

# #THE BUILDING WORKER

NOVEMBER 2023





# 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 make workplaces safer for all workers
- Union members have better sick leave, holiday leave and long service leave
- Union members have access to industrial and legal representation

Join now!



## Your CFMEU ACT Branch Team

### EXECUTIVE

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Secretary
-  Michael Hiscox  
Assistant Secretary
-  Josh Bolitho  
President

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- Contact: 02 6230 1320

### CONSTRUCTION CHARITABLE WORKS (CCW)

- Contact: 1800 211 470

THE JOURNAL OF THE ACT BRANCH OF THE CFMEU CONSTRUCTION & GENERAL DIVISION

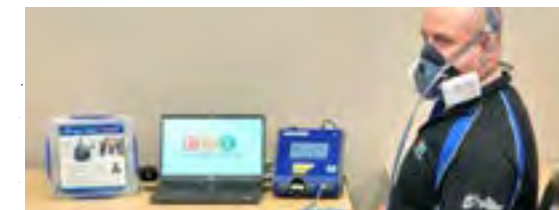
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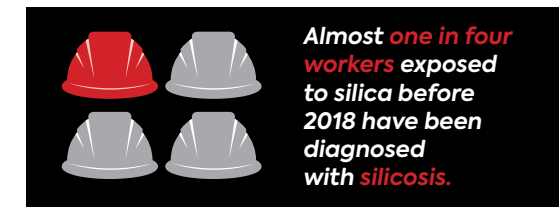
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## SECRETARY REPORT

# ZACH SMITH



**I want to be absolutely clear about a disgraceful situation affecting construction workers in this country.**

The importation and manufacture of engineered stone is killing Australian workers and it is time to stop talking and take action. We can't afford to waste another day. We need to ban these products.

Stonemasons are an integral part of our union – back in 1856 they were the first group of workers in Australia to win the eight-hour day. It's a skilled trade and it's tough work.

But members of this hard-working trade are being killed by what has become the modern-day asbestos. We all need to take a stand with them and make sure that Australia introduces a world-first ban of engineered stone.

Engineered stone products are the asbestos of the 2020s. More than half a million workers have been needed to cut and install these products in kitchens and bathrooms in something like six million homes around the nation.

But these products contain up to 95 per cent crystalline silica, meaning that workers who cut and install them are exposed to tiny particles of silica dust (100 times smaller than a grain of sand) that can cause serious and sometimes fatal health problems.

We now know that one in four engineered-stone workers who have been in the industry prior to 2018 have been diagnosed with silicosis or other silica dust related diseases.

There is no known cure for silicosis. Once the lung tissue has been damaged by silica particles, the damage is irreversible.

### A BAN IS THE ONLY FIX

It is nearly 10 years since the first Australian case of silicosis associated with artificial (engineered or reconstituted) stone in the industry was reported. And more than four years since the Morrison Government created a \$5m national dust diseases task force to deal with the issue.

We've had laws come in to make it mandatory for employers to screen workers for silicosis, but our estimates tell us that barely one in four workers are screened.

Last February, the health and safety ministers of all States and Territories unanimously agreed to ask Safe Work Australia to prepare a plan to ban the use of engineered stone in this country.

At the time of writing we were still waiting on a final decision, but even if a ban is agreed to, it's expected to take another 12 months to come into effect.

Meanwhile we've got suppliers who are lobbying for the continued use of engineered stone using lower levels of silica. They also want to put it back on to the workers, saying safety comes down to wet cutting, exhaust ventilation and on-tool extraction.

Put simply, we believe there is no safe way to work with these products. There are safer and more affordable products that should be used instead. The safety of Australian workers is too important for compromises.

If the Government won't act to ban engineered stone we will take matters into our own hands. We will impose non-negotiable workplace bans on these products from 1 July.

Workers have a right to a safe and healthy workplace – no worker should return home to their family having

contracted a deadly disease simply because they were doing their job.

Not only is it unacceptable, it is inconceivable that Australia has a product like this that is striking workers down in their prime – and that governments have not stepped in and banned them.

It's impossible to imagine going to a work site in 2023 and being expected to build using asbestos, and that's where we need to get to with engineered stone.

What is often forgotten about the campaign around asbestos eradication was that trade unions and building unions banned the products on site and banned work with those products before governments acted. If we need to, we will lead the way again this time around. **CFMEU**

### STUDY REVEALS: IT'S WORSE THAN WE THINK!

Monash University recently undertook the largest and most comprehensive study to date of workers in the stone benchtop industry. The study found an 'alarmingly high' prevalence of silicosis and that mandated screening tests were failing to diagnose those with the disease, meaning current estimates of the incidence of silicosis are likely wide off the mark.

The study found that of the 544 stone benchtop workers screened:

- 95 per cent worked with artificial stone
- 86 per cent were exposed to dry processing of stone
- 76 per cent required secondary screening
- 117 out of the 414 workers (28 per cent) who had secondary screening with CT chest scans were diagnosed with silicosis.

## ASSISTANT SECRETARY

# MICHAEL HISCOX



**Since coming into this role a couple of years ago, each and every day has just confirmed for me that our union is the best way for construction workers and our families to achieve a better working life.**

I've found it incredibly satisfying to be part of a team that sees the issues we face in the construction industry, and continues the push for better wages, conditions and safety.

And in recent months, we have had some significant wins through a raft of negotiated Enterprise Bargaining Agreements.

One of these came for the Territory's formworkers, who gained a 7.5 per cent pay increase in the first 12 months and a 5 per cent per year raise thereafter. That is a more substantial pay increase than was on the table in their previous two agreements.

We also helped negotiate 5 per cent increases to ACIRT and allowances, as well as getting income protection increased to gold level to provide more protection for when people are injured or out of work. The Agreement also included increased auditing provisions to crack down on second-tier subcontractors.

Another group that had a big EBA win was our bricklayers, a diverse sector that has traditionally been tricky to negotiate for, given it represents workers from major construction projects all the way through to small residential builds.

Bricklayers previously had conditions behind many other trades, but will now see the welcome introduction of double-time for overtime. They will also have an industry-wide inclement weather policy, impairment awareness policy and delegates

rights clauses, and ACIRT will now apply to apprentices.

In the steel fixing/stressing sector we have also negotiated an agreement with major employers that we hope will have everyone signed up as the year progresses.

They can look forward to 5 per cent per annum increases on wages, ACIRT and site allowance. Travel allowance will be increased to \$55 per day by the end of the Agreement to account for rising fuel costs, and there will be an introduction of paid parking provisions.

Income protection insurance will be upgraded to gold level.

Significantly, this sector will see the introduction of a 'same job, same pay' clause to crack down on second-tier subcontractors and ensure all workers are paid fairly.

### SAME JOB, SAME PAY

With the Federal Government looking at legislation to amend the *Fair Work Act* – which would ensure that labour-hire workers receive the same pay rate as directly employed workers – over the next six months we will be looking at how that applies across every sector of the construction industry.

It's a pretty sound principle that if you are working alongside someone and doing the same job you should be getting paid the same amount, but it is not happening as much as it should be.

There were previously laws in place that prevented us from including this concept in EBAs, which meant we had to find other ways to resolve the issue. It is an unacceptable practice, so if you see examples raise it with us.

With the Federal legislation on the horizon, some employers might be inclined to use that prospect as a delaying tactic. They'll say: "Oh, look, it's going to happen in the future anyway." But we can't rely on that, we don't know when it will happen, and we want to address those inequalities now.

Even if the legislation does come in, there's no certainty it will be applied to the construction industry, so we need to take action now.

Another big focus for the year ahead is to ensure that we get good site delegates elected. We have strived to identify the right people for the roles and to get them in place, and we want to make sure more and more solid candidates are putting their hands up in the future.

We've started to roll out a new site delegate training program, and part of that is making sure we're hearing what issues are affecting people on site, checking compliances and workplace safety.

So if you are interested in taking a more active role in the union, representing your colleagues, improving safety and making a difference, consider talking to us about how you can get involved. **CFMEU**



# WOMEN'S COMMITTEE



Union women from across Canberra came together on 8 March at the Multiplex Construction Canberra Hospital Project to celebrate International Women's Day. On the day we asked them why we need gender equality at work.

## THIS IS WHAT THEY SAID:

*"So we have equal opportunities for more women in construction."*

*"To feel included."*

*"To have role models."*

*"Greater representation would allow new ideas to emerge, and better, smarter ways of working. Belonging. Improved wellbeing, work environments that feel safe, welcoming, and enjoyable. Relatability."*

*"Because women can do anything men can do. Men need to understand how to include women in male-dominated jobs, we want to feel safe and welcomed into any job we do".*

*"To get rid of small remarks and stereotypes. Being supported and empowered at work makes you want to continue to go to work. Having equality will do this and keep women in trades".*

We stand in solidarity with them in the fight for gender equality and safe workplaces for women working in male-dominated industries and occupations.

## PERIOD POVERTY

CFMEU women are proud to have supported Suzanne Orr MLA, in her campaign to fight period poverty in the ACT. Period poverty is not just about access to period products – if you don't have dignified access to toilets and sanitary facilities at work that is also period poverty.

No one should have to skip work because they have their period and no way to deal with it at work.

Thanks to the input of CFMEU ACT women, the Period Products Access bill was expanded to ensure that it covers amenities in workplaces. Now, thanks to the bill's passing on 8 June, women who work in ACT Public Service depots and on ACT Government Construction projects are guaranteed to have dignified access to toilets and sanitary facilities at work.

## GENDER EQUITY TRAINING

From little things big things grow.

Since starting to roll out the 'Safe and Respectful Workplaces – Gender Equity training' at the beginning of 2022, the branch has trained over 800 workers from over 41 different trades and occupations across the construction industry in the ACT. It is the first construction industry-specific program intended to address gender equity and gendered violence by encouraging active bystander behaviour developed in Australia.

The Safe and Respectful Workplaces workshop has received overwhelmingly positive feedback from participants and the post-workshop and follow-up surveys indicate the training has been effective in raising awareness of gendered violence in the construction industry and giving attendees the skills to intervene and become active bystanders.

Participants said the workshop has encouraged them to take a stand against gendered violence, and the perception is that attitudes towards women and gendered violence have shifted since the training.

According to feedback from women at the Multiplex site where we have run the training every week since early 2022, the training has been successful in creating a culture shift and has contributed to a more respectful work environment. We're looking forward to training the thousands of construction workers who will work on Lendlease's Woden CIT project throughout its duration.

Our branch is proud to have pioneered this training and is happy to share that the course is now taking off in other parts of the country. Earlier in the year we worked with the QLD branch whose trainers are now delivering the workshop up north.

Our branch continues to work towards the goal of training as many workers as possible in the ACT to be active bystanders if they see gendered violence at work in order to drive positive change across the construction industry here, so to know this work is happening across the country led by our union gives us great optimism for the inclusion of women in our industry. CFMEU

“

*Because women can do anything men can do. Men need to understand how to include women in male-dominated jobs, we want to feel safe and welcomed into any job we do".*





## MEET YOUR DELEGATE

# NATHAN PRENTICE

**Nathan is a CFMEU delegate working as a bricklayer on the Dickson Coles job. When he isn't working he loves getting away to nature with his wife and kids - ideally somewhere with good fishing.**

Nathan was born in Canberra where he would spend weekends and school holidays with his old man labouring on residential sites. Nathan moved to Sydney and did a short stint as a signwriter before he came back to Canberra and started working in construction with his dad doing various labouring jobs. Nathan worked as a builders' labourer for a while until Julia Gillard put forward an initiative to support more mature-age apprentice positions. Nathan signed up to become a brickie and the rest is history.

Nathan worked in residential for a while until he moved into commercial construction. This is when Nathan first signed up for the union.

"I wanted to sign up to have a voice in an industry that is so heavily dominated by power and money from above.

"You don't have to agree with everyone and everything, but together you can take a stand and you no longer have to cop it all on the chin. I love the comradery that comes from the union - despite how different everyone can be, you feel united. You feel like you have a say not just at work but in the union itself."

Fifteen years later and it's clear to see that Nathan is still proud to be a union member and understands what it's all about.

Nathan has never had to go on strike for any of his jobs, but that has never stopped him from going out and supporting other workers who have not been as lucky.

"At the end of the day, I want to leave the industry in better shape than when I started. I have two sons; and if they decide that they want to work in the construction industry then I want it to be better for them than it was for me."

### FAVOURITE PART OF THE JOB?

I love helping people on site. A lot of the younger workers on site who have just started in their careers don't understand their rights and options and can be nervous to stand up for their rights and bring up issues.

### TIPS FOR NEW MEMBERS?

- Get Involved!
- Ignore all the bad shit you have heard about the union, this is how you get a seat at the table, without the union you would never get a say.
- The union works for the workers, you are the union, I find it funny how many people don't get that.

### FAVOURITE BAND?

The Mark of Cain - a legendary post-punk band from Adelaide.



## MEET YOUR ORGANISER

# LAYTH COLE

**Layth commenced as an organiser with CFMEU ACT just over a year ago in August 2022. Originally from Coffs Harbour, he has bounced around, living in Townsville and the Central Coast.**

While working as a rigger in Sydney, Layth accepted a job on the Cotter Dam project and relocated to Canberra in 2011. Once the Cotter Dam project finished up, Layth took FIFO work in Western Australia on offshore oil and gas projects in 2014. It was while working FIFO that Layth first realised the value of union membership.

Some of the guys Layth was working with in Karatha were not being paid their living away-from-home allowance; so they went on strike. Despite Layth's pay not being affected, he acted in solidarity with the workers not being paid and went on strike for two days.

After two days of action, the workers were paid what they were owed; and ever since then, Layth has been a proud and active union member.

Layth's activism would eventually lead to him becoming a Delegate during the 'Hooks Up for a Fair Go' Campaign. Whilst working at Titan Cranes, Layth stepped in as interim Delegate and pushed hard for workers across the crane sector to get the pay and conditions they deserve.

"At the end of the day, the campaign wouldn't have been won without the density of the membership - with a membership rate of over 90%, we knew we could win the fight."

When Titans went hard, all of the other crane crews and companies folded and it helped us win the campaign."

It has now been 10 years since Layth first got active in his union and he is still proudly fighting for workers. He plans on keeping the fight going as an Organiser for CFMEU ACT.

### WHAT ARE YOU LISTENING TO RIGHT NOW?

'Mmm-bop' by Hansen.

### FAVOURITE MOVIE

50/50 tie between Shawshank Redemption and Grand Torino.

### FAVOURITE SPORT

Rugby league. Supports the Rosters.

### WHAT TV SHOW DO YOU RECOMMEND?

The Terminal List. Please watch it.

### WHAT ARE YOU LOOKING FORWARD TO IN THE UNION MOVEMENT IN THE FUTURE?

It's got to be the Super Profits Tax.

### WHAT DOES UNIONISM MEAN TO YOU?

Unionism is having the strength of every other member at your side. It's supporting your brothers and sisters.

It's not being afraid to speak up, no matter what it is... safety, underpayment, etc.

Don't be afraid to use your voice.







**After the success of the Fair Go For a GSO campaign, Canberra's GSOs have secured a historic new pay deal.**



**MARCHING FOR A BETTER DEAL**

As 2022 drew to a close, union members from all across Canberra made it crystal clear: our GSOs deserve better. Hundreds of GSOs, BSOs, CSOs, and other CFMEU members hit the streets to march on the ACT Legislative Assembly, demanding a better deal.

Although the ACT Government said the right things at first, their offer didn't recognise the severity of the hole that GSOs were in. Upping the ante, CFMEU lodged a protected action ballot; making the point that without our essential workers, this city stops. Unprepared to let the city fall into chaos from workers walking off the job, the ACT Government returned to the negotiating table with a significantly improved offer.

In January, CFMEU members officially agreed to the historic new pay deal with a resounding 97 per cent 'yes' vote from the GSOs. The new deal will see our GSOs receiving a 34 per cent pay rise over three years, with the lowest paid workers increasing from at least \$51,000 to \$68,000 along

with the introduction of a sign-on bonus of \$1,250 and a Same Job, Same Pay clause to protect members' job security.

There have also been big overhauls to allowances with all allowances increasing by 11 per cent over three years and the introduction of the Allowance Review and building composite allowances, allowing for the combination of different allowances into one for a better consistent outcome.

There has also been the introduction of a new high-risk work allowance, a new allowance for Health and Safety Representatives and a new Working at Roadside allowance for GSOs working near major/arterial roads.

**The new EBA has included a new inclement weather clause that:**

- ✔ Confirms work is not to be performed in inclement weather unless there's a public safety risk
- ✔ Establishing outdoor work in temperatures over 35 degrees as inclement
- ✔ A new allowance for when work has to continue in inclement weather to maintain public safety.

It's crucial to recognise that none of these remarkable achievements would have been possible without the unwavering support of our members and the unwavering determination of our GSOs to secure a fairer deal. Congratulations GSO's – you deserve it! **CFMEU**

**WHAT IS A GSO?**

General Service Officers (GSOs) are ACT Government workers who form the backbone of our city – the workers who clean public toilets and buildings, who maintain streets, roads and parks, and who kept going throughout the pandemic, putting themselves in danger every day. They are some of our city's lowest-paid workers, struggling to put food on the table as housing and energy prices soar.

The GSO classification and pay structure wasn't keeping up with the cost of living in Canberra and CFMEU members commenced the Fair Go For GSOs campaign to fix it in 2022.

# A WIN FOR GSO'S





# Do you wear a Mask while you're at work?

## IS IT THE CORRECT ONE?



If not, you may as well not be wearing it, as it will give a false sense of being protected.



### SECTION 44 (3) AND (4) OF THE WHS REGULATION 2011 STATES:

The person conducting the business or undertaking who directs the carrying out of work must ensure that personal protective equipment provided under subsection (2) is:

- (a) selected to minimise risk to health and safety, including by ensuring that the equipment is:
  - (ii) a suitable size and fit and reasonably comfortable for the worker who is to use or wear it.

The person conducting a business or undertaking who directs the carrying out of work must provide the worker with information, training and instruction in the:

- (a) proper use and wearing of personal protective equipment

#### Maximum penalty:

- (a) in the case of an individual – \$6,000; or
- (b) in the case of a body corporate – \$30,000.



### HERE AT CSI WE CAN HELP YOU

#### Quantitative Facial Fit Testing

This service provides individuals with a fit test report stating the respirator tested and any specific notes.

Face fit testing is designed to provide construction workers with the best protection against the effects of hazardous airborne materials that individuals may come in contact with. Fit testing, wearing the most suitable respirator that provides the best seal for your face will reduce the chances of any dangerous particles being inhaled.

#### Service areas include:

- Correct application and ensuring the seal of the respirator is adequate.
- Correct selection of the appropriate respirator to fit the person.
- How to clean and store the respirator safely.
- Compatibility of the correct respirator whilst wearing other PPE equipment.
- Demonstrated ability to ensure adequacy of wearing the respirator.
- When to change filters.

A series of questions to determine there is no medical issues involving breath work.

The service duration is 45 minutes per test, however some participants may require a subsequent appointment should they fail their first face fit test.

This service is conducted face-to-face.

Please phone the office on (02) 6230 1320 to book an appointment.



STOP THIS KILLER STONE:

# CALL TO BAN

By Zach Smith,  
CFMEU National Secretary.

Australian workers are dying from an increase in silicosis and related lung cancers.

A 2021 National Dust Disease Task Force report found nearly one in four workers exposed to silica dust from engineered stone before 2018 have been diagnosed with silicosis, and existing workplace health and safety regulations were not protecting workers.

Despite government-wide recognition of the problem, there is no planned federal ban on deadly Silica products.

If the Federal government does not ban the production, importation and use of the material by July 2024, the CFMEU will ban its members from handling it.

This product is killing workers and the reality is Australian workers will keep dying unless we ban engineered stone.

## WHAT IS SILICOSIS?

Silicosis is a lung disease caused by inhaling tiny bits of silica dust, which can lead to scarring (fibrosis) of lung tissue. This can cause shortness of breath, coughing, and chest pain, and can lead to severe respiratory problems and even death.

Dangerous exposure occurs primarily during the installation of engineered stone benchtops in households when cutting, drilling or grinding these materials. As well as silicosis, exposure can cause lung cancer and autoimmune diseases.

Despite these dangers, engineered stone remains a top choice for Australian consumers because of its low-cost and durability. But there are safer, higher-quality products that could easily take its place.

## CURRENT CAMPAIGN STATUS

Work Health and Safety Ministers met in February and unanimously agreed to ban engineered stone in Australia

The ministers agreed to task Safe Work Australia with determining the details of the ban, which would be implemented alongside a licensing system for engineered stone already in Australia including kitchen and bathroom bench tops.

This is a positive outcome, but the CFMEU pledges to keep fighting until engineered stone ban is implemented.

CFMEU



*This product is killing workers and the reality is Australian workers will keep dying unless we ban engineered stone.*



## SCAN TO BAN NOW!

Use this QR code to send a message to WHS ministers to ensure they follow through with banning engineered stone.

# ENGINEERED STONE



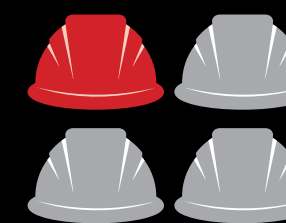
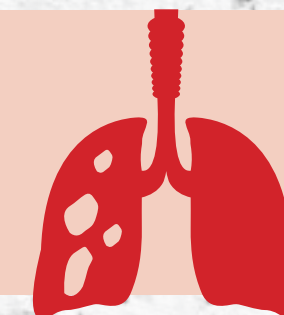
**Dangerous exposure occurs primarily during the installation of engineered stone benchtops in households when cutting, drilling or grinding these materials**

## KNOW THE FACTS



- More than half a million Australian workers are currently exposed to silica dust.
- More than 600 workers in NSW, Victoria and Queensland have silicosis.
- Almost one in four workers exposed to silica before 2018 have been diagnosed with silicosis.
- 103,000 people will contract silicosis in their lifetime, and 10,000 will develop lung cancer unless engineered stone is banned now.
- Silicosis increases the risk of getting other serious conditions such as tuberculosis (TB), chest infections, emphysema and kidney damage.
- There are safer and more affordable products that could easily take the place of engineered stone.

**Silicosis is a lung disease caused by inhaling tiny bits of silica dust, which can lead to scarring (fibrosis) of lung tissue.**



**Almost one in four workers exposed to silica before 2018 have been diagnosed with silicosis.**

**HELP STOP THIS KILLER STONE**



**A SUPER PROFITS TAX =  
53,000 MORE SOCIAL AND  
AFFORDABLE HOMES  
BUILT EACH YEAR**

Corporate profits of our largest companies are the biggest they've ever been.

But too many Australians can barely afford rent.

That's wrong. And it's not the future we want for our kids.

We can do something about it.



# END THE HOUSING CRISIS



Australia is in the grips of its worst housing crisis in living memory. Oxford Economics Australia modelling shows we are on track to be almost 947,000 social and affordable homes short of what we need by 2041.

But we can fix this. A super profits tax would raise \$511 billion to allow us to close the gap by building 53,000 homes a year over the next two decades. We're calling on the Australian Government to meet the nation's biggest problem head on with a fair levy on super profits.

Taxing the extraordinary profits of just 0.3 per cent of businesses in Australia would meet our housing needs, creating enormous economic and social benefits across the nation.

It's time to end the housing crisis. Let's tax super profits.

Australia needs almost 947,000 new social and affordable housing properties to fix the housing crisis over

**A super profits tax will build 53,000 more social and affordable homes each year**

the next two decades. A super profits tax on excess company earnings will raise the \$511 billion needed to close the housing gap by building 52,600 dwellings each year.

Rents are spiralling out of control while Australia has some of the most unaffordable housing markets in the world. Increased social and affordable housing supply is estimated to lower rental prices by 10.4% by 2041, compared to an average growth of 2.0% annually if the shortage remains unfulfilled.

A permanent, well-designed super profits tax will not discourage investment or create market distortions. **CFMEU**



Sign up to support a super profits tax on big business



**CFMEU | MUA**

Endthehousingcrisis.com.au

## HOW IT ALL WORKS

The super profits tax modelled by BIS Oxford is assumed to be a permanent, 40 per cent tax on excess profits.

It would only apply to mining projects and non-mining companies with turnover more than \$100 million, which is only 0.3 per cent of companies in Australia.

Companies would be able to carry losses forward like any current corporate income tax.

But even with this allowance, it would still raise significant revenue.





IF THAT SOUNDS DANGEROUS, THAT'S PROBABLY BECAUSE IT IS!



WE ARE BEHIND YOU IMOGEN!

SLALOM SKATEBOARDING

Imogen is a proud GSO, Union member and slalom skateboarder. We sat down with Imogen and spoke to her about unionism and her love for slalom skateboarding.

WHAT IS SLALOM SKATEBOARDING?

If you know what slalom skiing is then you're on the right track – it's essentially the same thing but on a skateboard. The goal is to get from the top of a hill to the bottom as fast as possible, whilst also weaving in between cones.

If that sounds dangerous, that's probably because it is! Imogen told us that during a competition there are 'loads of great stacks' – in fact there is an award for the best stack, which Imogen has won 6 times now. The worst one of which has resulted in a broken arm and a long car ride to the hospital.

THAT SOUNDS PAINFUL! WHY DO YOU DO IT?

Imogen's love for slalom skateboard started way back when she was a kid. Coming from an adventurous family, her weekends were spent outdoors downhill mountain boarding and skateboarding. About 15 years ago, her Dad challenged her to keep up with him on a skateboard descent, and it was on. Nowadays, despite Dad's best efforts, he's got no chance of keeping up with one of Australia's best. The two still find time to skate together whenever they can though. Despite all of the gnarly falls, Imogen is good. Actually, although she doesn't like to boast, she is really good... She is ranked number 15 in the entire world and number one in Australia. Most recently Imogen went over to Salem, Oregon for the world championships, in which CFMEU sponsored her flights to get there.

Whilst competing in America, Imogen took out two silvers... one in Giant Slalom and the other for Hybrid Slalom and a gold in the Tight Slalom. In fact, Imogen is the first Australian to win gold in slalom skateboarding.

SO WHAT'S NEXT?

Next up Imogen will be competing in the world skate games in Italy next year. Whether she wins or loses, Imogen's family will always come out to support her. She says their support means more than all the medals and rankings combined.

WHAT ELSE DO YOU DO WHEN YOU'RE NOT SKATEBOARDING?

When Imogen isn't barreling downhill at full speed, she works as a horticulturist apprentice for the ACT Government. Before this, she worked at an office job, but got sick of being stuck inside all day; so decided it was time for something new.

With Spring just around the corner, she's excited for Floriade. "I love seeing the before and after when you start working on a big project like Floriade".

Imogen is a proud union member and recently took part in the Fair Go for a GSO campaign. She loved being a part of the rallies and the comradery that came from standing alongside her workmates. It helped bring everyone in her workplace together and changed the whole atmosphere at work making it feel like much more than an ordinary job.

It was clear from talking to Imogen just how grateful she is to have her family, friends and the CFMEU supporting her.

National Secretary Zach Smith sends her all of our best wishes. "We can't wait to see how Imogen goes at the next world skate games, keep up the good work Imogen!" CFMEU



# NEW MERCH



## HOLIDAYS ARE BETTER WITH THE ACIRT ANNUAL DISTRIBUTION!

Eligible ACIRT members will receive a bonus payment in November, just in time to spend for the holiday season!

Unlike other redundancy funds, ACIRT distributes all its taxable income, after expenses, to eligible members every year. Last year, members shared in over \$20M!

To find out more, call 1800 060 467 or visit [acirt.com.au](http://acirt.com.au)



THE NO.1  
REDUNDANCY  
SAFETY NET



# CFMEU MEMBER BENEFITS

- ✓ Free emergency transport cover for you and your dependant family members\*
- ✓ Union membership fees can be deducted from your taxes each year
- ✓ Free travel insurance for domestic and international travel for you and your dependant family when travelling together\*
- ✓ Free initial legal consultation services from Slater and Gordon
- ✓ Free membership to the Dickson Tradies, including discounts on food, drinks and much more
- ✓ Free representation for wage underpayments, with the Union recovering more than \$17 million nationally in unpaid entitlements and wages over the last year
- ✓ Emergency accommodation, one-on-one counselling, and other support services from Construction Charitable Works
- ✓ Insurance benefits through JLT
- ✓ Free journey cover insurance to and from work for all members employed by the ACT Government
- ✓ Exclusive access to the Flex Union Shop for deals on a range of products.

**CFMEU**  
ACT

\* DEPENDANT CHILD or DEPENDANT CHILDREN means an insured Person's or their Partner's dependent child or children, including step or legally adopted child or children, as long as they are under eighteen (18) years of age, or under twenty-five (25) years of age while they are full-time students, attending a legally accredited registered training organisation, institution of higher learning, and are primarily dependent upon the insured Person for maintenance and support. Dependent Child or Dependent Children also includes any child or children of any age who are living permanently with the insured Person who through a disability are totally incapable of self-support.

Authorised by Zachary Smith for the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, ACT Divisional Branch, 7-10/8 Cape Street © Dickson ACT 2602



# WE'VE GOT YOUR BACK

**CONSTRUCTION CHARITABLE WORKS (CCW) PROVIDES CONFIDENTIAL SUPPORT FOR YOU AND YOUR FAMILY MEMBER'S**

- COUNSELLING SERVICES
- DRUG & ALCOHOL TREATMENT
- CRISIS ACCOMMODATION
- DOMESTIC VIOLENCE SUPPORT
- FINANCIAL & LEGAL SUPPORT
- GAMBLING SUPPORT & COUNSELLING

**1800 211 470    CCWACT.COM.AU**



# Proudly looking after unions and their members for over 85 years

+ **NO WIN  
NO FEE**



## Injured at work?

We'll work hard to try and achieve the best compensation outcome for your claim, whilst making the legal process as easy as possible.

With our **No Win, No Fee\*** offer for Personal Injury Law and **free first appointment\*\***, you can afford access to the justice you deserve.

Our experienced legal team can provide services in a wide range of areas including:

- + Workers' Compensation
- + Motor Vehicle Accidents
- + Public Liability
- + Medical Negligence
- + Superannuation and Disability Insurance
- + Industrial and Employment
- + And more

**+ Slater  
Gordon**  
Lawyers

Contact us today on (02 6257 1922)  
to discuss your potential options

[slatergordon.com.au](http://slatergordon.com.au)

Every worker has a right to go to work each day, knowing they'll come home safely. That's why if you've been injured or become ill at work you may be entitled to make a claim for Workers' Compensation.

Workers' Compensation schemes should help injured workers get through the difficult times on their way to recovery, by providing a range of benefits and compensation.

We are here to make it easier for you to navigate these complex systems and processes to help you receive your compensation entitlements.

### Act quickly

A **workplace injury should be reported as soon as possible** and a **Workers' Compensation claim should be made within 7 days** in order to get your wage paid from the date of the injury.

If you have a workplace injury you should speak to one of our experienced Workers' Compensation lawyers straight away.

### Types of injury claims we assist with:

- + Injuries from a fall
- + Construction site accidents
- + Injuries caused by malfunctioning machines
- + Lifting injuries
- + Repetitive Strain Injury (RSI)
- + Hearing loss
- + Mental health injuries
- + And more

### Under the Workers' Compensation Scheme, you may be entitled to the following benefits:

- + Weekly payments to cover lost wages
- + Medical, hospital and nursing expenses
- + Rehabilitation, counselling and other support services
- + And more

Our experienced and friendly team will help you achieve the best possible outcome and support you every step of the way throughout your claim journey.

With flexible appointments available, **free social work services‡**, our **No Win, No Fee\* offer**, and **free first appointment policy.\*\***

Get in touch today and we'll take it from here  
[slatergordon.com.au](http://slatergordon.com.au)  
1800 555 777

**+ Slater  
Gordon**  
Lawyers

\*NWNF T&C's: [slatergordon.com.au/NWNF](http://slatergordon.com.au/NWNF)

\*\*Free first appointment T&C's: [slatergordon.com.au/FIA](http://slatergordon.com.au/FIA)

\*NWNF T&C's: [slatergordon.com.au/NWNF](http://slatergordon.com.au/NWNF)

\*\*FIA T&C's: [slatergordon.com.au/FIA](http://slatergordon.com.au/FIA)

‡ Free Social Work Services T&C's: [slatergordon.com.au/the-firm/our-commitment-to-you/social-work-services](http://slatergordon.com.au/the-firm/our-commitment-to-you/social-work-services)





# Why you should thank a Union member for Industry Super

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

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

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

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

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

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

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

To learn more about Cbus Super and how we are run  
[cbussuper.com.au/about-us/how-were-run](http://cbussuper.com.au/about-us/how-were-run)

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

[cbussuper.com.au](http://cbussuper.com.au)  
[cbusenq@cbussuper.com.au](mailto:cbusenq@cbussuper.com.au)

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



# Making hard work pay off.

Call 1300 361 784 8am to 8pm AEST/AEDT Monday to Friday  
[cbussuper.com.au](http://cbussuper.com.au)



We're a proud industry super fund, representing workers in the building, construction and allied industries.

It's easy to join Cbus, just visit [cbussuper.com.au/join](http://cbussuper.com.au/join) or give us a call on **1300 361 784** to arrange for your local Coordinator to visit your workplace.



Find out more

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



## CFMEU MEMBERS RECEIVE 1 YEAR FREE\* MEMBERSHIP AT THE TRADIES

The Dickson Tradies offers a range of food and beverage options, including entertainment, events, a barbershop, 4-star accommodation, and free undercover parking!

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 ACCOMODATION



### Exciting news for The CFMEU MEMBERS

CFMEU members who visit these resorts can avail 20% discount on already low rates for the year leading to fun and affordable holidays.

This means you and your families/friends can enjoy discounted and spacious accommodation facilities along the water-side at Sussex Inlet, Fingal Bay and Urunga, and can create memories that will last a lifetime.