harassment and discriminating from management as well. When issues were raised management just made excuses and workers were discouraged from complaining. This is unacceptable.

I know that if you ring the union and let them know about the issues you have been having and they then contact the company things get resolved ASAP. This can be done anonymously if needed.

Companies, employers and management will always need to be kept in check and this in my belief will always need to be done with input from our unions.

So in my belief there is and will always be a place for unions in all our industries to ensure we can work in a safe environment and that safety is being adhered to and also that incidents are being reported and that workers will continue to get a fair go.

**By Chris Gannon,
Proud CFMEU Member**



CIDAF SAFETY DINNER 2021

The 2021 Construction Industry Safety Dinner was held on 28th May at the Sydney International Convention Centre and from all reports, was an overwhelming success despite the last minute changes due to the Victorian lockdown.

Charlie Pickering, who resides in Victoria, was engaged as the MC but due to the lockdown was quickly replaced by the very witty Merrick Watts. It was unfortunate that a number of interstate Cbus guests were restricted from travelling and could not attend.

An enormous thank you to the NSW CFMEU Executive, Organisers and Delegates for their assistance in tickets sales. In total, 158 tables were sold or donated and approximately 1160 people attended on the night.

The Construction Industry Safety Dinner combines as a fund raising and showcase event for Foundation House. It highlights Foundation Houses services and new initiatives like FoundoBlue which is part of the services they provide to the NSW Construction Industry. The event raised much needed funds for Foundation House and was made even more successful with

CONGRATULATIONS TO ALL THE 2021 AWARD WINNERS:

Outstanding Achievement by a builder 2021

Roberts Co
(Formerly known as Robert Pizzarotti)

Outstanding Performance by a Builder Delegate 2021

Munro Jones from Multiplex

Outstanding Achievement by a Subcontractor 2021

Delta Pty Ltd

Outstanding Performance by CFMEU member 2021

Andrew Precians from BKH

The Pat Kenniff Award 2021

Kevin Kinley

generous donations, particularly by the Building Trades Group Drug and Alcohol Foundation with a \$50,000.00 cheque which they presented on the night.

Once again, thank you to everybody who contributed to the event and made the 2021 Construction Industry Safety Dinner such a success.

By David Atkin,
CIDAF CEO

**SOMETIMES YOU JUST DON'T KNOW
WHAT'S AROUND THE CORNER...**

AWARD WINNER

Kevin Kinley is a long-term member of the CFMEU; he was born in Africa migrating to Australia as a young man in 1981. Kevin joined the Union, got a job with a major builder, and even in the early 1990's he was impressed by the standards on organised sites that included hot water, pie warmed and vinyl floors in sheds. Kevin realised early on that it was building workers, and their union, that fought for these conditions.

Kevin trained up to work in many roles also doing stints as company and site delegate. He particularly enjoyed working on the Hornsby Hospital site in 2018, and even managed to get his pilot's licence.

On 3 September 2018 at 5.15pm whilst working onsite Kevin's life changed. Kevin became dizzy, nauseous and disoriented. He did not know what was happening, but he had suffered a stroke. His colleague Johnno (Mark Johnson) drove him to emergency.

After 6 weeks in hospital, suffering physically and mentally Kevin's life became even more difficult. He was scared and felt alone, he was concerned not to burden his family and he missed the camaraderie of his mates on the job. He tried to battle on alone, but found that he was contemplating ending his own life at one point; with only the

love for his family and his grands kids helping him to dispel those thoughts. He became dependent on alcohol to numb his feeling of helplessness. His depression was brought on by the stroke, and this combined with his excessive drinking, was sinking him further. Kevin reflected, "The depression just sapped my courage".

“

HE CANNOT BE MORE GRATEFUL TO ALL THE STAFF, HIS SPONSOR, AND FOR ALL THE MESSAGES OF SUPPORT AS HE WAS BEING LOOKED AFTER. WITH THE FINANCIAL SUPPORT OF GETTING UPLUS AS WELL, WHE COULD FOCUS ON HIS RECOVERY.

”

Kevin recalls the day that it all came to a head, "One morning 'Porky' (my mate Graeme Bentley) called me at 5.30 am to have a chat and a laugh as he often did. I was drinking on average 6 litres of wine and 10 bourbon and cokes a night and sleeping through the day. I was feeling low. Porky asked me if I was ok and I

broke down crying! And said 'I can't do this life thing anymore! I fell asleep. That afternoon I woke up and there were many missed calls, from Craig Scott the Site Manager, Joan Purcell and Simon Reid, from Foundation House) and my mates Steely (Michael Steel) and Porky and many others that I didn't realise were concerned about my well-being. Steely insisted he was picking me up and to take me to Foundation House and he did!"

That began the journey of recovery. With Steely's and other friends' support Kevin sought the assistance of Foundation House. It was a place to heal with no judgement. Kevin spent 35 Days in Foundo. He cannot be more grateful to all the staff, his sponsor, and for all the messages of support as he was being looked after. With the financial support of getting Uplus as well, he could focus on his recovery.

Kevin was honoured, at the recent Construction Safety Dinner, to win the Inaugural Pat Kenniff Award for his effort in turning his life around. Pat, a long-time CFMEU member and member of the Union Committee of Management died in early 2021. He was a staunch trade unionist who, many years before Kevin, benefited from the Foundo program.

Kevin's outlook today, "I love my life now!"

INTERVIEW WITH VINCE ASHTON CFMEU RETIRED MEMBER

Vince Ashton has had an interesting life growing up in the Ashton Circus Family, spending some time travelling the countryside. Growing up in the 1940s with 6 sisters, life was not easy. Vince says of those times, *“Life was tough, my parents lived through the Depression, there was no modern day appliances it was a different time”*. In the 1950s Australia was changing. There was a lot of European migration and there was a lot of blue collar work. It was not that hard to find work.

Vince started in the building industry about that time and initially worked for Paynter and Dixon at the CIG Gas plant as a builder’s labourer. Vince says, *“My Dad said he could get me a job but I needed to join a union, so I joined the BLF. I was just 17 in 1954 and worked in and out of the industry from that time”*. Vince worked on many building sites in Sydney with most of the builders labourers being casuals. He worked as a dogman and rigger.

The Communist Party had many members at that time and Vince learnt about politics through them. He soon met people like Jack Munday, the McNamara’s, Joe Ferguson and Les Robinson who as builders labourers organised for the Builders Labourers’ Federation.

At the Australia Square Project Vince was co-delegate and in 1968, worked for Hornibrook on the construction of the Sydney Opera House. *“I enjoyed working on the opera house, there were hundreds of workers. We got paid weekly and got annual leave under the State Award but there was no sick leave. We had a few strikes on there to get drinking water and fix other safety issues. The Opera House site had a bit better safety conditions”*. Vince describes on non-Government projects poor conditions. There were no amenities, *“You had to go to the toilet in a hole you dug. There was no change rooms and there was only water because the brikkies needed to mix their mortar”*.

In terms of conditions there no breaks, workers got paid for the hours they worked maybe getting smoko or lunch if they were lucky. There were many injuries and fatalities and very limited workers compensation. If a worker was injured or died they, their families were on the scrap heap.

In the mid-1950s and onwards high-rise construction work went crazy, exposing workers for the first time to serious risk from falling from dizzying heights. Vince describes sites as being dirty and dusty, workers were exposed to asbestos and there was no training. The work was all manual using shovels and picks; concrete pours were done with the kibble pulled up by cranes; the laying and finishing of the concrete was all done by hand. Labourers pushed wheelbarrows of cement. Vince states *“It was hard physical labour and this took its toll on your body”*. Wages were low, about 12 pounds per week, about \$25. Vince states workers had to go on strike to win wage increases.

In about 1969, BLF leaders at the time wanted to increase union membership and they set in place that no one got on the job without being a member and established no ticket no start. It became the culture of the industry, and the membership grew to 12 000 from 1969 to 1971, Vince says, *“It’s very possible to substantially increase union membership with effort, having a go and fighting for what you want”*.

The CFMEU Retired Members Group remains an active part of the Union. They meet at Pyrmont, on the last Tuesday of each month. They are keen to welcome new members. They support the CFMEU and participate in broader actions about important issues.

If you want more information about the meeting contact the CFMEU on (02) 97490400 for more details.



Vince was involved in the green bans campaign to protect heritage in and around Sydney, and worked as a union organiser for the BLF on a couple of occasions. He recalls the vigilante campaigns that disrupted the work of scab labour. Many workers joined the Union as a result.

He says, *“Conditions were so bad back then it really took tough and courageous action to get things better”*.

What Vince respects about the Builders Labourers’ Federation was their principles, *“We didn’t just worry about wages. We fought for the community too”*.

Vince is passionate about educating young people about our industrial history. He says, *“Younger people need to study history, learn from that. Be vigilant and protect what you have”*.

INTERVIEW WITH BARNEY GARDNER RETIRED MUA MEMBER

Barney is a proud life member of the Maritime Union of Australia. Barney has lived in Millers Point in the Rocks all his life as his parents did before him. He first started full time work in the early 1960s as an electrical apprentice. He finished 3 years of the apprenticeship but was made redundant before finishing. He says, *“Apprentices were really used as slave labour. We carried old wooden 16ft ladders. When my wage went up a bit the boss sacked me. In those days apprentices couldn’t join the Union until they got their ticket”*.

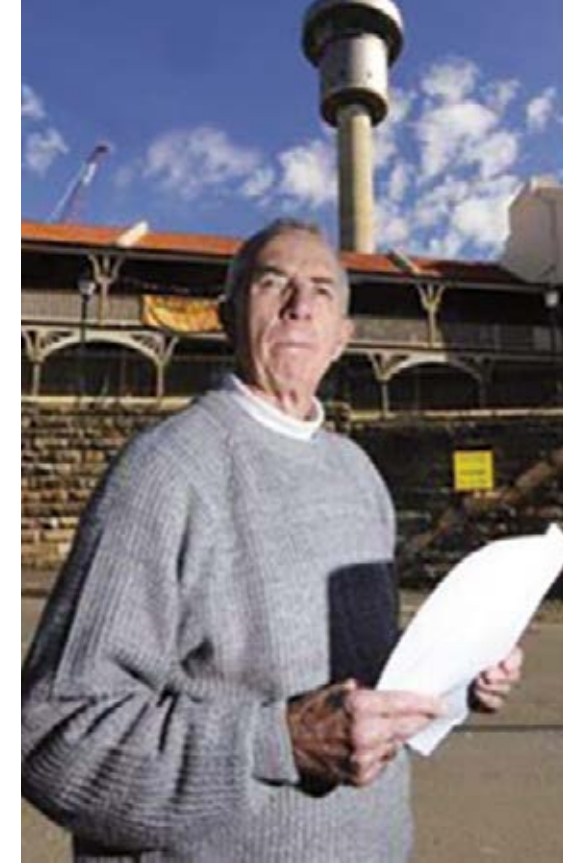
Barney went on to work for Sydney City Council doing road work and then was able to finish his electrical apprenticeship but after some run-ins with a boss who didn’t like a worker who spoke up, lost his job with the Council. After that Barney joined the Painters and Dockers Union that allocated work to its members around the harbour. From there he worked in and around the harbour for the rest of his working life. Barney recalls, *“I did all sorts of work, ship repairs, transporting stores out to ships. I worked on Cockatoo Island when they were building the HMAS Success back in the 80s for about 10 years. What I loved was the strength and solidarity of the members of the Painters and Dockers. They never took a step back. There was about 80 or so of us at Cockatoo Island; there was good union leadership that were very close to the workers on the shop floor”*.

Barney recalls the different times, *“We did a job one day, we were letting go a boat called the Iron Duke. The turbine was bugged. We put it in tow as it was going to Asia for scrap. We got taken to the launch, and bought a couple of eskies and filled them with beer. We would be there for about 10 hours. When we got out to the pontoon one of the engineers said we couldn’t take the esky on board and wanted to see in it. I told him it was our lunch and we didn’t let him check it. We did our work and kept out beers. We didn’t have fear of the bosses. They basically left us alone.”*

The work was tough, requiring the painters and dockers to do jobs others didn’t want to do *“We would get into torpedo tubes inside boats, you went in backwards with a lamp and a paint rag with metho, you needed to avoid getting paint on the running rail, we painted upside down; painting as you go. It was a tight fit. We would do shot blasting, this was dangerous, in submarines and ships. You needed to be careful when you aimed your shot so you didn’t hurt anyone. It was hard, dirty work. We got paid award rates but from time to time you’d go out on strike. We were used on the Island for dangerous work, there was not much protection. We bagged the asbestos lagging and we didn’t know back then how bad it was. There were some workers that passed away from asbestos related disease especially those who worked at Garden Island.”* Barney recalls asking the officers about the asbestos lagging and he was told it was safe.

Barney ended up getting a job at Goat Island doing ship repair maintenance and worked there for 10 years. He recalls the rates of pay were good but in the end with the splitting up of the Ports between Sydney, the Illawarra and Newcastle the job came to an end. By then he was a member of the Maritime Union of Australia as the Painters and Dockers had merged with the Seamen’s Union.

Many years later Barney led the campaign to stop the selling off of Millers Point public housing. Barney states, *“We organised the Community it was very hard to take on the Government they wanted to get rid of us in 2 years, it took them 4 years and we clawed some of the properties back. It was sad the community broken up by that. It wasn’t that people would be homeless but it was breaking up a community that had been together for a long time and across generations. The area had a strong connection to the maritime industry. People called us “housos” but we worked on the wharves. The NSW Government wanted to make a quick buck, they wanted us out. Sadly I think it will be sold eventually. Most guys were born here,*



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**STANDING IN SOLIDARITY
TOGETHER WE CAN
BRING THE BOSSES AND
GOVERNMENTS TO THEIR
KNEES AND, WE CAN
CHANGE THE RULES.**

99
worked on the wharves or went to sea; it was a maritime community. We looked after each other and it’s sad to see it gone”.

Barney remains a staunch trade unionist. Barney reflects, *“Having grown up in a maritime working class suburb I have extreme admiration and respect for those courageous workers and their unions that preceded us. Their resolve and sacrifices in the relentless pursuit of better wages, conditions and a safe working environment for all must always be recognised and never forgotten. We cannot depend on the Labor Party or the ACTU to make the Union movement mighty again as it was, it’s up to us, the militant unions with their loyal officials, the rank and file, the retired members, the activists and our communities. Standing in solidarity together we can bring the bosses and governments to their knees and, we can change the rules. This I know from our working class history”*.

IN THE FIRST HALF OF THE YEAR, WE HAVE HAD TO FAREWELL
A NUMBER OF OUR MEMBERS WHO HAVE PASSED AWAY.

Pat Kenniff



In February 2021 long term member and member of the CFMEU Committee of Management Pat Kenniff lost his long battle with illness. Pat

was a committed trade unionist. He was a dedicated delegate who worked hard on behalf of the workers he represented. Pat was on the Committee of Management during the crucial re-building of the Union membership the last few years and contributed to the hard work that is reaping the results we are achieving for our members. Pat was tough as steel, plain speaking but always there for his family and his mates. He was a long-time supporter of Foundation House having benefited from the program decades ago. He was an inspiration and mentor for young workers coming into the industry and was proud that his youngest son has followed his father's footsteps into the building and construction industry. State Secretary Darren Greenfield worked and knew Pat for many years described Pat as, "One of the most decent blokes you'd ever meet. He's a good friend and a fighter to the end. Pat was taken way too soon and he sadly missed by his mates and all at the Union".

Steven Gurr

Steven Gurr died in April 2021 after suffering a heart attack on site. This was a shock to all as he was only 49 years of age. Steven his survived by his loving wife Maureen who cannot believe her supportive life partner has gone. Steve was also well loved by his mates at GVK a steelfixing company. Steve worked hard and many of his colleagues have commented on how he was a really great person always there to give a helping hand on site. When Steven collapsed at work fellow workers and First Aiders on the Built site where he died worked hard to resuscitate Steve and succeeded, but sadly Steven succumbed to the heart attack later in hospital. One of the delegates who valiantly worked on him, Andrew Precians, was acknowledged for this effort at the recent CIDAF Safety Dinner. The workers on site and his mates were so moved by his loss they took the hat around to assist his wife through a difficult time. Built Company Delegate Anthony Vecchio described Steven, "as a genuinely nice guy. Nothing was ever a bother and he was always



smiling. Steven was held in high regard by his mates and his death was a shock to all given his age. It really is wake up call for all of us to check our health. It was an honour for all of us to assist his wife Maureen and to show our respect".

Trevor Johnson

Trevor Johnson was a well-liked crane operator who worked for Probuild. He had been also fighting a serious lung condition and his recent death rocked his workmates at Probuild. Probuild Delegate Warren Whitney, commented, "Trevor was one of those guys who loved his job and the people he worked with. He was a bit of a larrikin and loved a beer or two. He was popular on the job and was a great to have around. The last year was difficult for Trevor as he was suffering from a lung illness, but he fought valiantly on. The whole company has been affected by his loss". His best mate Simon Hiariaki cannot believe that Trevor has died, "Trevor was like a brother to me, we knew each other for a long time and spent some great times together. Trevor was a decent down to earth guy. It's hard to believe he's gone. I wish we had had a bit more time. You just don't know what around the corner. I want to thank the union for all its help".



William Langford

William was a 28-year-old Rigger/crane operator who was a staunch CFMEU member in the Hunter employed with Freo Cranes. Sadly, William was tragically killed in a car accident after leaving the Depot, leaving behind a devastated family and members of the Hunter crane industry. CFMEU members across the mobile crane sector in the Hunter recently came together to honour his memory and to support his family.

CFMEU Organiser Mark Cross, who knew William well, said of him, "He was a really great young guy, full of enthusiasm for his work and his Union. Everyone liked him. He was there for his mates and he will be sorely missed".

The CFMEU farewells these members of our Union and we send our deepest condolences to their family and friends. We are proud to honour their memories.



— 66 —
FAREWELLING OUR MATES.
LOST BUT NOT FORGOTTEN.
— 99 —

Ian Peel

Ian Peel was the last NSW Secretary of the Federated Engine Drivers' and Firemen's Association (FEDFA), first registered to advance the interests of standing engine drivers, firemen and greasers in 1908. Ian led the amalgamation campaign to create the CFMEU in the early 1990s.

At a time of considerable change in the profile of the national union leadership, Ian was a leader who "came off the tools". This shone through in the relationship he had with union members, employers, and his fellow senior leaders.

Ian first worked as a member of the FEDFA in his home state of QLD, working as an engine driver operating a plant to supply power and steam to a sugar mill, just outside the central QLD town of Mackay.

He moved to Sydney in 1979, where he operated a stationary engine steam plant, curing concrete structural beams that went into the construction of Syd Einfield Drive and the Eastern suburbs railway project employed by Transfield Constructions at Bondi Junction.

He moved onto work in the steam boiler and power house at the Unilever Edible Oil Industry's (EOI) plant in Marrickville, before being asked to work for the union, first as a temporary organiser and then into a permanent role.

Largely from the union's manufacturing membership, it was in the energy and construction sectors in particular that Ian left a large and ongoing legacy.

The FEDFA had had a history of strong leadership since its formation in the first decade of the 20th Century, twice surviving, even prospering after periods of deregistration at the Federal and NSW levels.



In a sometimes rough and always confrontational working environment, Ian was an island of calm, steady, quietly spoken authority. And in his suede cowboy boots and a rakish moustache he cut quite a figure amongst fellow officials, some of whom were comfortable in more conservative wear, even the odd safari suit!

Anyone who met Ian during those times, would remark on his choice of unfiltered camel cigarettes – not so much the actual cigarette, but his ritual when lighting them. He had a silver Zippo lighter that he would slam the cigarettes against to compact the tobacco, before lighting up. He used this ritual to great affect during debates or negotiations, not saying a word while he did that. Conversation nearly always paused until he had lit up and he would then calmly take up where he left off.

On becoming a full-time organiser then Assistant Secretary in 1983, Ian represented members in the growing electricity sector on the Central Coast and in the Hunter Valley. The then Wran State Government had fast-tracked expansion of the power industry, building power stations first at Eraring on Lake Macquarie, Bayswater in the Upper Hunter and then sometime later, the Mount Piper power station, just west of Lithgow.



Power industry workers were finding their voice in Victoria's La Trobe Valley as well, forming a national network with those in NSW, QLD and SA that took Ian and other officials to the Clyde Cameron Trade Union Training facility at Wodonga. These courses were a key part of building grass roots capability and economic literacy that was so important, equipping workers to be an active part of the debates around whether to support or oppose the Prices and Income Accord.

On coming to Government in 1983, the Hawke-Keating Government formed a Prices and Wages Accord with the Australian Council of Trade Unions, through then President Simon Crean and then Secretary, Bill Kelty. In return for wage restraint, many benefits we take for granted today were implemented by the Commonwealth Government. Medicare and Superannuation for blue collar workers are two good examples.

The 1980s and early 1990s saw other major forces at work that posed significant challenges for workers and unions, such as wholesale changes to working conditions, particularly in the Mining sector due to the emergence of militant anti-unionism, in the form of the HR Nicolls Society and what we called the New Right. This employer push led to a major dispute in the Hunter Valley at Mount Thorley where all FEDFA members were sacked.

Following the deregistration of the BLF, Ian led the way in healing the rifts between construction workers that it created.

This period also saw a massive building spree, with new freeways and large urban regeneration projects like Sydney's Darling Harbour and the World Square project in George Street. This saw an unprecedented increase in construction jobs and workers support for new conditions, such as portable redundancy pay and income protection insurance. The union offices at Kent St in the late '80s and early '90s were always pumping with buzz of the city's highly unionised construction workforce. Tower crane drivers, riggers,

plant operators and dogmen being key FEDFA classifications. The late 80s also included a NSW Royal Commission into the Building Industry, headed by Roger Giles QC. Put in place by a newly elected NSW Liberal Government under Premier Nick Greiner, its plain aim was to bring the construction unions to heel. In fact, the Royal Commission's main outcome was to uncover secret commissions paid to underbidding developers by successful bidders on government projects, thereby increasing overall costs to taxpayers.

The FEDFA's membership base through this period changed significantly with the growth of jobs in the power and construction sectors.

It also saw unprecedented loss of jobs in the manufacturing sector as some industries shut down in the face of new cheaper imports and as technology removed the need for many of the old FEDFA classifications – such as Greaser, Fireman, Engine Driver or Boiler Attendant.

Leadership during this time was tough and required the sort of personal strength and progressive values that Ian had. The 1991 election in the NSW FEDFA was a referendum on the role of leadership in periods of great change – from resistance until the last factory door closed or work with workers, employers and governments to build new jobs. Ian led his team to a successful election in 1991 in the face of a strong counter view and won a handsome majority.

He used this majority to campaign successfully in the late '80's for the FEDFA to be recognised as a principal union in the energy sector, providing a solid platform to work across the sector on protecting jobs, developing an industry position on issues such as privatisation and competition policy, and helping build the sector's sustainability.

Prior to leaving the union in 1994, Ian's last big campaign revolved around the formation of the CFMEU. The emergence of industry based unions, together with the impact of new technology and lowering of tariffs in

Australia, was a warning that craft based unions like the FEDFA could ignore at its peril. Through the ACTU, Ian and other FEDFA officials were key to finding a place in this new union world for FEDFA members.

With members in construction, forestry, manufacturing, mining and energy, the FEDFA provided the divisional 'skeleton' for mergers with the then Building Workers Industrial Union, Operative Plasterers' & Plaster Workers' Federation, Timberworkers and the United Mine Workers Federation (itself an amalgamation of all coal mining unions). A successful vote took place in 1992 to amalgamate, creating the CFMEU.

By 1992, Ian had exhausted his energy and changed occupation completely, moving into the emerging industry superannuation sector. He retrained as an industry liaison manager, first joining Chifley Financial Services and then the super fund servicing energy sector and municipal workers. His great understanding of the lives of working people meant he quickly became essential to the funds as they sought to build and grow funds and member services.

Ian was at the forefront of advancing workers' rights in NSW for nearly two decades, during one of the most volatile periods in the development of Australian industry. His progressive values, energy and authenticity served to ensure he was one of the most significant figures amongst his peers.

Ian and his partner Anne Milson used their time off to travel extensively. This included some less travelled routes including Turkey, Malaysia, Bulgaria and Romania.

Ian's health hadn't been great in recent years, but he was stoic and uncomplaining about it. His death was just so sudden and unexpected.

Ian is survived by his partner Anne, sons, Tim, Jasper and Tom and grandchildren Jack, Tilly, James, Oliver, Annabel and Sadie

**By Steve Dixon,
Former CFMEU and FEDFA Official**

CELEBRATING NAIDOC WEEK 2021



On many building sites across NSW, CFMEU members both Indigenous and Non-Indigenous, are celebrating NAIDOC Week 2021 and the Aboriginal colours have been flown high over many construction sites. CFMEU Organiser Jesse Strand, a proud Indigenous man and a great great grandson of William Cooper an Aboriginal man who is legendary in raising the plight of Aboriginal people with the Prime Minister of Australia at the time in 1938, states, "I'm really proud that the CFMEU and its members got behind NAIDOC week. It's all about us understanding and learning from each other. This results in respect and we can build on this to get real reconciliation".

NAIDOC originally stood for 'National Aborigines and Islanders Day Observance Committee'. This committee was once responsible for organising national activities during NAIDOC Week and is now the name of the week itself.

NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC is celebrated not only in Indigenous communities, but by Australians from all walks of life. The week is a great opportunity to support your local Aboriginal and Torres Strait Islander communities and our First Nation brothers and sisters.

State Secretary Darren Greenfield, states, "The CFMEU supports NAIDOC week

THE ABORIGINAL COLOURS HAVE BEEN FLOWN HIGH OVER MANY CONSTRUCTION SITES.

as an important and positive part of the reconciliation that needs to occur with First Nations people and one way of doing this is to recognise, understand and celebrate Indigenous Cultural heritage. We are proud to be highlighting this important event this year. There is a lot to acknowledge and celebrate."

SUCCESSFUL FAMILY PROVISION CLAIM FOR DEVASTATED SON CUT OUT OF FATHER'S WILL

Our client is one of three children. As a child he suffered from cerebral palsy. Leg calipers were needed for several years in order for him to learn to walk. School was a struggle and our client left having obtained his Intermediate Certificate. A trade qualification followed.

Our client's father was a heavy drinker. He ruled the family with an iron fist. His word was the law in this family. In the late 60's, our client went to work for his dad's company. Over the next several years, our client turned a company with large debts and not much work into a profitable ongoing business. Eventually the father agreed to our client purchasing a share of the business. Later on, our client's brother joined the business as the business accountant. His father gave him a 25% share of the business at no cost. Our client, although upset at the time, did not challenge his father's decision.

As time went on, our client's father wanted to build his dream boat. In order to fund the construction of the boat, he decided that assets of the company should be sold. Our client disagreed pointing out to his dad and his accountant brother that the sale of these assets would leave the company vulnerable when a downturn in business occurred. He was outvoted and assets were sold. A family dispute followed this action but being a minority shareholder in the business, our client was unable to persuade his father or his brother of their

foolishness. As further time went on, the brother decided that he wished to open retail shops to sell the family's products. Our client again pointed out the risks to the business that this presented. Again, his dad and brother outvoted him. They just wouldn't listen.

As his brother's debts mounted, our client eventually purchased his brother's share of the family business. Dad took exception to this purchase demanding that our client should have purchased the father's share of the business as well. Eventually, the brother's business went into liquidation and the large debt that was owed to the family company was never repaid by the brother. Our client did his best to save the company. Medical issues affected our client's health and that of his wife. Eventually, it all became too much. A buyer for the company was found, the father received some money, but our client received nothing. He simply walked away.

Following this, the father kept accusing our client of receiving a hidden financial gain at his expense. He simply wouldn't accept the reality that his actions and that of our client's brother had destroyed the

business. Our client sold his house, paid all his debts and attempted to rebuild his life interstate with his ill wife and children. A life of serious medical issues for our client and his wife followed ultimately leading to both of them being unable to work and receiving a government pension.

When our client's father passed away (his mother having deceased earlier), our client was left nothing in his father's will. His father had chosen to leave everything to our client's brother and sister. Our client turned to Evelyn Gardis, a Partner here at Taylor & Scott and an expert in disputed wills and estate matters. Evelyn launched a family provision claim under the Succession Act seeking orders that an amount of money be provided to our client from his father's estate. The Supreme Court claim was litigated and very detailed affidavits were prepared by Evelyn in support of her client's claim to a part of the father's estate. Eventually, the matter was resolved by way of a mediated settlement. Evelyn was able to secure a very fair financial settlement for her client ensuring that some of the financial stress that he was under due to his ill health was relieved.

If you, a member of your family or someone you know has been unfairly dealt with in a will, you are welcome to contact our expert team in will disputes and Family Provision Act claims here at Taylor & Scott. We will investigate your claim and if we decide to act for you, it will be on a no-win/no-pay basis meaning you don't pay Taylor & Scott any costs unless and until you are successful with your claim.



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New super laws passed: Your Future, Your Super

On June 17, The *Your Future, Your Super* legislation was passed in Parliament. This legislation sees workers 'stapled' to their first or existing super fund for their working life, unless you choose another. The new laws affecting superannuation and insurance are due to start from 1 November 2021. From this date, workers new to the building and construction industry may be paying for insurance that might not cover them for industry specific dangerous occupations or working with heights.

What does this mean?

From 1 November 2021.

- Workers **new** to building and construction who are kept in their existing super fund from their previous job may be **at risk** of having inadequate or no insurance cover
- New** building and construction workers may not have industry insurance designed for their job if they are not Cbus members
- If you are already a Cbus member nothing changes. You will remain covered by insurance that is designed for the building and construction industry

What you can do

- Talk about this insurance risk for building and construction workers in dangerous occupations or working with heights with your workmates
- If you're not a Cbus member, check you're not paying for insurance that won't cover you in the event of an accident or injury
- Talk to your Cbus Coordinator or Union Delegate

Building and construction workers should not be paying for insurance that won't cover them. Cbus will continue to advocate for our members in the building and construction sector to highlight our insurance offerings that cater for workers in hazardous environments.

Many funds exclude the dangerous working conditions that Cbus' insurance covers. Most funds do not provide automatic insurance for young or low balance members when they join, unless the member chooses to obtain insurance.

Cbus provides Death and Total and Permanent Disablement (TPD) insurance cover for workers in the building and construction industry.

- ✓ In 2019/2020 Cbus accepted 2,900 claims for our members and their families.
- ✓ In 2019/2020 Cbus paid out \$297 million in benefits to our members and their families.

For more information:

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

Visit cbussuper.com.au/insurance
Email advice@cbussuper.com.au

Cbus' Trustee is United Super Pty Ltd. ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and related documents to decide whether Cbus is right for you.

Call **1300 361 784** or visit cbussuper.com.au for a copy.

LEGAL VICTORY

DISPUTE WITH PARKVIEW ABOUT START TIMES

In 2020, for the first time, Parkview directed some of its CWs to start the day's work at 9:30am.

These late starts meant that workers were not entitled to overtime pay rates when they worked late into the afternoon.

CFMEU Assistant State Secretary, Michael Greenfield, told Parkview that 9:30am starts were not permitted under Parkview's EBA.

Parkview got written advice from the Office of the Fair Work Ombudsman which said that Parkview was entitled to start its workers at 9:30am. When the CFMEU complained that this advice was wrong, the FWO retracted the advice.

But Parkview continued to argue it was within its rights to make CWs start work for the day at 9:30am.

In November 2020, the CFMEU's legal department applied to the Fair Work Commission for a ruling that Parkview's EBA only allowed start times between 6am and 8am. The CFMEU's application was heard by the FWC on 24 February 2021.

The argument in the FWC centred around a clause in Parkview's EBA which says that terms of the Building Award are incorporated into the EBA unless they are inconsistent with an EBA term. Parkview tried to argue that the Award term about start times was not incorporated into the EBA because it was inconsistent with the EBA terms about hours of work.

Commissioner McKenna made a decision in favour of the Union on 6 April 2021, ruling that Parkview was not entitled to require its CWs to start work after 8am.

Congratulations to Parkview workers, and well done for keeping up the fight to retain hard won conditions.

66
CONGRATULATIONS TO
PARKVIEW WORKERS, AND
WELL DONE FOR KEEPING
UP THE FIGHT TO RETAIN
HARD WON CONDITIONS.



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AWARD RATES

MOBILE CRANE HIRING AWARD 2020

Rates are effective from the first pay period commencing on or after 1 July 2021. 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	950.77	25.02	31.28
MCE2 21T-60T Slew Crane Operator, Non Slew (Franna) Operator, Basic Rigger, Mobile Hydraulic Platform Operator - 17m and up to 28m	978.97	25.76	32.20
MCE3 61T-100T Slew Crane Operator, Intermediate Rigger, Mobile Hydraulic Platform Operator - 28m and above	1,007.17	26.51	33.14
MCE4 101T-200T Slew Crane Operator (no boom trailer), Advanced Rigger, Heavy Low Bed Transport Operator	1,032.77	27.18	33.98
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	1,082.57	28.49	35.61
MCE6 301T-400T Slew Crane Operator, less than 200T Crane with Luffing Fly Jib Operator	1,103.67	29.04	36.30
MCE7 401T or greater Slew Crane Operator, less than 200T with Superlift type attachment Operator	1,131.87	29.79	37.24

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

2 Cranes	3.81 per day
3 Cranes	7.55 per day
4 Cranes	11.29 per day
Over 4 Cranes	15.10 per day

ALLOWANCES

Pile driving allowance	18.49 per day
Car allowance	80 cents per kilometre
Accommodation and Meals (minimum)	76.68 per night
Meal allowance	15.96 per meal
Fares and travel allowance	17.88 per day
Protective clothing (footwear subsidy)	68.73

The rates set out in the above wage table are due to the minimum wage adjustment arising from the FWC Annual Wage Review 2020-21 and automatic adjustment of expense related allowances.

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AWARD RATES

CONSTRUCTION EBA RATES OF PAY

Rates applicable from 1 October 2020

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	37.85	272.57	30.28	1362.85	75.72	51.11	68.15
CW2	39.67	285.62	31.74	1428.10	79.33	53.55	71.41
CW3 (Non Trade)	41.28	297.20	33.02	1486.00	82.55	55.73	74.29
CW3 (Trade)	42.72	307.57	34.17	1537.85	85.44	57.67	76.89
CW4	44.81	322.60	35.85	1613.03	89.61	60.49	80.65
CW5	46.91	337.73	37.53	1688.65	93.82	63.32	84.43
CW6	49.04	353.11	39.23	1765.57	98.08	66.21	88.28
CW7	51.22	368.76	40.98	1843.78	102.43	69.14	92.19
CW8	53.35	384.14	42.68	1920.69	106.71	72.02	96.04

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 2021

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	38.80	279.39	31.04	1396.92	77.61	52.39	69.85
CW2	40.65	292.68	32.52	1463.36	81.30	54.87	73.17
CW3 (Non Trade)	42.30	304.54	33.84	1522.71	84.60	57.10	76.13
CW3 (Trade)	43.77	315.08	35.01	1575.41	87.52	59.08	78.77
CW4	45.93	330.67	36.75	1653.36	91.85	62.00	82.66
CW5	48.08	346.18	38.47	1730.87	96.16	64.90	86.54
CW6	50.27	361.94	40.21	1809.71	100.54	67.86	90.49
CW7	52.50	377.98	42.00	1889.87	104.99	70.86	94.50
CW8	54.68	393.74	43.74	1968.71	109.38	73.82	98.44

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 2020 the following shall apply:

PROJECT VALUE – \$ MILLION	SITE ALLOWANCE
0 - 2.6m	2.05
2.6m - 6.8m	2.30
6.8m - 16.8m	2.50
16.8m - 33.7m	2.75
33.7m - 67.3m	3.20
67.3m - 134.8m	3.95
134.8m - 202m	4.05
202m - 269.4m	4.15
269.4m - 404.2m	4.25

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

AWARD RATES

APPRENTICES (non-residential)* Rates applicable from 1 July 2021

Four-year apprenticeship

	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
	WEEKLY RATE	INDUSTRY ALLOWANCE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR (No Yr 12)	449.75	53.97	536.90	14.13	531.16	13.98	527.27	13.88	521.10	13.71
1ST YEAR (Yr 12)	494.73	53.97	581.88	15.31	576.14	15.16	572.25	15.06	566.08	14.90
2ND YEAR (No Yr 12)	539.70	53.97	626.85	16.50	621.11	16.35	617.22	16.24	611.05	16.08
2ND YEAR (Yr 12)	584.68	53.97	671.83	17.68	666.09	17.53	662.20	17.43	656.03	17.26
3RD YEAR	674.63	53.97	761.78	20.05	756.04	19.90	752.15	19.79	745.98	19.63
4TH YEAR	809.55	53.97	896.70	23.60	890.96	23.45	887.07	23.34	880.90	23.18

Three-year apprenticeship

	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
	WEEKLY RATE	INDUSTRY ALLOWANCE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	TOTAL WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR	494.73	53.97	581.88	15.31	576.14	15.16	572.25	15.06	566.08	14.90
2ND YEAR	674.63	53.97	761.78	20.05	756.04	19.90	752.15	19.79	745.98	19.63
3RD YEAR	809.55	53.97	896.70	23.60	890.96	23.45	887.07	23.34	880.90	23.18

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
812.00	53.97	23.66	899.15	23.51	893.41	23.41	889.52	23.25	883.35	23.00	873.93

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

CIVIL OPERATIONS TRAINEESHIPS (ALL STATES & TERRITORIES)			
STAGE	RELATIVITY	HOURLY RATE	TOTAL WEEKLY RATE
STAGE 1	68%	19.82	753.19
STAGE 2	78%	20.92	794.99
STAGE 3	90%	22.24	845.09

CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES)		
LEVEL	HOURLY RATE	TOTAL WEEKLY RATE
SKILL LEVEL A	18.01	684.49
SKILL LEVEL B	17.54	666.49

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 2021

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	38.39	1,458.82	15.36	133.06	588.65	0.83	1.82	2.31	3.10
CW8 Foreperson	30.45	1,157.10	12.18	105.79	466.90	0.67	1.49	1.88	2.53
CW7 Sub-Foreperson	29.78	1,131.64	11.91	103.49	456.63	0.66	1.45	1.84	2.47
CW7 Dogger/Crane Hand (fixed cranes)	28.88	1,097.44	11.55	100.40	442.83	0.66	1.45	1.84	2.47
CW6						0.64	1.41	1.79	2.40
CW5 Refractory Bricklayer (incl refractory allowance)	28.06	1,066.28	11.22	97.58	430.25	0.62	1.38	1.74	2.34
CW5 Special Class Tradesperson, Carver	28.33	1,076.54	11.33	98.51	434.39	0.62	1.38	1.74	2.34
CW5 Trainee Dogger/ crane Hand (fixed cranes)	27.42	1,041.96	10.97	95.38	420.44				
CW4 Joiner-Setter Out, Letter Cutter, Marker-Setter out. Prefab Setter, Specialist Landscaper Tradesperson									
	27.56	1,047.28	11.02	95.86	422.59	0.60	1.34	1.69	2.27
CW4 Signwriter	26.87	1,021.06	10.75	93.49	412.01	0.60	1.34	1.69	2.27
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)									
	26.79	1,018.02	10.72	93.22	410.78	0.59	1.29	1.64	2.20
CW3 Caster, Fixer, Floor layer Specialist, Plasterer	26.63	1,011.94	10.65	92.67	408.33	0.59	1.29	1.64	2.20
CW3 Bricklayer	26.53	1,008.14	10.61	92.32	406.79	0.59	1.29	1.64	2.20
CW3 Roof Tiler, Slate-ridger, Roof Fixer	26.36	1,001.68	10.54	91.74	404.19	0.59	1.29	1.64	2.20
CW3 Glazier, Painter	26.10	991.80	10.44	90.84	400.20	0.59	1.29	1.64	2.20
CW3 Machinist, Quarryworker, Rigger, Dogger, Shophand	25.89	983.82	10.36	90.13	396.98	0.59	1.29	1.64	2.20
CW2 Concrete Finisher, Foundation Shaftworker, Hoist or Winch driver, Powder Monkey, Scaffolder, Steelfixer, Tack Welder									
	25.20	957.60	10.08	87.75	386.40	0.57	1.26	1.59	2.14
CW1 (d) Refractory Bricklayers Assistant (incl. refractory allowance)	24.72	939.36	9.89	86.11	379.04				
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									
	24.72	939.36	9.89	86.11	379.04				
CW1 (c) After 12 months	24.29	923.02	9.72	84.63	367.54				
CW1 (b) After 3 months	23.97	910.86	9.59	83.54	372.45				
CW1 (a) New Entrant	23.51	893.38	9.40	81.95	360.49				

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	21.59 per week for each additional 40T over 100T added to the CW/ECW5 rate
In Charge of Plant allowance	42.28 per week
Underground allowance	16.19 per week

AWARD RATES

JOINERY AND BUILDING TRADES AWARD 2020

Wage rates applicable from 1 July 2021

CLASSIFICATION	LEVEL	MINIMUM RATE	TOOL ALLOWANCE	TOTAL	HOURLY RATE	HOURLY RATE (WITH INDUSTRY ALLOWANCE)
Carver	7	955.90	33.18	989.08	26.03	26.92
Specialist glass cutter	6	927.70	11.66	939.36	24.72	25.62
Supervisor (glass plant)	6	927.70		927.70	24.41	25.31
Letter cutter, joiner special class, joiner-setter out, prefab setter)	6	927.70	33.18	960.88	25.29	26.17
Signwriter	6	927.70		927.70	24.41	
Carpenter and/or joiner, stonemason, joiner, prefab tradesperson	5	899.50	33.18	932.68	24.54	25.43
Plasterer	5	899.50	27.44	926.94	24.39	25.28
Painter	5	899.50	7.96	907.46	23.88	24.77
Glazier	5	899.50	11.66	911.16	23.98	24.86
Glass worker	5	899.50	8.05	907.55	23.88	24.78
Machine setter operator	5	899.50		899.50	23.67	24.56
Assembler A*	4	853.60	9.92	863.52	22.72	23.61
Machinist grade 1	4	853.60		853.60	22.46	23.35
Dispatch worker/Glass vehicle driver (crane mounted)	4	853.60		853.60	22.46	
Assembler A*	3	825.20	9.92	835.12	21.98	22.86
Assembler B*, primer, machinist grade 2	3	825.20		825.20	21.72	22.60
Dispatch worker/Glass vehicle driver (other than crane mounted)	3	825.20		825.20	21.72	
Assembler B*	2	794.80		794.80	20.92	21.80
General hand, factory hand,	1	772.60		772.60	20.33	21.22

All purpose allowances

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

INDUSTRY ALLOWANCE	
For employees engaged on Joinery work, shopfitting, stonemasonry or outside work add:	33.71 per week
For glaziers or apprentice glaziers engaged on other than factory glazing add:	0.90 per hour

LEADING HAND ALLOWANCE		TOOL ALLOWANCE	
A leading hand must be paid the following allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.		(NB except for the additional amount for stonemasons identified below, the tool allowances are already included in the hourly rates set out on wage rates table)	
In charge of 1 person	21.59 per week	Additional allowance for stonemasonry cutting tools: 0.07 per hour	
In charge of 2-5 people	47.39 per week		
In charge of 6-10 people	60.67 per week		
In charge of 11 or more people	80.69 per week		

ADDITIONAL ALLOWANCES	
Meal allowance	15.96 per meal
First aid allowance	17.89 per week
Motor vehicle allowance	0.80 per km
Compensation for loss of clothing and tools	1,924.00 (maximum amount)

TRAVEL ALLOWANCE	
Living away from home for a distant job	
76.69 per day (minimum amount)	15.96 meal allowance
21.35 return journey expenses	44.93 weekend return home
Stonemasonry work at a cemetery or performing glass and glazing work away from usual place of business	
Use of own vehicle	0.80 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%	449.80	YEAR 1	55%	494.70
YEAR 1 (Yr 12)	55%	494.70	YEAR 2	75%	674.60
YEAR 2 (No Yr 12)	60%	539.70	YEAR 3	90%	809.60
YEAR 2 (Yr 12)	65%	584.70			
YEAR 3	75%	674.60			
YEAR 4	90%	809.60			

Adult Apprentices

4 YEAR APPRENTICESHIP			3 YEAR APPRENTICESHIP		
STAGE		WEEKLY RATE	STAGE		WEEKLY RATE
YEAR 1	81%	728.60	YEAR 1	83%	746.60
YEAR 2	85%	764.60	YEAR 2	88%	791.60
YEAR 3	88%	791.60	YEAR 3	94%	845.50
YEAR 4	94%	845.50			

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

REASON FOR INCREASE:
Increases arising from the Annual Wage Review 2020-21 Decision.



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With years of experience collaborating with many industrial leaders, we have proven to be the best option. Aligning our values with our work and our emphasis on open line communication, client satisfaction is always achieved. Furthermore, with expansion in the horizon, collaborate with us to work towards a future of success and growth.

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