

THE BUILDING WORKER

WINTER 2021



NATIONAL DAY OF MOURNING
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Your CFMEU ACT Branch Team

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SECRETARY REPORT

JASON O'MARA

AS WE HEAD OUT OF THE FIRST QUARTER OF 2021 WE STILL FIND OURSELVES WORKING THROUGH THE CHANGES TO WORKPLACES AND LIFESTYLES THAT THE COVID-19 PANDEMIC HAS THROWN AT US.

We continue to be vigilant on worksites and have all had to adjust our personal situations to manage life with the Pandemic. After initially coming up to the mark with assistance to our communities and industry when it was needed we now see the Morrison government reverting to their bad old ways of attacking working

people and their unions when we can least afford it.

While communities, workers and business continue to work in uncertain times Morrison and his anti-worker mates put the Omnibus Bill up before parliament. This was a piece of legislation designed to hit working people for six. A multi-pronged attack designed to leave workers worse off. It's in the Liberal's DNA to attack workers but the timing of their latest attack is disgraceful.

Locally our union continues to gather strength and momentum as we build our membership numbers and our delegate and activist strength. This is very important as we go into new rounds of EBA's both in our major construction trades and also as our Government bargaining round is about to begin.

We are well placed to achieve great results for our members in all these areas. We must remember that the best way to achieve the best results is to be financial and active in your union.

Don't sit back and wait for others to do the heavy lifting, be paid up and proud and lets all put our best foot forward to

ensure we continue to have some of the best working conditions around.

On the safety front we continue to see too many sites where the highest safety standards are not being achieved. We will continue to attend these sites and make these builders lift their standards to ensure safe workplaces. While we work collaboratively with many builders, too often we see profit placed before safety. To this end our union will continue to push for developers licensing so that we can hold to account those who are making decisions to appoint dodgy cheap builders.

It's time for the ACT Government to step up to the plate and hold those who make a financial decision to use substandard contractors at the expense of safety and quality to account. Whilst we have achieved a commitment to implement Developer's licensing we need to continue to push to ensure this happens ASAP. CFMEU

UNTIL THEN, STAY SAFE AND STAY FINANCIAL.

JASON O'MARA

**MORRISON'S
OMNIBUS BILL
BIG FAIL**

ZACHARY SMITH



A FAIR DEAL FOR ACT GOVERNMENT WORKERS

As we commence the latest round of enterprise bargaining with the ACT Government, a major focus is recognising the group of workers who have kept our city and its public spaces clean and safe from the risk of infection since COVID-19 began. They are among our lowest-paid workers, and the pandemic has exposed that they deserve better.

When so many of us switched to working remotely, the workers who clean public facilities like toilets and park benches carried on. So did the people who maintain our parks, and the road crews who lay asphalt, fill potholes and keep our streets fit for travel.

MANY OF THESE WORKERS EARN AN ANNUAL SALARY OF BARELY \$60,000 AND HAVE BEEN THE FORGOTTEN MEMBERS OF THE FRONT LINE.

Canberra's median house price recently went beyond \$900,000 for the first time, rising almost 20 percent – the most of any Australian capital city – in the past year. Energy prices are tipped to jump by 12 percent. In this climate we see workers doing vital jobs who find it hard to put food on the table.

The ACT Government still uses a lot of outsourced labour in these areas too, workers who for years have been denied the opportunity to go full-time. Imagine taking home less than \$800 a week, and having the insecurity of being casualised labour. Some of these workers have to buy their own boots, as well as pay rent, buy food and care for their families.

We've dropped membership dues to \$15 per week for workers employed by the ACT Government and have recruited

many newcomers to the CFMEU fold during this EBA campaign, and now is the time for these workers to see the benefits. We're trying to get rid of the lowest pay classifications and move everybody up, because the workers at the bottom need much more than a CPI based increase.

Even when the Reserve Bank is saying we need to increase wages for the economic wellbeing of the country, we're stuck with a conservative Federal government who are hell-bent on keeping wages stagnant. That must change, and there is no group of workers more deserving of better pay.

The Government has asked a lot of these workers throughout the pandemic. Cleaning public toilets is as unglamorous as it gets – they put themselves and their families' necks on the line. They've stood up and done it, and they can no longer be forgotten.

Politicians saying, 'we really value what you've done' has a hollow ring. It's time for action to back up the words. These workers have helped get the city through a pandemic. Fair's fair – now is the time for them to be paid what they're worth. **CFMEU**

ZACHARY SMITH



GET PAID UP AND PROUD

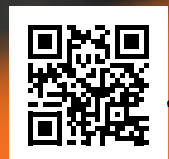


Join your workmates and be part of the union fighting for a better deal at work.

SOME OF THE BENEFITS INCLUDE:

- ▶ **Union members earn 15% more than non-union members on average**
- ▶ **Union members have better sick leave, holiday leave and long service leave**
- ▶ **Union members make workplaces safer for all workers**
- ▶ **Union members have access to industrial and legal representation**

Join now!



STOP THE BUS

THE PROPOSED LAWS BY THE MORRISON GOVERNMENT WILL TIP THE BALANCE IN FAVOUR OF BIG BUSINESS AND WORKERS WILL BE WORSE OFF AS A RESULT.

Since the announcement of the Industrial Relations Omnibus Bill, the CFMEU and ETU have commenced the 'Stop the Bus' campaign to combat this strongly anti-worker policy.

An Omnibus Bill is a piece of legislation which will make changes in several areas of law in a single document. This particular Omnibus Bill targets the portfolio of Industrial Relations,

and targets workers whilst they are at their most vulnerable due to the COVID-19 pandemic. This Bill will tip the balance in the favour of big business, making workers worse off under the proposed laws.

THIS BILL IS PROJECTED TO BE VOTED ON IN THE SENATE'S FIRST SITTING WEEK – BEGINNING ON THE 15TH MARCH 2021.

The Coalition government wants the ability to enforce dodgy 8 year deals on some new projects – including the Greenfields project – where workers already work in dodgy conditions doing dangerous work. The proposed laws include prohibiting FIFO and construction workers from negotiating a collective agreement within an 8-year period. No big project lasts this long, the purpose of the bill is simply to solidify poor conditions for these 8 years.

This legislation removes the rights of CFMEU and ETU members, creating a class of workers with fewer rights than anyone else. FIFO work is dangerous –



tragically, a number of FIFO workers have taken their own lives on just one Greenfields site – and the government has refused to fix the problems, instead rolling out laws that favour big bosses and corporations, giving them exactly what they want, which is more power to exploit their workers.

In addition to these rollouts, the government has included legislation directly targeting casual workers (immediately after excluding them from COVID supplements, when casualisation is most prevalent in the industries hardest hit by the pandemic). Despite what the libs are saying, this legislation does NOT mean an employer must offer a casual a permanent job, and actually gives employers more power to remove job security.

Meanwhile, this bill gives the government the power to make changes to your award whenever they want. Awards already can't keep up with the cost of living, and this legislation means minimum pay and conditions can be cut, basic standards and workplace rights for your industry can be cut, and you'll lose the right

to have the independent umpire – the Fair Work Commission – decide your case.

Lastly, the Coalition government wants to stop the BOOT, or Better Off Overall Test. This means your employers can negotiate workplace conditions to cut your pay and conditions, and the protection that every worker will be better off than the legal industry minimums (Awards) will be taken away. Once these below-safety net agreements are approved, they can remain in force – some WorkChoice agreements are still in force even 11 years after WorkChoices were repealed.

To stop this anti-worker legislation, the CFMEU, along with the ETU, is standing up to fight this bill. We're negotiating with the crossbench, who can vote to stop this terrible Bill – and organising campaigns to let the crossbench know this bill isn't wanted by Australian workers. If you want to help, you can go to stopthebus.com.au and send a letter to crossbench senators asking them to vote against the bill, and talk to your workmates and families about these changes, which will impact every Australian worker. **CFMEU**

THESE SENATORS CAN STOP THE ANTI-WORKER OMNIBUS BILL:



JACQUI LAMBIE, MALCOLM ROBERTS, PAULINE HANSON, STIRLING GRIFF AND REX PATRICK.

SCAN THE QR CODE BELOW TO SEND THEM A MESSAGE:



NATIONAL DAY OF MOURNING

On Wednesday the 28th April 2021 CFMEU Delegates, Safety Representatives, Rank and File Members, and activists joined UnionsACT at the National Workers Memorial in Canberra to remember and commemorate those workers who have lost their lives or suffered injury due to a workplace tragedy.





UnionsACT Secretary Matthew Harrison opened the morning's events. "Speaking on behalf of all Unions present, we in the union movement will continue to fight every day until workers come home safe."

ACT Branch Assistant Secretary Zach Smith also stood in front of 178 white crosses on the morning, each cross representing a fatality in the workplace in 2020, and every one of those crosses needless and preventable. Zach spoke of the impact that workplace deaths have on

workers and the wider community and reminded us that today we not only reflect and remember but today is a call to action. A call for no more white crosses.

Minister Mick Gentleman took the podium to highlight the obligation of employers to provide safe work places. An obligation that is in place to prevent injury, illness, and death in the work place. When these obligations are not met people get hurt. A point that WorkSafe Commissioner, Jacqui Agius also emphasised. We know that Work Health and Safety is not an optional extra

it should be a non-negotiable centrepiece of every workplace.

Proud CFMEU member and activist Munro Jones spoke out in memory of his workmate, killed on a construction site 2 meters from him. His message was clear – out on sites if you see something, say something! Everyone deserves to go home at the end of the work day. **CFMEU**

**Let's fight for the living,
remember the dead.
#IWMD2021**



16 DAYS OF ACTIVISM



The 16 Days of Activism against gender-based violence is an international campaign that takes place every year.

The campaign begins on the 25 November – the International Day for the Elimination of Violence against Women – and ends on 10 December – Human Rights Day.

During the 16 Days of Activism in 2020, the CFMMEU ran a National Campaign against gender-based violence at home and at work.

An important part of our campaign was raising awareness for the International Labour Organisation Convention C190, which recognises the right of every worker across the world to a workplace free from violence and harassment, and

urged the Government to ratify this important International Convention.

AS A UNION, THE SAFETY OF WORKERS IS AT THE HEART OF WHAT WE DO.

Sexism, discrimination and gender-based violence has no place in any workplace, and must be dealt with as seriously as any other safety issue impacting workers.

ILO C190 places clear obligations on Governments and Employers to take the proper steps to help eliminate gender-based violence and discrimination at work, and operates to ensure that all workers are able to work without fear of harassment or violence

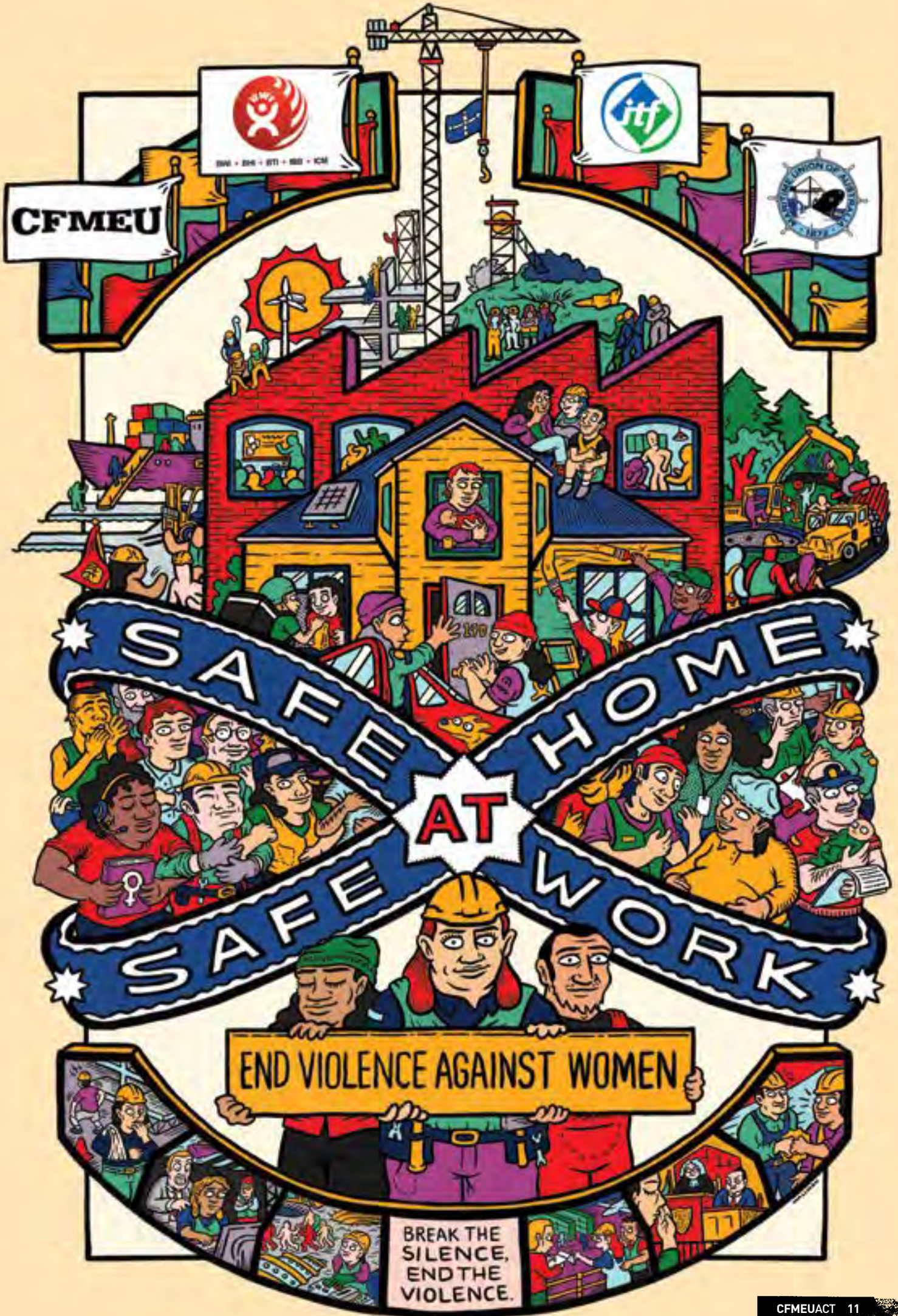
due to their gender.

Throughout the 16 Days of Activism, the CFMMEU called on our members and supporters to sign and share our petition calling on the Federal Government to act on the convention, and to recognise every worker's right to be free from all forms of violence and harassment at work.

Although the 16 Days have finished for 2020, you can still sign and share the petition online, and continue calling on our Government to ratify ILO C190. CFMMEU

SIGN AND SHARE THE PETITION AT MEGAPHONE.ORG.AU





CFMEU



SAFE AT HOME

SAFE AT WORK

END VIOLENCE AGAINST WOMEN

**BREAK THE
SILENCE,
END THE
VIOLENCE.**



CANBERRA HOSPITAL FOUNDATIONS CAN GIVE DAY

A SMASHING SUCCESS WITH OVER \$300K RAISED!

On Thursday 26 November, the Canberra Hospital Foundation hosted their inaugural giving day, Can Give Day, which included fundraising events and online donations, with donations on the day, which the CFMEU were proud to support.

Can Give Day helped raise more than \$300,000 for the Canberra Hospital Foundation through cake stalls, plant stalls, performances from community members, donations from the public, and donations from organisations like ours. The original goal of \$200,000 in 24 hours was smashed by lunchtime on the day, with more than \$80,000 donated before the festivities began.

The money raised will directly benefit the more than 500,000 public patients from the ACT and surrounding regions that the Canberra Hospital

services each year. Some funds were donated to specific areas of the hospital, including cancer wards and ambulatory support.

President Jason O'Mara and Secretary Zach Smith headed out to show their support and were welcomed by the Can Give mascot, as seen above.

The day was a smashing success all round, and much like the Union's annual flag appeal, we hope to continue supporting Can Give Day in years to come and look forward to seeing all of next year's festivities.

YOU CAN DONATE TO THE CANBERRA HOSPITAL FOUNDATION AT

**CANBERRAHOSPITALFOUNDATION.ORG.AU/
BELIFEGIVING**

MEET YOUR ORGANISER

JOSH BOLITHO

HOW LONG HAVE YOU BEEN WITH THE CFMEU?

I started with the CFMEU as an organiser in January of 2017.

HOW DID YOUR INTEREST IN ORGANISING BEGIN?

I don't think there was any one event that sparked my interest. If I was going to credit my interest to anyone it would be my father, he was a trade unionist and a Union organiser for a period with the NUW. So I was raised in a household that had strong union values.

WHAT IS YOUR ORGANISING AREA?

I have a geographical area, which is the city. I'm also responsible for trade allocations, those include asbestos removal, plasterers, bricklayers, maintenance and landscaping.

WHAT DOES UNIONISM MEAN TO YOU?

Showing solidarity and being united so that workers can fight for better pay and conditions.

Collectively working together is the best way to change our working lives.

HOW DOES THE CFMEU REPRESENT UNIONISM?

The CFMEU has always been an active campaigning, militant union. Giving workers the tools to take action and improve their workplaces is what sets the CFMEU apart.

MOST MEMORABLE EVENT OR RALLY DURING YOUR TIME WITH THE CFMEU?

The rally to defend our secretary Jason O'Mara. It was great to see so many unionists show their support.

FAVOURITE SPORTING TEAM?

I follow the AFL and I support the Hawks.

FAVOURITE HOBBY?

I like to stay fit, so going to the gym or for a run after work.

TIP'S FOR CFMEU MEMBERS?

Find out what your rights are. If you don't understand your rights you can't defend them. Contact your delegate or your organiser and ask questions.



CFMEU ACT

DELEGATE AWARDS

Last November, the Union hosted its annual Delegate Awards Night at the Dickson Tradies. Every year, to thank the delegates who do so much work with us, we like to host an awards night to express our thanks. This year it was a smashing success, thanks to all who attended!

We started the night off with some quick presentations from our associates at Training Fund Authority and CBUS Industry Super Fund, who spoke about their programs and their benefits to our members.

To start the awards, our organiser Cameron Hardy and special guest Mick Gentleman MLA gave out some life membership awards to Mick Sullivan and Stuart Peacock. Mick and Stuart have been consistent members of the union for thirty years, and incredible achievement and commitment to solidarity. Cameron also thanked retiring delegate Jeff Castles for his many years of service to our Union.

Branch Secretary Jason O'Mara and Branch Assistant Secretary Zachary Smith presented the night's biggest draw – the Delegate Awards. Our delegates all do fantastic work, and holding this awards night is important to show how much we appreciate their continued commitment to the movement and all of the work they do.

BIG CONGRATULATIONS TO THOSE WHO RECEIVED AWARDS

- **Delegate of the Year**
Scott Stenner
- **HSR (Health and Safety Representative) of the Year**
Garry McMinn
- **Best First-Year Delegate**
Peter Ellis
- **Offsite/Government Delegates of the Year**
Chris Skillin & Michael Sullivan
- **Subcontractor Delegates of the Year**
Dean Hart and Mark Ukalovic.

Big thanks to Senator Katy Gallagher, Dr Andrew Leigh MP, Deputy Chief Minister Yvette Berry, Mick Gentleman MLA, Michael Pettersson MLA, and Rachel Stephen Smith MLA for taking time out of their busy schedules to attend.

Make sure to keep your eyes open for ways to nominate your delegate in 2021 – we're always looking to hear from our members! We're looking forward to hosting an awards night just as successful next year. **CFMEU**



AWARDS NIGHT 2020



INTERNATIONAL WOMENS DAY BBQ

CFMEU WOMEN CHALLENGE UNSAFE WORKPLACES

For International Women's Day 2021, CFMEU women members in the ACT gathered for a BBQ at the Union office.

One of the themes of IWD 2021 was 'Choose to Challenge' and the 30 women members who attended the BBQ reflected on the need to challenge outdated attitudes that allow for discrimination, harassment and violence to continue in our workplaces. For women in male dominated industries sometimes just going to work every day means choosing to challenge the status quo.

When we asked women members what makes a difference, the response was

clear: the thing that works best is when another worker calls out sexist or discriminatory behaviour for what it is.

EVERYONE HAS A RIGHT TO BE SAFE AT WORK – GENDERED VIOLENCE AND HARASSMENT ARE WORKPLACE SAFETY ISSUES. EQUALITY IS UNION BUSINESS.

When harassment or discrimination happens and the boss chooses to look the other way, there is no substitute for

being supported by other workers who are prepared to stand up and speak out for safety and respect at work for everyone.

This year we're asking CFMEU members what does safety and respect at work mean to you? Some of the answers from women at the BBQ are pictured.

Thanks to CBUS and the Tradies for supplying breakfast and refreshments.

Women members who are interested in getting involved in the women's committee this year can contact our Women's Officer Ros Read on ACTWomen@cfmeu.org or call the office. **CFMEU**





As a woman, a safe workplace is one where...

I AM RESPECTED & GIVEN EQUAL OPPORTUNITY. I AM MADE TO FEEL WELCOME I AM ENCOURAGED TO TRY NEW THINGS. PEOPLE BELIEVE ME WHEN I SAY I CAN.

CFMEU ACT



As a woman, a safe workplace is one where...

Women's contribution is respected & not seen as cute



As a woman, a safe workplace is one where...

no one is afraid to speak up about sexism

CFMEU ACT



As a woman, a safe workplace is one where...

There is no favouritism between men & women in the workplace. eg. men getting more shifts.

CFMEU ACT



36-HOUR WEEK GOTTA LOVE A CFMEU RDO

2021 ACT RDOS & PUBLIC HOLIDAYS

JANUARY

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JULY

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■ PUBLIC HOLIDAYS
■ SCHOOL HOLIDAYS

■ 36-HOUR WEEK RDO
■ 38-HOUR WEEK RDO

■ DELEGATES MEETINGS
■ DESIGNATED LONG WEEKEND

■ BRANCH CONFERENCE



APRIL

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OCTOBER

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NOVEMBER

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DECEMBER

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DonateLife WA

On Thursday 25 February the CFMEU participated in the DonateLife Gift of Life Walk to promote awareness of the importance of organ and tissue donation and transplantation in the ACT. The CFMEU is proud to support the Organ and Tissue Authority's DonateLife program.

This year the Gift of Life walk happened a little differently. Due to COVID-19 the walk went virtual, supporters in the ACT region and across Australia were encouraged

to organise their own walk up to 5km anywhere, anytime as an individual, with family, friends or colleagues. CFMEU ACT staff, organisers, delegates and members chose to do the five-kilometre bridge-to-bridge walk around the Lake Burley Griffin on a beautiful sunny Canberra morning.

As mentioned in DonateLife Week, we owe a lot of our involvement to the activism of our rank-and-file member Ben

Dencio, for which organ donation is a personal issue. Ben sadly lost his best mate Jack to heart disease in 2017 and since then Ben has committed to helping sign up organ donors both through the union and his own activism. Ben joined our walk this year to once again help raise awareness surrounding organ donation and the severe shortage of organ donors in Australia.

Of course, we could not have so much success without the hard work of our delegates and



WALK

members who came along. The help they provide in promoting organ donation on-sites throughout the year is an important part of the work we do.

If you haven't signed up but are still keen to become a registered organ and tissue donor, it's never too late. Visit DonateLife.gov.au/Register today and sign up – it takes less than a minute!

IT'S A QUICK AND EASY THING YOU CAN DO TODAY THAT COULD SAVE SOMEONE ELSE'S LIFE IN THE FUTURE.

If you've already registered, grab a workmate, friend or family member, and talk to them about registering too.

JUST SCAN THE QR CODE TO SIGN UP



OLD PHOTO COMPETITION



Amalgamation campaign

**CAN YOU
NAME THESE
PEOPLE?**

OK MEMBERS, GET YOUR THINKING CAPS ON!

We need you to name the people in this photo – if you think you can, send us the 10 names to: actqueries@cfmeu.org and you could win a \$100 meal voucher at the Dickson Tradies!! Even if you only know a couple of faces – send them in. Who knows, you might be the winner! Check out the good old days on the other page!



In union is strength



National Union of Students on top of Parliament House



CFMEU Cavalcade to Canberra 1996



CFMEU Cavalcade to Canberra 1996



Building Workers Industrial Union meeting



BWIU AND FEDFA Fight for \$52



CFMEU Executive at 1996 NPH protest



Good Fight for \$52



CFMEU ACT SAFETY ALERT

— ICY WORK DECKS —

SLIPS, TRIPS AND FALLS: ICY DECKS

Under the WHS Act an employer has to provide you with a safe workplace and safe system of work as far reasonably possible. This means an employer must do whatever is possible to ensure your workplace is safe. Winter is coming and the temperature will drop below zero and work decks can become icy. Icy decks increases the risk to slips trip and falls on or off the deck. Before commencing work on cold mornings, a proper risk assessment should be done,

TO ENSURE THE DECK IS SAFE BEFORE COMMENCING WORK.

Failure to conduct a risk assessment and consult with workers about the risks associated with icy decks is not only a breach of the WHS Act, but can also lead to a workers compensation and common law negligence claim. It is the policy of the CFMEU that no workers should be working on icy decks. **If your workplace has failed to assess these risks please contact CFMEU ACT Branch 6267 1599.**



DELEGATES MEETING

The first delegates meeting of 2021 was held earlier this year discussing the latest issues that affect CFMEU workers.



WORKPLACE HEALTH & SAFETY – RECOGNISING THE RISKS AND HAZARDS

CSI have been conducting Workplace Impairment Awareness Training to Canberra Institute of Technology (CIT) as well as construction workers since 2013. After much research within the construction industry it was recognised that there was an urgent need for an accredited course to be developed to work towards reducing the number of injuries and deaths related to working whilst impaired. Statistically the number of injuries and deaths relating to impairment of workers is the highest in the construction and mining sectors.

After many long months of discussions and input from stakeholders including the CFMMEU and the Construction Industry Training Council, CSI ran pilot programs for this new course for the apprentices at the CIT.

The feedback received from teachers, employers, students and industry stakeholders was extremely positive. It was agreed that this was a well-developed course and essential for the industry and the wellbeing of all construction workers.

After a rigorous and formal accreditation process undertaken by CSI, the 10894NAT Course in Workplace Impairment Prevention was nationally accredited by ASQA in November 2020. This is the first course of its kind to be accredited and is the initiative of CSI to protect and inform our construction workers of the hazards and effects of workplace impairment. Read-on for details and an over view of the course.

10894NAT COURSE IN WORKPLACE IMPAIRMENT PREVENTION

The Course in Workplace Impairment Prevention specifies the outcomes required to recognise the health and safety factors, risks and hazards of working impaired and to plan for the implementation of safe systems of work aimed at prevention of impairment.

The course outcomes apply to building and construction workers where the health and wellbeing are at risk due to working impaired.

Graduates will be able to identify and apply the following knowledge within the context of their job roles for their own safety and the safety of fellow workers and bystanders:

- **The relevant legislations, guidelines and standards**
- **The identification of impairment causes and factors**
- **The consequences, hazards and risks to health**
- **Mental health definition, statistics and factors**
- **Systems for safe working conditions**
- **Risk assessments and hazard prevention**

For more information or to enrol to complete this course please contact the CSI office on **02 6230 1320** or visit our website at www.csisafety.com.au.

CSI continually works towards the improvement of health, safety and welfare conditions for construction workers in the ACT and surrounding regions.



Creative Safety Initiatives
It's better to be safe than sorry



HELP AT HAND

How to approach the CCW Case Manager and what to expect

Sometimes, workers in the construction industry may need a helping hand, a friendly face to talk to or practical help with something that is playing on your mind or other issues which might worry you in a tough industry and/or in your life.

The CCW Case Manager is here to help you and/or your family whenever you or they need it to get back on track. We are your first point of contact to listen to you confidentially and in a total non-judgemental way and eventually helping with referrals to the appropriate service.

The kind of problems the CCW Case Manager can assist with, include: drug and alcohol issues, gambling, loss and grief, anxiety and depression, emergency accommodation and family breakdowns.

We can also provide support for issues regarding: work injuries, legal matters and other mental health conditions such as Post Traumatic Stress Disorder (PTSD). Suicide prevention services and a team of professional counsellors and psychologists are also on board with CCW.

We can help you put a plan together, monitor the progress through regular review and provide outreach face to face contact at your convenient time. CFMEU



MEET THE CCW CASE MANAGER

- ▶ The case manager and you will fill out an intake and assessment form.
- ▶ A 'consent to share information' form will be used to respect your rights to privacy.
- ▶ An initial support plan will be created. You will drive the plan. The case manager is your facilitator and remains your back up.
- ▶ Access to CCW support and many referral pathways is at no cost. If you want to arrange to see the Case Manager just call and make an appointment on: **1800 211 470**

We can meet you at our office in Dickson or onsite, in your home or another suitable location. Don't be tough, there is no need. Don't be shy, call for a cuppa and meet the CCW Case Manager!

HOW DO YOU HAVE ACCESS TO THE CCW CASE MANAGER?

- ▶ You can call ccw on **1800 211 470** or through a referral (with your consent) from:
 - ▶ Your employer
 - ▶ Union delegate or organiser
 - ▶ A co-worker
 - ▶ A friend
 - ▶ A family member



**CONSTRUCTION
CHARITABLE
WORKS**



CHEQUES:



ELECTRONIC FUNDS TRANSFER:



GET YOUR ACIRT CA\$H ASAP

Don't rely on the post. If we have your EFT details, you'll receive your annual ACIRT distribution as soon as it's ready. Update them at [ACIRT.com.au](https://www.acirt.com.au) or call 1800 060 467



YOUR
REDUNDANCY
SAFETY NET

NEED HELP? Contact Ben Manna on 0409 256 137 or ben.manna@acirt.com.au





CONSTRUCTION
CHARITABLE
WORKS

WE'VE GOT YOUR BACK

**Support services from people
who've worked alongside you.**

Construction Charitable Works (CCW) provides
confidential support for the following issues:

- Drug & alcohol dependence
- Mental health, including depression & anxiety
- Crisis accommodation
- Problem gambling
- Relationship issues
- Grief & loss

**When life comes unstuck
call CCW 1800 211 470**

ccwact.com.au





Cbus fighting for members

The Government wants to change superannuation so that workers will be stapled to their first fund. This could leave building and construction workers new to the industry stuck in a fund that won't cover them if tragedy strikes.



A bill before Parliament contains provisions that will staple people to the first fund they join when they start working.

This means that people who have begun work in retail, hospitality or even manufacturing before coming into the construction industry may be stapled to a fund that may not insure them.

Cbus members are tradies, builders, construction workers. They risk their lives every day when they go to work.

In fact, Cbus members are more likely to experience work related illness or injury in comparison to the general population.

Our members need high quality life and TPD cover and we provide it.

Most funds exclude the hazardous working conditions which Cbus' insurance cover has been tailored for.

Cbus is concerned that if a construction worker is 'stapled' to a fund they joined at their first job, they could be paying for insurance that won't cover them if they're seriously injured at work.

This is not the first time Cbus has confronted this issue. Two other pieces of legislation in the last three years were also aimed at getting rid of default insurance in super funds.

But through Cbus' negotiation efforts, the Government recognised this risk to workers in hazardous occupations just two years ago. This means that members in the manual category receive default insurance when they join the fund whether or not they are under 25. This is not the case for many of our competitors.

Once again, we find ourselves advocating for this very important issue.

Our concerns are:

- Construction workers could be uninsured or paying for insurance that won't cover them if they're seriously injured.
- Without protection, workers and their families will suffer financially if tragedy strikes.
- Desperate and grieving families should not be forced to fundraise.

Cbus has an excellent record of benefit provision to members. Claim acceptance rates at Cbus have been very good with 96% of all insurance claims accepted over the last 5 years (to 30 June 2020) and 94% specifically for total and permanent disablement.

Building and Construction shares a top quintile risk rating with emergency services, including policing and paramedics. It is the **third highest sector** for fatalities in the workplace in Australia.¹

We can't risk building and construction workers having no insurance. This may be the difference between losing or keeping the family home and providing for your family if something happens at work.

1. Source: <https://www.safeworkaustralia.gov.au/statistics-and-research/statistics/fatalities/fatality-statistics-industry>.

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.



What can you do?

We need to talk about this in the workplace. Many members may think they have insurance in another fund, but in fact can find themselves unprotected.

There have been instances where this has happened.

Most people are not engaged with their super and it's important that they understand the implications of belonging to a fund that isn't suited to the industry they work in.

Check that you're in a fund that protects you in case of injury or illness.

Talk to your delegate, mates, other workers and make sure they are not paying for insurance that won't deliver in the event of an accident that leaves them unable to work.

For more information:



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



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

Cbus – your award winning super fund



Cbus has been chosen for the *Money* magazine **Best of the Best Awards for 2021** in the following categories: Best Pension Fund (Cbus Super Income Stream) (2nd year in a row), Best Growth Pension Product (Cbus High Growth) and Best Moderate Pension Product (Cbus Conservative Growth).

Visit cbussuper.com.au or call **1300 361 784** to find out more about what we offer for retirement.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792
Cbus ABN 75 493 363 262. Refer to Cbus Product Disclosure Statement or Financial Services Guide for more information.



BUSSQ'S GOT MY BACK.

Steve Amies
BUSSQ Member Since 2007

We're a leading industry fund that rallies for its members in tough times and is here to help you sort your super and insurance.

Could you be better off with BUSSQ? Find out more at bussq.com.au or call your local Fund Rep.



Ken (Dusty) Miller
0427 686 571

100% **Industry Super**
Run only to benefit our members

STRONG HALF TIME POSITION

The first half of the financial year has seen a sharp recovery in the share market with the local market up 13% and the global share market up around 9.7% in Australian dollars.

BUSSQ's Balanced Growth Super option has returned 8.56% for the financial year to 31 December 2020 and for the 2020 calendar year it has returned 5.10%.

Our medium and long term returns also remain strong sitting at 7.53% for 5 years and 8.25% for 10 years for our Balanced Growth Super option.

BUSSQ has provided strong long term returns with an

**AVERAGE RETURN
OVER 35 YEARS*
OF 9.61%.**

The 2020-21 financial year started from a low point with Australia going into its first recession in 27 years during the June quarter. With borders remaining closed due to Coronavirus and economic activity slow, the Australian government continued a raft of fiscal measures including JobKeeper to support businesses, jobs, and income.

This Government support and the Reserve bank of Australia's (RBA) monetary policy contributed to Australia's economy bouncing back faster than expected, with the September quarter growing 3.3%¹.

We are still likely to see bouts of volatility during 2021 driven by ongoing Coronavirus infections, deployment of the Coronavirus vaccine and tensions between China and US/Australia. During these challenging times we will continue to actively manage our members retirement savings. We will maintain a diversified portfolio of investments, including unlisted assets such as property and infrastructure which have provided some protection against volatility in global markets.



BUSSQ's here to help you onsite.

Your local BUSSQ Rep Dusty Miller can visit your worksite with BUSSQ's Mobile Super Centre to help you and your workmates get your super and insurance sorted over a sausage and a cool drink.

Chat to Dusty about how to choose the right super, rollovers and BUSSQ's tailored insurance for the building and construction industry that covers jobs other funds don't.

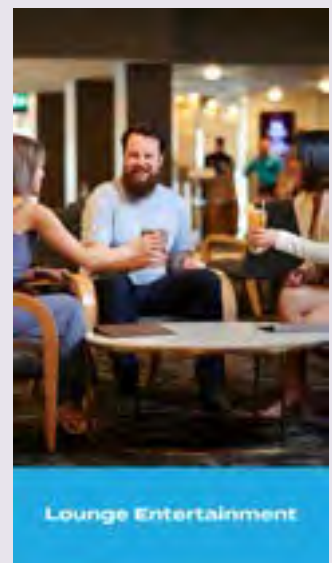
**To book a visit at your site call
Dusty on 0427 686 571.**

CFMEU ACT MEMBERS RECEIVE AN ANNUAL MEMBERSHIP TO THE DICKSON TRADIES

Your membership entitles you to a range of food and beverage options, entertainment, events, barbershop, 4-star accommodation, and free undercover parking, all under one roof!

Simply present your photo ID and current OK card at club reception to join or renew!

*Terms apply. Offer is for a free 1-year membership and is only available to financial members of the CFMEU who can present valid identification, otherwise membership fees apply. To join The Dickson Tradies you must be over 18 years of age and agree to be bound by the rules of the club.



DISCOUNTED HOLIDAY ACCOMMODATION



Exciting news for The CFMEU MEMBERS

The Tradies is now a member of the Federation of Community, Sporting and Workers Clubs. This will allow CFMEU members to reap some benefits across the three Holiday resorts.

CFMEU members can avail **20% discount** by selecting members rate at the time of online booking and providing their Tradies membership number to the resort prior or on arrival. For reservations through phone/in person membership details will be required at the time of booking.

This means you and your family/friends can enjoy self-contained, accessible, discounted and spacious accommodation facilities along the water-side at **Sussex Inlet, Fingal Bay, and Urunga.**

The Dickson Tradies