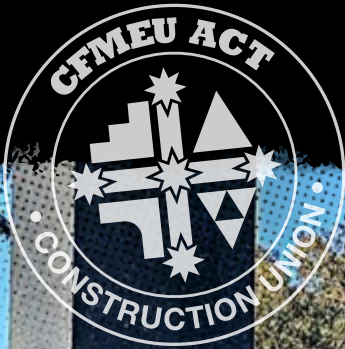


THE BUILDING WORKER

WINTER 2020



INTERNATIONAL WORKERS

MEMORIAL DAY

AND MUCH MORE

CFMEU
ACT

Your CFMEU ACT Branch Team

EXECUTIVE



Jason O'Mara
Secretary



Zach Smith
Assistant Secretary



Jason Jennings
President



Anthony Vitler
Vice-President

ORGANISERS



Michael Hiscox Construction
0430 933 747



Luke Poskus Construction
0428 968 464



Josh Bolitho Construction
0430 810 874



Cameron Hardy Government & Off-Site
0421 074 578

COMPLIANCE OFFICER

Anthony Vitler 0439 851 998

INDUSTRIAL LAWYERS

Ros Read

Tom Fischer

OFFICE COORDINATOR

Stephanie Balnaves

MEMBERSHIP OFFICER

Rachel Jennings

COMMUNICATIONS AND CAMPAIGNS OFFICER

Lachlan McGregor

CREATIVE SAFETY INITIATIVES (CSI)

Contact: 02 6230 1320

CONSTRUCTION CHARITABLE WORKS (CCW)

Contact: 1800 211 470

CONTENTS



6
International Workers
Memorial Day



8
2019 Branch Conference



12
International Women's Day



20
Supporting bushfire
communities



22
ACT Election -
make your vote count

3	Secretary Report	18	COVID 19 On-site guidelines
4	Assistant Secretary Report	24	Trauma at work
10	National Office Campaign	26	Unemployed Workers Union
14	Gary McMinn	27	Creative Safety Initiatives
16	Garry Hamilton	29	DonateLife
17	Constructing Gender article		



SECRETARY REPORT

JASON O'MARA

Well, what a start to 2020. We began the year with the terrible bushfires that destroyed homes, bushland and wildlife, and devastated many of the ACT's much-loved holiday areas. We know that many of these communities, particularly those close to Canberra on the South Coast, were severely impacted by the fires and continue to struggle to rebuild their livelihoods and economies following the damage.

And just when the smoke haze had started to lift, we were thrust into further uncertain and unprecedented times with the COVID-19 pandemic reaching Australian shores. We watched on as the country was basically shutdown like we had never seen before.

During this time, while many other industries were shut down, the construction industry banded together and put measures in place on jobs to ensure construction workers could continue to work and keep the economy moving. We have seen construction projects remain operating mainly due to the fact that, as an industry that works constantly with high risks, we were able to adapt and update our work practices to ensure worker safety.

However, we are not out of the woods yet. We need to continue to remain vigilant with social distancing measures and hygiene requirements to ensure we don't have a further outbreak of the virus. The ACT Government, with Andrew Barr at the helm, should be congratulated for the leadership they have shown in our community throughout this virus.

While we are still currently trying to come to terms with what needs to be done to combat this virus, the CFMEU understands that some workers may be struggling with their mental health during this time.

We are extremely lucky that here in the ACT, we have the best provider of mental health and rehabilitation support services in the country with Construction Charitable Works (CCW). If you're feeling down or just need to talk to someone, contact Shayne and the team at CCW - they always have your back. Whether it be an informal chat, or help with accessing a referral pathway, CCW will be there to provide the support you need to get back on track. You can read more about the work of CCW on page 24.

Another topic on everyone's mind at the moment is what the jobs forecast will look like in

Canberra post-COVID. The CFMEU has been advocating for greater infrastructure spending and are in regular communication with all levels of ACT Government to try and get as much work put on the books as can be afforded.

We also need to make sure that our residential construction market remains strong. While we have seen a cautious approach to new projects by some of the territory's major developers, Canberra remains a good place to invest and we are seeing sales start to pick up already. We have a couple of the ACT's largest ever projects currently looking to begin with the Spire Project (\$400m+) and Light Rail Stage 2, as well as a number of schools and other Government infrastructure projects in the pipeline.

The boost in infrastructure spending and the many shovel ready projects being brought forward all point towards more jobs and greater economic stability that will put the ACT in a good place to see out this crisis. CFMEU

UNTIL NEXT TIME, KEEP SAFE AND KEEP FINANCIAL.

JASON O'MARA



ZACHARY SMITH



2020 ACT ELECTION

This year Canberrans go to the ballot box to elect the territory government for the next four years. As always at this election, it is important that construction workers are informed and support candidates who in turn support workers and their rights at work.

At the start of this year our elected workplace delegates made a decision to endorse a number of candidates who have a proven track record of standing up for our Union and its members. These endorsed candidates include incumbent MLA for Yerrabi and former CFMEU industrial officer Michael Pettersson and fellow MLA for Murrumbidgee, Bec Cody. Both Bec and Michael have been fearless advocates of our members and organised labour across the ACT. They are joined as CFMEU endorsed candidates by Madeline Northam, the current regional secretary for the CPSU (the public sector union) in Kurrajong and Tom Fischer in Yerrabi, who many of you will recognise as one the Branch's legal officers. It's important that we get behind these candidates and ensure that the voice of working people is heard in the Assembly.

The choice at this election is stark. The Labor Government led by Andrew Barr has delivered in a number of critical areas for construction workers such as

introducing a Secure Local Jobs Code to ensure that government contracts go to those employers that respect workers rights, the introduction of labour hire licensing and reforms to mandate the election of HSR's, and safety committees on building sites over \$5 million. The Barr Labor Government has also announced an ambitious plan to build \$15 billion worth of infrastructure for the Territory including the next stages of the light rail project. This plan will deliver thousands of jobs for ACT construction workers and provide much needed support to the ACT economy in the wake of the COVID-19 pandemic.

By contrast, the alternative is an out of touch, anti-worker Liberal Party lead by Alistair Coe. The Canberra Liberals have made no secret of their opposition to unions and many of the significant reforms that have benefited working people in the ACT. It is clear that they would seek to follow in the footsteps of the extreme ideology of the federal Liberals and attack and demonise workers and trade unions.

This Union will always stand up for our members and their interests without any political fear or favour and this endorsement does not mean that we will lose our militancy when holding the government of the day to account. Over the past term of this

government we have demonstrated the willingness to take on governments of either political persuasion to get the best outcome for our members. However, construction workers in the ACT cannot afford both a federal and territory liberal government hell bent on undermining their wages, conditions, job security and rights at work.

EBA UPDATE

Workers engaged by principal contractors and working in the drywall, painting, tiling and on-site glass/façade sectors are on the verge of securing a new enterprise agreement. These agreements include new crystalline exposure standards, commitments to direct engagement of labour, new training provisions, commitments to maximising the participation of women and first nations people in the construction industry, as well increases to wages, allowances and other monetary conditions such as ACIRT. The new claims incorporated into these agreements reflect the positions taken by our rank-and-file activists at our Branch Conferences and which have now formed the Branch's bargaining policy that was endorsed at last year's conference.

Workers in these sectors should be proud of what they have won in these agreements against the backdrop of the economic insecurity caused by COVID-19.

It again goes to show why it pays to be Union and stick together when it comes to bargaining. The Branch has commenced bargaining in the post tensioning sector and is soon to commence bargaining in the crane/rigging, civil, demolition and brick laying sectors. **CFMEU**

ZACHARY SMITH

STAY INFORMED - GET ACTIVE IN YOUR UNION

CFMEU ACT ARE ALWAYS ON THE GO KEEPING MEMBERS UP TO DATE WITH HANDY SITE AND UNION INFO. CONNECT TODAY AND GET THE LATEST INFO EBAS, SAFETY, JOB SITE AND POLITICAL NEWS AND MORE.



*IF YOU'VE GOT A QUESTION,
MESSAGE US ON FACEBOOK
OR FOLLOW US!*



facebook.com/CFMEUACT



twitter.com/CFMEUACT



instagram.com/cfmeu.act/

INTERNATIONAL WORKERS

MEMORIAL

DAY



On the 28th of April, the CFMEU observed International Workers Memorial Day to commemorate workers from around the world who have been killed or injured in the course of their employment.

This year, due to government restrictions surrounding COVID-19, we were unable to get together with other unionists to commemorate the day and host a public service as done previously.

Instead, our officials and delegates visited the National Workers Memorial to pay their respects and create a video about what the day means to them, and why our fight to ensure every worker comes home safely is central to our duty as unionists.

We were also joined by UnionsACT and other union branches across the ACT to remember workers in other industries who didn't make it home, including firefighters, nurses and public servants.

Almost everyone who spoke in the video had a story about a workmate or someone they knew who was either killed or injured on the job, and how their death has continued to impact them to this day.

That's why we take the safety of every worker seriously. Safety is non-negotiable, because no job is ever worth compromising the health, safety and wellbeing of a worker, and no worker deserves to be killed or injured for trying to earn a living. Workers have a right to go to work every day knowing they will return home safely at the end of it.

BUT WE KNOW ALL TOO WELL THAT WHEN IT COMES DOWN TO IT, MANY BOSSES ARE WILLING TO OVERLOOK THE SAFETY OF THEIR WORKERS IN ORDER TO ENSURE THEY TURN A PROFIT.



That's why we not only remember those who have lost their lives, but also those responsible: the companies, businesses and bosses who view the lives of working people as expendable costs of doing business.

As unionists, we must never forget nor forgive those who put profit before workers safety, and we must honour the lives of those killed at work by fighting like hell to ensure every worker returns home to their families at the end of the day. **CFMEU**

To watch the video, go to the CFMEU ACT Facebook page, or type the following link into your internet browser: www.facebook.com/CFMEUACT/videos/55383999553415/





CFMEU ACT Secretary Jason O'Mara, WorkSafe ACT Commissioner Greg Jones, and Minister for Employment and Workplace Safety Suzanne Orr observe a minutes silence to honour those who have lost their lives at work.

2019 CFMEU ACT

BRANCH CONFERENCE



In November last year, the CFMEU ACT Branch hosted our second annual Branch Conference, at the Canberra Tradesman's Union Club in Dickson. The event saw CFMEU officials and unionists from across the country gather in Canberra to debate and engage in the policies that will drive the direction of our union for the year ahead.

We were lucky to have attendees from across our union, including Construction and General Division National Secretary, Dave Noonan, Divisional National President,

Jade Ingham, Assistant Divisional National Secretaries, Nigel Davies and Andrew Sutherland, Victoria Branch Secretary, John Setka, NSW Branch Secretary, Darren Greenfield, and former Divisional National President, Joe McDonald.

The conference began with the moving of an urgent resolution by Assistant Secretary, Zachary Smith, condemning the firing of shots into the family home of ACT Branch Secretary, Jason O'Mara. Conference stood in firm solidarity behind Jason and the ACT Branch, noting with disgust the failure of the

Master Builders Association and the Federal Liberal Government to publicly condemn this attack which was clearly organised by an employer.

In terms of bargaining, the Branch Bargaining Policy was issued, which includes double-time overtime, enhanced rights for casual workers, paid leave for trade union training and responsibilities, and many other important entitlements.





In regards to safety, delegates moved important motions regarding requirements for the use of P3/N99 respirators for all high exposure activities which may contain respirable crystalline silica dust, such as fabrication/ installation of engineered stone benchtops; paving and surfacing; brick concrete or stone cutting; and any other activities that breaches the integrity of a surface that creates dust. Other safety resolutions included pursuing the requirement for builders to provide ice-machines during summer months, ensuring building sites have a nurse call or two-way radio for effective communication in case of an emergency, and ensuring that workers do not work above level 5 when the Alimak is not operational.

The Conference also resolved to call upon State and Territory Governments to introduce a

licensing regime for property developers, that would require developers not to impose unrealistic timeframes on building contractors that could lead to unsafe work practices, to not engage in any phoenix activity or unfair commercial practices, to establish project trust accounts for each project they are responsible for, and many other important requirements.

Conference noted the increasing complaints surrounding poor building quality, the findings from the NSW Collins Inquiry calling for project trust accounts, and the ever increasing influence developers seek to impose over building projects as compelling reasons for the implementation of such a licensing regime. Since passing this resolution, the ACT Labor Government has begun a process to implement a licensing scheme for property developers, adopting many of the requirements passed at this Branch Conference.

CONFERENCE ALSO HEARD FROM THE WOMEN'S, INDIGENOUS AND YOUTH COMMITTEES OF THE UNION, WITH EACH PASSING SEVERAL MOTIONS REPRESENTING THEIR MEMBERS.

These included a motion from the Women's Committee requiring the ACT Government to mandate substantive quotas for women's employment in the construction industry, a motion from the Indigenous Committee requiring the indigenous cultural awareness training on project's valued over \$100M, and a motion from the Youth Committee condemning the bullying and harassment of young workers.

Congratulations to the delegates who received awards during the 2019 conference, especially to Garry McMinn and Seamus Maher, who received Delegate of the Year and Runner-Up Delegate of the Year Awards respectively, and Josh Nicholl and Tim Rolfe, who received Safety Representative of the Year and Runner-Up Safety Representative of the Year Awards respectively.

Thanks again to all the interstate officials, delegates and special guests who helped make our 2019 conference a huge success. We look forward to hosting you at our next conference soon! **CFMEU**



The ABCC upholds the law
changes behaviour to make
building and construction
fair, efficient and product

FROM THE ABCC WEBSITE

BULLSHIT! →

CORRUPT AND POLITICISED REGULATOR BETRAYS WORKERS

IT'S TIME FOR THE ABCC TO GO!

Australian construction workers are being put at risk of harm and exploitation by a corrupt, politicised regulator that turns a blind eye to illegal behaviour by employers, while going after working people for the most trivial matters.

The ABCC was conceived in hatred of trade unions. This contempt for working people and the democratic organisations that represent them was baked into its DNA when first set up under the Howard Government. The first ABCC failed construction workers, failed the industry and was rightly wound up once the ideological warriors of the Howard Government were removed from office.

The Turnbull Government's re-establishment of the ABCC in 2016 was only secured after Senate crossbenchers including Nick Xenophon and Derryn Hinch were guaranteed it would be legally required to act as a fair and independent regulator of both unions and businesses in construction.

In reality, those assurances were worthless and we now have a hopelessly compromised regulator that routinely fails to detect, investigate or prosecute illegal activity by bosses.

...w and
...ke the
...n industry
...tive.



Late last year the ABCC was forced by the Senate to reveal its woeful record of investigation and prosecution of employers and the deep bias it holds against working people.



SINCE 2016 THE ABCC HAS SUCCESSFULLY PROSECUTED JUST 14 EMPLOYERS. IN THAT TIME THE CFMEU HAS BEEN PROSECUTED 86 TIMES, WHILE 200 INDIVIDUAL WORKERS HAVE BEEN PROSECUTED BY THE REGULATOR.

The ABCC has spent more than \$3 million on legal action pursuing the union over the most minor of civil breaches, almost 20 times more than it spent on token efforts

to prosecute dodgy construction bosses.

Not a single employer has been prosecuted over the sham contracting rampant in construction. The ABCC pursued only 42 employers over wage theft in an industry where it is estimated workers are owed more than \$6 billion in stolen wages.

Earlier in 2019 they crowed about achieving the 'milestone' of recovering a total \$1 million in wages. Compare that to the \$320 million estimated to be stolen from construction workers every year.

Over the past five years the union has recovered around \$60 million in wages for members. The CFMEU is a more effective regulator of poor behaviour in the industry than the ABCC.

It gets worse. The ABCC refuses point blank to investigate serious criminal allegations against

builders, even when the evidence is overwhelming. In South Australia a CFMEU delegate and his family faced death threats after he raised safety concerns on a site.

An independent investigation subsequently named a manager and senior employee as the likely perpetrators and they were dismissed by the company. The report was damning of the ABCC for failing to investigate the matter.

The regulator's response? It's not our jurisdiction.

As a regulator, the ABCC is not fit for purpose.

As a political weapon to wield against workers and unions, the ABCC is doing exactly what their political masters want.

It has no integrity and it needs to go.

Dave Noonan, CFMEU National Construction Secretary. **CFMEU**

If women had equal rights at my workplace, then...

THEN I WOULDN'T BE BANNED FROM TOOLS FOR BEING 'OFFENDED' BY CAT CALLING

If women had equal rights at my workplace, then...

there would be no sexist comments and jokes

INTERNATIONAL

W

This year, the CFMEU ACT Women's Committee commemorated International Women's Day with a breakfast barbeque at the TCCS Depot in Holder.

The Women's Committee was joined by CFMEU officials, delegates and members from across the Construction industry and ACT Government sites, as well as Labor Member for Murrumbidgee Bec Cody MLA, and ACT Labor Candidates Maddy Northam and Tom Fischer.

As well as enjoying a breakfast cooked by Cbus Super and hearing from some great speakers, members of the Branch Women's Committee spoke out against the discrimination they have experienced and continue to experience in the workplace, and what it is like to be a woman working in the male dominated construction industry and male dominated areas of ACT Government.

Members filled out placards detailing their personal experiences of harassment,

discrimination and sexism in their workplaces, and what their workplaces would be like if women were treated equally to the men they work with.

THEIR RESPONSES SHOW THAT SEXISM AND DISCRIMINATION TOWARDS WOMEN REMAINS A PART OF MANY CFMEU WORKPLACES, AND TELL US THAT THE UNION NEEDS TO CONTINUE TO STEP UP AND SUPPORT WOMEN MEMBERS.



If women had equal rights at my workplace, then...

there would be more of us!

If women had equal rights at my workplace, then...

IT WOULD BE A HAPPIER PLACE.

CFMEU

CFMEU

WOMEN'S DAY

When even numerical gender equity remains a distant horizon for women in male dominated industries and occupations, events like the IWD breakfast remind us that it is our duty as unionists to champion the cause for equality in our workplaces, and call out discrimination and sexism wherever it occurs.

Members who are interested in getting active in the Women's Committee can contact Branch Women's Officer Ros Read in the union office on 02 6267 1559, or email actwomen@cfmeu.org.



For this edition of the Branch Journal, we sat down with CFMEU delegate Garry McMinn to talk about his time in the building industry and what being a CFMEU member means to him.

Garry is currently working for Hindmarsh on the Birch Building at the Australian National University. Garry started his working life in Canberra as a scaffolder on the Quadrant Building, before working on the construction of Parliament House.

"I got out of the industry for a while to drive trucks, but I realised pretty quickly that where I wanted to be was in the building industry," Garry said. "I started advancing myself and got my rigger and doggers tickets, and just began to get more and more involved in the industry."

Garry joined the Builders Labourers Federation on his first day on the job, quickly becoming an active union member. It wasn't

long before Garry was approached to step up to the role of delegate on his job site.

"As a member, our delegate had always looked after us and made sure we were safe, and I wanted to do the same thing for the fellas on my job", Garry said. "I jumped at the opportunity to step up to the delegate role and take on a bit more leadership around safety on site and looking after the other fellas on the job."

Since becoming a CFMEU delegate, Garry has been awarded the CFMEU Delegates Choice, CFMEU Delegate of the Year, and the UnionsACT May Day Delegate of the Year. Garry also represented the CFMEU ACT Branch at the CFMEU National Conference in Adelaide in 2019.

"That conference was a huge eye opener for me. Being able to talk to unionists from all different states, hearing from union officials from across Australia and around the world, and discussing our shared struggle as unionists was empowering."

For Garry, unionism is all about our duty to stand up and defend the rights that those who came before us secured, and ensure that those same rights are enshrined for generations to come.

"The reason I fight for the rights that we have today is because I know that my father and grandfather fought to secure those rights for us. I want that to continue on and I want to make sure we lay the foundations for the next generation of workers and unionists," Garry said.

QUICK QUESTIONS:

WHAT MAKES THE CFMEU A STRONG UNION?

"I'd say it's how well the union is structured – we've got a team of really strong organisers and great leadership in Jason and Zach. They enable us delegates to go out on our sites and stand up for workers. Everyone in the union is focussed on making sure no one is getting ripped off and that sites are safe, and everyone works together to make that happen."

BEST UNION MEMORY?

"For me it's the rallies – getting everyone from the crane drivers and dogman, to the form workers and steel fixer's out to the rally. It's great getting together and uniting to take a stand."

FAVOURITE HOBBIES?

"Fishing and golf – someone conned me into having a game of golf and now I'm hooked. That's my way of getting away from work and relaxing"

FAVOURITE FOOTY TEAM?

Sydney Roosters

HOT TIP FOR MEMBERS?

"Slow things down and do things safely. Nowadays, it's all push, push, push, but slowing things down and making sure the job protects everyone can save lives. It's about making sure that everyone goes home at the end of the day – that's our job as unionists." CFMEU



**DELEGATE
SPOTLIGHT**

GARRY McMINN



**'IN THESE UNCERTAIN
TIMES, IT'S GOOD TO
KNOW ONE THING THAT
IS CERTAIN. ACIRT'**

KEN GREAVES
MULTIPLEX

ACIRT's NO 1 priority is to support members when times are tough. We're like your financial safety net, but we can't pay your redundancy if we can't find you.

MAKE SURE YOUR DETAILS ARE UP TO DATE TODAY.

ACIRT.COM.AU | 1800 060 467

Or speak with your local coordinator
Ben Manna on 0409 256 137 or
email ben.manna@acirt.com.au



**YOUR
REDUNDANCY
SAFETY NET**

CHEERS GAZZA!

After over 15 years in the union movement, Compliance Officer Garry Hamilton will be leaving the CFMEU. For this edition of the Branch Journal, we sat down with Gazza to talk about his time as a CFMEU official.

As a young boy growing up in North East Stockton in the United Kingdom, unionism was in Gazza's blood from the start.

"I went through the coalminer's strikes and Thatcherism as a young boy and I saw firsthand what Tory Governments can do to working class communities when they just cut the legs out from under them," Garry said.

"Growing up at that time and experiencing the struggles of workers and unions conditioned me to my values long before I came to Australia."

Committed to improving the lot of working people, Garry studied to become a lawyer, before moving to Australia to work for a law firm that worked closely with the union.

"When I decided to do law, it was because I wanted to help working people. There was not a lot of access to justice for working people where I lived growing up, and that made it easier for bosses and governments to walk all over them. I wanted to help change that."

During the Your Rights at Work campaign, Garry did a secondment for 6 months with the union, campaigning against the Howard Government's WorkChoices laws

and going around to speak to workers about how these laws would impact their rights at work.

Soon afterwards, the union was looking for a new Industrial Officer, and Gazza came on board with the CFMEU ACT Branch in 2010. Over his many years in the CFMEU, Garry has contributed so much to this union, and helped improve the working lives of countless construction workers in Canberra. We wish Gazza all the best as he moves into the next chapter of his life.

"I've been incredibly proud to work for the ACT Branch of the CFMEU. I hope I had a positive impact on construction workers in Canberra as a whole, and maybe made life a bit harder for dodgy construction bosses.

Thanks for having me!"

What have been your best memories working for the CFMEU?

"Being able to help ordinary, blue collar people who are just trying to get by and make a good life for themselves and their families was the most important part of the role for me. That was always the big picture, and I got to spend every day helping to achieve that for workers.

As well as that, some other moments that stand out were the industrial action we took against Lendlease, and going to support Ark Tribe in Adelaide when the ABCC were going after him."

What will you take away from the Union Movement?

"Probably the biggest thing I will take away is my reinforced belief that as a collective, we can do so much together.

I will also take away a lot from everyone I've worked

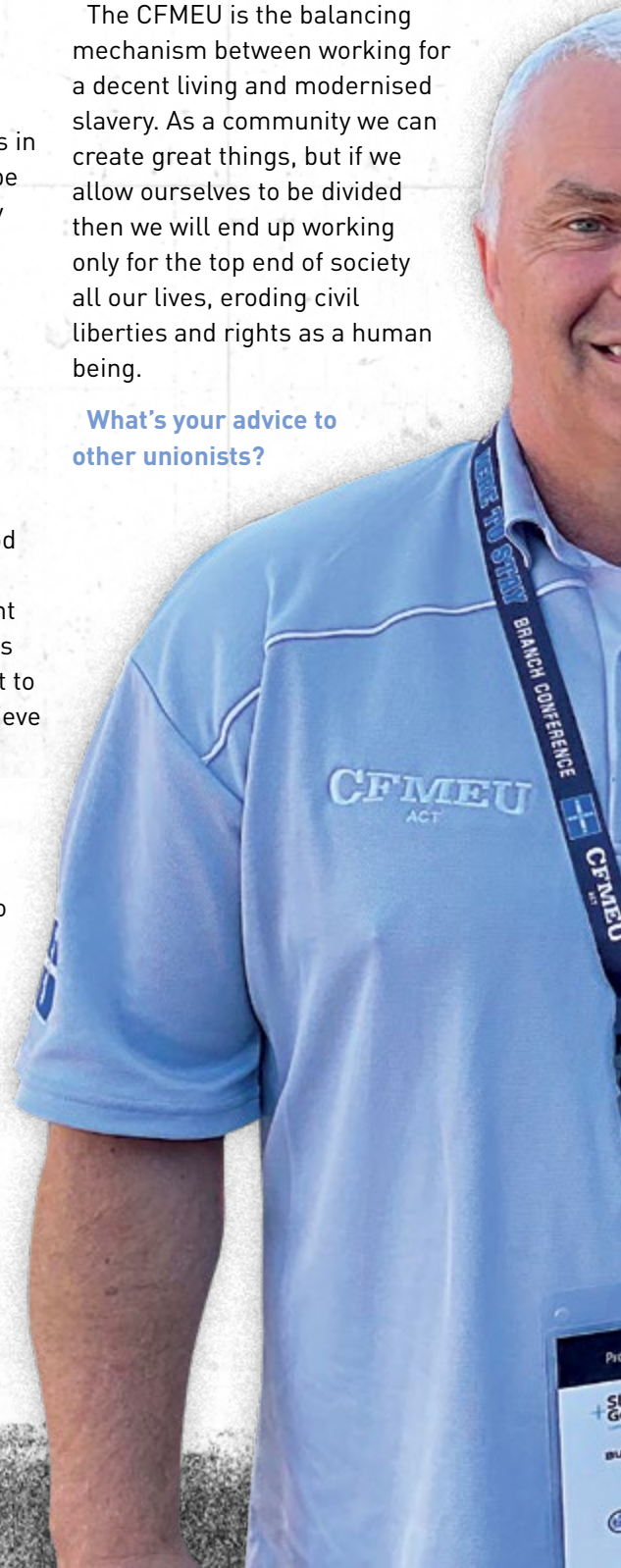
with and all the friendships I've formed over the years with everyone. I don't regret a single moment working here for the Branch, and I was proud to work for this Union."

What has the CFMEU meant to you?

"It means solidarity and sticking together. Working together for the good of the community and helping to create a society that looks after everyone rather than just serving the top end of town.

The CFMEU is the balancing mechanism between working for a decent living and modernised slavery. As a community we can create great things, but if we allow ourselves to be divided then we will end up working only for the top end of society all our lives, eroding civil liberties and rights as a human being.

What's your advice to other unionists?



“BELIEVE IN WHAT YOU DO AND STAND BY IT. SURROUND YOURSELF WITH THE RIGHT PEOPLE THAT BELIEVE IN WHAT YOU DO, AND HAVE A RED HOT CRACK AT THE REST OF THE WORLD.”

CFMEU



CFMEU WOMEN: CONSTRUCTING GENDER AT WORK

BY GABRIELLA FALZON

I have researched the conditions and experiences faced by women members of the CFMEU ACT Branch in study through the Australian National University.

Having worked for the CFMEU as a Research and Campaigns Officer I had been involved with the Women's Committee and shocked by the sexism that some members experienced while on site as well as the power the union gave them.

My research was based on five interviews, four with women members and the fifth with the Women's Officer and Senior Legal Officer of the Branch, Rosalind Read. The interviews focused on what it's like to be a woman union member in the construction industry in Canberra. Especially during a time when bosses try their hardest to rip off workers and fail to make sure that workers are safe.

THROUGH THIS RESEARCH I FOUND THAT UNIONISM IS ESSENTIAL FOR WOMEN WORKERS TO FIGHT THE BARRIERS THAT EXIST TO THEM PROGRESSING IN THE CONSTRUCTION INDUSTRY AND FINDING SECURITY IN THEIR WORK.

I also found that even though the construction industry can already be a very insecure industry to work in, women experience this insecurity worse because of sexist attitudes and systems of recruitment for work.

In a neoliberal world where we are taught anti-union ideas it is important that we stick to union principals and fight for gender equality in the industry. **CFMEU**

ON-SITE GUIDELINES



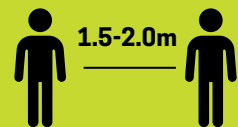
ATTENTION SHOP STEWARDS AND OHS REPS: You all

BUILDERS' RESPONSIBILITIES

It is the responsibility of the principal contractor to ensure that these guidelines are implemented and controlled.

OUTDOOR WORK / SOCIAL DISTANCING

Workers should keep **1.5-2.0m** from other workers.



INDOOR WORK

There should be no more than **1 worker per 4 sq m**.



GROUPS/QUEUES

Gathering in queues or in groups is **strictly not allowed** - avoid queuing at hoists and lifts.



BEHAVIOURAL CONTROLS/HYGIENE

Every effort must be made by employers to upgrade personal hygiene & minimise person to person contact and all workers must co-operate in all necessary measures to achieve these objectives. These measures need to include:

Promote regular hand washing with soap.

Employers must facilitate regular hand washing by providing ease of access/additional facilities where possible. Hand washing must occur before and after eating as well as after toilet visits.



Additional cleaning/decontamination on-site.

There must be an increased frequency of industrial grade cleaning/additional cleaning/decontamination on sites across all areas.



Provide suitable personal and protective equipment including gloves where workers are in close proximity for work or site access purposes.



Provide hand sanitiser in all hoists, amenities and areas/levels of the site.



Conduct regular, if necessary daily, toolbox meetings to provide up-to-date information.

Remember to keep a safe distance.



COVID-19

MUST play an active role in ensuring the on-site guidelines are adhered to:

GUIDELINES, MEASURES & STEPS TO BE TAKEN

Common areas on-sites such as the amenities pose risks and these are reduced by ensuring the following measures are adopted:

- The time spent in those areas must be limited so as not to breach time constraints recommended by the Department of Health & Human Services.
- Separation of meal breaks and work groups to achieve maximum personal space and reduce the number of people accessing those areas at any one time.
- Spread out furniture to promote social distancing measures in common areas.
- There must be an increased frequency of industrial grade cleaning/additional cleaning with specific emphasis on cleaning after each meal breaks in those areas.
- Workers electing to minimise amenity access.
- Separation of meal breaks and work groups to achieve maximum personal space.
- Staggered working hours may be considered on sites with appropriate consultation.

! ANY BUILDER OR SITE THAT DOESN'T FOLLOW COVID-19 GUIDELINES SET BY THE UNION TO PROTECT WORKERS' SAFETY NEEDS TO BE REPORTED. Contact your union and an official representative will act immediately. Your safety is paramount.

! DO NOT COME TO WORK IF YOU HAVE ANY OF THESE SYMPTOMS: COUGH, SORE THROAT, FEVER OR DIFFICULTY BREATHING.

PROTECT YOUR WORKMATES



SUPPORTING FIRE RAVAGED COMMUNITIES

In early January this year, CFMEU Construction and General National Office, CFMEU ACT and CFMEU NSW joined forces to support regions in the NSW South Coast that had been devastated by bushfires during the summer.

Our Branch Assistant Secretary Zachary Smith and President Jason Jennings travelled around the NSW South Coast with NSW President Rita Mallia and Assistant National Construction Secretary Nigel Davies, to provide much needed financial support as part of the Construction and General Division's \$100,000 donation to fire-affected regions.

"Every dollar that our union was able to donate came from you - our members," Assistant Secretary Zach Smith said. "The outpouring of support, solidarity and comradery from across our membership during these bushfires was outstanding."

The CFMEU officials spent three days visiting the towns of Cobargo, Bermagui, Bodalla, Batemans Bay, Broulee and Moryua, all of which had been devastated by bushfires that swept through the region.

They delivered gift card vouchers to local RFS volunteers, evacuation and recovery centre staff, community groups and bushfire victims, who all desperately needed financial assistance and support.

EVERY TOWN THAT WE VISITED WAS FILLED WITH SCENES AND STORIES OF LOSS, DEVASTATION AND TRAGEDY, AS WELL AS AN OVERWHELMING SENSE OF COMMUNITY AND SOLIDARITY, AS PEOPLE



UNITED TO PUT THEIR LIVES AND TOWNS BACK TOGETHER.



"The devastation caused by the bushfires in these towns was hard to comprehend," said Branch Secretary Jason O'Mara.

"We wanted to provide help in any way we could, whether that was financial assistance, buying food and water, or just reaching out and showing our solidarity to those that had been impacted."

"That's what being union is about - solidarity and sticking together when it gets tough. Helping out during these bushfires was no different to helping your mates at work - we're all in it together, and we need to have each other's backs during difficult times." CFMEU





MAKE YOUR VOTE COUNT



The ACT elections are coming up later this year, with the ballot scheduled to take place on Saturday 17th of October.

This years' election will be an important opportunity for workers to cast their vote, make their voices heard and help shape the government of the ACT.

For the CFMEU to be as effective politically as we are industrially, we need an ally in the ACT Parliament who will represent the interests of working people, and stand by our side as we continue to fight for better pay and

entitlements, and safe, secure working conditions.

We need politicians who aren't afraid to stand up to corrupt corporations and dodgy bosses; who are on our side, not on the side of big business; and who will fight to ensure we all have access to safe and secure jobs, a good education and high-quality healthcare.

Over the last three years, the Barr Labor Government has continued to deliver outcomes for working people, including the introduction of the Secure Local Jobs Code legislation, delivering job-creating infrastructure projects such as Stages 1 and 2 of the Canberra Light Rail, and implementing tougher laws for property developers and builders that protect workers and improve safety.

Labor also worked closely with our union during the bushfire crisis to implement tougher restrictions surrounding working in smoke, helping the CFMEU to ensure the health and safety of workers was not compromised during this period.

More recently, the Labor Government's leadership during the COVID-19 health crisis has helped make the ACT one of the first State or Territory to flatten the curve and slow the spread of the virus, helping to keep us safe and get Canberran's back to work. Additionally, Labor has continued supporting the easing of restrictions, bringing forward several shovel ready projects and investing in infrastructure spending to support jobs for workers and keep the economy on track.

This election, the Australian Labor Party has put forward a field of top candidates, who are committed to delivering real outcomes for workers and their families here in the ACT, and who stand by the Union movement in their fight for fairness.

The CFMEU is proud once again to support the campaigns of Member for Yerrabi, Michael Pettersson MLA, and Member for Murrumbidgee, Bec Cody MLA, who have both proven to be fierce

BECCY CODY



Beccy has been an advocate for workers' rights her whole life, and since her election as the Member for Murrumbidgee in 2016, she has continued that fight in the Legislative Assembly. One of Beccy's most significant achievements was the development and the passing into law of the Human Rights (Workers' Rights) Amendment Bill, that enshrines into law that workers' rights are human rights. This Bill makes the ACT the first jurisdiction in Australia to recognise the right to work, the right to safe working conditions, and the right to Union representation as Human Rights.

MICHAEL PETTERSSON



Michael is a former Industrial Officer of our Branch, and since being elected, has been at the forefront of the political fight to secure legislative changes that support working Canberraers. Michael was instrumental in calling on the ACT Government to adopt a Secure Local Jobs Code, and spoke in favour of the code at the ALP Conference whilst a candidate. As an MLA, Michael spearheaded the inquiry into Insecure Work in the ACT, championed the construction of the Light Rail Stages, and was part of the building quality inquiry to crack down on dodgy operators in the industry.

TOM FISCHER



Tom, who will be running alongside Michael in the seat of Yerrabi, has spent several years representing working people as an organiser at the CPSU, and most recently as the Industrial Lawyer for the CFMEU ACT Branch. Tom has spent his working life fighting for the rights of workers, both as an organiser and a lawyer. Now, Tom wants to take that fight into politics, and help to ensure that workers have a strong unionist as their voice in the Legislative Assembly that will always stand up against those that exploit workers.

MADDY NORTHAM



Maddy, who will be running in the seat of Kurrajong, is currently the Regional Secretary of the Community and Public Sector Union and the President of UnionsACT, the peak union body in Canberra. Maddy puts workers and their safety at the forefront of her work, and is running for the Legislative Assembly to help make Canberra the safest place to work in the country. Maddy has spent her working life fighting for workers in Canberra's public sector, and is ready to stand up in the ACT Parliament and make sure workers voices are heard.

advocates for workers' rights since their election in 2016. The CFMEU is also supporting the campaigns of Labor candidates and staunch unionists Tom Fischer and Maddy Northam.

All four candidates addressed CFMEU delegates at our February Delegates Meeting earlier this year, and received the unanimous support of all delegates and officials at the meeting.

If you want to get involved to help get these terrific unionists elected to the ACT Legislative Assembly this year, contact CFMEU Assistant Secretary Zachary Smith on 6267 1599. CFMEU

The construction industry is a high risk industry.

Most workers have experience with a workplace accident or near miss. For some people an event can have minimal impact, but for others this can trigger an emotional response immediately or at a time in the future. This is a response to a traumatic event.

TRAUMA AT WORK

WHAT IS TRAUMA?

Trauma is an event where you experience overwhelming emotion. It has a serious impact on your body and mind. The memory of such an event doesn't become fuzzy and fade over time. Instead it stays vivid and distressing every time it is remembered.

The feelings you may experience following a traumatic event are:

- Shock
- Fear
- Anger
- Numbness
- Guilt
- Sadness
- Shame

These feelings are normal. It depends on the nature of the event and your part in the event that will determine which of these feelings will be part of your experience and how long they last.

HOW YOUR BODY MAY REACT

- ▶ Difficulty sleeping
- ▶ Restless or disturbed sleep
- ▶ Feeling tired despite sleeping

- ▶ Easily distracted
- ▶ Easily startled by loud or unexpected noise
- ▶ Agitation and muscle tension
- ▶ Faster heartbeat sometimes chest pain
- ▶ Breathing problems
- ▶ Dizziness
- ▶ Headaches or general aches and pains
- ▶ Poor appetite
- ▶ Nausea, diarrhoea or constipation

WHAT ABOUT THINKING?

- ▶ Confusion and disorientation
 - ▶ Frequent thoughts and memories of the incident
 - ▶ Thoughts and images of other frightening events
 - ▶ Poor concentration
 - ▶ Nightmares
 - ▶ Problems planning and organising
 - ▶ Attempts to shut out or avoid painful memories
- You may also experience behaviour changes

→ SOCIAL

- > Withdrawal from others and a need to be alone
- > Easily irritated by small and petty issues
- > Feelings of detachment from others

→ WORK

- > Not wanting to go to work
- > Loss of motivation
- > Having an anxiety attack when approaching work

→ HABITS

- > Increased use of alcohol, cigarettes and other drugs
- > Less interest in usual activities
- > Loss of interest in enjoyable activities
- > Loss of sexual interest or arousal
- > Avoiding places, people or things that remind you of the incident

HEALTHY COPING STRATEGIES ARE:

→ EMOTIONAL HELPERS

- > Give yourself permission to feel rotten
- > Remember feeling bad is

unpleasant, but it will usually come and go in waves rather than overwhelming you totally

- › Seek emotional support from those close to you

→ FOR THE BODY

- › Get plenty of rest, even if you can't sleep

WORK

- › Try to eat regular and well-balanced meals
- › Try not to shut out the pain with alcohol or drugs, this leads to more problems in the future
- › Reduce the use of stimulants – tea, coffee, chocolates, cola and cigarettes
- › Regular exercise can help reduce the effects of stress and trauma
- › Make time for relaxation, try meditation, yoga or breathing exercises

DEALING WITH THOUGHTS

- › Recurring thoughts, flashbacks and dreams are normal
- › Don't bother to fight them
- › Remember they will fade and become less painful over time
- › Talk about the incident, how you reacted and how you are feeling to people who care about you. Do this as much as you feel okay about it.
- › Some people find that writing about their experience and feelings in a journal or a diary is helpful. This is important if you feel you can't talk about it.

HELPFUL THINGS TO DO

- › Try to resume a normal routine as soon as possible. Don't forget to take it easy and try to keep your stress down
- › Try not to avoid the unpleasant feelings and memories – they last longer if you try to ignore them
- › Find one activity you enjoy each day
- › You may want to do something for closure such as attending a funeral
- › Make as many smaller, daily decisions as possible, this will help you establish a feeling of control over your life.

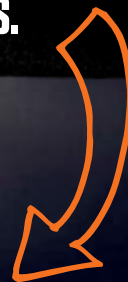
When the problems and emotional distress stay at a peak level and make it just too hard to let go and get on with things, and if you are unable to do the things that you normally would do or would like to do, then it might be time to call a professional counsellor. CCW can arrange an appointment for you with a counsellor.

If you are experiencing a number of the feelings below, you may need to see a professional:

- › Feeling as if the trauma is happening all over again
- › Avoiding situations or conversations with people associated with the incident

- › Increased worrying
- › Feeling like there is danger or threat all around
- › Increased irritability
- › Loss of interest in otherwise enjoyable activities
- › Severe sleep disturbance and daytime fatigue
- › Feeling sad
- › Thinking that suicide is an option
- › Emotional numbing and feeling distant from family and friends
- › You have been feeling these things for longer than seems reasonable
- › There symptoms have not been getting better on their own

**IF YOU OR A FAMILY MEMBER
NEEDS SUPPORT CALL
CONSTRUCTION CHARITABLE
WORKS (CCW) ON
1800 211 470.
WE ARE HERE FOR THE
CONSTRUCTION INDUSTRY
AND THEIR FAMILIES.**



**CONSTRUCTION
CHARITABLE
WORKS**



Pic: facebook

SUPPORTING THE UNEMPLOYED

Are you at risk of unemployment? Do you know someone who is unemployed? Contact us at the AUWU to see how we can help!

The Australian Unemployed Workers' Union (AUWU) is a volunteer organisation run by and for the unemployed. We support people while they are out of work by:

- Helping people navigate the unemployment benefits system
- Supporting unemployed workers who are experiencing harassment from Centrelink or job agencies
- Campaigning for improved conditions for all people who are out of work

→ Building a network of unemployed people so they know they're not alone

Organisations of the unemployed have a long history in Australia, going back to the 1920s. The current AUWU was established about a decade ago, and an ACT Branch was set up in late 2019.

An organisation like AUWU is particularly necessary now. The coronavirus pandemic is already pushing hundreds of thousands of people out of work. It is essential that these people have access to information and assistance to ensure they get adequate government support.

The AUWU is also strongly committed to supporting the

trade union movement. Bosses use the threat of unemployment to undermine workers' pay and conditions. But if employed and unemployed workers are united, we can fight for and win better conditions for everyone.

To get in touch (or get involved) with the Canberra branch, email us at canberra@auwu.org.au

If you're unemployed and need advice regarding Centrelink or a job agency, you can visit our website or call the AUWU National Advocacy Hotline:

AUWU WEBSITE:
unemployedworkersunion.com/

AUWU ADVOCACY HOTLINE:
1800 289 848 (AUWU4U)

**Hours of operation: 10am-2pm EST, Monday-Friday.
Please leave a voicemail if the line is busy.**



FACE TO SCREEN TRAINING

Things have changed for us here at CSI with the COVID-19 virus. It has seen CSI implement and adopt face to screen training for the majority of our courses. This has been interesting to say the least! It has been a challenging process but it has been satisfying to see all our clients make the transitional journey with us.

We commenced face to screen training a week after 'lock down' and have now conducted over 29 courses in total for not only our accredited courses but awareness courses as well. We

also implemented a COVID-19 Awareness course which also proved to be successful with our construction

industry clients.

We initially ran a series of four trial courses for asbestos and they were very successful, with a lot of positive feedback from those participants who attended. This led CSI to conduct another 16 successful courses. Keep an eye on our website for upcoming face to screen csisafety.com.au training dates.

As a result of this successful trial, we have been approved by Worksafe ACT to deliver the face to screen model for Asbestos Awareness, White Card and Safety Committee training courses.

You would have seen in the last journal that we have developed a Crystalline Silica Awareness course. Since then, the entire team at CSI have put in a lot of hours and hard work, and we are therefore pleased to announce that we now have the first nationally accredited course in Silica. The official name of the course is 10830NAT Course in Crystalline Silica Exposure Prevention. This four hour course has proven to be very popular not only here in the ACT but also in NSW and QLD. CFMEU

For anyone wanting to book this course or any other course, please check our website or contact the office on 02-62301320 or info@csisafety.com.au

DESPITE THE CHALLENGES OF COVID-19, WE ARE PROUD TO CONTINUE DELIVERING THE HIGH QUALITY TRAINING OUR CLIENTS HAVE COME TO EXPECT, AND PROVIDING A SERVICE THAT MAKES OUR INDUSTRY A SAFER PLACE.

JASON JENNINGS, CEO



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

BUILDING WORKER



CFMUEU

ACT

GIFT OF LIFE ANNUAL DONATE LIFE WALK



On the 26th of February, the CFMEU ACT Branch joined thousands of Canberra locals to take part in the Gift of Life's annual DonateLife Walk.

This annual event, sponsored by the Organ and Tissue Authority, involves a walk around Lake Burley Griffin beginning at Rond Terrace, to help raise awareness of organ and tissue donation in the ACT and around Australia.

Organ and tissue donation has become an important cause to our union over the past few years. Following a motion moved by rank and file activist Ben

Dencio at our union's Branch Conference in 2018, we have become increasingly involved in the work of DonateLife, and were proud to enter a team and take part in the Gift of Life walk to help raise awareness of this incredibly important cause.

Registering to become an organ donor takes less than a minute, and you only need a valid Medicare card on hand. This is a quick and easy thing you can do today that could save the lives of many people.

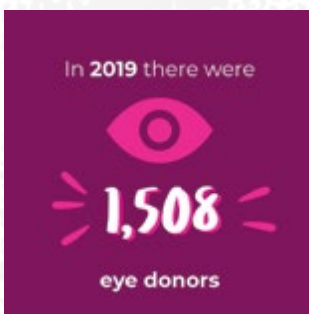
Sadly, although over two-thirds of Australians are happy

to be organ donors, only 23% of Canberrans have actually signed up to be on the donor register.

IF YOU'RE HAPPY TO BECOME AN ORGAN DONOR, THEN YOU NEED TO MAKE SURE YOU'VE SIGNED UP TO BE ON THE ORGAN DONOR REGISTER. IF YOU'VE ALREADY SIGNED UP, GRAB A MATE AND SIGN THEM UP TOO!

To become an organ and tissue donor today, go to:

donatelife.gov.au/register-donor-today CFMEU



Australian Unions
Member Benefits

REGISTER NOW



Get more out of life with Union Member Benefits

Australian Unions Member Benefits are provided to every union member through the ACTU in partnership with your union.

As a union member, you can take advantage of the collective buying power of nearly 2 million members to get big discounts from a great range of companies.



To find out more visit our Benefits page or register for access on our secure site at

australianunions.org.au/member_benefits



**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

CFMEU

ACT

For CFMEU members, their families,
and the communities they live in.



Creative Safety Initiatives

It's better to be safe than sorry

In partnership with



An initiative of



You need the cover that's right for you.



Does your Death and TPD insurance cover you at work?

Many Cbus members work in a physically demanding, hazardous industry¹. If you work in a hazardous occupation, Cbus may be the only option or one of few options to obtain insurance cover². Other super funds may restrict or exclude automatic insurance cover for one or more of the following occupations: concreter, bricklayer, plasterer, labourer, plumber, painter, rigger, welder, scaffolder, or dogman².

We're here to help.



Speak with your Coordinator



Call **1300 361 784**
Mon to Fri from 8am to 8pm AEDT/AEST

1. Cbus Annual Integrated Report 2018. 2. Rice Warner report for Cbus, Review of Insurance Offer, 16 May 2018.

Making sure insurance is there when you need it

IMPORTANT UPDATE:

The Coronavirus (COVID-19) has created a unique situation and we understand that many of our members are feeling concerned about how it will impact them.

Cbus are providing up to date information on our website and have added some additional resources to answer some of the common questions members have.

We encourage you to use our website as your first port of call for information at cbussuper.com.au/corona-response.

Protecting our members

The Government is introducing new rules that will remove automatic insurance cover for thousands of younger workers and those with low super balances.

We've worked hard to ensure that manual workers – who work in high-risk jobs – can continue to access important automatic cover.

Fighting for members

We know how important it is that Cbus members are covered from their first day on site.

Cbus and other industry organisations lobbied the Government to ensure that members in dangerous jobs stay protected. As part of this, we provided evidence to the Federal Government that showed that the majority of our members work in dangerous occupations.

As a result of these lobbying efforts, an exemption to these rules was introduced. Thanks to this exemption, eligible Industry Super members who work in a manual occupation will continue to have access to automatic insurance cover when they join.

Find out more at cbussuper.com.au/changes-to-your-super

➔ Changes take effect from April 1, 2020

"I pay more to insure my car which is a piece of tin. This is my life we're talking about."

(Cbus member)

New insurance premiums

From 1 April 2020 the cost of death and total and permanent disablement (TPD) insurance will increase, and will now be based on the member's age. How this impacts members in manual, non-manual and professional occupations and members in electech is shown below:

Weekly cost per unit of cover from 1 April 2020

Age band	Manual		Non manual and professional		Electech	
	Death	TPD	Death	TPD	Death	TPD
15-24	\$1.44	\$1.45	\$1.67	\$1.22	\$1.22	\$1.61
25-34	\$1.49	\$1.50	\$1.73	\$1.26	\$1.26	\$1.67
35-49	\$1.53	\$1.55	\$1.78	\$1.30	\$1.30	\$1.71
50+	\$1.66	\$1.69	\$1.94	\$1.41	\$1.41	\$1.86
Cost before 1 April 2020	\$1.33	\$1.35	\$1.55	\$1.13	\$1.13	\$1.49

Improvements

- The biggest rise in cost is for those aged over 50 (an increase of less than a coffee a week). For Manual workers in this age group, the rise will provide them with extra cover. This includes more TPD cover from ages 51–60 and more death cover from ages 60–64. As a result, these workers are now on par with Electech members (something members have asked for for some time).
- Members are no longer restricted to having less TPD cover than death. This allows members to apply for a higher level of cover for TPD if they want it. This is something members have requested for some time.
- A better TPD definition has been introduced which includes psychiatric impairment (mental disorders) and makes it easier for affected members to claim if they need to.

Find out more at cbussuper.com.au/April-insurance-changes



Want to know more? Speak to your local Cbus Coordinator for more information
cbussuper.com.au/support/contact#cbusco

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.



BE YOU WITH BUSSQ.

BUSSQ is a leading industry fund that makes super easy for you with personalised service to help you sort your super and insurance.

Find out more at bussq.com.au or call your ACT Fund Rep Ken (Dusty) Miller on 0427 686 571.

9.74%
AVERAGE RETURN
OVER 34 YEARS*

SUPER IN TOUGH TIMES

BUSSQ's business is super, but our focus is on our members.

We're here for our members, if they're going through a tough time or need extra support.

In these particularly difficult times, we're helping members with their queries on Coronavirus and their super. To help you we've answered the most common question below.

As a fund we are committed to doing more to help workers, to make the difficult easy, so you can be you with BUSSQ.

For more information visit bussq.com.au or call your local BUSSQ Rep Ken (Dusty) Miller on **0427 686 571**.

What does the market volatility mean for my super?

Since the Coronavirus outbreak market volatility has impacted super balances and we understand how concerning this can be.

Market volatility is a normal part of the economic life cycle. Many of you would have experienced this during the global financial crisis from 2007 and the bounce back from 2009.

BUSSQ has processes in place to help reduce the impact and we're pleased that to date BUSSQ members have fared better than members of many other funds. Our team are also working to ensure we take advantage of the market rebound.

Super is a long term investment, and as the graph below shows, markets typically bounce back over time. It's important to remember this when making a decision to change investment options or withdraw your super.

BUSSQ Balanced Growth Unit Price 2008-2020



* Source: SuperRatings. Assumptions: based on ASIC's MoneySmart calculator using a Growth option with an assumed investment return of 5.0% before fees and taxes on earnings. The information supplied in this email is general advice only and does not take into account or consider your personal objectives, financial situation or needs. Before acting, you should review the relevant Product Disclosure Statement to ensure you have all the information about the relevant BUSSQ product and how it works and consider the appropriateness of the information to your needs or seek independent advice from a properly qualified professional. Prepared by BUSS (Queensland) Pty Ltd (ABN 15 065 081 281, AFSL 237860) as Trustee for BUSSQ (BUSSQ Fund, ABN 85 571 332 201).



eat. drink. enjoy

AT THE TRADIES FOR FREE!*

Members of the CFMEU receive a FREE 1-year membership at The Dickson Tradies!
The Dickson Tradies offers food and drinks, entertainment and events,
plus 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.



happy hour
Weekdays
5pm to 6pm

\$10
schnittys
Mondays & Tuesdays
5.30pm to 9pm

\$12
lunches
Weekdays
12pm to 2pm

\$12
roast
Weekends
12pm to 2pm



The Dickson Tradies

2 Badham St, Dickson ACT, 2602
thetradies.com.au || 02 6162 5656

For the information of members and their invited guests.

Responsible service of alcohol rules apply.