

IN THE COMMISSION OF INQUIRY INTO THE CFMEU AND  
MISCONDUCT IN THE CONSTRUCTION INDUSTRY

**RE: AN APPLICATION TO CROSS-EXAMINE MS ANDREA FOX**

APPLICATION AND SUBMISSIONS ON BEHALF OF MR MICHAEL RAVBAR AND  
MR WILLIAM LOWTH

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1. Pursuant to Practice Guideline 4, Mr Ravbar and Mr Lowth make application to cross-examine Ms Andrea Fox following the evidence she is scheduled to give at the Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry on Tuesday, 9 June 2026.
2. Ms Fox provided a witness statement dated 4 June 2026. The applicants seek to cross-examine her about the parts of the statement that relate to her interaction with Mr Ravbar on 30 January 2018.
3. Consistent with Practice Guideline 4, Mr Ravbar has provided a statement containing the version of evidence he will give when he is called to give evidence.
4. The proposed cross-examination ought to be permitted because it relates to matters concerning the applicants and is likely to assist the Commission in gaining a fuller understanding of those topics.
5. It is anticipated that the cross-examination will take 90 minutes.

CA Massy

8 June 2026

## Instructions for completing a statutory declaration

This form can be used to make a statutory declaration in Queensland whether it is signed physically or electronically, or witnessed by someone in person or via audio visual link (AV link). Please complete the form following the instructions in the left-hand margin. You can find more information on making a statutory declaration at [www.qld.gov.au/legaldocuments](http://www.qld.gov.au/legaldocuments). There is also information available if the person is witnessing the statutory declaration via AV link.

The address of the person making the declaration and the place where the declaration is signed are requested on the statutory declaration form.

The individual making the declaration, or another impacted person, may exercise judgement and state their address as "Queensland" or "Australia" if it would be unsafe to reveal this information, such as if there are worries about domestic, family, or sexual violence. A witness is required to provide more personal information at the bottom of the form. A witness should refer to the "*Fact Sheet – Witness information for statutory declarations or affidavits*".

*Oaths Act 1867 (sections 13C, 13E, 14)*

# QUEENSLAND STATUTORY DECLARATION

Insert full name and address of person making the declaration. An address can be listed as "Queensland" or "Australia" if it would be unsafe to reveal this information, such as if there are worries about domestic, family, or sexual violence.

Set out matter/s to be declared in numbered paragraphs.

I, Michael John Ravbar

of

do solemnly and sincerely declare that:

see attached pages

and I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the *Oaths Act 1867*.

If completing this declaration and you need more space, please attach any additional pages to this form and tick the box to indicate that additional pages are attached.

**The contents of this statutory declaration are true, except where they are stated on the basis of information and belief, in which case they are true to the best of my knowledge. I understand that a person who makes a declaration that the person knows is false in a material particular commits an offence.**

I state that:

- This declaration was made in the form of an electronic document<sup>1</sup>
- This declaration was electronically signed<sup>2</sup>
- This declaration was made, signed and witnessed under part 6A of the *Oaths Act 1867*<sup>3</sup>

(tick if applicable)

Full name and signature of person making the declaration. If using a substitute signatory, only insert the name of signatory, leave the signature of signatory panel blank, and complete the next section.

**DECLARED by**

Michael John Ravbar

[full name of signatory]

[signature of signatory]

at BRISBANE

[insert place where signatory is located]

(if applicable)

8/6/2026

[Date]

Full name and signature of substitute signatory (cross out if not applicable).

**Signed for and at the direction of the signatory by**

Refer to the **Fact Sheet – Who can sign a statutory declaration or affidavit as a substitute signatory.**

[full name of substitute signatory]

[signature of substitute signatory]

Substitute signatory to include additional information if directed over AV link. Refer to the **Fact Sheet – Who can sign a statutory declaration or affidavit as a substitute signatory.**

[Australian legal practitioner/government legal officer/employee of the Public Trustee, as applicable]<sup>4</sup>

[Date]

Declared on.....day.....month.....year

[Insert date of signing]

Full name and signature of authorised witness. Refer to the **Fact Sheet – Who can witness a statutory declaration or affidavit in Queensland.**

**In the presence of:**

Jacqueline Louise Collie

[full name of witness]

[signature of witness]

Qualification of witness (e.g. lawyer, JP, Cdec, etc).

JP Qual.

[type of witness]

Declared on...8th...day...June...month...2026...year

[Insert date of signing]

Witness must include additional information under section 13E of the *Oaths Act 1867*. Refer to the **Fact Sheet – Witness information for statutory declarations or affidavits.**

[witness's place of employment / employment address / home address / telephone number / email address / law practice, as applicable]<sup>5</sup>

Witness seal of office, if applicable



**For special witnesses to complete – Tick as applicable**

- I am a special witness under the *Oaths Act 1867* (see section 12 of the *Oaths Act 1867*)
- This document was made in the form of an electronic document<sup>6</sup>
- I electronically signed this document<sup>7</sup>
- This statutory declaration was made, signed and witnessed under part 6A of the *Oaths Act 1867* – I understand the requirements for witnessing a document by AV link and have complied with those requirements<sup>8</sup>

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**The endnotes are to assist in the completion of the form and can be deleted once read.**

### Endnotes

- 1 Tick this box if you electronically signed the document, or if you physically signed the document over AV link and then sent a scanned copy of that document to the witness.
  - 2 Tick this box if you or your substitute signatory electronically signed the document using an accepted method under the *Oaths Act 1867*. Do not tick this box if you signed the document on paper.
  - 3 Tick this box if the document was made over AV link.
  - 4 A person may be directed by AV link to sign a document for a signatory only if the person is: an Australian legal practitioner; or a government legal officer under the *Legal Profession Act 2007* (who is an Australian lawyer but not an Australian legal practitioner and witnesses documents in the course of the government work engaged in by the officer); or is an employee of the public trustee (s 31P, *Oaths Act 1867*).
  - 5 Legal practitioners who witness this document as a special witness must include their law practice (s 13E *Oaths Act 1867*).
  - 6 Tick this box if you electronically signed the document or if you physically signed the document and sent a scanned copy of that document to the signatory.
  - 7 Tick this box if you electronically signed the document using an accepted method under the *Oaths Act 1867*. Do not tick this box if you signed the document on paper.
  - 8 Tick this box if the document was made over AV link.
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## Attachment to Michael John Ravbar statutory declaration

1. In late 2017, the Queensland government amended the *Work Health and Safety Act 2011* (Qld) to include offences for industrial manslaughter. One consequence of these legislative amendments was that all codes of practice and regulations had to be updated to reflect the new provisions. The CFMEU was also campaigning for a number of other amendments to codes of practice and the regulations concerning issues such as heat stress and women's toilets.
2. Through 2017 and 2018, the CFMEU was consulting and engaging with the Office of Industrial Relations about these changes. The pace being adopted by the Department was glacially slow. The Union thought these changes should be enacted as a matter of priority. However, the government department was taking a very long time.
3. The Union had received feedback that the delays and impediments to the changes we were seeking were being caused by Ms Andrea Fox. She was, I believe, the Director for Policy Development. This was problematic because, when union representatives met with Ms Fox, it appeared she agreed with our suggestions, but afterwards we learned the proposal was stopped. Ultimately, we were told that Ms Fox was the person doing this.
4. After some deliberation, the Union decided that we would not engage with Ms Fox anymore and we would go around her to other people within Government. I no longer have access to my work diary, but sometime in earlier 2018, there was a meeting scheduled between Union and departmental representatives, including Ms Fox. This was purportedly to discuss the changes to the various codes of practices and the regulations. The meeting was scheduled to occur at the CFMEU offices in Bowen Hills.
5. The Union has four meeting rooms. There is a small meeting room on the ground floor. This is used for internal staff meetings. On the second floor there are three meeting rooms. There is the BLF room. This is a large boardroom that seats somewhere between 25 and 30 people. It is called the BLF room because the walls feature BLF history display and flags. Across the hallway, there is the FEDFA room. It is called the FEDFA room because it has FEDFA memorabilia displayed. It is a smaller room. It has a boardroom table that seats between 10 and 13 people. Finally, there is a large conference room called the BWIU room. It can hold over one hundred people.

6. It was union policy that meetings with external parties were to be held in one of the meeting rooms upstairs.
7. The meeting with Ms Fox had started when I arrived. I asked Mr Kupsch and Mr Fox to come outside. Ms Fox and Mr Kupsch got up and left. We walked into the FEDFA room. The FEDFA room has a glass outward-opening door. From recollection, it has a keycard sensor on the outside to prevent unauthorised entry into the room. I swiped my access card and opened the door for Ms Fox and Mr Kupsch.
8. Ms Fox entered first and sat with her back to the windows overlooking Campbell Street. Mr Kupsch then entered, and we sat on the other side of the boardroom table.
9. At the commencement of that discussion, Mr Kupsch said words to the effect that things needed to start happening to give effect to the legislative changes that had been made the prior year. He indicated that the Union was keen to see the changes sorted out and implemented. When he stopped speaking, I said words to the following effect:

*“Andrea, I’ll be blunt. We are hearing that you are the roadblock on these issues being addressed.*

...

*We think you’re speaking with a forked tongue because when we come to these meetings, you agree, but subsequently, the issue dies. We have been told that you are the problem.*

...

*In those circumstances, we have decided that we can no longer continue to meet with you.”*

10. At that point, I then indicated that the other meeting could not continue. I asked Ms Fox whether she wanted to go back into the room and tell her people or meet them downstairs. She indicated that she would wait downstairs. I then told her that I would tell them the meeting was not proceeding, but I would not tell them why and leave that up to her to deal with. She then said to me *“Is there anything else you want to say?”* I indicated that there was not.
11. We then stood up. She went to the door. Like all of the glass doors in the meeting rooms at the CFMEU offices, there is no sensor on the inside, there is a green button one presses to exit. There is a clear sign that says press to exit and a green button. I cannot recall whether she pressed the exit button or I leaned across in front of her and pressed it. She then left the room and went downstairs.

12. At no time did I yell or shout at her during the meeting. She was not locked in the room. At no time did I say she should be dragged out of the building. The entire exchange would not have lasted more than five minutes.