

#BUILDING WORKER

AUTUMN 2022



THE CHOICE COULD NOT BE CLEARER

ALBANESE PLANS TO LIFT PAY

ALBANESE PLANS TO ABOLISH THE ABCC

**ALBANESE IS FOCUSSED ON IMPROVING
THE LIVES OF WORKERS**

MORRISON PLANS TO CUT PAY

MORRISON PLAN TO STRENGTHEN IT

**MORRISON IS FOCUSSED ON
TAKING THEM BACKWARDS**

THE CHOICE IS CLEAR THIS FEDERAL ELECTION

CFMEU
ACT

GET PAID UP
AND PROUD

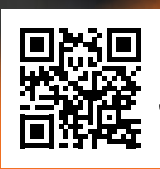


Join your workmates and be part of the union fighting for a better deal at work.

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

-  **Zach Smith**
Secretary
-  **Michael Hiscox**
Assistant Secretary
-  **Anthony Vitler**
President

ORGANISERS

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0455 073 089
-  **Cameron Hardy** Government & Asphalt
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-  **Josh Bolitho** Construction & Off-Site
0430 810 874
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LEGAL OFFICERS

- Ros Read
- Tom Fischer

OFFICE COORDINATOR

- Stephanie Balnaves

MEMBERSHIP/ADMINISTRATIVE TEAM

- Rachel Jennings
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- William Goodchild
- Connor Weeden

CREATIVE SAFETY INITIATIVES (CSI)

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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SECRETARY REPORT

ZACH SMITH



MAKE YOUR **VOTE COUNT** AT THE FEDERAL ELECTION

THERE ARE PLENTY OF ISSUES FOR YOU TO WEIGH UP WHEN YOU CAST YOUR VOTE IN THE FEDERAL ELECTION ON MAY 21.

But at the heart of this election is an inescapable truth: this a referendum on the Morrison Government and its record on delivering for working people.

And that record of delivering for ordinary Australians is non-existent.

Prime Minister Scott Morrison deserves criticism for his Government's inept handling of a range of problems: Covid vaccines and rapid tests, bushfires, floods and just the basic functions that you simply expect a government to handle.

But across this Government's whole term in office the fact of the matter is that its most glaring failure has been a lack of concern and interest in working people.

This Government has shown, repeatedly, that it has no meaningful plan to increase wages for workers, no plan for real wage growth.

The cost of living just keeps on going up and wages just keep falling behind. We have particularly felt that in the ACT, where the cost of living is at an all-time high and is more crippling than just about any other place in the nation.

And we have particularly felt the pain among construction workers.

Through the Australian Building and Construction Commission and the building code, this Government has continually attacked our members and our capacity to get and hold onto decent wages and conditions.

Morrison's mob have shown that they have no appetite for arresting the plight of insecure employment - casualisation and labour hire - in fact it is something they have seen as a real positive under the guise

of flexibility. But what they mean there is more flexibility for the bosses.

Workers keep bearing the brunt

This Government does not deserve to be re-elected. Morrison doesn't have any intention of growing wages and the Government continues to attack unions and construction workers through the ABCC and stacking the Fair Work Commission with every conservative plodder they can possibly find.

Over the Easter break Morrison slipped in a proposed change to its industrial relations policy that would exempt businesses from straightforward pay safeguards and would cut wages for millions of working people.

The Government's mouthpieces are falling over themselves telling us that this election is not about Morrison's performance, it's all about which leader you can trust more.

But this election is really about

telling the Government what you think about how they have treated workers, and since 2013 the LNP Government has constantly attacked workers' rights - that's nine years of undermining workers' conditions and wages. So much so that workers are in a worse position now than they were a decade ago.

This Government has shown that it does not give a stuff about looking after blue-collar workers; all it gives a stuff about is looking after the top end of town. Why would you trust them with our future?

In contrast, Labor leader Anthony Albanese's reputation in relation to jobs and manufacturing is pretty solid - he has been on the record for years talking about building Australian industries and protecting Australian jobs. So there is a genuine point of difference there.

Beware the wolf in sheep's clothing

If you are thinking about sending Morrison a message by voting for one of the minor parties, think carefully.

Clive Palmer's United Australia Party is a dangerous influence because it trots out these populist slogans about "Freedom" or "Protect Australian Values" or "Make Australia Great Again", which sound attractive on face value.

But in reality they are just empty catch cries without any substance or policy behind them. All some of these parties have going for them is peddling fear.

At the end of the day Clive Palmer is a wolf in sheep's clothing. He is a billionaire mining boss who is trying to tap into people's frustrations and disillusionment with the major parties.

Palmer has the Liberal Party in his DNA - he was voted a life member of the Queensland LNP in the 1990s - and his sidekick Craig Kelly is a former Liberal MP who was considered to the right of a right wing party.

Palmer is prepared to spend \$100 million on election campaign advertising but agonises over every dollar he pays to workers. This is a bloke who spent years in the courtroom trying to dodge his obligations over basic entitlements for workers when his Queensland Nickel refinery went into liquidation a few years ago.

There's not a lot of evidence of him giving a fat rat's clacker about working people.

So don't be fooled: A vote for Clive Palmer is a vote for Scott Morrison.

We will hold them accountable

No matter what the outcome on May 21, you can be certain that

your union will swing straight into action to get a better deal for our members, without any political fear or favour. That's our track record and that's our commitment moving forward.

The CFMEU is a strong union and were the ALP to form a new Government you can rest assured that we will hound them to honour their commitments to working people. The ALP has made some pledges to reset industrial relations and bring fairness back to the workplace but we will be front and centre to hold them accountable

We will be pushing hard to make sure that the first thing a new Government does is to scrap the ABCC and the building code - there doesn't need to be a special police force for the construction industry - and we will keep at them about a return to fairness in industrial relations. That would mean overhauling the Fair Work Act as well.

We believe every union member has the absolute democratic right to vote as they see fit in this election.

But don't vote for meaningless populist slogans and don't vote for a Government that doesn't support you. Vote in the best interests of yourself, your family, your work mates and your industry.

As it stands right now we have a Government that's hellbent on driving down workers' conditions and destroying trade unions and that needs to end. **CFMEU**

SCOTT MORRISON AND HIS CRONIES NEED TO GO.

ZACH SMITH



ASSISTANT SECRETARY REPORT

MICHAEL HISCOX



IT HAS BEEN AN INCREDIBLY TOUGH COUPLE OF YEARS BUT OUR TEAM HAS BEEN WORKING HARDER THAN EVER TO MAKE SURE WE COME OUT OF THIS PANDEMIC AS A BIGGER AND STRONGER UNION.

What is most encouraging is we are continuing to see strong support from workers in construction and in the ACT Government. Over the last 6 months alone, our membership is up 10%! This is a great sign and a testament to the hard work of the officials and delegates of the Union. Remember – a bigger union is a stronger union. If you know someone on your site or in your depot who is not in the Union, have a talk to them and get them to join. The more support the Union has the stronger we will be.

OUR EBAS HAVE BEEN ROLLING OUT ACROSS A NUMBER OF DIFFERENT SECTORS. MOST PRINCIPAL CONTRACTORS HAVE SIGNED ONTO THE NEW AGREEMENT.

This EBA will see the Union bring all builders into line with common wage rates. Most importantly,

we have maintained our wins on direct employment to make sure more of our members have job security.

We have also finalised the agreement for fit out trades and are in the process of rolling that out throughout the sector. This new agreement will see the introduction of double-time overtime for workers in plastering, painting, façade and tiling.

We have also signed a number of scaffold EBAs, with the major companies all agreeing to the introduction of double-time overtime as well.

We have reached agreement with most crane companies in Canberra, which you can read more about in this journal. The crane sector got a major win by sticking solid and staying united and that will hopefully serve as a lesson for future bargaining rounds.

Looking forward, we have some big trades coming up for negotiation very shortly. Formwork will kick off in the next few weeks and bargaining in the steelfixing/stressing sectors will start at the end of the year. In both these trades, we are seeing high levels of second-tier subcontracting and that will need to be fixed in these agreements.

Lastly, the Union recently hosted its bi-annual delegates' conference. It was a great couple of days that saw debates on issues critical to the future of our Union and our industry. We covered topics as diverse as the use of engineered stone on building sites, setting up a retired members' network and the use of remote control cranes.

One of the best debates we had was regarding the 5-day workweek. Previous generations of unionists fought for the 40 hour and 36 hour week, but as we know, Saturday work has become almost expected and some builders are even treating Sunday like a regular workday.

A few sites in Canberra have trialled working only 5 days and the initial feedback has been overwhelming positive. Most of our members on those sites have reported that they feel better mentally and physically and are enjoying the extra time with their friends and family. The Union will be looking at having two more sites trial it over the next 12 months, and we'll also be holding site meetings to talk to members about transiting more sites to a 5 day week. **CFMEU**

MICHAEL HISCOX

HOOKING INTO A PAY RISE

COMMITTED CAMPAIGN SECURES BETTER PAY, ALLOWANCES & CONDITIONS FOR CRANE CREW.

BE SOLID. BE UNITED. BE PROUD TO BE CFMEU.



Crane operators, doggers and riggers got the reward they deserved for sticking fat in a gruelling pay-rise campaign that included voting to down tools midway through the year.

During 2021, ACT crane crews were determined to get respect for the highly-skilled and vital role they fill on worksites. They were tired of falling behind industry standards and resented the fact they were getting \$10-15 less an hour than their colleagues in Sydney.

They had to remind the companies that Sydney is only three hours down the road, not a world away, and voted to take industrial action in August.

Their stop-work action was eventually overtaken by industry-

wide COVID lockdowns just a week later.

The crane crews held firm against the first offer from ACT's major companies and eventually secured a pay rise of 8% in 2021, rolling into a 5% annual pay rise (2.5% every six months) moving forward.

Union members also managed to regain the productivity allowance that was ripped away more than a decade go, ensuring an extra \$1.50 for every hour that they're on site.

Individual workers will also have more control over their RDOs and when they choose to take them.

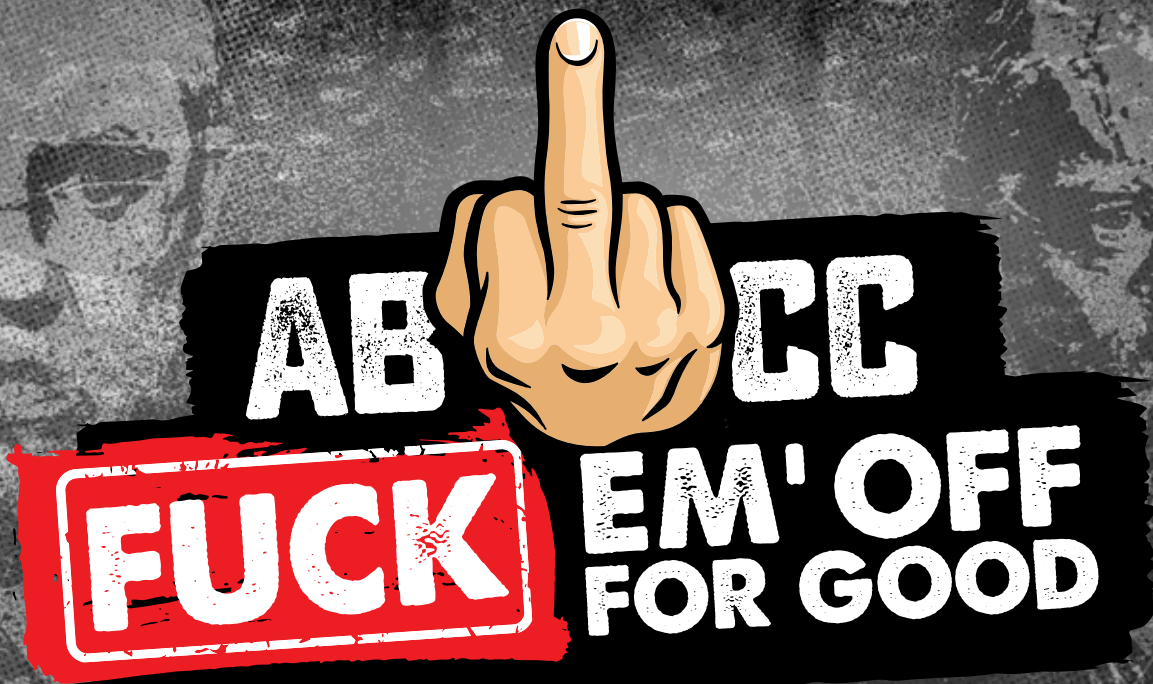
"These gains were won off the strength and unity of our members in the major companies and it shows the benefits of being in the union and sticking together as a group of workers," CFMEU assistant secretary Michael Hiscox said.

"Being so staunch secured the workers a great outcome, particularly in the current environment, and union membership in the sector is up to 90 per cent."

As you'd expect with a high-stakes balancing act the crane crews judged their campaign to perfection.

"The crane workers stuck together and got a great increase that is closing rates with NSW," Michael said. "Two of the major companies agreed to terms in the second half of 2021."

The earned right to flexibility around Rostered Days Off was particularly important to the crane crews given that they work big hours, including most weekends, and spend a lot of time away from their families. **CFMEU**








Protect our RDOs - increase our wages - *put the Liberals last*

In 2005, the Australian Building and Construction Commission (the 'ABCC') was set up by the Liberal Party to weaken the CFMEU's influence in construction. The Liberals dressed it up as a 'government regulator' that was supposed to 'enforce compliance' in the building industry, similar to WorkSafe or Fair Work. **But it was bullshit.**

Instead of doing the job of a regulator, like recovering unpaid wages and keeping workers safe, the ABCC was set up to be a government-funded CFMEU attack-dog.

SINCE 2016 THE ABCC HAS:

-  Hit 252 individual workers with more fines than employers
-  Slapped unions with more than \$14 million in fines
-  Prosecuted the CFMEU 74 times vs. 13 for employers
-  Recovered a lousy \$4.1 million in unpaid wages and entitlements vs. \$119.7 million recovered by the CFMEU
-  Banned the Eureka flag and union material from sites.

Being union isn't a crime. It's time to fuck the ABCC off for good this election

Your vote in the upcoming election can stop the ABCC from continuing to prosecute members, compromise safety and take away your hard-earned wages and conditions.

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A vote for a minor party could mean a vote for the ABCC

If you don't know anything about Clive Palmer's United Australia Party (UAP) or Pauline Hanson's 'One Nation Party' (ONP), at first glance they might seem pretty good. But if you look a bit closer, you'll find that they want to keep the ABCC in power.

Clive Palmer and Pauline Hanson both used to be members of the Liberal Party, so they'll always side with Scott Morrison and the Liberals to protect the ABCC.

When you vote, vote for the industry

No one is telling you how to vote, but if you want to get rid of the ABCC and keep our industry strong, you need to know where each party stands.



Clive Palmer's UAP politician Craig Kelly consistently voted in favour of ABCC in 2013 and 2016.

Malcolm Roberts reveals One Nation intends to support Coalition's ABCC bill

VOTE TO FUCK OFF THE ABCC

CFMEU
ACT

WOMEN'S COMMITTEE WRAP UP

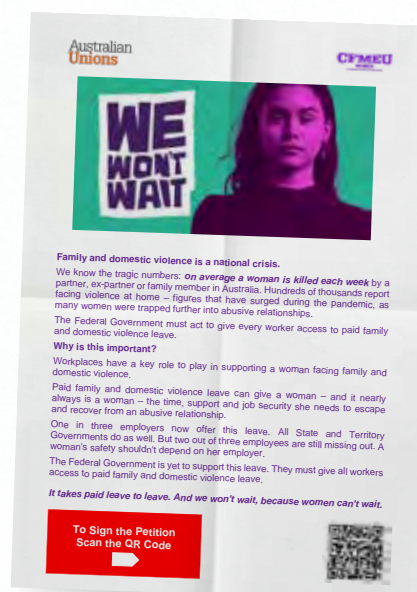
The CFMEU ACT Branch Women's Committee – an informal group of anywhere from 10-30 members that tries to meet every couple of months – is working with members to make sure women members are welcome and equal at work whether it is on site or in an ACT government depot.

The Committee has had two key gatherings this year: a barbecue breakfast that for International Women's Day in March, and an end-of-year event at Dickson Tradies on 25 November, which is the International Day for the **Elimination of Violence against Women**.

WE WONT WAIT

This year, as part of the 16 Days of Action against Gendered Violence the Branch has supported the **We Won't Wait** campaign. We have asked members to sign the We Won't Wait petition to the Morrison Government, demanding the introduction of paid family and domestic violence leave.

Paid domestic violence leave



provides the time, support and job security a worker needs to escape and recover from an abusive relationship, one in three employers offer this leave. All State and Territory Governments do as well. But the Federal Government is yet to support it. As CFMEU members we have supported enterprise bargaining for paid leave, and now it is time for the Federal Government to step up and provide this essential support to the two out of three workers who do not have access to it. It takes leave to leave. To sign the petition scan the QR code.

PLANS FOR 2022

The Women's Committee also has exciting plans for 2022: **Gender Equity and Active Bystander** training and the **Gender on the Tender** campaign.

Earlier in the year the Branch received funding from the ACT Government to build gender equity strategies for the construction industry to develop a gender equity training course tailored for construction workers.

What women members have told us is that if there are only one or two women on site and if you get bullied or harassed, the most effective way to deal with it is when another worker who is present stands up and says 'no, that's not cool, don't talk to her like that', or they spell out that they don't appreciate that sort of behaviour in their workplace. That's called an active bystander.

You might have a scenario where there's a woman at a toolbox meeting, and at the end of the meeting the foreman says, 'you go and wait in the truck, love, while I finish off this chat with the boys'. And nobody speaks up and says, 'Actually it's her workplace, too – if you can't say it in front of her, don't say it to me.'

Active Bystander is about encouraging workers to speak up when they see instances of bullying and harassment. It is a safety issue for all workers, in the same way that workers speak up whenever they see other safety issues on the site.

In 2022 the Branch will employ a women's industrial coordination officer who will work with all members of the Branch to develop gender equity strategies and provide feedback to Government.

We are asking women members to join our steering committee

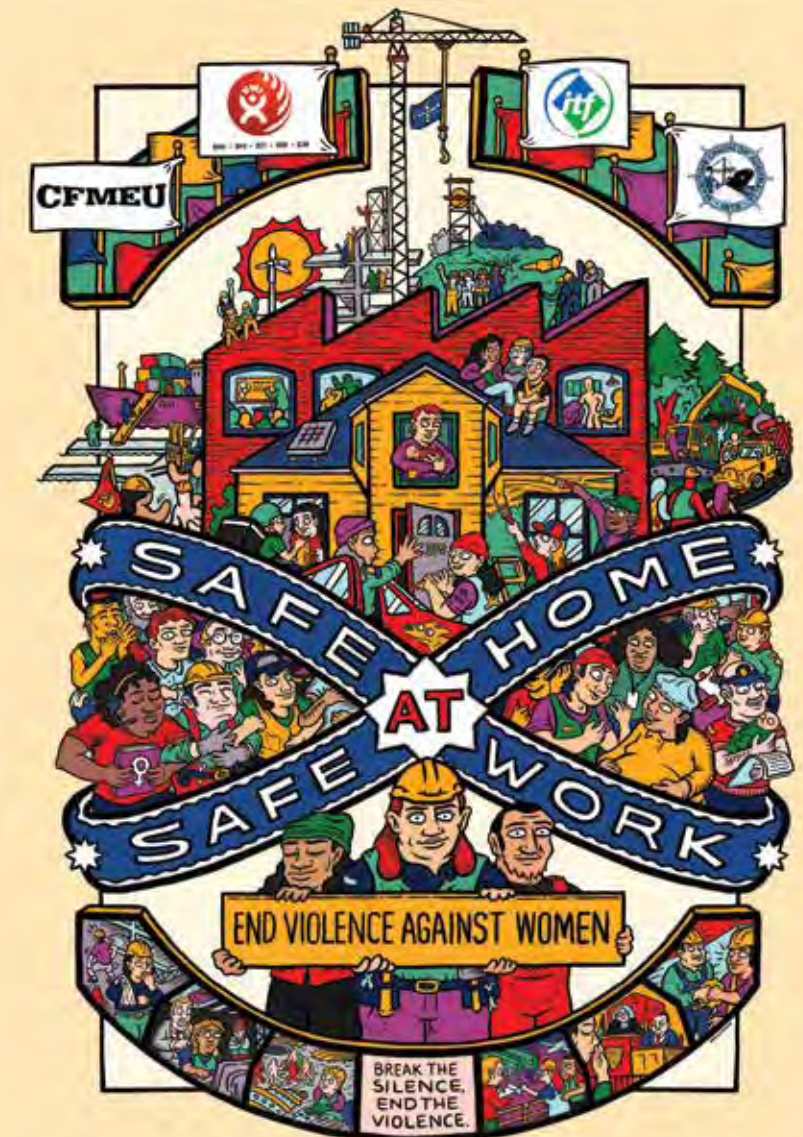
and help develop gender equity training which will be meaningful in their workplaces.

The Committee also hopes the **Gender on the Tender** campaign will make inroads. The Branch has lobbied the ACT Government to make gender equity a tender requirement for their construction work.

An element of the procurement code would involve a gender quota, this might specify the percentage of hours to be worked by women on a construction site, similar to the quotas involving apprentices."

All in all the women's committee are pursuing a multi-layered approach to gender equity, not just in construction but for all our women members in male dominated workplaces. **CFMEU**

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.



PHOTOS ON THE JOB



HELP AT HAND

How to approach the CCW Case Manager and what to expect

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

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

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

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

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

MEET THE CCW CASE MANAGER

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

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

HOW DO YOU HAVE ACCESS TO THE CCW CASE MANAGER?

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



2022 RDOs

GOTTA LOVE A CFMEU RDO



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PUBLIC HOLIDAYS
 SCHOOL HOLIDAYS

36-HOUR WEEK RDO
 38-HOUR WEEK RDO

DELEGATES MEETINGS
 DESIGNATED LONG WEEKEND

BRANCH CONFERENCE



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HISTORY OF ACHIEVEMENTS

WHAT'S THE UNION EVER DONE FOR ME?

1902: FIRST INDUSTRY SAFETY LEGISLATION

The NSW *Scaffolding & Lifts Act* becomes the first industry safety legislation in Australia.

1904: FIRST BUILDING AWARD IN NEW SOUTH WALES

The first award for building workers included penalty rates for overtime, waiting time for late wages, and fares and travel allowance as a result of campaigns from the BWIU and associated unions.

1935-1943: INTRODUCTION OF ANNUAL LEAVE

The first annual leave (1 week) is mandated after an industry campaign spanning nearly a decade.

1935-1947: FORTY-HOUR WORKING WEEK

Campaigning for the 40-hour week was started by Queensland painters in 1912. In 1920, Melbourne building workers unsuccessfully took strike action in support of the claim. In 1927, the Queensland Carpenters, Builders, Labourers, Bricklayers, and Painters unions were deregistered over this issue and only finally won it in 1935.

1895-1902: FIRST WORKERS' COMPENSATION LEGISLATION IN AUSTRALIA

The first workers' compensation was introduced just prior to 1900 as a result of the growing union movement. It provided for payment upon death and injury, among other workers' necessities.



1938-1956: INTRODUCTION OF SICK LEAVE

After a campaign spanning more than two decades, mandated sick leave was won by the BWIU and associated unions. This began with one week of paid sick leave and was raised to 10 days in 1975.

1947-1974: PAID PUBLIC HOLIDAYS, LONG SERVICE LEAVE, ANNUAL LEAVE, AND LEAVE LOADING

The Union began fighting for fair compensation in the form of paid public holidays, long service leave, annual leave, and leave loading in 1947. In 1969, they won their initial battle, with paid public holidays becoming a general benefit under the law. In 1974, after more than twenty years of campaigning, long service leave was mandated and annual leave allowance was raised from three weeks to four and a 17.5% rate of leave loading was introduced at the insistence of the union. This was more than thirty years after the initial week of annual leave was won by the movement.

1971: INTRODUCTION OF FULL WORKERS' COMPENSATION

Workers' compensation as we know it today was introduced in 1971 as 'accident pay'. Prior to this, workers only received a percentage of pay when off work injured. This was won following a three-week general strike of the NSW building industry, led by the BWIU and starting on the Opera House job site, before eventually flowing to all Australian workers.

1971-1974: BLF GREEN BANS

From 1971-1974, the Building Labourers' Federation initiated the original 'green bans', which saved significant areas of Sydney's natural environment. This prompted other states to take up varying degrees of environmental action by following suit with additional green bans.

1975: DAILY HIRE REPLACES HOURLY HIRE

Daily hire protections were fought and won by unions. This means that employees brought on as daily hires are entitled to a full day's work, and depending on the contract they are brought in on, all the same entitlements as their full-time, part-time, or casual counterparts.



LATE 1970S - EARLY 1980S: ASBESTOS BANNED

From the mid-to-late 1970s, the union movement campaigned for the banning of asbestos in construction and other industries due to its significant health risks

to workers. The phase-out of asbestos was won in the early 1980s and asbestos has been completely banned in Australia since 2003.

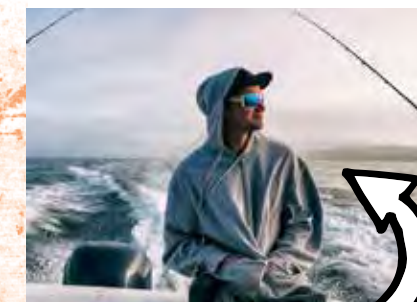


1984: INDUSTRY SUPERANNUATION INTRODUCED

After the superannuation guarantee was won, industry superannuation was introduced to meet the needs of union members by their industries and protect them from extraneous fees of retail funds. Industry funds, including construction fund CBUS, are still owned by members with profits returned to account-holders, instead of being paid out in dividends to shareholders.

1989: REDUNDANCY PAY

In 1989, the Union won industry redundancy pay as a right mandated by the award. This is still in effect today and gives all workers in our industry a world-first level of job security.



2000: THIRTY-EIGHT-HOUR WEEK INTRODUCED

In 2000, the union won the

thirty-eight hour work week and the implementation of the RDO (rostered day off) system, which is still in place today.

2000-2001: WORK HEALTH AND SAFETY ACTS (QLD, NSW)

In 2001, the CFMEU's fight for a safe workplace led to reform in different states across the country. As noted by Rita Mallia, NSW Branch President, CFMEU safety officers contributed substantially to the *Occupational Health and Safety Act 2000* (NSW) and Regulation 2001 and the Queensland Government review of OH&S regulations.



2007 - THE FIGHT AGAINST WORKCHOICES

Along with our ACTU comrades, the CFMEU fought against the Howard Government's WorkChoices agenda by initiating community education and establishing door knocking and protest actions, originating within the Forestry and Furnishing Division.

2021 - ORGANISING AND BARGAINING

The union's successful bargaining campaigns continue to deliver fair wages and better conditions like superannuation, redundancy pay and income protection. In 2000 the CFMEU won the 36 hour week, giving workers 26 paid days off a year.

MEET YOUR ORGANISER SEAMUS MAHER

For this issue, we sat down to have a chat with Seamus, who came on as an organiser last year, about his time with the Union and what unionism means to him.

Seamus is originally from a place called Toomevara in County Tipperary, Ireland, and he emigrated to Australia in 2006. He's always worked in construction – the first summer job he had was at 13, as a brickies-labourer for three months while school was on break. Throughout his youth, Seamus worked in different odd jobs in construction each summer, saying that from this he got a good general understanding of different trades, which has served him well over the years. Just before he emigrated, Seamus became a qualified carpenter and has worked in formwork for over 15 years.

When he first came to Australia, Seamus worked in Queensland, but like any Irishman eventually found the heat stifling, and sought work further south.

"I originally came to Canberra on what was meant to be a five-day holiday, and ended up getting a job with a formwork company here."

Seamus ended up basing himself in Canberra but got the opportunity to see different parts of Australia through his work, which he

enjoyed. He's glad to be sticking a little closer to home now though, as his family are here in Canberra. Seamus first got involved with the Union after coming here to Canberra in 2006.

"In Ireland, unions are a lot less prevalent, and when I first moved, I was wondering what the reason was behind the good pay, and the good conditions."

He ended up chatting with one of our life members, Jeff Castles, who had a chat with him about the union and the movement, and Seamus was keen to join up as a member. Eventually, Seamus became a delegate for his company, and after moving to Construction Control, became a delegate for them.

"I was really interested in keeping people safe on the job, I'm interested in making sure people aren't getting ripped off by their employer, which does happen – you can't hide from that. When the opportunity came up to become an organiser, I jumped at it. As a delegate, I was only really able to have an impact on one site, and I said to myself, if I become an organiser, I can have a much broader effect."

When asked about his most memorable moment with the union, Seamus told us about a job he was working on when he was a formworker. Builders on the job had a multitude of safety concerns, and supervisors and bosses weren't listening to their workers. It was experiences like these for Seamus that really pushed him to become an organiser, and fighting these attitudes really represents what unionism means to him.

"Me, and probably sixteen of the guys I was working with, we withdrew our labour. Walked off the job. That was a really big moment, it was big to see everyone sticking together, united... Unionism, to me, is everyone sticking together."



CFMEU
ACT

MEET YOUR DELEGATES DEAN HART AND KHALID KASSOUH

For this issue of the *Building Worker*, we caught up with delegate Dean Hart about his time with the Union and what being a part of the Union means to him.

Originally from Goulburn, Dean didn't start out in the construction industry. His first full-time gig was at Goulburn's correctional centre, but after chatting with his mates, Dean made the switch into construction, noting that the money was in building. At the moment, Dean's with ACT Interiors, working as a chippy on-site at the Australian National University.

Dean said he couldn't remember a time he hadn't been with the

Union. Even when he was working at the correctional centre, he was a proud financial and active member. When he first moved into construction, Dean joined up with us here at the CFMEU ACT Branch, where we're lucky to have him as a delegate.

As a proud union member (in one industry or another) for more than ten years, Dean was keen to step up as the company delegate for ACT Interiors when the opportunity arose. **"I've always stood up and said my piece..."** he said. He's always been proud to help and represent his workmates and agrees that the strength of the Union comes from the bonds we have with our fellow workers.

"Workmates are family."

When asked if he had any advice for his fellow members, Dean was keen to make sure that all his mates are staying financial. This, and making sure that we all keep on living the dream, are Dean's mantras for a good life.



We sat down for a chat with one of our new delegates, Kahl Kassouh, about his time in the Union and what being a part of the Union means to him.

Kahl is currently working for Construction Control as the CFMEU delegate onsite at 25 Catalina Drive, down near the airport in Pialligo. He's been a union member here in Canberra since 2018.

Kahl was born in Canberra, but moved around in his youth, spending time in Melbourne before moving up to Queensland. Like many of our members, Kahl didn't start out in construction – when he was living in Brisbane, his first job was as a chef when he was in his teens.

Kahl got his start in construction here in Canberra, after chatting to his brothers who were working

down here at the time. Kahl was originally working in facades on union jobs, and got to know our members, delegates, and organisers through his time onsite.

Kahl remembers having some problems with a previous boss who wasn't treating him and his workmates right. As a Union member, he recalls being able to reach out and help make a difference to life for him and his mates onsite, which to him is what unionism is all about.

"My boss did some dodgy stuff and there was nothing I could really do, but the Union helped sort it out right away... Unionism to me is all the guys sticking together, safety for the boys... I love that we can take care of people who might not be able to do it themselves onsite."

Kahl made the decision to become a delegate after chatting with one of our organisers, Seamus, who used to be a delegate for Kahl's company, Construction Control. After having those bad experiences with bosses in the past, Kahl's keen to step up and help out others, and has been really enjoying it so far.

"What makes us strong is how much everyone sticks together, we've all got each other's backs. It's good."



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.

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

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.



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.

Know the benefits of being an active financial member

Join now!



BENEFITS ALSO INCLUDE:

- ▶ Free Emergency transport cover for you and your dependent family members*
- ▶ Free travel insurance for domestic and international travel for you and your dependent family when travelling together*
- ▶ Free initial legal consultation services from Slater & Gordon
- ▶ Union Membership can be deducted from your taxes each year
- ▶ Free membership to the Dickson Tradies, including discounts on food, drinks and much more
- ▶ Wage claim assistance and support from our in-house legal team
- ▶ Access to workplace and safety training through Creative Safety Initiatives
- ▶ Emergency accommodation, one-on-one counselling, and other support services from Construction Charitable Works
- ▶ Insurance benefits through JLT

* 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 nineteen (19) 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.



WHAT OUR MEMBERS SAY:

“Only ACIRT has an annual distribution. It's like free money at Christmas!”

Toby, Engineer

2022 INCENTIVES UP TO \$6,000

Employ an Australian Apprentice in the following certificate III trades in 2022

- Bricklaying / Blocklaying
- Civil Construction - Various
- Construction Waterproofing
- Flooring Technology
- Locksmithing
- Painting & Decorating
- Mobile Plant Technology
- Plastering - Solid
- Plastering - Wall & Ceiling Lining
- Roof Plumbing
- Stonemasonry

Financial Benefits for Employers

The objective of providing incentives is to develop a more skilled workforce and to increase the employment and training opportunities for Australian Apprentices in the ACT. The ACT Building and Construction Industry Training Fund Authority is providing funding for employers who employ a 1st year Apprentice in the listed trades during 2022.*

- 1st Year Apprentice in approved ACT Contract of Training
- Excludes existing workers
- ASBA payments at 50% rate
- Max per apprentice payable to employer
- 50% after 3 mths
- 50% after 12 mths

*Applicable to First year Apprentices commencing with a new employer in the Building and Construction sector from 1st January-31st December 2022 under an ACT Contract of Training.

2022 INCENTIVES

- a) Skill Shortage \$6000
- b) Women \$4000
- c) Indigenous \$4000
- d) Mature Age \$4000**

**Applicable to eligible skill shortage women and indigenous in trades

Improve your skills and professional development with the following courses***:

- Wet Area Waterproofing
- Confined Space Training
- Traffic Control Management
- ACT Construction Induction Card
- Senior First Aid (Level 2)
- Computer Software
- ACT Work Safety Representative
- Work Safety at Heights
- Cert IV Project Management
- Testing and Tagging of electrical equipment
- Open Cable Registration
- Optical Fibre Cabling
- Business Administration and Management
- Computerized Accounting

***These courses are examples of courses for which the Training Fund Authority may reimburse a percentage of the training cost (conditions apply).

For further information please call Michael Doyle—Industry Liaison Officer on 6262 5630 or email: mdoyle@trainingfund.com.au

trainingfund.com.au

As a solely profit-to-member fund, ACIRT paid \$25 million in distributions to over 22,000 members this year.

For over 30 years, ACIRT has been supporting building workers in the ACT. That's because we provide 100% of your money when you need it, plus an annual distribution.

Stick with the strength of ACIRT!

Here to help

Do you need help making a claim or would you like more information about ACIRT? Contact one of your local, experienced Coordinators.



THE NO.1
REDUNDANCY
SAFETY NET

acirt.com.au

Ben Manna
ACIRT Coordinator
Mobile: 0409 256 137
Email: ben.manna@acirt.com.au

Dave McNamara
ACIRT Coordinator
Mobile: 0490 490 714
Email: dave.mc@acirt.com.au

What 'stapling' means for you

The Government has introduced new laws which came into effect from 1 November 2021 which 'staple' your first or current super account to you, unless you make an active choice.

This means your super account follows you when you change jobs, reducing the likelihood of multiple super accounts being opened on your behalf.

What's changing?

From 1 November 2021, you have one 'stapled' super account which means you'll take this account with you from job to job, unless you actively choose a different super fund with your employer.

Make sure you're protected

Cbus is the national super fund for those in the construction, building and allied industries and our insurance is tailored to workers in building and construction.

It's important your super is with the right fund

Stapling aims to limit the number of super accounts you have and, in turn, maximise your retirement savings. It may have implications for you if you work in the building and construction industry as not all super funds provide the insurance for working in a hazardous occupation.

Making Cbus your stapled super fund

There are three things you can do when choosing your super fund:

1. If your super isn't already with Cbus in your current job, you can complete the *I want my super paid into Cbus* form at cbussuper.com.au/forms and give it to your new employer.
2. Consolidating any other super accounts to your Cbus super account is a great way to ensure Cbus is your stapled fund.
3. When you change jobs, make sure you choose Cbus. It's easy, just use the *I want my super paid into Cbus* form at cbussuper.com.au/forms and give it to your new employer.

If you want to speak to someone about these changes, get in touch with your local Cbus Coordinator via cbussuper.com.au/contact or give us a call on **1300 361 784**.

Your local Coordinator's contact details



Mark Dymock

0437 630 776

mark.dymock@cbussuper.com.au



Adrien Baldwin

0437 014 529

adrien.baldwin@cbussuper.com.au

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

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Also read the Target Market Determination at cbussuper.com.au/tmd. Call **1300 361 784** or visit cbussuper.com.au for a copy.



Enjoy your retirement with as little as **\$80,000*** Super

With an award winning Cbus Super Income Stream[^]





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

 **cbussuper.com.au**




*Estimated total retirement income in year one of \$29,185, comprising of \$4,030 from the Cbus Super Income Stream account and \$25,155 from the Government Age Pension. According to ASFA (a super industry body), a single person needs around \$28,775 a year to live a modest lifestyle in retirement (e.g. basic activities). For further information, see ASFA retirement standard: superannuation.asn.au/retirement-standard. The income from the Cbus Super Income Stream and Age Pension is projected to increase by 3.5% pa, to cater for inflation and increase in living standards. The income from the Cbus Super Income Stream is projected to last until age 90. The Government Age Pension entitlement is based on current Centrelink income rates using the following assumptions: Single person, homeowner, \$25,000 in personal assets. Account-Based Pension investment return of 5.25% p.a. after investment management fees and taxes. An administration fee of \$104 plus 0.19% of account balance applies. Calculated using the Cbus Retirement Income Estimate Calculator as at 29/11/2021. The amount of income you receive and how long it will last will depend on a range of factors, such as the amount initially invested, your age and investment performance. There is a risk that your pension income may reduce or cease if you draw your income too fast or if investment returns are poor. For more information, please visit cbussuper.com.au/sis.

[^] Cbus has been chosen for the Money magazine Best of the Best Awards for 2021 in the following categories: Best Pension Fund; Best Growth Pension Product and Best Moderate Pension Product.

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. Also read the relevant Target Market Determination at cbussuper.com.au/tmd.

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

Listen, hear.

Noise-induced hearing loss is preventable

Hearing loss affects one in six Australians with work-related excessive noise one of the main causes.

Loud noise can harm the delicate hearing mechanism within the inner ear and the higher the noise and longer the exposure, the greater the damage it can cause.

Regular exposure to noise above 85 decibels – about the level of a vacuum cleaner – for more than eight hours a week can cause permanent and irreversible damage.

It's therefore hardly surprising that construction work is considered among the at-risk professions for hearing problems. This is largely a result of the cumulative effects of sounds commonly experienced on worksites such as machinery, alarms and sirens and coming and going construction vehicles.

In contrast to age-related hearing loss, which accelerates over time, the rate of hearing loss due to chronic noise is greatest during the first 10 to 15 years of exposure. It is therefore vital for hearing loss to be given a higher health and safety priority to minimise the damage. After all, the impact of losing this vital sense goes far beyond your performance and morale at work.

What are the early signs of hearing loss?

The early signs your hearing is declining:

- *having difficulty understanding what people say when there are other sounds in the background, or they are not looking at you*

- *hearing words incorrectly and asking for repeats or for the volume to be raised*
- *difficulty hearing soft or distant speech, or if the speaker has an accent, and,*
- *not hearing sounds around you like phones ringing, doorbells and alarm signals.*

Can I claim compensation if my hearing has been affected because of work?

CFMEU members found to have work-related hearing problems are eligible to make a claim for medical expenses including the cost of hearing aids, as well as a lump sum payment for permanent impairment if your hearing loss is work-related and above the injury threshold.

How do I get legal advice?

For more information about making a claim, talk to the union's preferred workers compensation lawyers, Slater and Gordon by calling the firm's Canberra office on (02) 6257 1922 to arrange an obligation free appointment**.

Got another enquiry for Slater and Gordon? Slater and Gordon can also help if you or a loved one have been injured at work or in a road accident, have a public liability, medical negligence or asbestos diseases claim.

For more information about how Slater and Gordon Lawyers can help you on a no win, no fee* basis, visit www.slatergordon.com.au or free call 1800 555 777.

Proudly looking after the rights of Unions and their members for over 85 years.

We'll work hard to 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 a Free Initial Appointment, you can afford access to the justice you deserve.**

If you've been injured or suffered a loss, ask your Union for a referral to Slater and Gordon Lawyers.

Contact us today on (02) 6257 1922

CFMEU ACT MEMBERS RECEIVE AN ANNUAL MEMBERSHIP TO THE DICKSON TRADIES

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

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

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



DISCOUNTED HOLIDAY ACCOMMODATION



Exciting news for The CFMEU MEMBERS

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

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

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

The Dickson Tradies

For the information of members and their invited guests.

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

Responsible service of alcohol rules apply.