

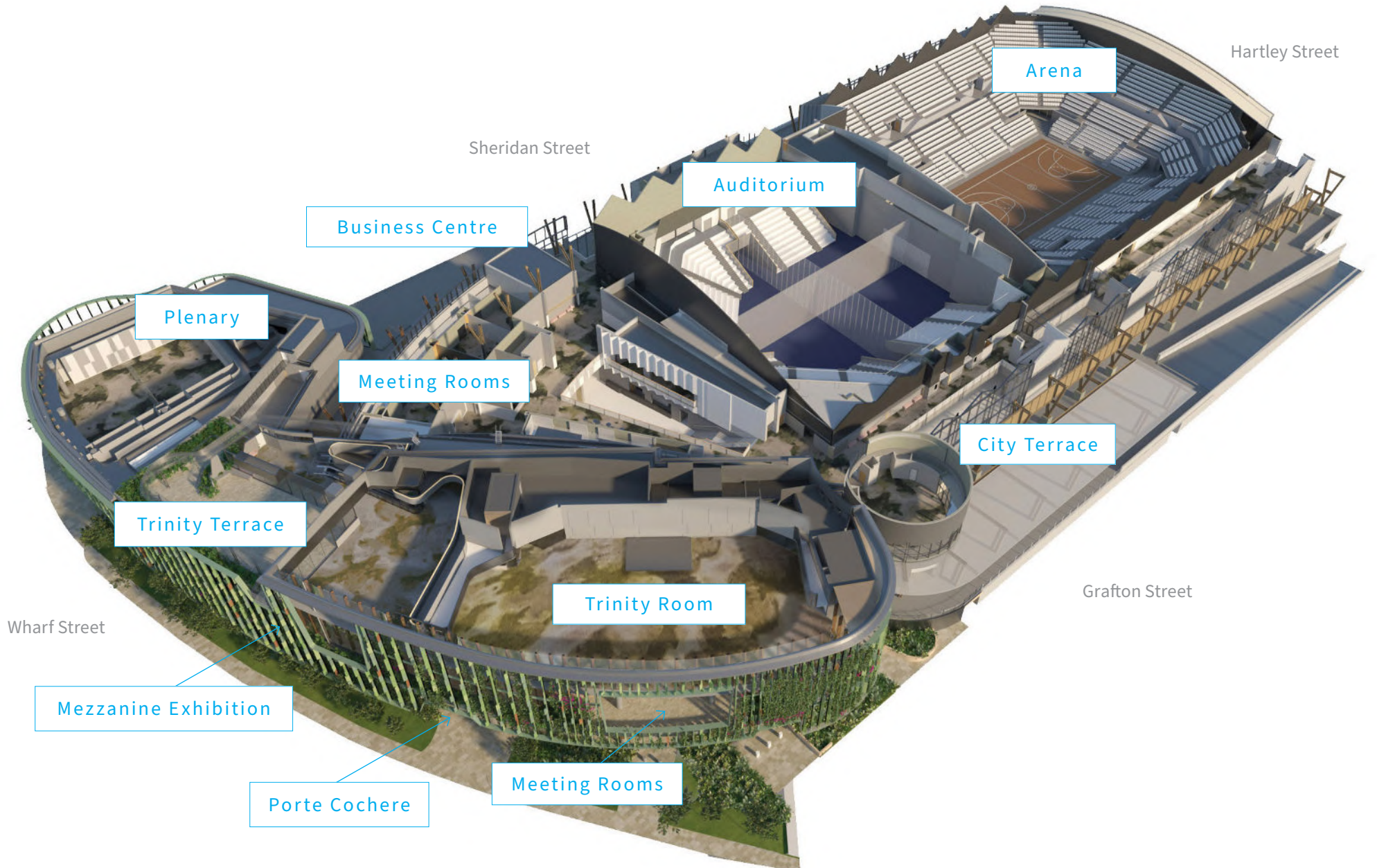
Commission of Inquiry into the CFMEU

and Misconduct in the Construction Industry

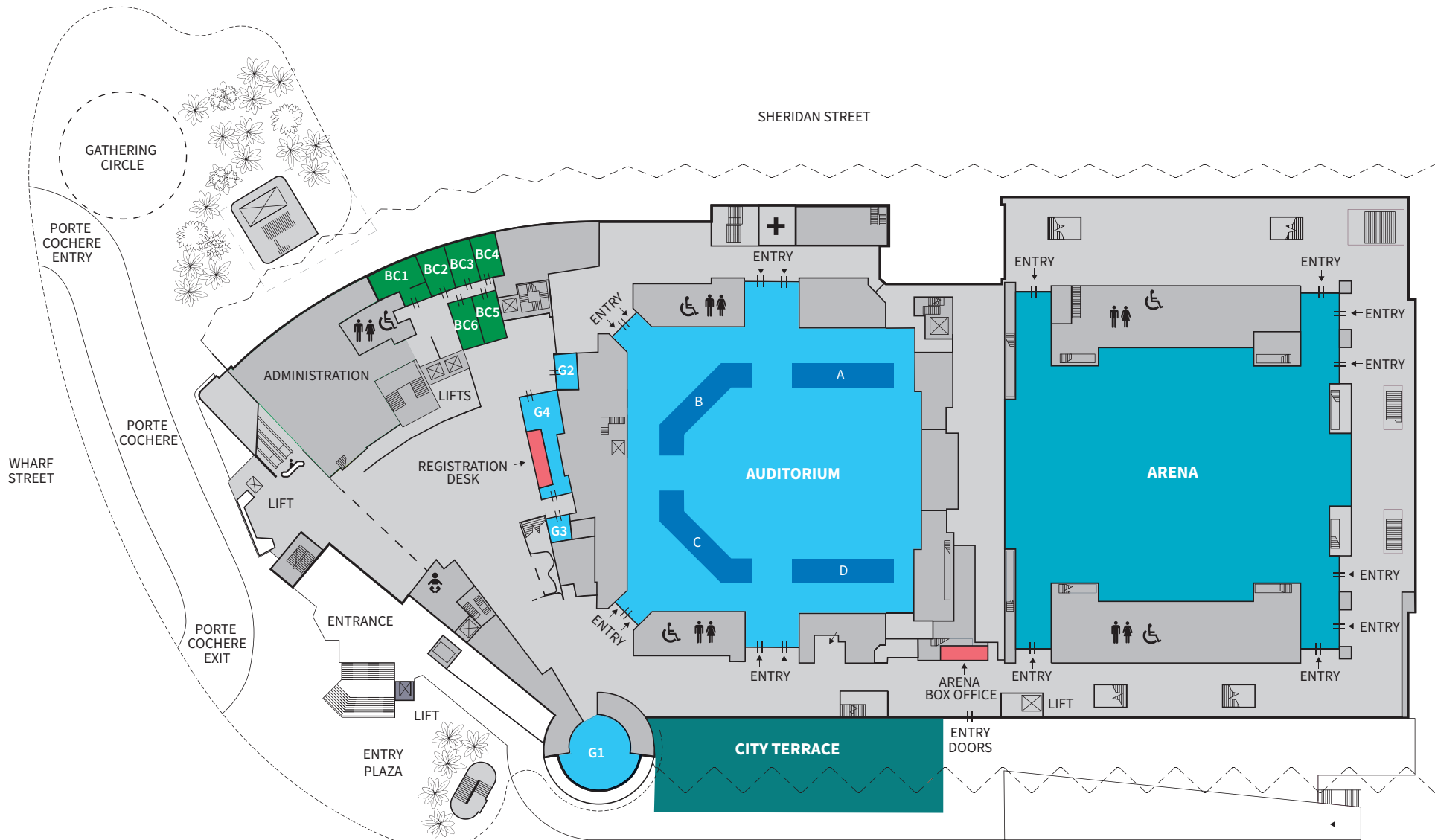
Best Practice Industry
Conditions (BPIC)
Case Study

TENDER BUNDLE 1
(CAIRNS CONVENTION CENTRE)

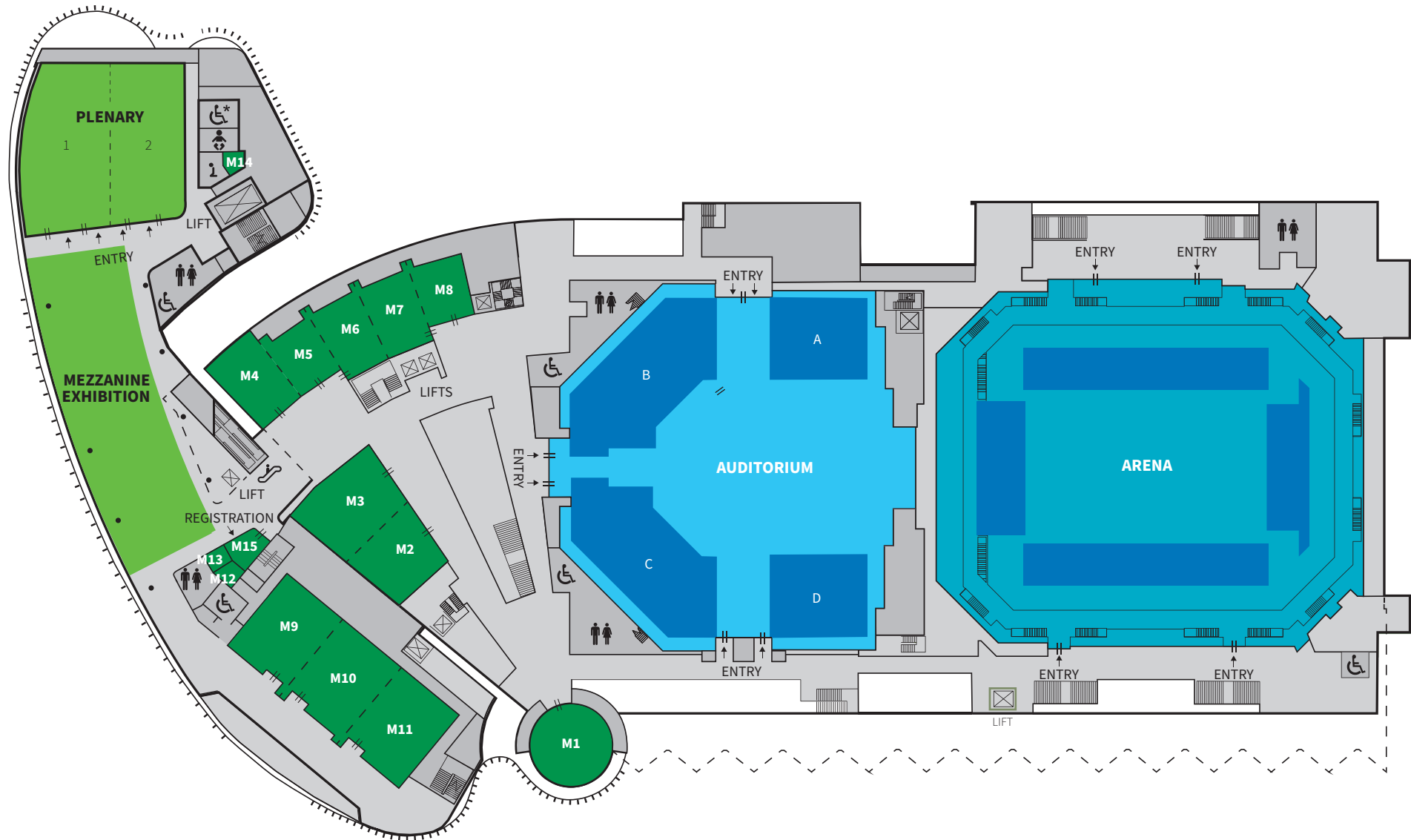




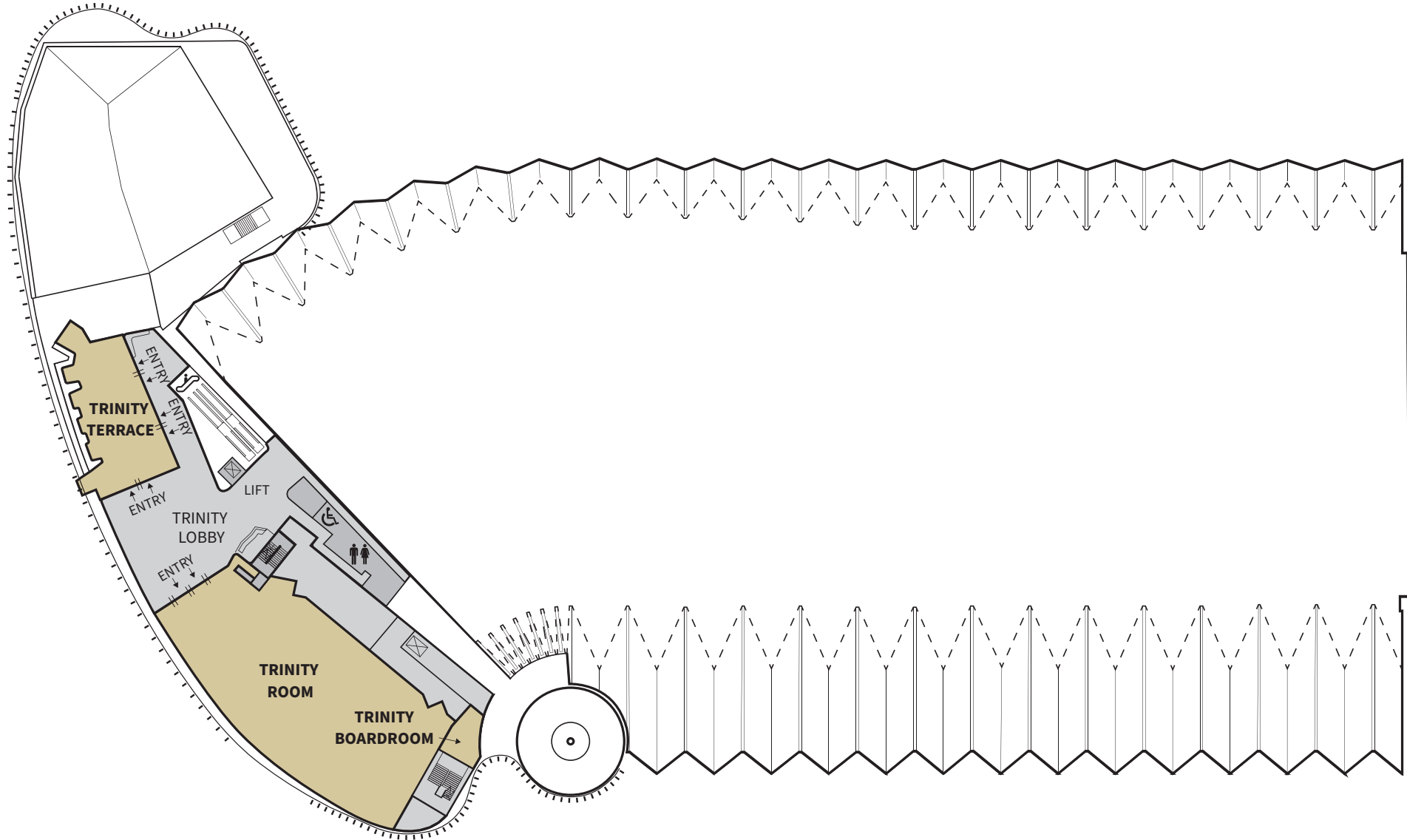
CAIRNS CONVENTION CENTRE **GROUND FLOOR**



CAIRNS CONVENTION CENTRE MEZZANINE LEVEL



CAIRNS CONVENTION CENTRE TRINITY LEVEL





CFMEU Construction & General QLD/NT · [Follow](#)

20 August 2019 · 🌐



Great performance from our emerging radio stars Blake Hynes and Hayden Jones representing the CFMEU Youth Crew on the 4ZZZ Workers Hour this morning. You can catch up on the show via the link below. [See less](#)



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4ZZZ



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14



9



**ORGANISE
FIGHT
CFMEU**



DELEGATE AWARDS

**BEST
DRESSED SHED**

CFMEU
QLD/NT



DEAN MATTAS

**OFF-SITE
DELEGATE AWARD**

CFMEU
QLD/NT



WAYNE PALASIA

OUTSTANDING RECRUITMENT

CFMEU
QLD/NT



HAYDEN JONES

ROOKIE AWARD

CFMEU
QLD/NT



CAMERON PAUL

DELEGATES CHOICE

CFMEU
QLD/NT



STEVE AMIES

**BEST DELEGATE
OF THE YEAR**

CFMEU
QLD/NT



STEVE AMIES

**CFMEU DELEGATES CONVENTION DINNER
Hilton Hotel –Thursday 17 September 2020**

Running Sheet:

-1-

6:00pm	Room Set-up of powerpoint display and sound check	Jacqui/Leanne/Emma Tom/Haritz/ Band Members
6:55pm	Function Doors Open – guests to be seated	Hilton Hotel
	(Dinner slideshow to be displayed on screen)	Haritz
7:10pm	<p>Entrée Served (play Delegates Convention Billy video) MC Official Welcome</p> <ul style="list-style-type: none"> - Opening remarks and housekeeping <p>Royce to acknowledge all in attendance.</p> <p>(CFMEU Logo to be displayed on screen)</p> <ul style="list-style-type: none"> - <i>Acknowledgement of Sponsors,</i> <p>Major Sponsors:</p> <p><i>CBUS, Windsor Management</i></p> <ul style="list-style-type: none"> - Other Sponsors: <p><i>BERT/CIPS, BUSSQ,, Hall Payne Lawyers, CTC, Mates In Construction, Skylight</i></p> <p>(Sponsors Logos to be displayed on screen on powerpoint as acknowledgement)</p>	Royce Kupsch
	<p>Perform Solidarity Forever – delegates to stand. Song sheet provided on tables.</p> <p>Michael Ravbar to introduce Minister Mick de Brenni, Minister for Public Works & Housing</p> <p>5 minute presentation from Minister Mick de Brenni</p> <p>Michael Ravbar & Jade Ingham to announce presentation of Awards.</p> <p>(CFMEU Logo to be displayed on screen)</p> <p>Jade Ingham and Michael Ravbar to announce presentations:</p>	

**CFMEU DELEGATES CONVENTION DINNER
Hilton Hotel –Thursday 17 September 2020**

Running Sheet:

-2-

	<p>Best Dressed Shed: <i>Dean Mattas (Broad Dutton Park State School)</i> (presented by Steven Smith, Cbus)</p> <p>Offsite Delegates: Wayne Palasia (presented by Minister de Brenni)</p> <p>Outstanding Recruitment: Haydon Jones (presented by Minister de Brenni)</p> <p>Rookie Award: <i>Cameron Paul (presented by Minister de Brenni)</i></p> <p>Delegates Choice: Steve Amies (presented by Minister de Brenni)</p> <p>Delegate of The Year: Steve Amies (presented by Jo Crotty)</p>	
7:50pm	<p>Presentation to Linda Vickers Presentation to John Tucker</p>	Michael Ravbar
7:55pm	MC to announce Mains Served – VIP Tables first	
8:15pm	<p>State Secretary to introduce comedian Amos Gill</p> <p align="center">(NO COLLECTION OF PLATES OR DISTRIBUTION OF MEALS DURING THIS TIME)</p>	
9.15pm	Dessert Served with tea and coffee	Hilton Hotel
	<p>Michael Ravbar close evening</p> <p>Closing remarks</p> <p align="center">- <i>Thank you to all CFMEU staff and guests for attending</i></p>	Michael Ravbar
	<p>Band to commence playing Announce dance competition. Delegates to dance at their tables – winner gets a prize</p>	Band
11:30pm	Close	

**CFMEU DELEGATES CONVENTION DINNER
 QT Hotel Ballroom –Thursday 18 August 2022**

We begin this delegates convention dinner by acknowledging the Traditional Owners of the land on which we meet today. We would like to pay our respects to Elders past and present”.

Running Sheet:

-1-

6:00pm	Room Set-up of powerpoint display and sound check	Jacqui/Leanne/Emma Tom/Haritz/Chris Band Members
6:50pm	Function Doors Open – guests to be seated	QT Hotel
	(Dinner slideshow to be displayed on screen)	Haritz
7:00pm	<p>Entrée Served MR Official Welcome - Opening remarks and housekeeping</p> <p>Michael to acknowledge all in attendance.</p> <p>(CFMEU Logo to be displayed on screen)</p> <p>- Acknowledgement of Sponsors,</p> <p>Major Sponsors:</p> <p><i>BUSSQ and Windsor Management</i></p> <p>- Other Sponsors:</p> <p><i>BERT/CIPS, Hall Payne Lawyers, CTC, Mates In Construction, Danger Sun Overhead, Qleave</i></p> <p>(Sponsors Logos to be displayed on screen on powerpoint as acknowledgement)</p>	Royce Kupsch
7:40pm	<p>Jade to introduce comedian David Strassman. ** Important** - Do not introduce until all plates are cleared from tables.</p> <p>(NO COLLECTION OF PLATES OR DISTRIBUTION OF MEALS OR TABLE SERVICE DURING THIS TIME)</p> <p>David Strassman is the dark-edged, avant-garde artist who lifted ventriloquism into the 21st century, acquiring a multitude of fans and critical acclaim along the way. Led by the evil Chuck Wood and delightfully cute Ted E Bare, Strassman's "renegade band of puppets" (as The Scotsman called them) create a multi-layered stage performance. Audiences forget that its actually a one-man show!</p> <p>David Strassman started his career as a street performer in New York City, after being accepted to the "invite only" 2nd year at the American Academy of Dramatic Arts, he rapidly built a career in the comedy club boom that made Seinfeld and others into household names. Since then, he has toured throughout the world, presenting his show in countries as diverse as South Africa and Denmark, and from Sydney to Las Vegas. When not performing, Strassman is a dedicated adventurer. A licensed pilot, he loves to escape Los Angeles, and can often be found in Alaska, the Australian outback or visiting tropical islands far far north of Cairns, Australia.</p>	

**CFMEU DELEGATES CONVENTION DINNER
 QT Hotel Ballroom –Thursday 18 August 2022**

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Running Sheet:

-2-

8:40pm	Jade to announce Mains Served (after comedian has performed) – VIP Tables first	QT Hotel
8:40pm	<p>Michael Ravbar & Jade Ingham to announce presentation of Awards.</p> <p>(CFMEU Logo to be displayed on screen)</p> <p>Jade Ingham and Michael Ravbar to announce presentations:</p> <p><u>Michael to speak to Award and announce winner:</u></p> <p>Best Dressed Workplace: <i>Peter Bransdon (QPAC site)</i> (presented by BUSSQ)</p> <p><u>Michael to Speak to Award and announce winner:</u></p> <p>Offsite Delegates: <i>Wayne Palasia (presented by Joe McDonald)</i></p> <p><u>Jade to speak to Award and announce winner:</u></p> <p>Joe McDonald Award (No Ticket No Start Award) <i>Hayden Jones (presented by Joe McDonald)</i></p> <p><u>Jade to speak to Award and announce winner:</u></p> <p>Best New Delegate Award: <i>Eben Cox (presented by Joe McDonald)</i></p> <p><u>Michael to speak to Award and announce winner:</u></p> <p>Delegates Choice:</p> <p><i>Damien Roberts (presented by Joe McDonald)</i></p> <p><u>Jade to speak to Award and announce winner:</u></p> <p>Delegate of The Year: <i>Hayden Jones (presented by Michael Ravbar on behalf of Jo Crotty who is an apology)</i></p> <p>Presentation of Long term members:</p> <ul style="list-style-type: none"> • Anthony Harding - 20 Years Polo – Presented by Michael • Greg Churchman – 20 Years Polo – Presented by Michael • Tony Stott – 20 Years Polo – Presented by Michael • Dallas Ezzy – 30 Years Polo (Large) – Presented by Royce • Ian McKewin – 40 Year Polo Shirt (4XL) – Presented by Jade 	

**CFMEU DELEGATES CONVENTION DINNER
 QT Hotel Ballroom –Thursday 18 August 2022**

We begin this delegates convention dinner by acknowledging the Traditional Owners of the land on which we meet today. We would like to pay our respects to Elders past and present”.

Running Sheet:

-3-

	Senior Officers to present Helen Cavaye Retirement Presentation. Present flowers and bottle of wine.	
9.15pm	Dessert Served with tea and coffee	QT Hotel
	Michael Ravbar close evening Closing remarks - <i>Thank you to all CFMEU staff, delegates and their partners and guests for attending</i>	Michael Ravbar
	Band to commence playing	Band
11:30pm	Close	



Danger Sun Overhead · Follow

1 September 2022 · 🌐



DSO appreciated the opportunity to be involved in supporting the recent CFMEU Construction & General QLD/NT Annual Delegates Conference.

The Rohan Crotty Award for the Delegate of Year was awarded to Hayden Jones for his extraordinary efforts to support workers on the job at the Carins Convention Centre. The Rohan Crotty Award was first awarded in 2008 to recognise the crucial work of Delegates in the CFMEU and is in honour of CFMEU organiser Rohan Crotty who lost his life to melanoma cancer. Danger Sun Overhead was founded by his wife, Jo Crotty, in his legacy to save lives!

Thank you CFMEU Construction & General QLD/NT for the invitation to support this important event and for continuing to prioritise the health and safety of your members. We are proud to work with you to bring the Danger Sun Overhead program to your members in the building and construction industry. RESPECT!

Contact us to arrange your DSO on-site education at admin@dangersunoverhead.org.au

[#dangersunoverhead](#) [#dso](#) [#BERT](#) [#GJamesGlass](#) [#education](#) [#melanoma](#) [#skincancer](#) [#heatstress](#) [#preventionisthecure](#) [#earlydetectionsaveslives](#) [#workplacesafety](#) [#cfmeuqldnt](#) See less



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CFMEU

CONSTRUCTION WORKER

ABCC DEAD AND BURIED

The ABCC has been laid to rest under 10 tons of concrete, happily poured by CFMEU members.

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CFMEU WA Construction Worker

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Blog www.constructionworker.com.au

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SECRETARY'S REPORT

ABCC DEAD AND BURIED

Mick Buchan



ABCC

The ABCC has been laid to rest with 10 tons of concrete on top, happily poured by CFMEU members. And the ROC Registered Organization Commission is down there with it.

Never in Australia's history has there been a more draconian enforcement agency with its operating style deeply connected to the worst of secret policing forces.

They were just a bunch of goose-steppers who were a law unto themselves wreaking havoc with honest workers and their families.

To those who faced their star-chambers, threats, and coercion, I thank you for standing strong. Your union is proud to have fought alongside our members to achieve their demise after nearly 20 years. Longer if you include the Building Taskforce in WA.

In the future we must be vigilant against ever seeing the likes of them again. And when you vote in future, remember how ideological conservative governments treat workers.

The ABCC is gone, and we are still here and on that note there's a lot to do going forward in the new year and beyond.

- Put your stickers on your hard hat and raise the flag on the job.
- EBA's – cost of living pressures can't be ignored and won't be.
- Interest rates, inflation, cost of living is going up, so must wages.

In the next few months EBA's will be front and centre. The days of bosses crying poor are over. Cost of living pressures are, now and into the foreseeable future, running out of control with workers and families bearing the brunt.

Our labour and skills are in huge demand right across the entire state. It's time now for workers to be a part of the 'collective' and, strongly led by your union, we will be seeking better pay and conditions for all our members. Stand strong.

Silica ban

The CFMEU has announced that if the federal government does not ban production and importation of engineered stonework products that can cause silicosis in the workers who handle them by July 2024, it would ban its members from handling it.

Once again, your union is leading from the front. We saw this with asbestos, and we are not waiting around for workers to be killed off for years to come with silicosis. Safety is union business and silica is a priority in 2023.

The Voice

You are going to hear a lot around the Voice to Parliament – part of the Uluru Statement from the Heart – which will give First Nations people a voice in their own country. In this issue we have an article by Thomas Mayor, NT Branch Deputy Secretary at the Maritime Union of Australia, who says it better than anyone as to why a YES vote is so important.

CSTC back in town

I am pleased to report that our CSTC is up and running again initially offering OH&S courses to all workers either individually, or through builders and sub-contractors.

The CSTC is headed up by Helen Whooley, formerly a leading trainer at the CFMEU Victoria Education and Training unit.

THE WORLD IS GOING TO END!



Apparently, workers seeking a pay rise will be the end of the world!

The Federal Government 'Secure Jobs Better Pay' bill is being demonised by all business groups as worse than any nuclear attack, black plaque and covid pandemic put together.

It's time business weens itself off a low wage strategy while they bank huge profits.

After years of rattling up massive profits, the Federal government has passed the Secure Jobs Better Pay bill to give workers some power to bargain and to address the imbalance that has seen wages and conditions go backwards in this country for years.

Multi-employer bargaining is a description you are going to hear a lot of over the coming

months. The CFMEU as usual is being used as a political football by being excluded from multi-employer bargaining.

The CFMEU has never needed a bill to negotiate better wages for our members.

We will do what unions should do and fight tooth and nail to get better EBA's, conditions and safety for all our members. Our fight to achieve that will not be based on any government legislation.

In short, we will decide what our members need based on what they want and deserve- it will not be driven by government legislation that seeks to ostracise construction workers.

EBA's are coming up and we are up for the fight.

We are ready. We are the CFMEU.

This is great news for building and construction workers who are looking to up-skill with safety-based training. [See story this issue]

Work ahead

2023 promises some big projects getting out of the ground both in the city and suburbs as well as the NW. ECU in the city, plus the Scarborough Gas Project and Pluto Train 2 up North chief among them. It will be a great time to be in construction and part of the union. We will have a full run down of new projects in WA in our next journal – don't miss it.

Finally, I would like to thank all our organisers, delegates, office staff and especially members

for their hard work and support in 2022. Hopefully the ravages of the pandemic are behind us, and we can start to move forward on a whole lot of issues in 2023.

There has never been a better time to be in the union and part of a strong collective, as we seek better wages and conditions and safety for all members.

Stay strong.

In Unity,

Mick Buchan
CFMEU WA State Secretary

ABCC DEAD AND BURIED!

We marched. We fought. We're still here.

The Australian Building and Construction Commission (ABCC) and the Registered Organisations Commission (ROC) are gone. Dead. Consigned to the scrap heap of anti-worker history.

The ABCC and its partner the ROC saw the most draconian anti-workers laws in our country since the Masters and Servants Act in Australia, a law which saw tradesman and labourers 'legally' tied to their employers. [See story this issue.]

The ABCC was always driven by ideology, not policy. It was dreamt up by rich lawyers who were members of the Liberal Party and had corporate and conservative political mates in high places.

In WA, it extended back almost 30 years, when the Court/Keirath government first introduced the so-called 'Building Task Force.' It was used as a testing ground and template to implement the draconian laws associated with the ABCC and Workchoices.

It was always an overreaction to workers asserting themselves and taking their rightful place as a union organised part of society.

On December 1, 2022, the Albanese Government's Fair Work Legislation Amendment [Secure Jobs, Better Pay] Bill 2022 [Bill] was passed in Federal parliament.

No other country or workforce in the Western World has had to put up with such draconian laws.

During the time the ABCC had been in place, your union along with its members and others



have fought steadfastly against it. We never took a backward step campaigning and protesting for its demise.


Since the advent of the ABCC and Building Task Force in WA before it, all we saw was more deaths on site. However in amongst all that, your union in WA the CFMEU WA, along with the MUA and others has been able to successfully advocate for things like Industrial Manslaughter Laws.

We marched. We fought. We copped fines. We're still here.

Along the way, there were countless workers who stood strong and those who had their lives cut short because of the immense star chamber pressure they were put under and the ridiculous fines which were imposed.

The best thing anyone could do now, to shove it up conservative ideologues, is to join the union.





CFMEU to *ban* engineered stone.

The CFMEU has announced that if the federal government does not ban production, importation of engineered stone products that can cause silicosis in the workers who handle them by July 2024, it would ban its members from handling it.

It can be worse than Asbestos – a ‘Wittenoom’ in every factory and building site across the nation. Wittenoom was the Western Australia town mining blue asbestos which has continued to kill generations of workers since the 1950’s. Wittenoom is now a ghost town is closed to the public

Incoming CFMEU national secretary Zach Smith said the severity of the action the union was willing to take, reflected the severity of the risk to its members.

Safety is our priority

“This product is killing workers and the reality is Australian workers will keep dying unless we ban engineered stone,” he said.

The Union launched a campaign to “stop this killer stone” at its national conference in Melbourne, urging the federal government to ban it.

Engineered stone contains quartz, which, when cut, sends silica particles into the air. These can be breathed in, causing silicosis, where inflammation and scarring in the lungs leads to reduced oxygen intake.

Engineered stone is commonly used in benchtops. It is cheaper than marble, and ‘Caesarstone’ is a popular brand in Australia. Dry cutting of the stone was banned in Queensland in 2018, Victoria in 2019 and NSW in 2020.

The union said modelling by Curtin University estimated 10,000 workers in Australia across all sectors will develop lung cancer and up

to 103,000 will be diagnosed with silicosis because of their current exposure to silica dust at work.

The Dangers

Breathing in dust from silica-containing materials can lead to silicosis. Silica dust particles become trapped in lung tissue causing inflammation and scarring. The particles also reduce the lungs' ability to take in oxygen. This condition is called silicosis. Silicosis results in permanent lung damage and is a progressive, debilitating, and sometimes fatal disease.

Chronic silicosis typically occurs after 10 or more years of exposure to respirable crystalline silica. However, the disease can occur much more quickly after heavy exposures. Silicosis can develop or progress even after workplace exposures have stopped.

Symptoms of silicosis may include:

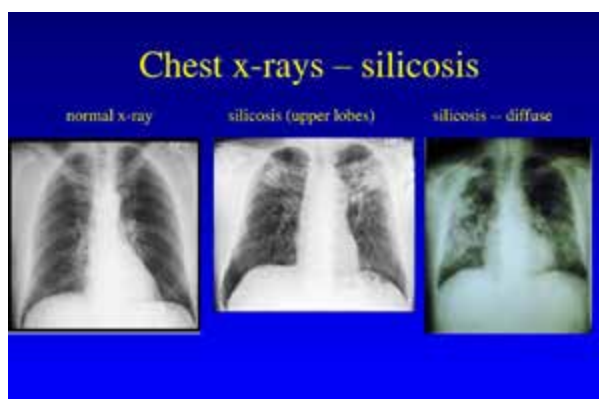
- Cough
- Fatigue
- Shortness of breath
- Chest pain

There is no cure for silicosis and some patients may require lung transplantation.

Workers exposed to silica and those who have silicosis are also at increased risk of tuberculosis (TB), a contagious and potentially life-threatening infection.

Exposure to respirable crystalline silica puts workers at risk for developing other serious diseases including the following:

- Lung cancer: Lung cancer results from cells in the body that grow out of control and develop into tumours. Cancerous cells from the lung can also invade other parts of the body, a process known as metastasis.
- Chronic Obstructive Pulmonary Disease (COPD): COPD includes chronic bronchitis and emphysema. Symptoms of COPD include shortness of breath, coughing or wheezing, phlegm or sputum production, and trouble breathing. The National Occupational Research Agenda (NORA) Respiratory Health Cross-Sector Council produced Faces of Work-related COPD. This video series provides impact stories from patients and discussion from a physician on the disease.



- Kidney disease: Studies of workers have shown that increasing levels of silica exposure are associated with increasing risks for chronic kidney disease.
- Autoimmune system: Studies of workers have shown that silica exposure is associated with increased risk for a variety of autoimmune diseases. These diseases include rheumatoid arthritis, systemic lupus erythematosus, and systemic sclerosis (scleroderma).

CFMEU WA state secretary Mick Buchan says, "Our union advocated long and hard for Industrial Manslaughter Laws to be implemented. We also have a responsibility to protect our workers from harm and not ending up as a statistic due to unsafe work practices."

Safe handling and specialised training

There is an onus on employers, builders, and sub-contractors to fulfil obligations under the health and safety act safe handling and working conditions around cutting engineered stone and asbestos. The CSTC offers courses for the safe handling of silica-based products and asbestos.



**Contact Helen Whooley
for a CSTC course
on 0458 747 725 or
hwhooley@cstc.com.au**

MATES SEEING THE IMPACTS



2022 has been a uniquely trying year for the construction industry with a range of social, logistical and economic issues playing out locally and globally. The complex nature of this environment places additional stressors on industry and its workforce. We at MATES are seeing that people are struggling.

The MATES Case Management service provides one on one support and referrals for anyone with concerns regarding their mental health, social well-being, life difficulties or thoughts of suicide.

In the past year, the MATES in Construction WA Case Management service has experienced a 10% increase in workers seeking support, with up to 30% of those experiencing thoughts of suicide. This increase (on top of increases 2021) has required MATES WA to expand its Case Management services to ensure that no one who needs and wants our support is turned away, or have to spend time on a waitlist.

Despite the difficult conditions, it's encouraging that more and more attention is being given to the mental health and suicide prevention issues present in our industry, and that seeking and offering support to those in need is becoming common practice. Looking out for our mates has always been part of the fabric of our culture and to see emotional and psychological well-being interwoven with that fabric only serves to strengthen our resolve as an industry.

MATES in Construction WA would like to thank the CFMEU WA and its members for continuing to support our vision of a suicide free industry. Supporting people who are struggling is not always going to be easy, and often there is no single straightforward solution. But it's important to remember you are never alone.

While the solutions aren't always simple, starting the support process is. Shifting your

awareness to pick up changes in a mate's behaviour or mood may be all you need to make a difference in someone's life. Checking in on our mates can be as simple as asking "How are you doing?" and following up with additional questions like "how is the family?" or "how is work?". Often people are geared toward providing a response that is dismissive, but if we dig a little deeper, we can get more information and get the conversation going. If you are still not sure how to go about it, give us a call and we can help. Whether you need support or you are trying to help out a mate or family member, MATES is here for you.

MATES Field Officers continue to bounce from site to site throughout the state providing suicide prevention training to industry and connecting with workers. If you see us on site please come say g'day and let us know how you are doing. If you haven't seen our Field Officers on your site for training in a while, please don't hesitate to get in touch and book a session. Our Case Managers are always on standby to connect with anyone needing a chat or ongoing support.

Our 24-hr Helpline [1300 642 111] remains the most direct point of contact for anyone in the industry or their families to access the Case Management service. All our services remain free of charge thanks to our industry and government supporters. It is also important to note that all CFMEU Members have access to additional counselling services facilitated via the MATES WA Case Management service. With the promise of better times on the horizon, we can all play a role in supporting each other to realise them.

**If you or someone you know
needs support please call our
24-hr helpline on 1300 642 111.**

National Secretary Comment

**IF YOU'RE NOT
AT THE TABLE,
YOU'RE PART
OF THE MENU!**

Christy Cain



Brothers & Sisters,

I had the honour of representing our great union at the National Jobs and Skills summit. What an eye opener!

The heading says it all really. I didn't think that such a statement was going to get such a run, especially from a sooky la la Liberal leader.

Peter Dutton, you certainly have a glass jaw! Your child like antics of why you weren't at the Jobs & Skills Summit just exposes why your rating of a dismal 17%, has dropped significantly on your own social media page. In fact, after the way you told mistruths and lies about me and my Union, it's a wonder you have any supporters at all.

What I can say to you is, do your homework. You clearly didn't know if I was actually a man or a woman, and furthermore, you didn't even know my correct surname. Such a joke of someone who aspires to try and be a Prime Minister. In fact, you should keep on doing what you do, as the Australian people can now see who you really are.

So, Mr Dutton, maybe you will crawl right back under your rock, and play up to some of those so called parasites from the big end of town, who we really don't have that much to do with anyway from a working class perspective.

To try and gain a political advantage on something that occurred 9 years ago, yes 9 years is as low as they come. Yes, lower than the basic wage of which you would like us all to be on.

All I can say is good riddance to a shit so called politician, who has no credibility at all from working women and men.

Now for the business at the Jobs & Skills Summit. We were at the table and we had our say for our membership. We listened, we participated, and we got all of our points across. The Union movement and all participants came away from the summit hopeful that the ALP will carry through on the 36 discussed items.

After all, they have said they would in the lead up to the election, and now they have the leadership and ability to change legislation for the betterment of all working class people in this country.

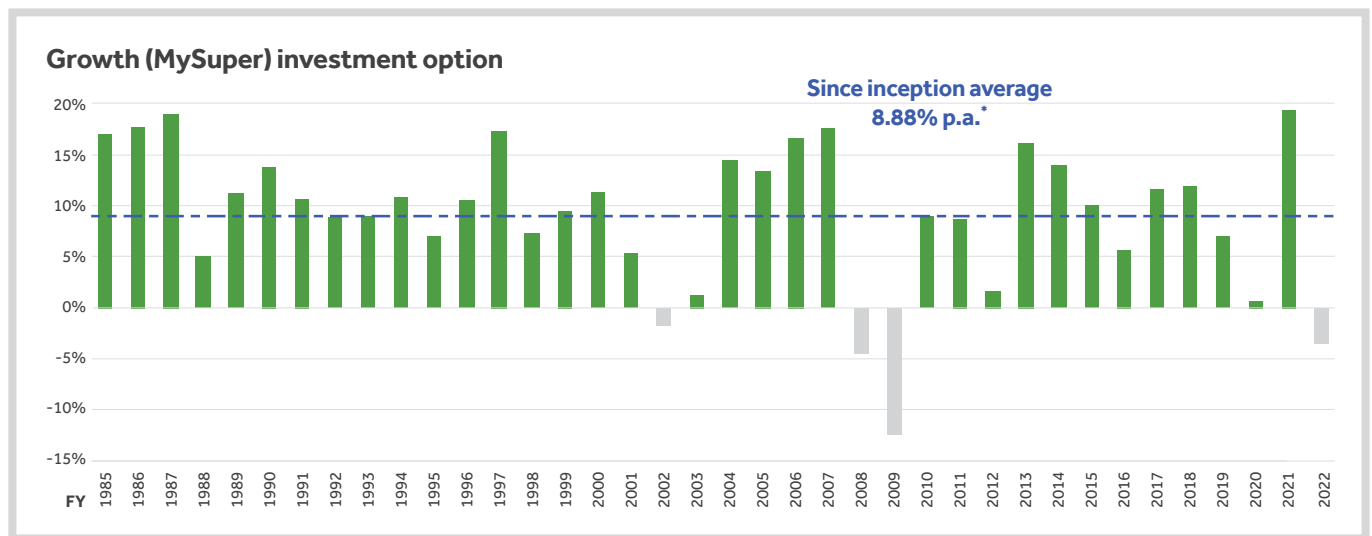
Ups and downs are a normal part of investing

This year, we've seen investment markets respond to a range of global issues such as, rising inflation, the Russia/Ukraine crisis, and fresh waves of the Covid-19 pandemic.



These market conditions have led to a challenging year for all super funds, including Cbus, with investment returns lower than in previous years. While drops in performance can be uncomfortable, it's important to remember that super is a long-term investment, and that ups and downs happen.

Over our 38-year history, we've delivered strong long-term outcomes for members. As the graph below shows, this is only the fourth negative financial year return for the Fund and the first since the GFC.*



We've been through difficult times before, and together, we've gotten through them, and this time will be no different. When looking at your investment options, it's important to consider your long-term goals and that changing to lower risk investment options or making frequent switches can, over the longer term, leave you with lower retirement savings.



Cbus is one of Australia's top performing industry super funds with strong returns over the long-term and we're here to help. If you're unsure about anything, please contact our Advice Services team:



Email advice@cbussuper.com.au or call **1300 361 784** 8.30am to 6pm (AEDT/AEST) Monday to Friday

Your local Coordinator's contact details



Don Fowlie
0417 971 593
don.fowlie@cbussuper.com.au



Philip Milne
0412 406 348
philip.milne@cbussuper.com.au

* Since inception in 1984 to 30 June 2022. Over the past 38 years, the Growth (MySuper) option has returned 8.88% on average. The Growth (MySuper) investment option crediting rate is based on returns minus investment fees, taxes, and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. Past performance is not a reliable indicator of future performance.

Media Super merged with Cbus on the 9th of April 2022. The historical performance prior to this date relates to Cbus investment options and does not incorporate the performance of Media Super.

The information in this flyer only considers performance and doesn't take into account your specific needs. Before opening an account with Cbus, some other important things to consider include fees and charges, investment options, insurance options and any existing benefits associated with your current super fund. You should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and Target Market Determination to decide if Cbus is right for you. Call 1300 361 784 or visit cbussuper.com.au for a copy.

United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 as Trustee for Cbus Super Fund ABN 75 493 363 262 offering Cbus and Media Super products.



Helen Whooley Lead Trainer CTSC WA

CSTC back in town

Great news! The Construction Skills Training Centre is back in business and now running WHS courses at Trades Hall in Perth.

The CSTC has a proud history of delivering first-class safety courses in WA dating back over 30 years.

There are strong laws around the provision of safety these days, to protect workers and ensure a safe workplace to prevent accidents and exposure to harmful materials.

The CSTC, now offer various courses to all workers either individually, or groups though builders and sub-contractors.

The CSTC is headed up by Helen Whooley, formerly a leading trainer at the CFMEU Victoria Education and Training unit.

This is great news for all building and construction workers looking to up-skill with safety-based training.

Courses will include:

- HSR initial 5-day course
- Yearly HSR Refresher (TBC)
- Demolition- safe carrying out of Demo work
- Prevention of silica exposure
- Provision of onsite safety inductions
- How to run a safety committee
- The CSTC will be adding to its course scope as it goes.

Become a trainer.

Do you think you would like to share your experience, skills and knowledge with others? Help make the industry safer and be a part of training people the right way. Become a trainer and assessor, earn good money working with the CSTC. Contact Helen Whooley on 0458 747 725.

Train for your future now.

Book a course now at training@cstc.com.au or 08 9358 6501, or discuss your company's OH&S requirements with Helen Whooley on 0458 747 725 or hwhooley@cstc.com.au.





FINDING OUR HEART. OUR VOICE. WALKING TOGETHER.

Thomas Mayor

As First Nations activists, proudly brandishing the colours of the Aboriginal and Torres Strait Islander flags, we have marched along many a mottled grey road and occupied the foyers of imposing, sterile buildings. We disrupt the orderly, mundane motions of a society because otherwise, society is indifferent to our plight. Our willingness to get out on the streets is a vital part of our movement. But have we been disruptive enough to abolish the colonial systems that harm us?

As an activist, I have come to realise that for all our protests and rallies in the past decade, our efforts have fallen well short of achieving lasting beneficial change. After all, there remains no justice for hundreds of deaths in custody, and the fatal dimensions of our crisis remain – writ large in the statistics. From our pain and suffering, billions of dollars are made by the business and bureaucratic elite. And what for our children?

As the Uluru Statement from the Heart states, “Our children are alienated from their

families at unprecedented rates. This cannot be because we have no love for them. And our youth, languish in detention in obscene numbers. They should be our hope for the future.” A quarter of Indigenous children’s deaths are suicide.

The reality is that our actions on the streets are failing to keep the decision makers accountable for their failure to address our plight. The colonial systems remain unaltered. We must do better.

Our more diplomatic forms of advocacy have struggled to cause lasting change as well – our many voices to Government. With formality and decorum, we’ve had countless meetings with Ministers and the upper echelons of bureaucracy, usually behind closed doors. The missions to Canberra walking the posh polished floors, in a harsh hard building, on a grassy green hill stolen from the Ngunnawal people, gives cold comfort for our mob. We’re not without some success. But with each cabinet reshuffle or new Prime Minister, or at

best each three years at election, we hold our breaths, uncertain, “will we need to start over again?”

Then there is the colonies most effective strategy, played against us since they first arrived – divide and conquer. I see the heart-breaking divisions in every community I have been to. I’m not talking about differences of opinions – that’s human. With a consensus building structure, our various perspectives could be a strength. I’m talking about the argument we have all heard. The argument that often comes with lateral violence and is loudest when we are on the cusp of progress – “He/She doesn’t speak for me!” And it’s likely they’re right. See, this is why Howard destroyed Black political structure, ATSIC. It’s one of the reasons he bastardised Native Title. My blood boils right now. I imagine he snickers in sickly mirth when he hears of us tearing each other down.

This assessment does not discount the great gains First Nations people are making – healing, reviving, learning, teaching, caring and surviving. Nor is the assessment harsh, because the statistics don’t lie. Only we control our advocacy – only we can shape up and fight.

If we are to protect our hard fought for gains and bring down the colonial systems that harm us, we need to do much more than a disarray of rallies, reactive protests, and diplomatic missions to Canberra. We need to be cohesive, and we need to be able to pursue our goals strategically. To do this, we must achieve the proposal from the unprecedented Aboriginal and Torres Strait Islander consensus from the delegates present at Uluru – a constitutionally enshrined First Nation’s Voice.

The Voice proposal was forged from our collective experiences and perspectives. To put it simply, a constitutional Voice means a guaranteed representative body – the structure that is required to utilise the power of unity – a vital step we must take.

Establishing a Voice is how we can change the nation.

Imagine the power we would have to pursue our people’s interests with a constitutionally enshrined Voice – representatives chosen by us, accountable to us, well-resourced and unapologetically for us because they are protected by the rule book of the nation, the

constitution. Imagine this Voice coordinating with our specialist peak bodies and our actions on the streets; bringing our Elders to the forefront, giving our young people and brilliant thinkers a space to learn political advocacy among their own, for their own. A Voice is the power we need to make lasting beneficial change.

With a constitutionally enshrined Voice, we could campaign for reparations for all First Nations – the #paytherent task cannot be left to a few. We could campaign for stronger land rights, actually addressing the problems with Native Title. And we would pursue these goals not just for First Nations people, but for all Australians, because we are all constrained by the poverty and injustices inflicted upon First Nations people.

This is why I am a die hard supporter for a First Nations Voice as called for in the Uluru Statement. It is a campaign to achieve sovereignty in practice, because sovereignty means *power and authority*.

If you have heard that our sovereignty will be diminished if we are constitutionally recognised, this is wrong. Our sovereignty cannot disappear because of a whitefella document – our identity is not so fickle – we have survived for more than sixty millennia. And think about it; recognition in State constitutions haven’t changed who we are, nor rendered us unable to make treaties if we desire; and when we were “counted in reckoning the population” of Australia after constitutional change in 1967, we didn’t suddenly become assimilated. We resurged. Always was, always will be.

To my brothers and sisters who show up, if you want to be heard in the colony and begin to dismantle the structures that oppress us, be courageous enough to fight for a First Nations Voice. It is a radical proposal – it is sovereignty and unity in practice – it will change the nation.

We must fight for constitutional rights, because there’s no power and authority for us in the status quo.

Thomas Mayor is National Indigenous Officer and NT Branch Deputy Secretary at the Maritime Union of Australia. Advocate for the Uluru Statement from the Heart

Get a trade. Get a job. Get ahead.

Train right the first time.

The Construction Trading Fund in Belmont provides an avenue to help place apprentices with employers, and for apprentices to be job ready with the necessary skills to embark on a successful career path.

CEO Tiffany Allen, says “the CTF offers a vast range of job opportunities and roles, there are endless benefits to choosing a career in the construction industry.”

Scholarship Program

The Construction Training Fund Scholarship Program is an innovative way to get a head start and work towards a building and construction apprenticeship. Suitable for Year 11 and Year 12 students, our Pre-Apprenticeship Scholarship Program is highly regarded by employers and may provide credits or reduced time as an apprentice.

Each year scholarships are awarded to students in Western Australia with a passion for the building industry. Gain experience and unlock job-ready training while completing school.

A Construction Training Fund Scholarship provides students with the best chance of securing an apprenticeship and career in building and construction.

Did you know the CTF has introduced the Apprentice Tool Allowance (ATA). The program will provide eligible apprentices and trainees with a rebate of \$500 for the purchase of relevant tools and/or safety equipment that is required for the apprentice’s on-the-job work.





New \$4.5million program equipping WA apprentices

WA's construction apprentices and trainees receive \$500 as part of a new rebate program.

To support WA's next generation of construction workers, Construction Training Fund (CTF) has committed \$4.5million to support WA's construction apprentices and trainees purchase trade-related tools and safety equipment.

It's called the Apprentice Tool Allowance (ATA) and runs from 1st July 2022 until 30th Jun 2023

What is the Apprentice Tool Allowance?

The ATA program is CTF's latest funding initiative. Designed to support new construction workers, the program provides eligible apprentices and trainees with a rebate of up to \$500 for the purchase of relevant tools and equipment.

What does the \$500 rebate cover?

The \$500 rebate covers the purchase of trade-related tools and safety equipment that are specifically related to the work of the construction apprentice or trainee.

Broadly, 'tools' reference hand tools, power tools and machine tools. Think screwdrivers, trowels, saws, cutters, drills, grinders, and lots more.

As for safety equipment, the list is just as extensive. Think safety glasses for work, high-visibility clothing, ear protection, steel-capped boots and hard hats.

Individual apprentices and trainees can submit more than one claim in the year until the \$500 maximum rebate is reached.

To receive the rebate, head to CTF's website. Receipts for tools and equipment purchased in the 22/23 financial year must be provided, as well as proof of employment in construction.

Who is eligible for the ATA rebate?

The \$500 rebate applies to each apprentice and trainee substantively working in building and construction in the 2022/2023 financial year in both regional and metro areas.

And with safety being a top priority in our industry, this is a perfect opportunity for workers to upgrade important safety equipment – from small hand tools to some of the big-ticket items.

Ultimately, the ATA program aims to produce more skilled workers by ensuring they are sufficiently tooled and equipped for their chosen trade. And with ATA's financial support to help make this happen, they are better prepared to meet increasing industry demand.

For full eligibility and compliance criteria, please visit www.ctf.wa.gov.au.

An introduction to construction careers

Our Construction Futures Centre is a fun-filled, interactive space for school-aged children and young adults to explore WA's building and construction industry pathways. Come and visit us at 104 Belgravia Street, Belmont, WA. We take groups of up to 50 free of charge. Bookings are essential.

This excursion is suitable for anyone from primary school students to high school

students, university students, community groups and beyond

If you are an employer looking for apprentices, or you have children wanting to do an apprenticeship make the CTF your first pot of call. We also support mature age apprenticeships.

For more information, please call the CTF on 9244 0100, email info@ctf.wa.gov.au or check our website at www.ctf.wa.gov.au

CHAD'S STORY



NEVER
GIVE UP

Proud union member Chad Aurisch shoots straight from the hip and tells it like it is in his own words. It's members like Chad that have us get up every morning to fight for their rights and better pay and conditions.

- **Gino Passerini NW Organiser.**



"I've been in construction since 2005 mainly FIFO in and around the Pilbara.

A couple of jobs down south mainly in winter! And summer up here! WTF, anyway I've seen the boom and survived the bust.

Seen good times and the bad.

Mostly good! We live in a first world country for fuck sake!

Heavily overtaxed but I won't get started.

Divorced single Dad with supervised visits on my time off.

FML but if that's what I have to do to see my son so be it...

Never give up my fellow work mates that are going through the same ordeal.

Started off as an electrical TA for doggies back in the Telfer days.

Been on most big projects up here.

You know, you've been in the game awhile when you go to a new job and always bump into an old workmate.

I've been a Rigger for most of my career, but

I like to just cruise around in a 20t Franna or Telehandler as my bones aren't getting any younger...

I see all of us working harder these days for less money something I hope we can change sooner than later.

I could tell you my favourite food, drink, tv show, band etc...

But this no dating app profile, well I definitely hope not!

Plus, I don't want to bore you with the details...

All I can say is my favourite place on this entire planet is wherever my 7-year-old son is... My happy place.

The one place I don't want drugs or alcohol to cheer me up or numb the thoughts that run through my head on a daily basis...

Also I just want to thank my workmates and comrades that donated to my go fund me page after my assault 2 and a half years ago...

Where I was left for dead in a Mandurah carpark for 7 hours until IGA staff found me that morning.

Also, they assaulted my mother and neighbour that live across the road. For they stole my dardy 2012 SSV voodoo blue beast, wrote that off then decided to break into my place but was confronted by my 67-year-old mother that heard my car coming down the road... unfortunately she came off second best. She is also doing much better thanks to you all also...

It helped me keep a roof over my head when I was healing physically, mentally and emotionally...

With many Occupational therapy appointments, GP visits, victim counselling and heaps of medication I can work again.

I'm currently working at Ironbridge for Civmec in the logistics crew. Plus, one of HSR'S on site. Mainly a voice for the lads and to help out where I can.

So, if you're ever out this way and you still recall my name call me up on uhf 67 and I'll come say hello...

Once again if you're still reading this
NEVER GIVE UP!"

In unity, Chad Aurisch



Joe McDonald with award winner Hayden Jones

Former CFMEU WA assistant secretary and National President, Joe McDonald has had the honour of an award named after him by the CFMEU NT/QLD branch. The award was for best up and coming Delegate.

Here's Joe presenting it to Hayden Jones.



Rob Wakelin - sticking fat

Queensland CFMEU legend Rob Wakelin proudly displays his union vest featuring some classic union stickers. Some rare collectibles there Rob! We know you'll keep sticking it up the bosses.

If you'd like to make your own copy contact the WA office for artwork.

Bring back character!



Brian Churchill – Life Member and proud Brickie

CFMEU Life member Brian Churchill can remember a time when bricklaying, masonry and other time-honoured building skills ruled the world.

Brian says: Most design and building these days has relied too heavily on tilt panel construction and in the process, there are a lot of bland, boring towers without any character. We should have a mix of both and keep our skills alive.

Architects need to consider innovative new ways to include a mix of brickwork, masonry and carpentry in their designs, externally and

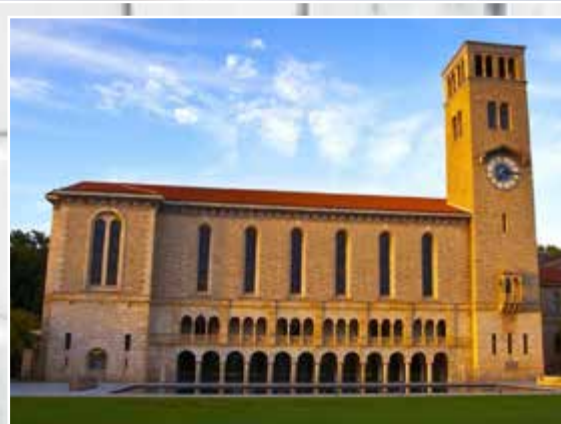
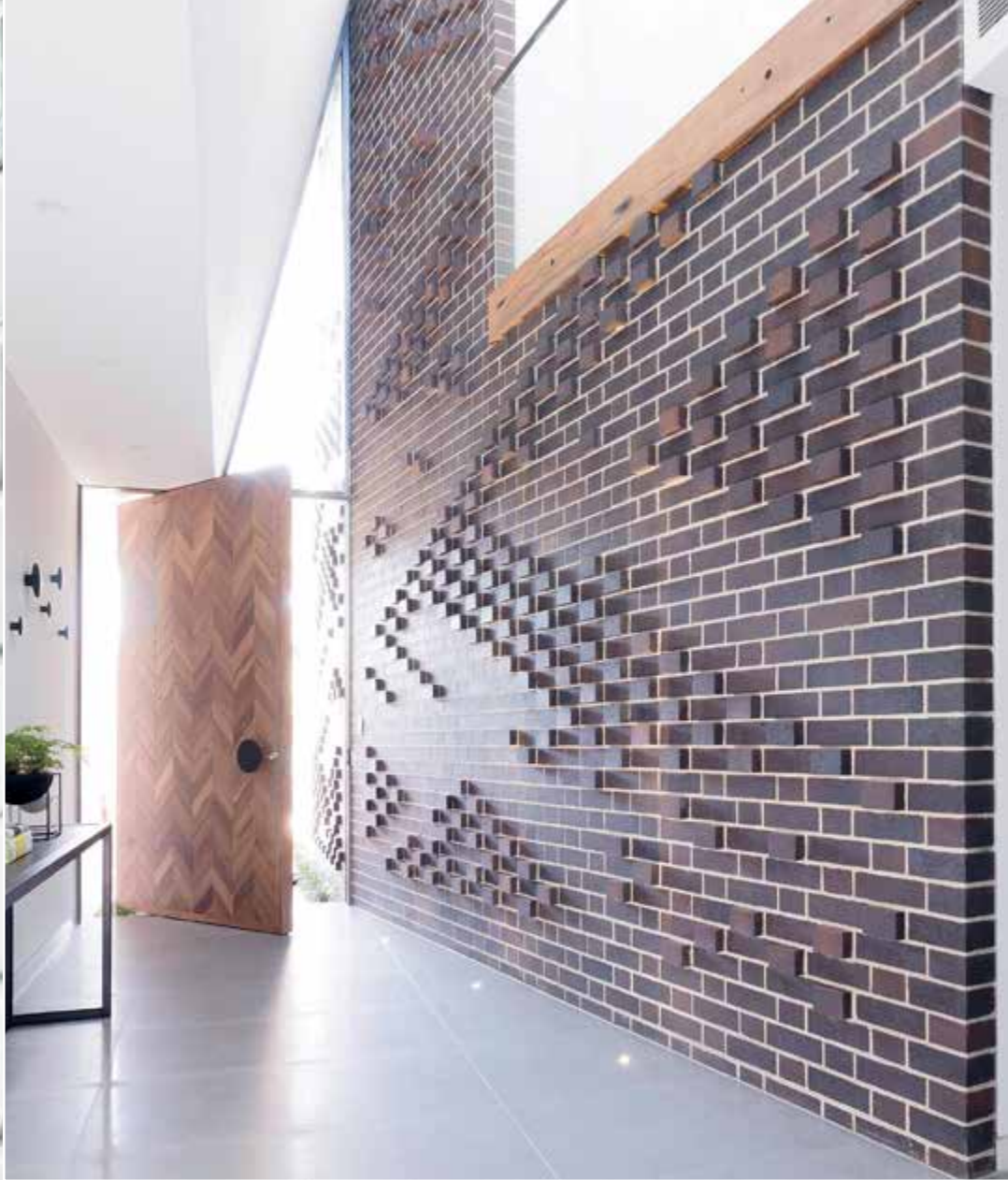
with internal features. These features could be in open areas with recycled items, brick panels and cladding around lift areas with decorative bands, entrances, foyers, and rest areas.”

Used in architecture for thousands of years, brick is a building material that clearly has staying power. Offering warmth, texture, and remarkable design versatility, this naturally sustainable building material is being embraced by contemporary architects for its long list of benefits.

“Research has proven that clay’s natural density and thermal insulating qualities mean that full brick construction performs the best for thermal comfort and energy efficiency, an important factor in today’s climate changing world.

According to Churchill “Today’s bricklaying apprentices need a future where brickwork is part of modern building projects. Using brick, you really feel you are making history, many of yesteryears brick buildings still stand out for their quality and character. It was a shame many were knocked down in name of progress in Perth during the 70s and 80s – a decision people now regret.

“I’d like to give a big shout out to all young bricklayers out there on site and say be proud of your work, it’s not often you get to build something that could last for over a hundred years or more. And two more things, don’t lose your trusty trowel and stick with your union.”



New Organisers

IN 2023 you'll see new CFMEU organisers on site taking care of your issues and leading the way with your input into things like a new improved EBA. Give them your support, they'll have your back 100%.



Monty Margjini

Kicking ass for the working class sums up my attitude coming on board as a proud organiser for the CFMEU in WA.

I remember coming to this country from Albania and working at West Feeds in Welshpool. It was hard work. No one on the job was in the union and everyone was being crushed and forced to accept crap wages and conditions. One day, enough was enough, I together with a workmate decided to get all in the union and we got 50 workers signed up. We went from \$14.76 an hour to a pay rise of 5% compounding each year for many years. It was the power of the collective and why everyone on site should be signed up. As I say, a Castle doesn't get built Kings, it's built by the soldiers. I look forward to seeing you all on site through 2023. Get in the union, be paid up and proud and better paid!



Nathan Fisher

I have lived in Perth my entire life and I have worked in the construction industry since 2004. A builders labourer at heart, although I have been a form worker, scaffolder, rigger/dogman and machine operator. For the past 5 years I have been active within the CFMEU. I have been a subby delegate, a builders delegate and a HSR. I have worked on some pretty good jobs including the Perth museum and Lots 2&3 at Elizabeth quay and some not so good jobs with crappy labour hire companies for shitty builders. I have also felt the pain of the downturn in the industry a few years ago and spent some time unemployed. Wherever I have been I have stuck to my guns, spoken up about any issues on the job, and always made sure that the union message was at the forefront of everyone's mind wherever I went. From the day I joined the CFMEU I have always been paid up and proud.

My goal is to represent and serve our members consistently and to the best of my ability, wherever I need to go to do that is where I will be. The ride hasn't always been smooth, but I wouldn't change too much and here I am, a new organiser for the mighty CFMEU. I am immensely proud, and I look forward to representing and serving our members for as long as I can. Dare to struggle, dare to win.

World Congress Report



CFMEU takes on global issues

After almost two years of meeting via Zoom and other electronic means the Building and Workers International, our global union, were finally able to bring all affiliates together for their World Congress. This event was held from 4-7 October in Madrid, Spain and I attended as the Australian youth representative for the Asia Pacific region.

Over the first two days both the Global Women's Conference and the Global Conference on Innovative Unionism were held concurrently. The Innovative Unionism sessions covered a wide range of topics including trade union sustainability, union campaigns and member mobilisation, perspectives of women and youth, climate change action and global dialogue and solidarity partnerships.

I participated in the panel on global dialogue and solidarity partnerships and focused particularly on the Salini Airport Rail project here in Perth providing an insight into how we organised the project, dealt with a multi-national company who underquoted the job and how we utilised our relationships with BWI and our

affiliate unions internationally to put pressure on Salini.

Following those two sessions was the World Congress. The World Congress sets out the agenda and the direction for the BWI for the next four years. During the Congress there was a series of speakers from affiliate unions both from our Asia Pacific region and across the world and a number of resolutions passed that will see the BWI continue to organise for poorly paid and exploited migrant workers and against the multinational companies that contribute to the poor pay and exploitation.

All our members should be proud of how well regarded and respected the CFMEU is internationally and our National Secretary Dave Noonan has played a big part in this during his time as BWI Vice President. I thank Dave for his continued contribution to the BWI and for his strong promotion of the CFMEU globally.

The Global Conferences and the World Congress were a highly rewarding and educational experience and whilst we all came from different parts of the world

with different cultures and different languages the one thing that remained constant was the struggle.

The struggle to maintain and grow union membership and density. The struggle to win and hold on to hard fought wages and conditions and the struggle against right wing governments that have an unfounded hatred for working men and women and it's good to know that we don't struggle alone.

The workers united, will never be defeated!

Aaron Mackrell

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Remembering Westgate.

The collapse of the Westgate Bridge in Melbourne when 35 of our construction workers were killed. Amazingly 18 survived, although some were seriously injured. This remains Australia's worst single construction accident.

When the tenders were released, they were in three packages contract – F-C and S, John Holland Construction (JHC) was awarded contracts for the foundations work and concrete construction, while the contract for steelwork construction was awarded to World Services and Construction.

By March of 1970 the erection of steelwork on the bridge was well behind schedule, and the Lower Yarra Crossing Authority made new contractual arrangements that would see World Services continue to fabricate the steel box girder spans that were needed, while John Holland took over their erection and joining, John Holland Construction, which had no previous experience in working with box girders, then transferred responsibility for many engineering decisions to the company, Freeman Fox, who had also been responsible for a collapsed bridge in Wales.

Before the October 15 collapse, two half girders on the western side of the bridge had been brought close together and it was found that there was a difference of about 4.5 inches in the camber, an important feature in construction

which is the upward curvature of a girder that compensates for any displacement because of loading.

While this wasn't the initial cause of the tragedy, the way in which it was remedied did prove part of the problem. The contractors who had the task of building the bridge, JHC, proposed that time would be saved if the difference between girders could be fixed by using kentledge [concrete blocks] to push down the northern side of the span. It must have also seemed convenient that there were ten cube-shaped blocks, each weighing around 8 tonnes that were still on site from an earlier operation.

Assuming that these blocks would give about the right order of load to remove the camber difference, they were positioned as a concentrated load near mid-span of the bridge. This remedy only caused another problem, however, when the placement of the kentledge caused a buckle in the upper flange, one of the ribs that support the bridge.

Made of eight panels, the flange was held in place by bolts that were removed in order to straighten the buckle that had occurred. It was the removal of these bolts which caused the bridge to collapse. The span of the West Gate which fell, located between piers 10 and 11 of the bridge, was over 100 metres long and weighed at least 2,000 tonnes

Remember 15 October 1970, the date the bridge collapsed and remember, we only sell our labor, we don't sell our conditions or safety standards.

SAFETY IS OUR PRIORITY. YOUR LIFE IS NON-NEGOTIABLE.

CFMEU RISING

OUR LIVES, OUR FUTURE, OUR FIGHT

In many ways the days of being a union member by default because it was the done thing in the family is over. Sure, we have many members following in their parents' footsteps, but young workers today need to cut their own path and that path leads to join CFMEU Rising.

You can make your future house a union house and the possibilities are endless if we all join together. We are on the rise.

In late 2021 our union's leadership decided to give control of our activists network back to the rank and file. I was approached to have

a crack at running it and grabbed the opportunity with both hands. I asked a few of our young, keen and committed activists to have a go at it with me, so Marion, JB and Mish came aboard, we formed a council and CFMEU Rising was born.

Rising is about the members and a place where all members of the

branch from anywhere in the state are encouraged to join and be apart of improving the industry through activism and spreading the message of the mighty CFMEU. That message is based on 3 key factors: higher wages, better conditions and higher safety standards on the job – fighting together for this to ensure a better industry for workers now and into the future. Members have a formal meeting every 2 months, and are a big part of everything that the union is doing in between time including attending rally's, protests and spreading the message far and wide daily.

Rising is still in its infancy, but is building momentum and membership with every meeting. We are working on campaigns around Women in the workplace, work/life balance [RDO's] and the unionizing and recruitment of young workers nationally so that the hard fought conditions of those who came before us are not lost for future generations. We have aspirations of creating a Youth, Indigenous and Women's council from within the group, and it is from Rising where the CFMEU would like to find our next crop of delegates and organisers. The union is only as strong as its membership and we are striving to grow that strength from within.

2022 was good, but we want 2023 to be great! Jump on Facebook and join the CFMEU Rising page, or get in contact with Marion, Mish, JB or myself to be a part of it. Don't sit idly by and watch the industry evolve on its own – stand up, get active and be proud and we can shape the future together.

Call Nathan Fisher (FISH) for further info on: 0419 812 874



CFMEU FAVOURITES: WHAT DO

Arlen Walmsley

What's your favourite?

Food: Lasagne

TV Show: How I met your mother

Streaming app: Netflix

Movie: Star Wars: A New Hope

Travel destination: Vietnam

Fast food: Red Rooster

Alcoholic drink: Green Fairy

Band or music artist: Fallout Boy

Car: Holden

Beach: Cottesloe

Breed of dog: Groodle

Sport: Hockey

Celebrity: John Cena

Football team: Dockers

Video game: Halo 3

Place to meet with friends: Best friend's house

Hobby: Gym

Live concert you've been to: Green Day

You Tube channel: Pitch Meeting

Union benefit: Free clothes



Melissa Lewis

What's your favourite?

Food: Sirloin steak and salad

TV Show: The 100

Streaming app: Facebook

Movie: Step brothers

Travel destination: North West WA

Fast food: Tacos

Alcoholic drink: Jim Beam

Band or music artist: Flume

Car: Anything Holden

Beach: WA Coast

Breed of dog: German Shepard

Sport: Cricket

Celebrity: Don't follow anyone

Football team: Eagles or Pies

Video game: Halo

Place to meet with friends: The Pub

Hobby: Cars, partner and family

Live concert you've been to: Roger Waters

You Tube channel: Anything Jimmy Carr

Union benefit: Cheaper courses



OUR MEMBERS LIKE BEST?

Alick Williams

What's your favourite?

Food: All seafood

TV show: Entourage

Stream app: Netflix

Movie: Armageddon

Travel destination: Anywhere overseas

Fast food: KFC

Alcoholic drink: Anything and Everything

Band or artist: Chillin It/Foo Fighters

Football team: North Queensland Cowboys

Video game: MADDEN

Place to meet with mates: Anywhere

Hobby: Building Paper Planes

Live concert: Six60

You Tube channel: YBS

Union benefit: Travel Insurance

Sport: NRL



Si Baran

What's your favourite?

Food: Steak and chips

TV Show: Don't watch TV

Streaming app: You tube music

Movie: The night comes for us

Travel destination: Cairns

Fast food: KFC

Alcoholic drink: CCs and dry

Band or music artist: Demi Godz

Car: BMW

Beach: Horseshoe Bay Bowen

Breed of dog: German Shepard

Sport: AFL

Celebrity: I hate celebrities

Football team: Geelong Cats

Video game: GTA 2

Place to meet friends: Pub or recording studio

Hobby: Australian Hip Hop music

Live concert you've been to: Cypress Hill

You Tube channel: D Low Beats

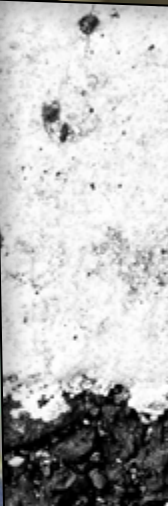
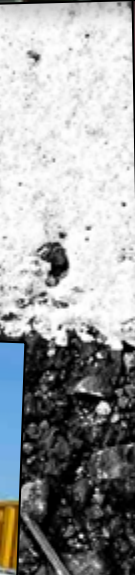
Union benefit: Travel Insurance





AROUND THE TRAPS





CHELSEA

WESTERN AUSTRALIA

2023 RDO CALENDAR

JANUARY

MON	TUE	WED	THU	FRI	SAT	SUN
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AWARD RDO

EBA RDO - 6 EXTRA BANKED

PUBLIC HOLIDAY

SCHOOL HOLIDAYS

MONTHLY MEETING

DELEGATE MEETING

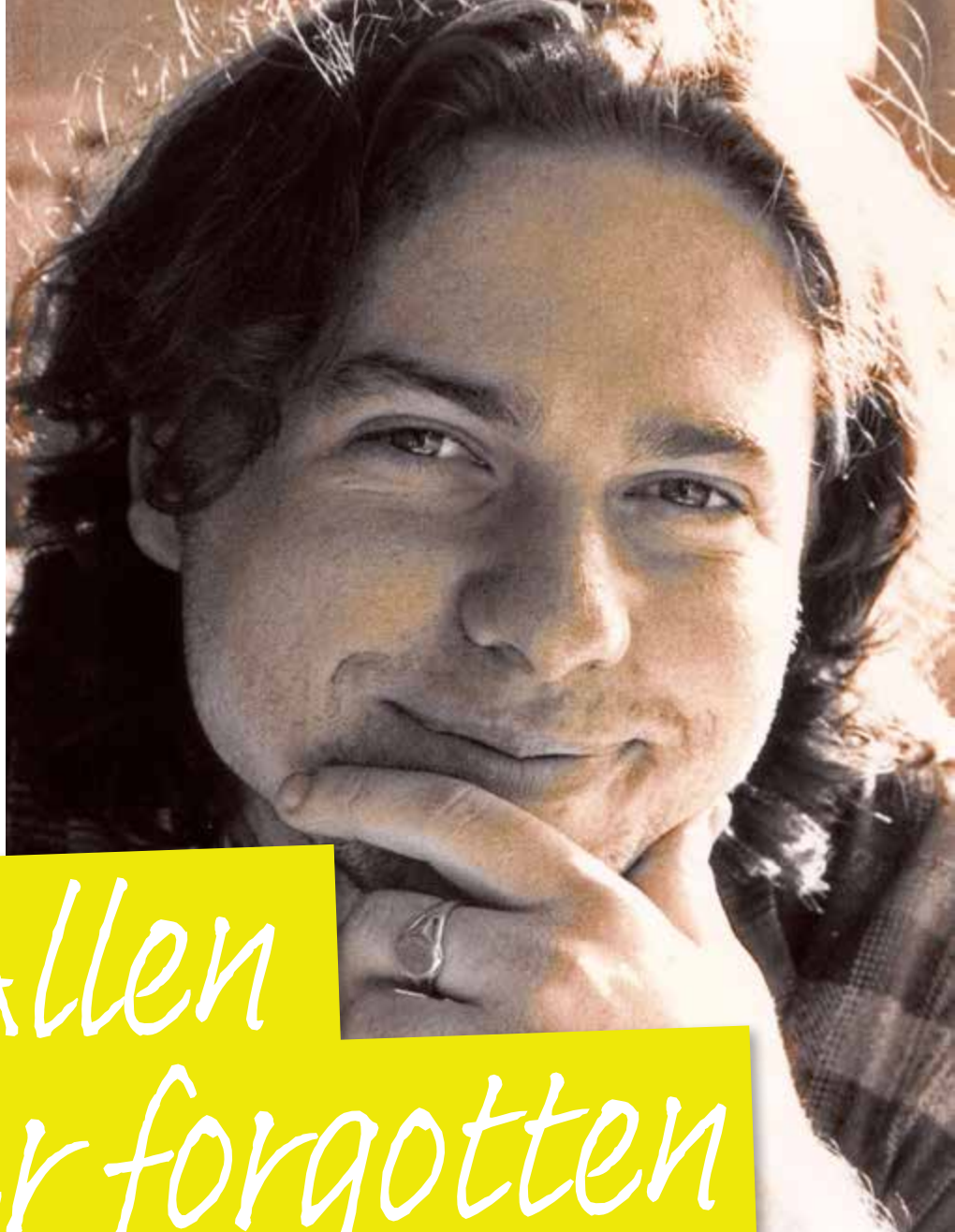
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Mark Allen never forgotten

At the recent MBA awards Mick Buchan was asked to present the award for Apprentice of the year on the behalf of the sponsor, the Mark Allen Trust.

Few if anyone connected with the MBA and the awards knew who Mark was, so Mick went along to set some things straight about the person in whose name it is named after. This was Mick's speech.

I am pleased tonight to be able to present this award on behalf of the person it honours, Mark Allen.

Mark would have wished that all apprentices went on to have a long and importantly, a safe career in their chosen industry.

Unfortunately, Mark Allen never got that same chance.

On Friday 6th September 1996 the union movement and the construction building industry lost a most outstanding and wonderful person.

As a union organiser, he fell through a roof top to his death trying to get workers down from unsafe situation. He died trying to save them from the fate.

Mark was just 23 years old. He was a CFMEU Organiser.

Mark was one of those rare individuals who you meet once in lifetime

He chose to make his way in life serving the working class through the union movement.

The union movement was a major part of his life, as it is for his family

Since Mark's tragic death we have seen dozens of fatalities in WA

Marks goal was to bring young people into the movement with the proper training in safety and to educate them in the history and role of the union movement to make improvements to workplace safety

Mark, like myself would want us to lift our game and become more vigilant and do our utmost to see that other families are spared the pain and suffering of workplace tragedies.

There comes a time and the time is now where unions and industry organisations need to work in a collaborative manner to end the carnage and create a workplace that's free of injury and harm.

We need to elect safety representatives and site safety committees with equal representation from the workforce and management, train these committees in best practice principles and take ownership of setting the highest possible safety standards on all construction sites.

Finally, the 28th of April each year is known as International Worker Memorial Day. And every year families, friends, and work mates of who died on the job and never made it home are remembered all over the world.

In WA, our place to reflect and remember workers who never made it home is Solidarity Park, which is located opposite parliament house and 200 meters east of the MBA HQ at parliament place.

There, along with others, you will find a plaque remembering Mark Allen I encourage all of you to visit and reflect on those that are no longer with us and fight like hell for the living.



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IMAGINE BEING HUNTED DOWN BY THE POLICE IF YOU WERE ONE HOUR LATE FOR WORK!

Don't laugh.

Believe it or not, this is what used to happen! Until the advent of the ABCC, the 'Masters and Servants' act was the most oppressive law ever suffered by workers in this country.

It's hard to believe that it ever existed but the Master's and Servants Act saw workers treated like slaves as they were practically chained to their employer. It festered an 'us and them' attitude between employers and employees that still exists in some quarters today and it took action by unions to break the chain and set workers free.

The Masters and Servants Act was designed to regulate the behaviour of both employers and employees.

The wording of the title of the Act gives some indication of which group the Act favoured. Workers were classed as being subservient.

Infringements of the act by either party were punishable by law and included fines and imprisonment. In reality it was only the Master who had the wealth, position and resources to avail themselves of the Act's provisions.

It was a cruel and unjust law. In 1822 James Straiter, a convict shepherd, was sentenced to five hundred lashes, one month solitary confinement on bread and water, and five



years' penal servitude for inciting his Masters' servants to approach their 'Master' as a collective to ask him for a rise in pay and an increase in rations.

As little as one hour's absence by a free servant without permission could result in a punishment of prison. Imagine leaving your employ for an hour and going to jail for it.

Employees in Australia in 1840 who left their employment without permission were subject to being hunted down under the Bushrangers



AS LITTLE AS ONE HOUR'S ABSENCE BY A FREE SERVANT WITHOUT PERMISSION COULD RESULT IN A PUNISHMENT OF PRISON. IMAGINE LEAVING YOUR EMPLOY FOR AN HOUR AND GOING TO JAIL FOR IT!

Act. Absence from place of work was punishable by imprisonment of up to three months with or without hard labour. There were also penalties of up to 10 pounds for anyone who harboured, concealed or re-employed a 'servant' (worker)

The Act helped perpetuate the class system and it was in force in Western Australia until 1900 when it was replaced by the Arbitration Act. Although some amendments were made throughout the years, the Act was always slanted in favour of the employer.

Indigenous workers suffered horribly under the Act and in many cases severe neglect led to a number of completely avoidable deaths.

Aboriginals in particular were forced to sign indentures that they did not understand. Groups were effectively kidnapped and brought before a magistrate (usually a man of the same

social standing and with very similar interests to the 'employer') and made to sign papers they could not hope to comprehend. If they absconded, they were hunted down and severe punishments were handed out.

When injustice becomes law, defiance becomes our duty.

In the late 1880s and through the 1890s, labour began to become more organised and unions started to take shape. This was the beginning of the end for the Masters and Servants Act but it took a series of strikes by unions, including those at the time which have since gone on to become part of today's CFMEU, to start to bring the change about.

When the Masters and Servants Act was abolished it was eventually replaced by the Commonwealth arbitration Act in 1904.

How much did an Aussie try to sell New Zealand for on eBay? Who's the smartest on your site with...



The Big Aussie HARD HAT Quiz

1. What is a bushman's clock?
2. Which former Australian Prime Minister set a beer drinking world record?
3. What is the more common slang term for Fish frighteners?
4. Before being named Melbourne, what was the city known as?
5. Which Aussie promised to "Go all the way with LBJ"?
6. What is Aussie slang for a 4WD that has never been driven off-road and is typically driven in the inner-city?
7. When an Aussie tried selling New Zealand on eBay, what was the starting price?
8. With the 5,000 km long Dingo Fence, Australia has the longest fence in the world. What else does it have the longest of?
9. Australia was the second country in the world to give women the vote. Who was the first?
10. What is a triantiwontigongolope?
11. How long would it take to visit every beach in Australia if you could only visit one per day?
12. Why was Australian Football invented?
13. Do Australia's or Switzerland's alps receive more snow?
14. What is the highest grossing Australian movie?
15. Who is the longest serving presenter of Playschool?
16. What was the design of the Sydney Opera House inspired by?
17. What unexpected animal does Australia export to Saudi Arabia?
18. What natural Australian landmark has its own mailbox?
19. Are there more kangaroos or humans in Australia?
20. Of the 25 deadliest snakes in the world, how many are found in Australia?
21. Has Australia ever been the world's richest city?
22. What's the ratio of sheep per person in Australia?
23. What Australian animal did England scientists think was a prank?





24. Which alcoholic beverage holder was invented in Australia?
25. Does Australia have a cattle station larger than the entire nation of Israel?
26. What was Vegemite invented from?
27. When security guards at Parliament House in Canberra were banned from calling people 'mate', how long did the ban last?
28. In Aussie slang, what does it mean to have a 'bo-peep'?
29. Where is the Big Prawn?
30. Australia is the world record holder for which Christmas decorative item?
31. Which actors played the characters, Kath and Kim?
32. Which classic Aussie film features the phrase, "Tell him he's dreaming."?
33. When an Aussie tells you he's going to "Bend an elbow", what is he about to do?
34. How many stars on the Eureka Flag?

[Answers on the next page]



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BUILT TO LAST

WE hosted our life members for their annual Christmas lunch at the farmers markets in East Perth. Once again we had a fantastic turn up from the union that always turns up. Our life members may be a little greyer, but their resolve and spirit is as strong as ever.

Our Life members have built more than the various projects they worked on over many years, they built our union. And they built it to last. We are still here and the ABCC and Building Task Force, which many of them encountered, have gone.

The best thing about our Life members is the fraternity and camaraderie they enjoy with each other.

Long after walking out the gate for the last time, they can still get together for a laugh and share stories about the 'good old days!' It's also great to see so many with their wives and partners who like them, supported the union and various issues through thick and thin.

CFMEU for life!



Jim Martin, painter, joined at 16 and a member until 73!



ALL IS NEVER LOST

– if you're in the union

The wage and entitlements claim section at your union has been busy this past year. If you earned it, it is yours. If you feel you're out of pocket let us know.

Here's a few victories on behalf of members. Without the union they would be out of pocket.

- \$11,000 to 1 member because his employer failed to correctly pay overtime over a period of 6 years;
- \$28,000 to 10 members because their employer failed to pay a meal allowance;
- \$2,500 to 2 members because their employer failed to pay an incidental allowance;
- \$513 to 1 member because their employer failed to reimburse their travel expenses;

Other individual amounts recovered for members include:

- \$17,163.51
- \$6,728.40
- \$8,113.93
- \$11,331.56
- \$1,238.41
- \$47,000 to a sub-contractor for unpaid invoices.

When it comes to recovering unpaid wages and entitlements, the best advice we can give for members is for them to keep employee records, namely:

1. Letters of offer;
2. Time sheets – noting that timesheets are more frequently becoming electronic. Take screen shots of electronic timesheets!
3. Payslips; and
4. Confirm all pay discussions in writing and do not rely on verbal agreements.

If ever in doubt, contact your area organiser. Remember it pays to be in union. Make sure you're financial.

Quiz answers [from previous page]

- | | | | |
|--|---|---|--|
| 27. One day. | 19. Kangaroos. There are over 40 million of them. | 9. New Zealand. | 1. A kookaburra laughing |
| 28. A sleep. | 20. 21. | 11. 29 years. Australia has 10,685 beaches. | 2. Bob Hawke—drinking 2.5 pints in 11 seconds. |
| 30. The world's largest Christmas cracker. | 21. Yes, in 1980. | 12. To keep cricketers fit in the off season. | 3. Budgie smugglers. |
| 31. Jane Turner and Gina Riley. | 22. 6 to 1. There are over 150 million sheep in Australia. | 13. Australia. | 4. Batmania—named after John Batman who built a settlement on the Yarra River. |
| 32. The Castle. | 23. The platypus. They thought Aussies had stitched a duck's bill onto a rat. | 14. <i>Crocodile Dundee</i> . | 5. Prime Minister Harold Holt. |
| 33. Drink a beer. | 24. Goon (the wine cask). | 15. Bentla. | 6. Toorak tractor. |
| 34. Five | 25. Yes. | 16. An orange. | 7. 1 cent. |
| | 26. Leftover yeast used to make beer. | 17. Camels. | 8. We have the longest golf course in the world. |
| | | 18. The Great Barrier Reef. You can send it a postcard. | |



Deaf brickie and proud. Kane Lovell in orange shirt holding flag

Deafness no barrier for brickie Kane Lovell

We caught up with CFMEU member Kane Lovell who has never seen his deafness as barrier to his achievements. We hear you Kane. There many disabled people who can look at a career in construction within various vocations, all they need is a chance to shine.

How long have you been a bricklayer?

I have been a working bricklayer for 20 years

Who are currently working for?

At the moment, I am working for Wroxton

How have you found the support of your workmates/company?

The workmates understand my disability and great to support me how they approach me in

the communication by the text on phone, draft write on the wall, gesture body language and know our code communication at work. Also, the company start to think about to offer them for learn Deaf Awareness Training and Auslan to improve in the communication with me in future. They're great people and support me all the time.

When did you join the union?

I have been in the Union for 16 yrs. Firstly in Melbourne for 11 years and now with the CFMEU WA in 5 years

How were you trained as a deaf person?

My Identity is Deaf, when I started I trained with an Auslan interpreter present and I learned by myself, it was my passion.

What advice would you give to others like you looking to do a trade?

Set a goal what you're passionate about, chase it up, achieve your goal and be proud.

There is a worldwide shortage of labour – do you think so-called ‘disabled’ people should be given more chances to participate?

For these people who are “disabled” they know they can do it, they want an opportunity to test themselves. They just need a chance. There’re many options to find a way to help them achieve their needs and to give them chance to participate. For myself, I have a license and tickets for Scaffolding, Merlo Telehandler and Hoists. I’ve shown everyone, I can do it myself, only need to give me a signal “stop” or “move” etc, simple as that. Also, there are many new technology applications which can help on the job.

How has the union been instrumental in your working life?

The Union has been very helpful to me, they understand my situation, they’re more than happy to seek a job available for me, and to take care of my safety at the workplace.

What things would you like to see to encourage other Deaf people enter the construction industry?

Yes, would like to see them have a go and I encourage them to try out enter the construction industry. I also encourage subbies to give them a chance.

What’s the best thing about your job?

Good blokes in my workplace, comfortable and communication zone, the supervisor, and company understand what my needs are,

What’s the most bricks you have laid in one day?

I’d say, approx. 120 – 170 blocks per day

Best jobs?

Bricklayer & Scaffolding

What do you see as your future? What would you like to achieve?

I’d like to keep on working as a bricklayer, Scaffolding & work in heights, I also have an ambition to work on mine sites.

Best of luck in your future endeavours Kane. The union is with you 100% all the way.



Do you know about portable long service leave?

Working in Construction?

If you work in construction you could be eligible for MyLeave.



Keep an eye out for your annual statement of service

MyLeave issue an annual statement of service. To ensure you receive this, you will need to keep your contact details up to date. This can be done via your online portal.



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Your employer should be registered with us

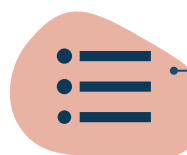
If you are working in an eligible classification of work under one of our prescribed awards your employer should be registered and reporting service for you.

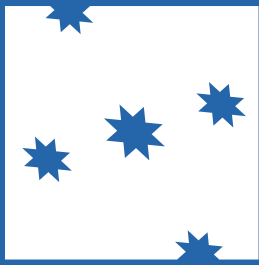


Your membership information

If you don't have your membership number and online password, get in touch. These details give you:

- 24/7 access to your statement of service
- The ability to update your contact details
- Access to submit missing service queries





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CFMEU members are entitled to an initial free appointment and Eureka Lawyers offer a range of costs agreements, including 'No-Win, No-Fee' agreements where that's appropriate.



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Divorce or separation can often be a difficult and stressful time, especially when it involves children. Eureka Lawyers understand the issues involved when someone is going through separation. We can help with divorce applications, parenting orders, property settlements and family violence restraining orders.



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Eureka Lawyers specialise in all areas of personal injury law, including public liability, criminal injuries, medical negligence and institutional abuse. If you have suffered an injury at the hands of another individual, business or organisation then you should get legal advice. We can help.



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Eureka Lawyers are focused on providing the highest quality representation and expert advice. We provide you with easy-to-understand advice and assist with every stage of your matter. We can assist you with criminal matters, traffic matters, restraining orders, coronial inquests and tribunal matters.



Industrial Diseases

Workers who have the highest risk of asbestos exposure are those who worked in mining and manufacturing of asbestos, in construction of buildings, shipbuilding, railway carriage building and power industries. We have the expertise and experience to achieve the best outcome, quickly and with minimal fuss.



Motor Vehicle Accidents

Workers who are injured in motor vehicle accidents, whether they are a driver of a vehicle, a bicycle rider or a pedestrian, may be entitled to claim compensation and damages for their injuries. We can help you with a motor vehicle accident claims and maximise the compensation you are entitled to.

CALL THE CFMEU OFFICE ON 9228 6900 FOR A REFERRAL



Time to fly flag! CFMEU WA Celebrate 168 years since the flag first flew.

Celebrating 168 years of Eureka.

The Eureka Flag has been a symbol associated with building and construction unions for over 50 years. It's now an integrated part of today's CFMEU brand and what the union represents for its members.

The flag with its southern cross proudly flies on unionised building sites across the nation and adorns union merchandise on everything from casual and work wear clothing to belt buckles, rings, stubby holders, hard hat stickers and more.

So, how did the Eureka flag become synonymous with building unions and in particular the CFMEU?

Reportedly, back in the early 1970s a Korean War veteran; builder's labourer and poet named

Ralph Kelly stood up at a Builders' Labourers Federation meeting in NSW and proposed the union adopt the Eureka flag – from the 1854 Eureka Stockade rebellion – as its symbol. Kelly's proposal was wholeheartedly adopted.

Around the same time the flag was also widely used in the struggle by the Victorian branch of the BLF – whether Kelly's proposal was to adopt the flag for use in NSW or it became the catalyst for its use Australia-wide by all building unions, primarily the BLF, is less clear.

What is clear is that the union adopted the Eureka flag because its workers were facing similar injustices as those workers who made a stand at the Eureka Stockade battle in 1854.

The workers at the Eureka Stockade flew the flag in the face of adversity, persecution and injustice and in the process made a stand for decency, fairness and equality. The latter is something which continues to resonate with construction union members to this day.



CFMEU at largest WIMDOI Conference ever

Over 180 Women Unionists from Male Dominated Occupations and Industries converged on Canberra on in September 2022 for the largest WIMDOI Conference in its 30 year history.

They came from every state and territory in the country and New Zealand to share war stories, collect new information and offer mentoring and support.

4 CFMEU WA women headed over – Michelle Sheehy, Mish Rozov, Marian Heraty and Beth Sargent. All WA members did a great job representing our Branch.

Highlights of the Conference include:

- Keynote address by Katie Gallagher, Minister for Finance and Minister for Women
- Visit to Parliament House
- Patrizia Cassaniti, founder of the Touched by Christopher Foundation who spoke about her son who was killed on a NSW building site in 2019 and the foundation she has established in his name.

- Visit to the National Workers Memorial
- Van Badham, writer and activist who spoke about her new book QAnon and On
- Speakers on the campaign for Family and Domestic Violence Leave, the Respect@Work Report and Sexual Harassment in the FIFO Mining Industry
- A showing of the film Women of Steele and introduction by Robynne Murphy, the film director and key activist in the campaign the movie depicts
- A march and rally with and in support of CFMEU GSO's employed by the ACT Government

On Friday 16th September 2022 the CFMEU National Women's Conference was held with delegates and participants from across the country. The conference was opened by Christy Cain, CFMEU National Secretary and speakers included Jane Vargas, Philippines Organiser and Building Workers International Representative.

The discussion also included the preparation and discussion on draft resolutions to be submitted to the National CFMEU Conference to be held in Melbourne in November 2022.

Assistant Secretary's Report

COST OF LIVING FOCUS ON EBA'S

Brad Upton



Hard Hats were thrown into air on construction sites all over Australia to celebrate the demise of the ABCC and the ROC. Good riddance and a big shout out to all who stood strong against their tyranny.

Cost of living pressures will be front and centre as we set about negotiating better wage deals and conditions with new EBA's as we go forward.

Everything is going up, mortgages fuel, food, clothing, travel. Inflation is rife and eroding the value of our hard-earned dollars. Inflation may come down but prices and costs rarely follow at the same rate, if at all on a lot of items.

Our labour and skills are in demand and deserve to be paid accordingly.

Make no mistake the workers won't be accepting scraps off the table.

Throughout the last 12 months we have made strong headway on agreements with Booms, Freo, Mammoets in various yards in the metro and NW areas.

Looking ahead whole of site agreements will be coming up and now is the time to be in the union to strike a better deal.

I'd like to thank all our organisers and delegates for their hard work in 2022 and next year we will have new organisers on sites, with Nathan Fisher and Monty Margjini already on board.

If you need any help with issues on site, please don't hesitate to call your area organiser.





PETER JOSHUA Organiser

Great News about the ABCC being laid to rest 6 feet under with all the maggots. Well, where did 2022 go? I can't help but wonder when and if the big end of town is ever going to get it.

All year we've heard media report on shortages of nearly all building materials, a massive escalation of the cost of rare materials and a massive skills shortage in the building and construction sector.

House prices are still on the rise, groceries and household products are double what they were 5 minutes ago and all the while, after all these increases apparently there is no money left in the pot for the only ones in the whole chain who actually work for a living [The Construction Workers].

Builders are still carving each other up to make sure they win the job even if it's at a loss and the subcontractors gobble up the bullshit that comes out of the builder's mouths and put in a cheaper price for God knows what reason and the dumb fucks still have the Gaul to freeze or drop wages and safety. All so they can drive around in their fancy work vehicles that cost more than a luxury car until the creditors start calling in the debt and the idiots go broke usually owning their employees a truckload of money that the workforce legitimately earned.

When the administrators have picked all the meat from the carcass, a few of the top creditors [generally banks and suppliers] might get a few cents in the dollar and once again the workers cop the pineapple.

It's the same model the big end of town has been using for at least the last decade. The industry is showing signs of being at a catastrophic tipping point, all the skilled and experienced people are walking away to jobs that pay what they're worth and the companies are left with one or two experienced workers that have to run around like headless chickens trying to get an impossible task done in an impossible time as per their magical program dreamed up by a CA who doesn't even understand what your trade does let alone how to do it properly.

First tier builders look like second tier at best and the rest are getting that bad and dysfunctional that they are actually creating new lowest tiers every day and it's beginning to seem like they're actually in a competition to outdo each other in their desperation and incompetence in their own alleged field of expertise to see who can fuck it up on the most fronts.

While I know it wasn't the most positive way to start a round up, all is not lost. The government has stuck to most of its word and removed the main catalyst behind the demise of the WA building industry and the scum that the lowest employers in this cutthroat industry used to hide behind.

Now these lowlife short sighted imbecile employers have no one to hide behind your union is now more than ever out on the front foot fighting tooth and nail to gain back every single condition that has been stolen from us.

There is still a long road ahead but for the first time in a long while the working-class noise is starting to be heard again and I personally am feeling very optimistic and excited to be standing in the trenches side by side with a great solid new generation of workers who've had enough of being shat upon.

It's our turn now and we will be treated with the respect we deserve, all you management out there who preyed on casual labour and insecure employees, please don't think that you've gotten away with it, it may take a week it may take a month but mark my words every dog has their day and yours will come even if it takes a decade.

We will grow from the lessons learned through the hard times and this time we'll be ready for it when it comes around again. Workers united will never be defeated.



STEPHEN PARKER Organiser

Hello brothers and sisters, I can remember writing the last round up in our journal, about the importance of the Federal election. Now following the outcome of the election, the Labor party won, and our new prime Minister Albo has hit the floor running, 5.1% increase on the minimum wage that's about 40 bucks a week extra. To help with the cost of living something the Libs would have never even considered because if they did the sky would fall in according to them.

Another win for the working class, first of many we will get under our new Federal Government.

Best news of all is the fact the anti-worker, secret police called the ABCC have been Terminated – and they won't be back.

The sticker and flag police are all looking for new employment, as a Union official it's never nice to see individuals lose their employment. However, in this case seeing the ABCC thrown on the scrapheap is a massive victory for the Union movement and every taxpaying, blue collar, working class productive member of our society.

Wages and conditions are going to vastly improve now, with all the projected work ahead and just kicking off. Around the union office now is a lot good positive discussion about the new CFMEU EBA that will be hopefully under the new building code one that's worker friendly improving wages and conditions.

Recently PACT handed out a safety award to their HSEQ Manager about the same time putting a mature aged construction worker in hospital by not providing and maintaining a safe workplace. The incident was easily avoidable, someone in PACT made a decision to use a pallet in a main access. The worker stood on the pallet, and it broke resulting in a fall and then an ambulance ride to the hospital, he was not in a good way. One would think after putting a worker in hospital things might change, unfortunately a few weeks later another PACT site around the corner a pallet was being used for access. The same time PACT won an award for the PACT head-office in Leadville, I bet there's no pallets being used for access ways in that workplace.

Sometimes it's the small things like walking on a pallet that can change your life. Not long after the pallet incident, PACT hurt another worker, by not installing the main site gate correctly resulting in the gate falling off and crashing into the worker. Only the future will tell just how much potential this builder will show in new inventive ways of hurting workers. Hopefully PACT can have a good look in the mirror and stop sacrificing workers safety in a pathetic attempt to save a dollar and start focusing on genuine improvements to the industry.

Unfortunately, for many construction workers this is a very difficult and stressful time, the stress of having around 2 weeks off work at Christmas with all the extra costs with that time of year. With no annual leave it's disgusting and needs to change. Due to the large number of builders bastardising labour hire laws, too many workers will not have enjoyed Christmas. National builders to state builders. All simultaneously exploiting workers for their greed while at the same time pretending, they are doing their part in mental health. The builders don't care about the mental health of their workforce. This is clearly shown by engaging with unscrupulous labour, hire businesses!

Looking forward to improving things in 2023, especially pay packets and safety conditions. See you on site. Stay safe.



MICHELLE SHEEHY Organiser

Traffic Control

We've worked hard all year to stand up for the rights and safety of Traffic Controllers in and have had some big wins. Advanced Traffic Management became the pariahs of the industry when it sacked 400 Traffic Controllers in February 2022 and forced them onto lower paid labour hire jobs with skill hire. ATM members in Bunbury fought back and, through the Union, saved their jobs. Those workers remain ATM employees on construction industry rates – congratulations to the ATM Bunbury crew! The campaign continues with Union activists working hard to keep the pressure on and lift rates across the industry.

We had a big win when Contraflow Traffic was forced to pay long service leave into My Leave for all its Traffic Controllers. This company has been a target for our Union due to its poor treatment of Traffic Controllers. The company had failed to pay into MyLeave for over 4 years and appealed to the WA Industrial Relations Commission to help it avoid its obligations. In September 2022, the Commission issued orders on the company to pay its workers long service leave. This is a big win for hundreds of past and present Contraflow workers who are owed hundreds and thousands of dollars in long service leave payments.

Skill hire labour hire, employing the ATM Traffic Controllers had also refused to pay long service leave into My Leave when they took over from February of this year. Following our campaign and the decision in the Commission,

we were stoked to hear last month that they have now paid into My Leave for 300 ATM Traffic Controllers. This is a massive win for some of the most low paid workers in this industry. It recognises that Traffic Controllers are construction workers like all others and deserve recognition for the important and high risk work they do every day.

WA Health Building Workers

It's been a big few months for members in WA public hospitals who stood shoulder to shoulder with other health workers in demanding a better pay offer from the WA state government. They attended stop work meetings in large numbers and came out in force to attend the massive public sector rally on 17th August. Their efforts have seen the McGowan government increase its pay offer 3 times. Negotiations for a new agreement are ongoing, and CFMEU members will vote on a new one in the coming months.

Local Government

In the last few months we've been busy negotiating agreements across a number of local councils. The City of Bunbury and the City of Perth members have both concluded negotiations in the last few months. Negotiations are ongoing at the City of Stirling and the City of Swan. The local governments continue to drag out negotiations with low pay offers that fail to go anywhere near addressing the cost of living. CFMEU members across councils have stood strong to demand fair pay and recognition for their work.

Moving On

The end of 2022 is bringing big changes for me as I move allocations into working with members in the resources sector. I have been lucky to work with some of the best Delegates and activists in the off-site areas. I want to thank all off-site Delegates and members who work so hard every day to stand up for the rights of workers on the job. I have learnt heaps from you that I will always remember. I will continue to support Aaron Mackrell as he moves back into working with the off-site to ensure a smooth transition for everyone.

I've already met some great active members in the Resources sector who have made me feel welcome on-site. If you are based in the Perth metro area or anywhere in the southern half of WA, I am ready to hear from you.



VINNIE MOLINA Organiser

Metronet a nightmare for civil workers

A great Metronet agreement has been undermined by a number of factors but mainly greed. Several months of negotiations and market testing two years ago proved to be on the ball. It resulted in civil workers, covered by the Agreement, enjoying better wages and conditions on Metronet projects.

However, since then, several contractors and labour hire companies began undermining the Metronet agreement by paying casual rates. At first glance the cash in hand deal can appear great. The reality is being casual the workers are not covered by holiday, sick or annual leave. Some companies were offering up to \$3 per hour “more” than the agreement but that money comes out of the \$72 per week Redundancy pay, sickness and accident insurance and mutual benefits.

Don't get caught!

Even if the money in hand seems good many workers find it isn't. We have been approached by workers who got the sack for no good reason with an hour notice; others performing higher duties than their classification is paid under. Being casual also means these workers prefer to remain quiet for fear of losing their jobs but the pub talk is they are being short changed by their bosses.

Sham contracting arrangements should not happen on those government projects. Workers need to get organised and fight back.

We stand for equal pay for work of equal value. The current situation at various sites is that some workers doing the same jobs work alongside others getting paid all over the shop.

Some full-time workers feel ripped off getting less take home money, but they don't consider the non-cash benefits. Casual workers might get some extra money in the hand but continue to have precarious employment.

Time to fix the mess!

Workers need to start sticking together in demand of full-time jobs, good wages and conditions.

The Metronet Agreement are the minimum rate and employers can pay above the rates plus the fruit.

All the workers employed on casual rates deserve full time work, decent rates and access to the non-cash benefits.

Baseline agreements are shit!

Workers don't need to be surgeons to understand when they get robbed by bosses asking them to sign letters of offer with no rights based on shit baseline agreements.

If companies want workers, they must sign decent union agreements.

All in the club!

To fix the current situation workers need to first get organised and be paid up members of their unions.

CFMEU organisers have been visiting the different sites for a while now and have been having discussions with workers at all sites. For those who feel upset we say that is not enough! Get your non-union mates to do the right thing and join the club.

The Metronet agreement has much more on offer for workers.

Plant operators, steel fixers and concreters often tell us how the agreement has made a difference in their working lives. Key issues are work security, annual and sick leave and public holidays. Also, conditions like RDOs, income protection and redundancy pay which are now standard in the industry.

We are talking about an industry in which the flat rates of pay from \$35 to \$50 per hour are no longer attractive for workers.

The Metronet agreement continues to develop with the participation of workers on site. Workers' feedback and organisation is essential for the improvement of wages and conditions.

Get your boss sign the Metronet agreement

Some of the recently signed agreements have been on the back of solid Union membership and workers getting organised.

The lives of construction workers only change when they stick fat with their union and bargain as a collective.

The most recent Metronet sites are the Morley-Ellenbrook project [MELconnx] by Laing O'Rourke; Bayswater train Station by the Evolve group [Acciona]; Thornlie-Cockburn Line and Yanchep Rail Link projects by NEWest Alliance. Recently awarded Armadale Level crossing [Acciona-BMD], Fremantle Bridges [LOR], Thomas Rd bridge over rail by the Armadale Access Alliance [LOR] and the Byford line project [LOR] and more to come.

We would like to hear from you about these projects, give us a call on 0419 812 872 [Vinnie] or 0419 812 874 [Fish]. Dare to struggle dare to win!

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BUILDING ON TRADITION.

Construction workers across WA honoured our fallen on Armistice Day with 2 minutes silence.

In the city, Elizabeth Quay was brought to a stand still as workers paid their respects.

Lest we forget.



Respect at EQ.

NORTH WEST REPORT

with Gino Passerini



They can't build it without you

The most important resource in the NW are the workers.

The last few months since coming on board as the CFMEU WA NW Organiser has been an eye opener, I have covered over 40,000 km and met people from all over the mighty NW.

Most of which, I'm proud to say are good union people. There are also exceptional members who put their hand up to be delegates and HSRs. There are some who just work quietly in the background. You know who you are, and I say thank you for your help and passion to help others.

To say it's been easy is an understatement, we have had to go over old ground and try and re-connect to members who had been alienated for various reasons, the mandate and lack of representation were the main two, the latter by far being the greater of the two.

We have obviously addressed the lack of representation, and as far as the mandate, well that's in the past. Having said that some have asked what would happen in the future should something like this arise again. Without a promise, as I can't do this, I have said there would be greater consultation with members and possibly a survey conducted to obtain feedback from members.

I am happy to say that people are coming back to the union and for good reason. We have your back 100%.

The demographic is also encouraging a mixture of older and younger coming back into the union, we also have a fair number of newcomers

and first timers joining up, and these are not just from the younger demographic.

People are generally starting to realise that we have been screwed by conservative governments and big businesses. Without the workers nothing happens. Think about that!

The Northwest is a basket case as far as EBAs, EAs etc are concerned, workers entitlements, rights and conditions have been eroded over the last few decades as we all know.

All the while this has been fully supported by the large resource companies. Having so many agreements in place only serves to divide and control the work force as we all know.

Without a doubt the Pilbara is the engine room of the Australian economy. The resource companies are making billions of dollars in profits every year, even during the decline at the bottom of the cycle they still made profits, massive profits!

Meanwhile we have seen the stagnation of wages over many years, at the same time camp facilities food and services have vastly declined.

The resource companies and big business have used fear and intimidation in propaganda so well to get what they want, that we now have some working people believing that we shouldn't be getting greedy in our ask for improved wages.

Those words were said to me at a meeting on a work site recently. I said to the bloke they haven't been fair with you and the others in the room, and we are only asking for a fair raise.



This is a sad indictment of what has happened in our society, its akin to Stockholm's syndrome.

Because of this, the topic of wages and resource profits are always on the agenda when I hold meetings. It's a matter of making people aware of the situation telling them the resources they are pulling from the ground belong to them and not the resource companies. Therefore, we should be demanding better wages and entitlements, it's glaringly obvious that this could easily be done with the exuberant profits the resource sector make every year. Most recognise what is happening but feel they can't fight it. I tell them they can by joining the union. We, the unions are the only organisations in the world that are solely there for the benefit of the working people!

In the last 7 months we have seen the end of construction at Gudai Darri which saw many workers disperse to various sites around WA and elsewhere. UGL finished at Mesa J, and I reckon a lot are glad they are out of there. Civmec are all but done at Mesa A.

These workers will go to other sites, some already have. Other projects include:

- Mardi salt
- BHP bottle neck project, CIVMEC (high turnover)
- Bechtel at camp Gap Ridge ATCO (nearly complete)
- FMG Canyon G Goodline projects
- BHP Dust suppression CPB
- MRL Onslow Iron (Western Pilbara Iron)
- Perdaman urea plant
- PLUTO 2 (official start on the first of June).

Just with these projects alone there will be

employment for around 8000 plus people directly and most of these projects will overlap. All need to be in the union.

There is a lot more in the pipeline as well. We must once again look at labour supply/wages/entitlements vs the greed of the large miners.

There is an air of expectation around, but not truly of positivity. Many are not coming back to the Pilbara from the eastern states and also many from around the southwest of WA, Perth in particular are not coming back up here. Why would you when wages, conditions and entitlements are not there?

Who wants to live in a 3x3.5 run down room for 3 weeks, being fed at times under par food, getting paid below acceptable wages and being ripped off at every turn. All of this while living in fear of speaking out as when they do, they are targeted by management. As many will attest, hey Freos in Hedland! Only by being 100% in the union can we change this and change we will with your support.

People up here want change, they want what's fair and it's up to all of us in the union movement to talk to others not in the movement about joining and getting back from the greedy resource sector decent wages, conditions, and entitlements. None of us want to leave the world in a worse situation. We need to organise and unite to fight. Looking forward to working with you all to fight for a better future. Workers United will never be defeated! But first we all have sign up!

Working or heading to the NW?

Call Gino Passerini on 0419 812 863, your NW CFMEU WA Organiser. We have your back 100%. No one else up here will.



SHOULD MAY DAY MOVE?

May Day has traditionally been held in Fremantle each year.

But May Day hasn't always been the biggest day for unions and members to celebrate their solidarity and what unions have achieved.



Newly developed Wellington Sq Perth

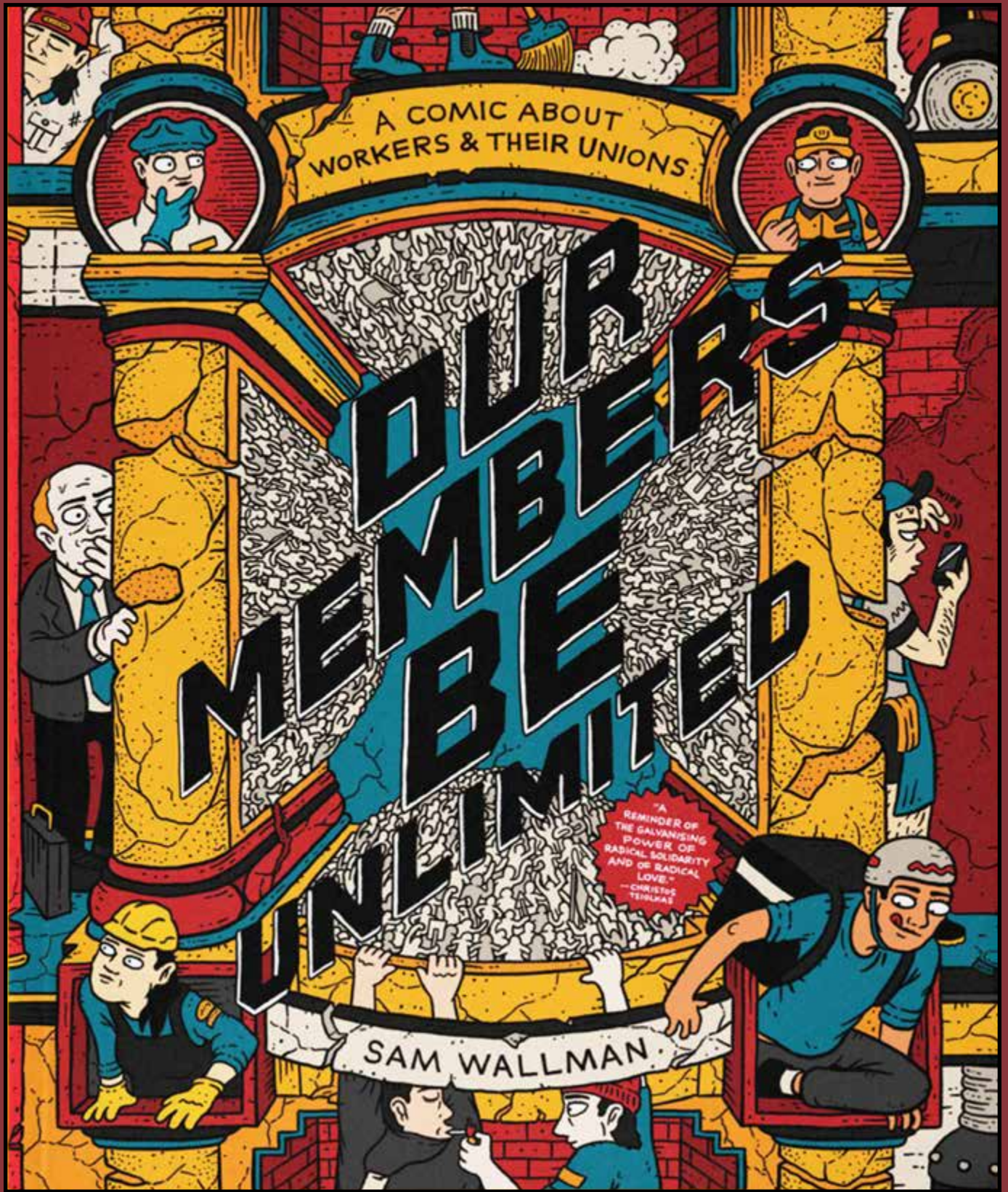
Until the 1970s, Labour Day was celebrated with floats and thousands marching through Perth city.

Last year May Day was once again cancelled in Fremantle due to Covid.

With May Day cancelled in Fremantle, the CFMEU decided to have a May Day family picnic at the newly refurbished Wellington Sq. Perth, compete with a fantastic kids play area. A terrific venue for all, especially for families.

May Day at Wellington Sq? Could be a good option. Or a Labour Day picnic?





OUR MEMBERS BE UNLIMITED: A GRAPHIC COMIC ABOUT WORKERS AND THEIR UNIONS

An original and visually powerful exploration of unionism.



In our current political climate, people are looking for answers – and alternatives. The promise of unions is that their ‘members be unlimited’: that they don’t belong to the rich, the powerful, or special interests, but to all workers.

How did the idea of unionism arise? Where has it flourished? And what are its challenges in the 21st century? From Britain to Bangladesh, from the first union of the 18th century to today, from solidarity in Walmart China to his own experiences in an Amazon warehouse in Melbourne, comics journalist Sam Wallman explores the urge to come together and cooperate that arises again and again in workers and workplaces everywhere.

With a dynamic and distinctive art style, and writing that’s both thoughtful and down to earth, *Our Members Be Unlimited* serves as an entry point for young people or those new to these notions of collective action, but also as an invigorating read to those already engaged in the struggle for better working conditions – and a better world.

CFMEU WA state secretary Mick Buchan, urges everyone in the union and the labour fraternity to get a copy. “It’s a modern take on unionism and the problems we are facing in today’s working world and in the future. Graphic in its visuals, every page brings insight we should all be aware of. Grab a copy, it’s a terrific read.

Reviews

‘Sam Wallman’s comic is history and argument, it is celebration and reflection, and with every turn of its beautiful, vivid pages it is a reminder of the galvanising power of radical solidarity and of radical love. This book is a gift, it’s exhilarating.’

CHRISTOS TSIOLKAS, AUTHOR OF *THE SLAP*

‘In a narrative that moves from trade-union history to his own efforts organising in an Amazon warehouse, Sam Wallman draws honest, unsentimental portraits of the working class that was and the working class that is. Most of all, he shares a vision of the working class that could be, depicting the everyday decency of ordinary people as the only hope for a world in crisis. Funny, tender, and wise, this book both delights and inspires.’

JEFF SPARROW, AUTHOR OF *CRIMES AGAINST NATURE*

Get your copy available online by searching: ‘Our members be unlimited by Sam Wallman’



Solidarity

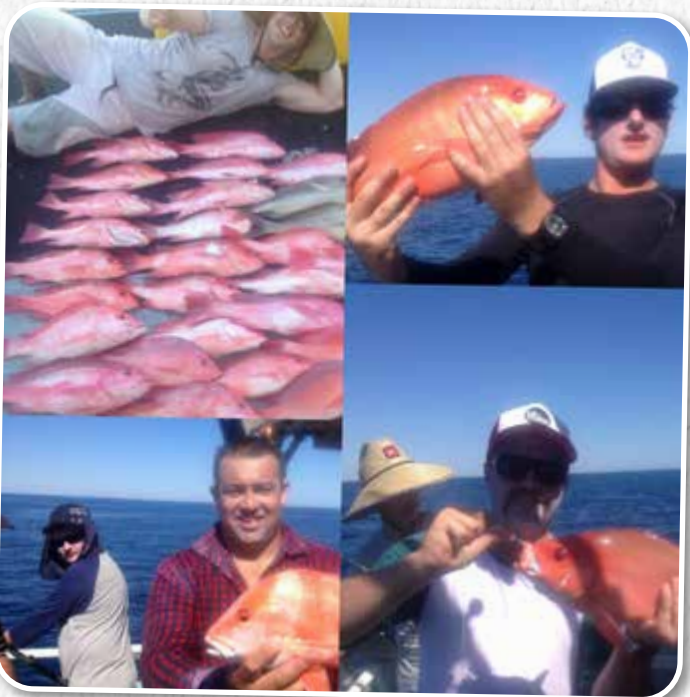
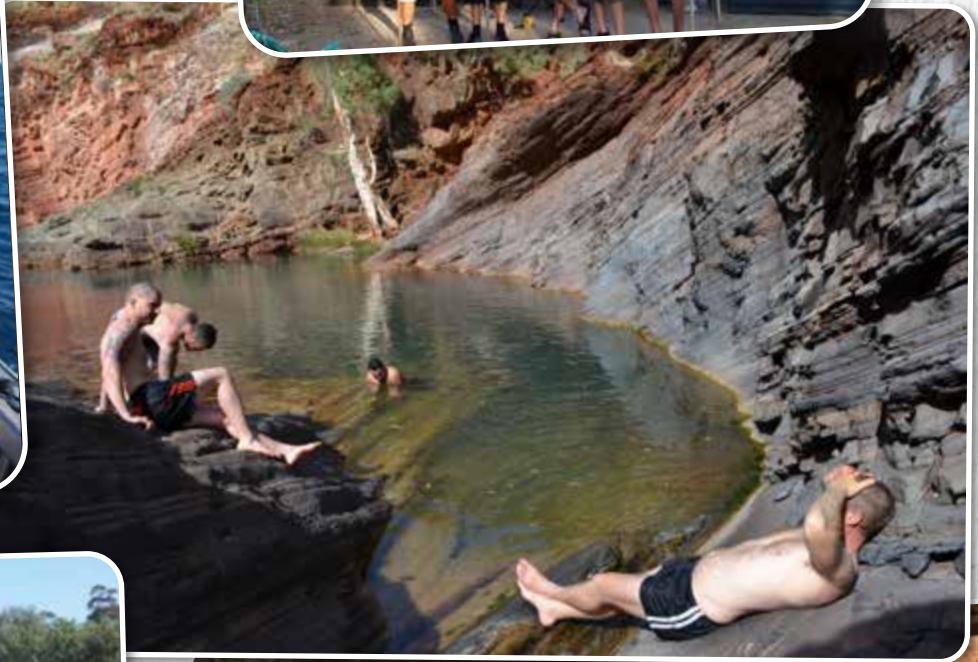
CFMEU members supported allied health unions at various rallies in their quest for better wages.

With inflation raging and the cost of living going through the roof, it's time for all unions to stick together.

Construction workers are no different and will be demanding a better deal across the board going forward.

Touch one, touch all.





Enjoy your
union-won
RDOs in 2023.
You've earned them.



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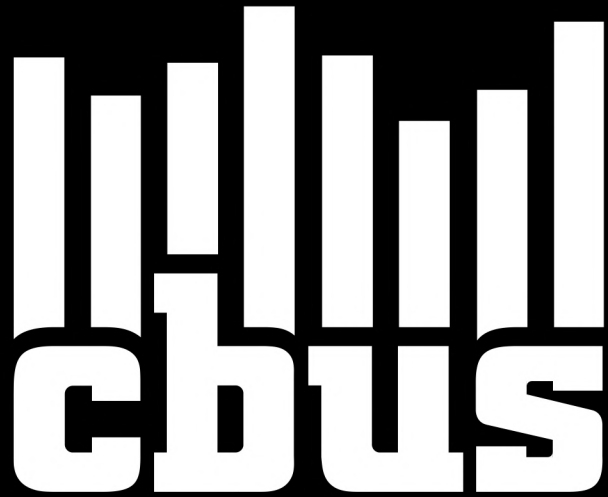


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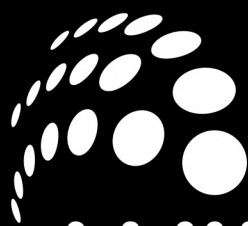


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DELEGATES TO CONVENTION

Amies, Steven	Watpac
Anderson, Shane	Superform
Atutolu, Richie	Heinrich
Bache, Guy	Trident Brisbane
Barber, Paul	QHealth
Blair, Phil	CFMEU Official
Blakeley, Andy	CFMEU Official
Blundy, David	O'Brien Glass
Bransdon, Pete	Lendlease
Brodsky, Chris	CFMEU Official
Brown, Craig	Whitsunday Regional Council
Buckholz, Darren	Gladstone Regional Council
Burling, Josh	Hutchinson Builders
Burt, Troy	Redland City Council
Bushnell, Jason	Action Formwork
Cahill, Chris	Australian Joinery Products
Cameron, Drew	QHealth
Churchman, Gregg	Hutchinson Builders
Cittolin, Dino	Redland City Council
Clark, Andrew	CBUS
Clarke, Damon	Hutchinson Builders
Close, Peter	BERT
Coulter, Darren	Polyseal
Cowan, Glen	G James Glass
Cummins, Roland	CFMEU Official
D'Arcy, Peter	CFMEU Official
Davidson, Ross	CFMEU Official
Davidson, Craig	Pro Concrete
Davis, Mikey	CFMEU Official
Dennis, Kevin	Hyne Timber
Densten, Rod	Hutchinson Builders
Dobson, Rod	Icon Co
Dougherty, Tony	Sunshine Coast Council
Dunbar, Paul	CFMEU Official
Duncan, David	Hitec Glazing
Edmond, James	Condriil Services
Edwards, Hoani	Anora Foundations
Ezzy, Dallas	BUSSQ
Falala, Tevita	Hutchinson Builders
Fenton, Alick	Watpac
Fisher, Nathan	O'Brien Glass
Fissenden, James	Lendlease
Gaske, Steve	CBUS
Gibson, Luke	CFMEU Official
Gifford, Brett	NWCIQ
Giles, Harrison	QBuild

Golding, Martin	RMD Australia
Gray, John	John Hollands
Griffin, Mace	Hutchinson Builders
Griffin, Kevin	Scooter Group
Hamilton, Terry	Titan Group
Harding, Anthony Rouel	Usher Group
Harth, Ian	CQMS Razor
Hastie, Bevan	Heinrich
Hawkins, Mick	Met Tile
Hayes, Alan	The Comfort Group
Heenan, Christopher	Precision
Henderson, John	Hutchinson Builders
Howard, Dylan	Mainbrace
Humphrey, Brian	CFMEU Official
Hutchinson, Irish Joe	Multiplex
Hyde, James	Moreton Bay Regional Council
Hynes, Blake	CFMEU Official
Ingham, Jade	Assistant State Secretary
Ivan, Paul	Hitec Glazing
Jones, Hayden	Lendlease
Kelly, Rex	Moreton Bay Regional Council
King, Michael	RoadTek Main Road
Kong, Tony	CFMEU Official
Korostovetz, Sean	Specialised Concrete Pumping
Kupsch, Royce	CFMEU Official
Kupsch, Dean	Multiplex Australia
Labram, Jamie	Hutchinson Builders
Leighton, Hayden	Congent Scaffolding
Lidgard, Kevin	Hindmarsh
Lowth, Kane	CFMEU Official
Marsh, Jordan	Wadsworth
Mason, Kurt	City of Gold Coast Council
Massey, Samantha	Robrand
Mattas, Dean	Broad Construction
McCombie, Scott	BSF Mobile Cranes
McGovern, Tom	QHealth
McKean, Mark	Multiplex
McKewin, Ian	Multiplex
McMah, Olivia	Rockhampton Regional Council
McPherson, Geraldine	Central Highlands Regional Council
Menon, Bluey	CFMEU Official
Miers, Tom	Universal Cranes
Mines, Chris	G James Glass & Aluminium
Munckton, Ben	Wright Way Rigging T/A Eureka Rigging
Murdoch, Darcy	Mirvac
Murphy, Keith	Housing & Public Works
Neiland, Bud	CFMEU Official
Newcombe, Timothy	Hutchinson Builders

Newton, Eddie	Brisbane City Council
Ninyette, Lennie	TSSS
O'Brien, Joshua	G James Safety Glass (Qld) Pty Ltd
O'Doherty, Liam	Hutchinson Builders
Palasia, Wayne	USG Boral
Parfitt, Matthew	Multiplex
Parklyn, Wayne	Central Highlands Regional Council
Partridge, Garry	Hutchinson Builders
Paul, Jon	Keller
Paul, Cameron	Placecorp
Pauls, Kurt	CFMEU Official
Peters, Warren (Wazza)	Acrow Formwork & Scaffold
Phillips, Colin Bernard	Townsville City Council
Porter, Jamie	Mainland Civil
Pryor, Joseph	AusPT
Quinn, Josh	Mirvac
Rapata, Teahoterangi	Pro Build
Ravbar, Michael	State Secretary
Read, Mark	Multiplex
Reed, Malcolm	G James
Resoort, John	Mack Steelfixing
Riley, Glenn	Downer Rail
Roberts, Damien	Hutchinson Builders
Rowe, Mitchell	Cut & Core Qld
Russell, Lawrence	G James
Saxby, Daniel	G James
Schatz, Matthew	Titan Cranes
Schmidt, Brian	Western Downs Regional Council
Scobie, Wayne	Multiplex
Sear, Nick	GVK Group
Seiffert, Beau	CFMEU Official
Silman, Greg	Sarri Painters
Smith, Dave	Hutchinson Builders
Smith, Ben	Novus Precast
Solomon, Robert	Universal Cranes
Spinks, Doug	CFMEU Official
Steele, Justin	CFMEU Official
Stott, Tony	CFMEU Official
Tapley, Paul	Waco Kwikform
Taylor, Paul	CFMEU Official
Tessmann, Sheldon	Gympie Regional Council
Thompson, Joshua	Lendlease
Thurlow, Mitchell	QBuild
Tyler, Scott	QHealth
Unnasch, Mark	Hutchinson Builders
Vanselow, Jamie	Tensioned Concrete
Vink, Scott	CFMEU Official
Vonhoff, Matthew	Heinrich

Wakelin, Rob	Multiplex
Warnes, Shane	Gympie Regional Council
Watts, Shaun	Alimak
Whakaruru, Ryan (Muz)	Multiplex
White, Grant	CFMEU Official
Whittle, Graham	Gemco, South 32
Williams, Bobby	CFMEU Official
Williams, Paul	Hutchinson Builders
Windsor, Colin	Mackay Regional Council
Wright, Brendan	Hutchinson Builders
Wyatt, David	Hutchinson Builders
Wyvill, Gary	Beenleigh Steel Fab

COMMITTEES

Resolution Committee:

Function:

To draft and write amended resolutions to reflect discussions from the floor.

Committee Members:

Michael Ravbar
Jade Ingham
Royce Kupsch
Bluey Menon
Kane Lowth

Credential Committee:

Function:

To register delegates and visitors for Credential report to the Convention and to report to the Convention the number of delegates and visitors in attendance.

Committee Members:

Doug Spinks
Andy Blakely
Justin Steele
Beau Seiffert
Tony Kong

Agenda Committee:

Function:

To list agenda resolutions on the whiteboard in order of discussions and to join resolutions together for discussions which have common points.

Committee Members:

Kane Lowth (Co-ordinator)
Jade Ingham
Bluey Menon

Minute Committee:

Function:

Take the record of proceedings.

Committee Members:

Ross Davidson
Tony Stott
Keith Murphy

Slide Show/Photographer:

Committee Members:

Emma Eaves
Haritz Alzola
Tom Bellgardt

Works Committee:

Function:

To set up the Convention room and transporting any material needed for the Convention.

Committee Members:

Bud Neiland (Coordinator)
Phil Blair
Brian Humphrey
Bob Williams
Grant White
Paul Taylor
Rolly Cummins
Chris Brodsky

Roving Microphone:

Luke Gibson
Mikey Davis

Merchandise:

Committee Members:

Scott Vink (Coordinator)
Kurt Pauls
Peter Darcy
Blake Hynes

Moved: Keith Murphy

Seconded: Ian McKewin
Carried

ORGANISATIONAL



CFMEU

Item 1: Union Growth

From the State Divisional Executive

It is vital that the union maintains, as its key objective, a specific focus on growth. The current political, industrial and social environments do not promote or support trade union membership. Therefore the union must constantly monitor its effectiveness in the area of recruitment and retention of members.

Convention declares that the union's traditional approach of direct engagement with workers, to encourage both their membership of and participation in the union, remains the most effective model to achieve our objectives. As the industries we service continue to grow, the union must further develop organisational structures that can cope with the increased demands of servicing a larger membership base.

Convention congratulates the CFMEU on its objective to elect a delegate in every workplace possible so that those workers may have direct and immediate access to joining the union. Many organisers and activists have been identified from this initiative.

To achieve direct engagement, it is vital that the union broadens the activist base.

Union representation is a public good that benefits working people and society. Unions strengthen democracy by giving working people a voice and greater control of their lives.

Unions provide the opportunity for working people to get better wages and conditions. Unionised workplaces also have better health and safety conditions. Unions act as a counterforce for working people against the interests of big business.

We recognise the ongoing attacks on this union, an LNP Government that will do everything in its power to attempt to destabilise the CFMEU through laws, regulations, policies and biased institutions to make our job harder to grow the union.

The union will be on the front foot, fighting off all attacks and defending members and itself from conservative governments of the day, along with whatever extreme decisions they introduce.

Also, how we manage COVID in the workplace as a union will have a major effect and impact on how our union grows. With the increased volatility and uncertainty of jobs and the economy, the union must promote leadership and vision for workers to support their union. They will need our protection from a greedy corporate Australia and an anti-union/anti-worker Federal government.

Convention calls on future Labor governments to repeal any anti worker legislation introduced by the Morrison LNP Government that restricts the union to have access to our members and potential members in all sectors.

Moved: Michael Ravbar

**Seconded: Peter Close
Carried**

Item 3: Organising

From the State Divisional Executive

The industries represented by the CFMEU Qld/NT Branch are diverse and dynamic. Members working in these industries have a right to be represented by a strong and militant union.

Organising workers is the number one priority for the Union. An organised workforce is one that knows their rights, and most importantly is prepared to stand up for them. They are also able to stand up for others in the community and fight for justice whenever and wherever it is required.

Organisers play a critical role in growing the Union and building power for workers. They do this through a strong “on-the-job” presence and through developing a militant and active delegate structure. Direct contact with the members is the most effective way to connect the rank and file with the leadership and ensure that the Union remains dynamic and powerful.

The job of an Organiser is tough and ever-changing. Sustained attacks from the ruling class have forced the Union to adapt methods of Organising, and there is no doubt that current Organisers are required to possess more skills, knowledge and discipline than in the past. Convention expresses its deep gratitude to the current team of Organisers for their passion, tenacity and commitment to the cause.

Convention calls on the Union to maintain a dynamic and innovative development program for Organisers to ensure we stay on the front foot when it comes to building power for the working class.

Moved: Jade Ingham

**Seconded: Mikey Davis
Carried**

Item 4: Delegates

From the State Divisional Executive

Convention acknowledges the crucial role that rank and file delegates have played in building and maintaining a strong and militant Qld/NT Branch. As “front-line” soldiers in the war on workers, the role of active and militant delegates is absolutely critical.

The primary focus of all delegates is to **fully unionise their workplace**.

Once fully unionised, the challenge is then to **develop members into trade unionists**.

Freeloaders must be vigorously resisted and directly challenged by delegates at every workplace.

Other delegate’s responsibilities include:

- **Compliance** with industrial instruments and industry funds: Bosses have proven they cannot be trusted to comply with their legal obligations, and that a vigilant on-the-job enforcement program is the only way to minimise the rorts and rip-offs.
- Maintaining a decent standard of **health and safety**: Union sites are safer sites.
- **Managing workplace issues** on a day to day basis: Delegates should maximise the use of their employer’s resources to do this work rather than unnecessarily calling on the limited resources of the union. Organisers time can then be spent expanding the influence of the union in other areas.
- **Development of unionists** in the workplace: including the development of new delegates, co-delegates and activists.
- **Development of sub-branch structures** in their region and the promotion of these forums to other members: Delegates attendance at sub-branch meetings is compulsory, unless extraordinary circumstances have prevailed and an apology has been provided.
- **Political campaigning**: Increasingly, the living standards of our members are kicked around by politicians like a football. Political awareness and campaigning is a crucial part of protecting our members’ livelihoods

Convention calls on the Union to ensure delegates receive appropriate training and development so that members can receive the best possible representation. We note the union’s ongoing support for delegates who are “having a go”, and call on the union to act swiftly where a particular delegate may not be up to the task of representing workers.

Moved: Jade Ingham

**Seconded: John Resoort
Carried**

Item 5: CFMEU Unity

From the State Divisional Executive

A collective approach within the union movement is the way to achieve the best outcomes for members whatever the issue and/or campaign.

Convention calls on the leadership to foster solidarity with other unions who are prepared to work with us, not against us to ensure the trade union movement remains a strong and progressive force for reform.

With conservative governments and big boss's onslaughts against the trade union movement and trying to destroy the CFMEU, it's vital that unity within our union and the broader union movement is maintained and that we all work together with the aim of defending the trade union movement.

As the CFMEU evolves into a larger organisation with the recent amalgamations, it is imperative that the union doesn't stand still and we make the necessary changes that keep us strong, active and relevant. We need unity at the national level and leadership and resources to do what is needed for our great and progressive union. We must not allow our union to be divided and weakened.

Convention demands that the union constantly looks at its structures and responsibilities to ensure that we deliver the best services, representation and benefits to our members. We must not allow the union to be bureaucratic, cumbersome and ineffective because some in our great union choose to do what is best for them not for the organisation.

Moved: By Council

**Seconded: By Council
Carried**

Item 6: Major Resource Construction

From the State Divisional Executive

In recent years there has been a significant downturn in heavy engineering construction in Qld and the NT. At the same time, resource companies have systematically driven wages and conditions through the floor. Governments of both persuasions have assisted this process, and unfortunately so have some other Unions.

Australian resources are owned by all Australians, not just the privileged few who exploit others for their own personal gain. Convention calls on the Union to campaign for all levels of Government to implement legislative and policy regimes that deliver fair outcomes for workers who build the projects. Further, convention notes that First Nations people need to be included in this consideration of how we distribute our sovereign wealth.

Training and employment opportunities should be provided at the highest standards for all workers, especially First Nations people wherever the project is built. Conventions calls on Governments to implement a resource construction industrial relations code of practice, which includes things such as:

- Ban on 4/1 rosters
- Minimum standards for camps
- First nations employment and training quotas
- Minimum numbers of apprentices
- Minimum conditions for workers

Moved: Bluey Menon

**Seconded: Mick Hawkins
Carried**

Item 7: CIPS

From the State Divisional Executive

Convention notes that since its establishment in 2001, CIPS has paid out around \$120 million. The role of this scheme has been to provide income protection insurance to ill and injured workers, providing financial security in times of hardship to workers in tough industries. Given there are rarely any “light duties” for CFMEU members, CIPS has enabled our members to provide for their families when minds and bodies are broken.

Since last convention, a CIPS product has been developed for offsite membership and further developments have led to cover being provided for casuals.

Convention notes the potential capacity for additional member benefits from the CIPS Scheme and calls for the Directors of the scheme to continue to investigate and develop new initiatives to benefit members.

Moved: By Council

**Seconded: By Council
Carried**

Item 8: Demarcation Issues

From the State Divisional Executive

Convention declares that the right of a union to cover members must be equally offset by the demonstrated willingness of that union to recruit and represent workers in the workplace and in that industry. A union seeking membership in any workplace must “earn the right”, by fighting for better outcomes for workers, especially pay, conditions and health and safety.

The CFMEU must not stand idle, whilst certain unions poison workers by siding with the bosses and playing by rules that are designed to destroy the working class. Unions who take membership fees under false pretences should be condemned, as traitors to our class. Unions are in a fight to the death with the ruling class, where only the strongest will survive.

Convention calls on the CFMEU to continue to assert its rights to represent workers to the fullest extent of their legal capacity and defend the rights and coverage of this union.

Moved: By Council

**Seconded: By Council
Carried**

Item 9: Sub-Branch Meetings

From the State Divisional Executive

Convention congratulates the union’s commitment to have at least one senior officer attend the unions sub branch meetings particularly in regional Queensland/Northern Territory and northern NSW. The union recognises the long standing sub-branch structures around Qld and the NT as an important conduit to inform members of the union’s direction and issues. Convention acknowledges that Sub Branch meetings are a democratic forum for rank and file members to participate in the operation of the union.

It is recognised that sub-branches will only succeed if members take ownership of both the work and the direction of the forum. Where locations have poor attendance, the leadership needs to review and address why this is occurring. Sub-Branches should be reviewed every 12 months to ensure their effectiveness and viability. Rank and File members are encouraged to attend and support sub-branches and to nominate for the necessary positions to ensure sub-branches can function appropriately.

Moved: Roland Cummins

**Seconded: Brendan Wright
Carried**

Item 10: Civil/Infrastructure Organising

From the State Divisional Executive

The Qld and NT Governments have committed to an ambitious infrastructure plan over the coming years, with civil projects being a key driver for economic recovery out of COVID-19. These projects present unique challenges to organising. Organisers often face aggressive anti-union tactics from well-resourced multinational contractors, who cut cheap deals with the AWU. Further, these contractors constantly attempt to hide behind the police and the ABCC when Organisers go to the job.

Despite these challenges, our Organisers continue to front up and fight to improve the lives of workers in civil construction. The hostile environment has not deterred our team, and there is no doubt that standards have improved since our branch allocated more resources to civil construction a couple of years ago. But there is a long way to go. Convention calls on the Union to:

- Work with other branches to coordinate campaigns against multinational contractors,
- Maximise the power of workers' capital that finances major projects, in a way that assists the union to organise these projects;
- Demand better outcomes from the State and Federal Government, through proper procurement practices

Moved: Beau Seiffert

**Seconded: Chris Brodsky
Carried**

Item 11: Domestic and Family Violence

From the State Divisional Executive

The CFMEU has a long and proud history of fighting injustice whenever it occurs. Our strong social conscience has seen us campaign for better human rights all over the world. This Convention recognises that feeling safe in your own home is the most basic of human rights.

We condemn all forms of domestic violence and call on the union to include clauses in all enterprise agreements in the future that make provision for leave entitlements for victims of domestic and family violence. Convention resolves to continue to raise awareness about family violence, including the annual activities late in the year. We note the success in the 2019 toy drive, where the generosity of our members meant thousands of families were able to experience a little bit of joy whilst living in emergency accommodation.

Moved: Jade Ingham

**Seconded: Tevita Falala
Carried**

Item 12: CFMEU Youth Crew

From the State Divisional Executive

Convention notes the success of the CFMEU Youth Crew, since its establishment a few years ago. Through the regular meetings in the Union office, young members are able to gain a better understanding of their Union, especially the history of how things have developed.

In addition to this, the Youth Crew gets involved in various industrial and political campaigns in between the meetings.

There is no better way for the next generation to come together, than through their Union.

The Youth Crew has also seen the emergence of a number of outstanding new activists, ensuring the Union will remain in good hands for the future.

Convention notes that the future of the Union is the responsibility of all current delegates and officials, therefore it is everybody's responsibility to identify and develop young activists.

Moved: Blake Hynes **Seconded: Bevan Hastie**
Carried

Item 13: The Real Crisis in Construction

From the State Divisional Executive

Convention demands that all Governments act to address the real crisis in construction, defective and unsafe building products. Successive industry and government failures to regulate have wasted billions and endangered lives, leaving consumers with cracked apartments, flammable cladding and governments that waste billions on delivering projects. Workers lives have been placed at risk by government inaction.

We call on the Federal Government to immediately abandon all ideological attacks on Unions and the working class, and focus on fixing the real problems in the industry. The Federal Government must work with unions and employers to develop solutions to the real national crisis in construction.

Moved: Tony Stott **Seconded: Phil Blair**
Carried

Item 14: CPB/CIMIC

From the State Divisional Executive

Conference condemns the conduct of CPB and its parent company CIMIC/Grupo ACS for its greedy and ideological activity in recent years in Australia.

In particular, the decision to extend payment terms for subcontractors from 30 days to 45 days threatens the commercial viability of hundreds of small businesses which employ CFMEU members. This decision effectively represents a multinational company exercising its massive market power to use other people's money to increase its own profit.

Further, the systematic attempts to de-unionise the construction industry are strongly condemned. Any corporation who puts profits ahead of people does not belong in our industry, and Convention calls on the Union to take all steps necessary to eradicate this problem.

Moved: By Council

**Seconded: By Council
Carried**

Item 15: Gender Equality

From the State Divisional Executive

This Convention recognises the rights of working women to equal power, equal resources, equal union representation and equal opportunities.

We call on the CFMEU to take a leadership role in supporting real action to remove the barriers to attracting and retaining women in our industry.

In achieving this we call on all branches to actively negotiate clauses in Enterprise Agreements which promote the attraction and retention of women in construction. These gender equality clauses should be used to bring key industry stakeholders together to develop meaningful strategies to bring about real cultural and structural change. These strategies should be directed towards women in blue collar jobs - both trades and semi-skilled roles, and provide real on the job training opportunities.

Excessive working hours and inflexible work rosters in construction create jobs which are hostile to maintaining family life. They are damaging to both the physical and mental health of men and women in our industry, causing a range of injuries from fatigue to depression and self-harm. They also operate to push many women workers out of construction all together.

This Convention calls on all branches to actively negotiate clauses in Enterprise Agreements which provide family safe provisions including:

- Paid parental leave provisions for all parents;
- Return to work from parental leave arrangements;
- Flexible working arrangements and job sharing.
- Preventative domestic violence clauses

Crucially we also need the CFMEU to identify, mentor, train and support female delegates and shop stewards as strong CFMEU advocates and worker representatives.

Moved: By Council

**Seconded: By Council
Carried**

Item 16: Procurement

From the State Divisional Executive

Convention congratulates this union for having achieved important improvements in Government procurement, in particular relation to compliance of contractors with occupational health and safety standards, decent worker entitlements, rights of workers to union representation, promotion of Australian content, supporting local jobs, more apprenticeships and training for young members and other important standards.

Convention directs the national union to campaign for these standards, to be promoted in Commonwealth procurement guidelines and for the abolition of the current anti-worker national construction code.

CFMEU Convention is concerned governments' narrow focus on cheapest price rather than the broader economic benefits of procurement, and certain current governments' agenda to attack procurement policies that support local business, is disadvantaging local industry, costing jobs and resulting in exploitation of workers and breaches of industrial, superannuation and taxation law. Even worse, this attitude squanders the opportunity to use government expenditure of taxpayer's money to actually raise standards for Australian workers.

CFMEU Convention believes that the future of Australian industry requires government procurement that supports local content and local jobs. The Government must use their procurement decisions, and other contractual arrangements with the private sector (such as grants), to achieve broader policy objectives and support local industry and employment.

Governments across Australia should make a clear policy statement that it commits to use its economic resources and spending power to reinforce rising wages and stronger labour standards across Australia's economy. CFMEU acknowledges more can be done in this area not just with government at 3 levels (federal, state and local) but also through the industry superannuation funds. Governments' procurement contracts, policies, guidelines and regulations must be rewritten to explicitly require government entities and procurement officers to preference local suppliers, manufacturers and service providers.

The Policies should require governments to take into account factors such as OHS records, best practice industrial relations and employment practices, corporate tax and industrial records, length and transparency of supply chains, labour market testing, various workplace factors (such as Health and Safety Representatives, registered certified agreements etc), combat visa worker exploitation, environmental outcomes, secure jobs, stop wage theft, compliance to workers' compensation, promote the use of Australian made products and materials, superannuation, prevent non-conforming and non-complying building products, long service leave and other tax and or levy requirements and minimum numbers of apprentices when choosing a supplier.

The policy must be required to be applied in a manner that consistently and correctly ensures overall economic benefits from tenders are considered when assessing value for money, rather than just an assessment of the cheapest cost.

CFMEU must continue to campaign at all levels of government and the superannuation industry to achieve the state objectives and outcomes above mentioned in their in their respective procurement policies and guidelines.

Moved: Michael Ravbar **Seconded:** Keith Murphy
Carried

Item 17: Fairer Society

From the State Divisional Executive

A failure to reduce inequality is a failure to govern. The Liberal-National government however, and those whose interests it represents, do not view the growth of inequality as a policy failure. Intoxicated by the fallacy that the freer the market the freer the people, they see inequality as a fruit of the freedom that neoliberalism gives to the few to exploit and exclude the many. They see inequality as a measure of ingenuity, innovation, enterprise, and unfettered individualism. They see it as a measure of ingenuity, innovation, enterprise, and unfettered individualism. They see it as a measure of our nation's freedom.

Inequality is not the measure of our nation's freedom. Inequality is the measure of our nation's shame.

Across the world, the richest people are holding increasing shares of countries' income and wealth. It is estimated that the richest 1% of the world own half of the world's wealth. Oxfam estimates that of all the wealth created in 2017, 82% went to the richest 1% while the poorest half got nothing. It estimates that just 42 people hold the same amount of wealth as half of the world's population (approximately 3.7 billion people).

In Australia, inequality has also risen. The top 1% of Australians own more than the bottom 70% combined. In fact, just two billionaires – Gina Rinehart and Harry Triguboff- have the same amount of wealth as one fifth of Australians.

The people who bear the brunt of inequality are working people, including those who are denied decent jobs. Those who reap the benefits of inequality are the large corporations and the already rich.

You don't build a strong economy or a fair society by boosting inequality.

Conference calls on unions to organise, campaign, lobby and have Labor and like-minded organisations to reduce income and wealth inequality along with social and political inequality in Australia. It must put in place the foundations of more equal society; one in which no one misses out on the essentials of life.

Moved: Michael Ravbar **Seconded:** Brendan Wright
Carried

Item 18: Conference Security of Information

From the State Divisional Executive

This convention occurs at a time of historical significance to our Union. The challenges ahead need to be met head-on, in a strategic and principled manner. Security of information will be paramount to ensure that the Union remains militant and strong.

We condemn the recent leaks from Union meetings, as acts of treachery designed to Destroy your Union from within. Further, they discourage strong and robust debate and the contest of ideas that will guide our Union through the times ahead. Therefore, the unauthorised recording of this convention is banned.

Our excellent media team will ensure that the important outcomes achieved at this Convention are recorded and shared appropriately. Delegates are also encouraged to ensure that social media commentary is in the spirit of our Union.

Moved: Royce Kupsch

**Seconded: Tony Kong
Carried**

Item 19: Bad Customers

From the State Divisional Executive

Conference adopts and endorses “Bad Customers” a report produced by the CFMEU Construction and General Division.

This report sets out the massive failures in the procurement processes for major building and infrastructure projects currently utilised by Federal and State Governments.

These flawed processes have led to disastrous projects such as the Townsville Football stadium (WatPac), Kingsford Smith Drive Upgrade (Lend lease), Logan Toll Road(CPB), M3 upgrade (Bilby Construction), Toowoomba Range crossing (Nexus Infrastructure), Rockhampton Correctional centre (PCB) and the latest albatross around the State Labor Government’s neck the Cross River Rail debacle being built by CPB.

All of these projects have been characterised by hundreds of health and safety infringement notices, health and safety prosecutions, cost blowouts, time delays, a high level of defects and massive litigation between the respective client governments and the principal contractors responsible for delivering them.

While right wing politicians and media demonise construction workers and their unions, it’s the failure of state and federal governments to manage the procurement and contracting of these projects which causes dangerous workplaces, cost overruns, and poor quality outcomes.

Moved: Kurt Pauls

**Seconded: Mick Hawkins
Carried**

Item 25: Gold Coast Rallies

Jamie Porter – Mainland Civil

More rallies on the Gold Coast.

Moved: By Council

**Seconded: By Council
Carried**

Item 26: Union Services

Ryan (Muz) Whakaruru – Multiplex

Have a service to help members with break ups eg. Centrelink, member rights to their children.

Moved: By Council

**Seconded: By Council
Carried**

Item 27: Union Benefits

Brendan Wright – Hutchinson Builders

Add some more benefits to being a union member. What we have doesn't come in handy all that often. Would like to see possibly a discount on tools in certain shops for CFMEU members or something for his kids and Mrs?

Even a text message to union members on their birthday could do a lot for members feeling like there not just paying, they are a part of more and appreciated.

Moved: By Council

**Seconded: By Council
Carried**

Item 28: Pay Wave

Timothy Newcombe – Hutchinson Builders

Portable Pay Wave.

Moved: By Council

**Seconded: By Council
Carried**

Item 34: Merchandise

Kevin Lidgard – Hindmarsh

More effort into the artistic design of merchandise.

Moved: By Council

**Seconded: By Council
Carried**

Item 35: Merchandise

Liam O’Doherty – Hutchinson Builders

More merchandise.

Moved: By Council

**Seconded: By Council
Carried**

Item 36: Merchandise

Hoani Edwards – Anora Foundations

More QNT/NT CFMEU Clothing (different range).

Moved: By Council

**Seconded: By Council
Carried**

Item 37: Merchandise

Ryan Whakaruru – Multiplex

More clothing (eg) hoodies.

Moved: By Council

**Seconded: By Council
Carried**

Item 38: Merchandise

Tony Dougherty – Sunshine Coast Council

All members to be encouraged to wear and promote the sale of our clothing.

Moved: By Council

**Seconded: By Council
Carried**

Item 39: Mobile Merchandise

Mace Griffin – Hutchinson Builders

Establish a mobile merchandise car like Victoria.

Moved: By Council

**Seconded: By Council
Carried**

Item 40: Union Clothing

Tony Dougherty – Sunshine Coast Council

All members to be encouraged to wear and promote the sale of our clothing.

Moved: By Council

**Seconded: By Council
Carried**

Item 41: Hi Vis Clothing

James Fissenden – Lendlease

Hi vis clothing available to buy so we can promote and be proud of our union whilst working on site.

Moved: By Council

**Seconded: By Council
Carried**

Item 42: Long Term Members

Tony Dougherty – Sunshine Coast Council

When a long term member retires a commemorative package be presented to the person, e.g. Special shirt, Belt buckle, certificate etc.

Moved: By Council

**Seconded: By Council
Carried**

Item 43: Education

Hoani Edwards – Anora Foundations

Educating NZ non-citizen construction workers on becoming citizens for them to be able to vote at election times.

Moved: By Council

**Seconded: By Council
Carried**

Item 44: Union Education

Dean Kupsch – Multiplex

Would it be possible on social media for our members to tell stories of the history past and present of the campaign CFMEU have achieved over the years. Especially with the youth coming in construction today that maybe don't know about the sacrifice from others that paved the way for the conditions we have today.

Moved: Dean Kupsch

**Seconded: Brian Schmidt
Carried**

Item 45: Union Education

Tevita Falala – Hutchinson Builders

Introduce a 5-10 page booklet to educate our members on what the union stands for and how important it is to be a part of the movement. As workers in this industry, we stand together and we fight to keep what was fought for before us! Trade Unionism!!

Moved: Tevita Falala

**Seconded: Brian Schmidt
Carried**

Item 46: Education

Warren (Waz) Peters – Acrow Formwork & Scaffold

More site visits from Organisers to just talk about the good the Union have been doing in the community.

Moved: Warren Peters

**Seconded: Troy Burt
Carried**

Item 47: Children's Education

Liam O'Doherty – Hutchinson Builders

Children might be 20% of the population but they are 100% of the future. We need to find a way to educate the children early somehow through the institutions.

Moved: Liam O'Doherty

**Seconded: Michael King
Carried**

Item 48: Induction Video

Damon Clarke – Hutchinson Builders

Induction video for delegates to play showing the history of the CFMEU nationally and here in Queensland. Also showing stats on where pay rates are in construction in counties that have been de unionised and safety levels.

Moved: Damon Clarke

**Seconded: Garry Partridge
Carried**

Item 49: Inductions

Irish Hutchinson, Ian McKewin & Matty Vonhoff – Multiplex Queens Wharf

All inductions should be uniformed across our state so as all new members know what they are signing up to and educated in how the union works for the members.

Briefly how we began in Australia it was formed by free workers in Sydney & Hobart, the first Westminster system of parliament wasn't formed until 1901 we are still going strong and fighting for a fair go no matter who is in power in parliament. They come and go we stick together.

Why it is important to be a financial member. Eg -: all the benefits. Superannuation, Bert, BEWT, CIPQ, height & site allowance four weeks holidays every year, RDOs, 50 hour week, \$50 a day travel allowance. PPE Supplied, hardhats, boots, shirts, pants, shorts, winter clothing, sick leave, maternity leave Personal leave. MIC and what we do for mental health eg -: rehabilitation for drugs & alcohol fully funded by BERT scheme.

Professional financial advice at home or on site.

Free dental work up to the value of \$3000 per year per member of your family for yourself spouse and children. Conditions apply like only healthy damaged teeth and not children's, baby-or milk teeth or decayed teeth.

Free travel insurance all over the world and within Australia over 250 kilometres.

Basically it's mates looking after mates and someone will always have your back.

THIS ONLY TAKES THREE MINUTES And can be printed on a card until we get it down pat. We believe this will keep members financial even when they work on small jobs.

Also make it easier for our organisers going to small jobs.

Moved: Ian McKewin

**Seconded: Josh Quinn
Carried**

Item 59: Tier 2

Kevin Lidgard – Hindmarsh

To push the Tier 2 jobsite system harder for the smaller jobs with union presence.

Moved: By Council

**Seconded: By Council
Carried**

Item 60: Information on Non EBA Sites

John Gray – John Holland

More notifications on what's going on in the industry with non EBA sites.

Moved: By Council

**Seconded: By Council
Carried**

Item 61: Over 60s Database

Mace Griffin – Hutchinson Builders

Establish a database of members over 60 so that they may be 1st pick of hoist and peggy jobs on new projects.

Moved: By Council

**Seconded: By Council
Carried**

Item 62: Older Members

Liam O'Doherty – Hutchinson Builders

Hoist/Peggy roles for older members.

Moved: By Council

**Seconded: By Council
Carried**

Item 63: Cashless Society

Wayne Palasia – USG Boral

I'm against the banks AND government gaining more control than they already have. Once implemented, it will mean NO cash what so ever. Not a bit of cash and a bit of card. (Initially it will be to get ppl on board, but once its in full swing, it will totally be cashless.)

The government will know what you spend every cent on. There will be no ability to do the odd cash job for extra beer money. They can put a hold on your accounts whenever they want. No kids having piggy banks and saving their coins. No paying cash for products and services and haggling for a better deal. It's all about CONTROL.

They want to control every aspect of our lives, one step at a time. This needs to stop. Read what real people from countries that are already cashless have to say. People and society should still have the capacity and ability to use cash if they wish.

Moved: Wayne Palasia **Seconded:** Peter Close
Carried

Item 64: New Delegates

Ryan Whakaruru – Multiplex

To have a new incoming delegate to be put with an experience delegate.

Moved: Ryan Whakaruru **Seconded:** Guy Bache
Carried

Item 65: New Delegates

Jamie Porter – Mainland Civil

When jobs permit have a new delegate with a more experienced delegate so that they can learn.

Moved: Jamie Porter **Seconded:** Craig Davidson
Carried

Item 66: No Ticket No Start

Irish Hutchinson, Ian McKewin & Matty Vonhoff – Multiplex Queens Wharf

In building and construction, all delegates are to strive to achieve 'No Ticket, No Start'. With short term authorisations to deduct union dues, delegates should ensure the period of deduction is as short as possible.

Moved: Irish Hutchinson **Seconded:** David Duncan
Carried

Item 67: Unionised Projects

Hayden Jones – Lendlease

Use National Clout e.g. a company with projects in Sydney or Melbourne – all workers are 100% unionized but same company in Brisbane does not have to be. Use national power to remedy this.

Moved: By Council **Seconded:** By Council
Carried

Item 68: Offsite Organising

Wayne Palasia – USG Boral

Conference resolves that the Union continue to resource and expand into manufacturing and supply chain facilities that domestically manufacture materials.

Moved: Wayne Palasia

**Seconded: Dean Kupsch
Carried**

Item 69: Furnishing Sector

Kirsten Hanley – The Comfort Group

Conference resolves that the Union support local furnishing manufactures by resolving to include FFE (Furnishing, fixtures and equipment) packages in discussions with builders.

Moved: Bluey Menon

**Seconded: Blake Hynes
Carried**

Item 70: Family Law

Jamie Labram – Hutchinson Builders

Call on the union to negotiate heavily discounted fees for members accessing family law legal services.

Towards broken families who are providing emotional and financial support, where the family environment has broken down due to excessive working hours and then the kids are used against them as a weapon. Whatever the scenario! A lot of members are battling to keep their chin up. I have talked and witnessed the construction industry an unjust system. MIC provide valuable support which unfortunately is usually re-active rather than pro-active. Prevention is better than a band aid cure.

Moved: Jamie Labram

**Seconded: Ryan Whakaruru
Carried**

Item 71: CFMEU Construction Industry Agreement 2020-2022 Log of Claims

From the State Divisional Executive

- Expiry Date 31/12/2022
- Wage Increases - 1/1/21 – 1.5%
 1/7/21 – 3%
 1/7/22 – 3%
- No increases to any other entitlements
- BERT – Balance for transfer to super increased from \$15k - \$20k
- Inclusion Clause – Firsts Nations and Women in the industry
- Review heat policy
- Training – Include Silica training clause
- Tier 2 rates and conditions - Projects below \$50m
- Security of personal information clause

Moved: Jade Ingham

**Seconded: Steve Amies
Carried**

Item 72: Union Charities

Existing Policy

Convention congratulates the union for its strong commitment to many worthy charities and reaffirms our charity of choice as ADSS.

ADSS has strong links with large numbers of our members who have family members affected by disabilities or diseases caused by asbestos. ADSS survives on limited government funding and relies heavily on fundraising and the generosity of others.

Convention understands the high level of accountabilities and scrutiny that goes with the proud CFMEU name. To ensure there can be no doubt of the use of our brand, all finances for all events and functions that use our name must be collected and distributed by the union.

Convention congratulates job delegates, officials and members for their on-going support for charities and notes the generous spirit of construction workers.

Not Amended

Item 73: Union Services

Existing Policy

Convention calls on the CFMEU to continue to monitor all union services and to ensure that only high value services are maintained. The union has in recent times provided an excellent product for members' not just industrial support and advice but also many other services and benefits.

Convention calls on the union to constantly look for new benefits and ideas for the membership but also defend the ones we have won over the years.

Not Amended

Item 74: Union Promotion

Existing Policy

Convention congratulates the union for adopting a National branding guideline (logo) for all States and Divisions.

Convention notes that "Union Promotions" is a significant budget item in the union's yearly budget. However, Convention declares that the use of resources for promotions needs to be carefully monitored, to ensure that the promotional materials clearly promote the CFMEU brand logo prominently.

It is noted that the primary promotional union items are given away during May Day celebrations and at times of political awareness issues. Convention encourages the union to maintain a supply of CFMEU branded merchandise available at all times for sale to members to promote and support the union.

We condemn the mainstream media for their bias negative reporting when it comes to our union and we encourage the union to use all forms of electronic media to promote the positive we do and the negative in the governments. Also, for the union to become more involved and support community activities and events. Further to this, Convention also calls on the union to provide to all delegates and organisers regular updated promotional materials that must be displayed in the workplace.

Not Amended

Item 75: Quality of Working Life

Existing Policy

The Convention calls on the CFMEU to campaign governments to put a stop to excessive hours Australian workers perform. The Convention acknowledges the strain the long hours and six day week puts on workers' family life.

The Convention also calls on the union to consult widely with their members and other unions to seek support for campaigns that improve the quality of working life. This includes not only excessive hours but also:

- Improved worker's retirement income.
- Promote greater job security and improve the conditions for workers with uncertain employment.
- Protect employee entitlements.
- Promote better work and family balance.
- Improve access to training and recognition of skills.
- Ensure workers are consulted about change of work.
- Enhance health and safety at workplace with strong laws and compliance.

Not Amended

INDUSTRIAL RELATIONS AND TRAINING



CFMEU

Item 76: Shorter Hours

From the State Divisional Executive

Increasing leisure time has been a key objective of our Union since its formation in 1858. From the 8 hour day, to reductions in weekly ordinary hours from 44 to 40, 40 to 38, 38 to 36; it has evolved.

In the building industry we are seeing more unrealistic programs which pressurises workers to work even more hours. Unfortunately many members have become addicted to the overtime, which has increased the boss's level of control over workers.

Experience has shown that this short term agenda results in long term consequences for construction workers and their families. As an industry, we are still over-represented in statistics of suicide, divorce rates and substance abuse.

Convention notes the current building industry EBA has provided for a 5 day working week, to replace the decades old 6 day working week. 5 day jobs are experiencing unprecedented levels of morale and productivity. More importantly safety incidents on those jobs are at an all-time low, and members have more time to spend with family. The impact on home life cannot be measured, but anecdotal reports are overwhelmingly positive.

Recent world events have caused many people to commit to a better work-life balance, and improving leisure time will no doubt be a priority for workers now and into the future.

Convention calls for the union to continue to campaign for shorter working hours, not only in the construction industry but all the industries where we have members.

Moved: Luke Gibson

**Seconded: Peter Bransdon
Carried**

Item 77: Sham Contracting

From the State Divisional Executive

Convention notes the ongoing campaign of the Union to eradicate sham contracting from the building industry. Sham contracts exist where bosses force contractor status onto workers to avoid paying rightful entitlements such as superannuation and Workcover.

Despite our efforts, the current industrial and legislative environment has meant that the bosses have never had it better. The challenge will be to ensure we don't see another explosion of sham arrangements.

Convention calls on the CFMEU and the other unions to campaign all levels of government to ensure that it promotes ethical and decent workplaces by their procurement policies, rules and regulations.

The following must be adopted:-

- Provide a clearer definition of sham contracting in legislation, and harsh penalties for those found in breach
- Procurement policies that exclude contractors from government work, unless they can clear demonstrate past compliance with best practice industrial agreements, ie a pre-qualification system
- Ongoing compliance regimes that can demerit and exclude contractors from future work if they are found to be in breach
- Ensuring that contractors are also liable for the conduct of their sub-contractors
- Breaches to be identified to the Union for immediate rectification;
- Transparency of the procurement process, including a publicly available list of tenders for each project. This needs to be supported by a process where Unions can provide information to the relevant Government agency that is considered and weighted heavily in considerations of the risk with certain contractors. Successful tenders should also be publicly available, including an identical process for each sub-contract
- requiring government contractors to provide apprenticeship and traineeship positions.

Convention calls on the CFMEU to maintain its industrial campaign to ensure that workers get their full entitlements and benefits and stop employers avoiding their legal obligations.

Moved: Scott Vink

**Seconded: Paul Barber
Carried**

Item 78: Wages and Bargaining

From the State Divisional Executive

Convention calls on the union to vigorously campaign for wage justice for our members. Convention notes that under the current legislation, unions are severely disadvantaged in the bargaining process. Restrictions on permitted matters for bargaining and the right to strike severely handicap strong unions. Further the bargaining process itself is completely in favour of employers, who use the legislation to attack workers.

Convention notes that pattern bargaining in our industry delivered many years of stability and certainty. Unfortunately the current legislation has seen a massive deregulation of the labour market, which has seen workers lose a lot of money and entitlements.

We call on the union movement to lobby and campaign to repeal the Fair Work Act. Impediments to collective and industry wide bargaining need to be removed. A new system and laws must be put in place to establish a new fair rules for bargaining. Further the right to strike must be reinstated.

Convention hopes but believes it is unlikely that the industrial round table negotiations with government, bosses and unions in the working groups looking at wages and bargaining can improve their laws and the system for workers . If it doesn't and the system is weakened or worse because of COVID19, the union movement should oppose changes and campaign against it. Convention calls on the union to commit to continuing to campaign for improvements to the current legislative framework for bargaining, focussing on:

- expanding the choice of content in agreements. Enterprise bargaining provisions should allow parties to bargain and agree on any matter they choose, subject to the agreement meeting a genuine “better off overall” test, including agreement on matters relating to job security, environmental impact, right of entry, workplace consultation and representation and unfair dismissal protocols;
- extending the same rights and processes which apply to single enterprises to multi-enterprise agreements, including by allowing unions and employers to agree to extend an agreement in the same industry to apply to them where it is not contrary to the public interest to do so, and allowing parties to reach agreement on terms to apply to a particular class of work performed for a particular business irrespective of the employment arrangements utilised in the chain of supply;
- ensuring that flexibilities do not undermine collective bargaining by preventing employers or employees from being able to ‘opt out’ of collective agreements, by ensuring appropriate coverage of agreements, and not allowing employers the option to terminate the agreement whenever they want.
- enhancing certainty and participation in bargaining by requiring disclosure of bargaining representatives appointed, permitting unrestricted union representation of independent contractors, and strengthening right of entry provisions during bargaining periods;

- restoring an effective right to strike by removing the necessity of a secret ballot, removing any role for employers other than a positive obligation of non-interference, and requiring three (3) clear days written notice of employer response action;
- Fair Work Australia or its equivalent replacement should be empowered to suspend or terminate particular protected action that is giving rise to exceptional circumstances, while allowing the bargaining and other protected action to continue;
- require merits arbitration of all disputes arising while a collective agreement is in operation.

Should the changes in legislation not be forthcoming, and/or a Liberal government brings in discriminative workplace laws, then Convention calls on the union to campaign directly with the industry to ensure fairness and equity is returned to Australian workplaces.

Moved: Jade Ingham

**Seconded: Hayden Jones
Carried**

Item 79: Support Local Jobs/Australian Manufacturing

From the State Divisional Executive

Convention recognises that significant numbers of our members are engaged in the off-site manufacturing sector. Wages and conditions in this sector are comparatively low when compared to their brothers and sisters in the construction industry and we call on the union to campaign for improvement in this sector. Convention also recognises the significant ongoing investment in resources the union has in this sector which has seen significant gains in union membership and enterprise bargaining agreements.

Convention notes the strong industrial and political campaign by the union to protect the offsite awards and support Australian manufacturing by campaigning against Free Trade Agreements and policies that destroy local jobs.

Convention calls on the union to lobby and campaign against all levels of government to support and implement changes by growing our manufacturing industries with a drive for local jobs. This is a real opportunity arising out of Covid19 to expand manufacturing and not to be so reliant on China and other overseas countries.

The decisions made by major builders, government and developers is hurting the Australian construction and manufacturing sector in Australia by allowing these inferior, unsafe and cheap products to come into Australia which results in Australian workers, many of them our members, losing their jobs. Convention believes the decision is wrong but more so in that these overseas products were unsafe in that they contained asbestos and other dangerous products i.e. silica . This puts the lives of workers and the public at risk.

Convention congratulates the union in achieving the very first legislation in Australia through the QBCC which is to regulate and stop those unsafe and dangerous products and materials entering into the Australian market which puts the public and workers lives at risk. This is in stark contrast to the federal government who have done very little other than plenty of talk, to protect our borders and stop these products and materials into our Country.

Moved: By Council

**Seconded: By Council
Carried**

Item 80: Attacks on Industry Superannuation

From the State Divisional Executive

Convention notes that as Australia's working population ages, the importance of workers having adequate superannuation to provide for their retirement is paramount. Workers cannot expect that governments will adequately provide financial support to them in their retirement. Increases to the costs of living, and in particular rising housing and health costs, are placing a greater financial burden on workers and their families.

The Superannuation Guarantee levy when first introduced in Australia was 3%. It was an entitlement fought for and won by the union movement. Convention condemns the Liberal/National Party for stalling the Superannuation Guarantee levy going to 12% by 2025 and their policy to move the retirement age to 70.

If the federal government does not honour their commitment to increasing the superannuation guarantee to 12% and use the independent review of the retirement income system (that was recently handed down a year after the inquiry) to not honour their commitment to superannuation, the union movement must campaign to make the government honour their election commitment. The federal government will use COVID and the depressed economy to not allow the superannuation levy to be increased and to have the laws changed. We must stop it and be prepared to fight and campaign.

The liberals have always hated superannuation, especially industry superannuation and have used Royal Commission legislative changes, public attacks and Covid19 to destroy it. We must stand up to these attacks on superannuation and campaign to have this government removed at the next federal election.

CFMEU will ensure that super is core union business. CFMEU will campaign to ensure that our values and our priorities shape the future of the funds we help to govern. We will continue to bargain to ensure the interests of our members are protected. We will continue to fight for government policies that will improve the quality of life for all retired workers. CFMEU must do the following to protect the upcoming attacks on industry superannuation by the Morrison government:

- Superannuation contributions are deferred wages. Superannuation is therefore an industrial issue in the context of which unions have a vital role to play in workplaces and in the governance of super funds to make sure the interests of workers are represented and defended. Which must make sure that workers receive the upcoming 3% that has been promised to them over many years.

- In our compulsory system, in the context of persistently low levels of engagement with super, it is vital that workers and their unions continue to be able to decide collectively which funds are best for their workplaces and industries. This helps to reduce the risk that individuals are exploited by funds owned by for-profit corporations.
- Workers have interests in addition to the quantum of their eventual retirement incomes. They are therefore entitled to expect that the investments their contributions make possible are used to support nation- building infrastructure, environmental sustainability, appropriate labour standards and the highest standards of corporate governance.
- Vigorously resist any attempt to abolish or dilute the right of Australian workers to negotiate in relation to the quantum of superannuation contributions they receive or the selection of funds these contributions are paid to;
- Defend the right of workers and their unions to collectively determine which funds are most appropriate to their workplace and industry. This is consistent with promoting workplace collectivism, encourages engagement with super, and helps to protect against the risk of poorly informed choices by disengaged individuals and employers;
- Advocate for a superannuation system which entitles workers and their unions to pursue cases of superannuation theft and underpayment from employers as an industrial issue;
- Oppose any attempt by government to dictate that not-for-profit funds should have a minimum or majority number of independent directors or an independent board chair. There is no evidence that equal representation governance is failing members or that mandating independent directors will improve outcomes. Convention notes that funds governed on an equal representation basis regularly outperform many of those governed by other means.
- CFMEU and the rest of the broader trade union movement should be campaign ready to take on the Morrison government as it continues its ongoing campaign to change, weaken and if they can destroy industry superannuation. The conservatives have always hated Medicare, industry superannuation and unions. Our job is to stop them from doing this.
- Increase SG levy to 15%.
- Increase the superannuation concessional contributions cap to \$50 000 for all blue collar workers.
- Remove discrimination against construction workers and reduce the preservation age for access to superannuation.
- Oppose the retirement age going to 70.

Convention notes the high levels of non-compliance of superannuation contributions by employers and calls on the Australian Taxation Office to underwrite shortfalls in contributions on behalf of employees and then pursue the employer vigorously for recovery of the same.

Convention condemns the Liberal National Party's proposed superannuation law changes to change the composition and representation of industry superannuation bodies to dilute and remove the influence of unions on these bodies.

The proposals are flawed with no case made out and the agenda is purely ideological and very much supporting the arguments and agenda of the big four banks who see the industry superannuation funds as a big threat to them and will lead to more competition.

Convention notes that industry funds have consistently outperformed the bank funds in returns to members Industry funds:

- charge lower fees.
- Invest in a wider range of assets than bank funds, including property and infrastructure.
- Have a representative board model which sees workers and employers acting in the best interest of fund members, as opposed to the narrow club of highly paid company directors who dominate the bank owned funds.
- Are not required to pay dividends to shareholders, instead passing profits to fund members.

Convention notes with concern the recent scandals in the banking sector. Only a political party aligned with the interests of the big banks would propose handing the banks workers hard earned retirement savings.

Moved: Michael Ravbar

**Seconded: Mark Read
Carried**

Item 81: Labour Hire

From the State Divisional Executive

Convention notes the significant efforts of the Union over the years to tidy up the labour hire sector. Permanent employment, direct to the principal or the sub-contractor will always be the first preference, and if labour hire exists it should only ever be for short term supplementary and top-up labour.

Unfortunately the Morrison Government has maintained Code provisions that outlaw any restrictions on labour hire arrangements in EBAs. Not only is this a kick in the teeth for workers, it is also an extremely dumb economic policy. Rather than take income and certainty away from workers, the Government should be promoting more permanent employment as a key economic recovery strategy coming out of the COVID19 recession.

Convention applauds the Palaszczuk Government on establishing Australia's first ever Labour Hire licensing regime. Unfortunately to date, the scheme has failed to live up to expectations, and is basically operating like a box ticking exercise. We now call on the State Government to properly resource this regime, so that it can actually modify the behaviour of the sharks and leeches that operate labour hire companies. This Union will not stand for tokenism, therefore Conventions calls on the Union to campaign the Palaszczuk Government to fix the labour hire licensing system.

Moved: Michael Ravbar

**Seconded: Keith Murphy
Carried**

Item 82: BERT/Proper Use of Worker Benefits Bill

From the State Divisional Executive

Convention recognises the excellent product that the Building Employees Redundancy Trust (BERT) Scheme provides for workers in the Queensland and Northern Territory construction industry. The BERT Scheme provides not only management of workers redundancy entitlements, but also provides funding for many welfare benefits i.e. emergency dental cover, funeral benefit, child care support and others.

We also call on the BERT Scheme to develop a benefit to manage the annual leave entitlements of our members. This would protect their leave if their employer goes broke, similar to the redundancy benefit. The BERT Scheme also provides funding for real industry training of members and supports other schemes which benefit members and employers (Mates in Construction, Workplace Impairment Programs, WorkCover Hub etc.).

Convention acknowledges the phenomenal support and funding that BERT has provided over a very long period of time to the CFMEU scholarship program which has provided a large number of young people career opportunities in the construction industry through apprenticeships and traineeships.

The Liberal Government's Royal Commission has in its sights not only on the BERT Scheme but all other industry redundancy funds that provide benefits to workers and will attempt to damage those schemes because of union involvement. Since then the Coalition Government has attempted to interfere with the running of the construction industry redundancy funds with the introduction of new legislation with the Proper Use of Workers Benefits Bill.

Convention calls on the CFMEU to defend all our industry redundancy funds from whatever detrimental recommendations are produced from the current Royal Commission. Convention supports that all parts of the CFMEU become more proactive, strategic and communicative to ensure that when there are issues with the fund that the unions are working as one and defend the integrity, entitlements and benefits of the fund.

The Federal Government's stated intention to proscribe the involvement of redundancy funds in these areas can only be characterised as political vandalism and is condemned. Convention calls on employers and their organisations who are involved in the governance of redundancy funds to oppose such unwarranted political interference.

If employers on these funds do nothing or little to protect these welfare programs, the CFMEU makes it clear that employers will pick up the shortfalls where these welfare programs either disappear and/or have reduced funding. The CFMEU will not allow our members to suffer or lose these significant and important welfare programs due to the Federal Governments ideological attacks, with the proposed law called the Proper Use of Benefits Bill. CFMEU will campaign against the proposed law and we will fight to maintain those programs and benefits for our members.

The redundancy funds invest the money collected wisely and conservatively, and use the interest earned to administer the funds and provide additional benefits to workers in the industry. The additional benefits are mostly training and welfare benefits that assist both workers and employers. The continuation of many of these services are under threat by the Bill.

Over this period they have paid out more than \$2.5 billion to workers.

But the Bill does more than attempt to regulate worker entitlement funds. It also seeks to further interfere in the internal affairs of unions by proposing additional red tape requirements and to interfere in collective bargaining by imposing further restrictions and conditions on what can be included in enterprise agreements.

Moved: By Council

**Seconded: By Council
Carried**

Item 83: Apprentice Scholarships

From the State Divisional Executive

The CFMEU Apprentice Scholarship is a world class program to train high quality tradespeople. Convention notes the programs outstanding success and country leading completion rates. The initiative has for many years been highly regarded by leading industry employers.

With apprentices and trainees in traditional building trades as well as in civil construction, the scheme continues to produce high quality tradespeople throughout Qld and the NT. Also the program has expanded with a new stream focused on indigenous trainees in remote communities in the NT. This new scheme is producing some outstanding early results, not only changing the lives of the individual trainees, but the also the communities they live in.

It is a fundamental requirement of the Apprentice Scholarship that all participants receive a minimum of two (2) days structured training per year. Training for apprentices will be targeted towards ensuring that these people can progress through the union's structures.

Convention congratulates the CFMEU for having the foresight and vision over many years and also the commitment to help manage and mentor hundreds of young Queensland apprentices and trainees, most of who have developed into terrific tradesmen and tradeswomen or leaders within the companies who engaged them.

Moved: By Council

**Seconded: By Council
Carried**

Item 84: Infrastructure

From the State Divisional Executive

Convention congratulates the Palaszczuk Government on the recent increased levels of investment in infrastructure in Qld. The recent \$18 billion spent on infrastructure/capital works this year is huge and will help stimulate the economy and create of plenty of jobs. The Government is further applauded for the procurement policy that underpins any spending of taxpayer's money on infrastructure. Convention now calls on the Government to implement the policy, and provide appropriate staffing levels for proper enforcement.

Convention also calls on the Morrison Government to implement and enforce a similar investment and procurement regime for infrastructure. The recent announcement of an underwhelming extra \$2 billion for the whole of Australia was really poor with no new projects in Queensland and the Northern Territory. The federal government must do substantially more in this area with a greater spend if it wants to stimulate the economy and jobs coming out of the COVID pandemic.

Convention calls on the Federal and State Governments to finance more infrastructure development through public borrowings. In line with the ACTU we support the generation of a market for government bonds linked directly to infrastructure financing.

Where our concerns are adequately dealt with, the CFMEU will advocate a longer term perspective supporting industry super funds in an increased asset allocation to domestic infrastructure investment.

Further, all new infrastructure should be constructed under a project agreement negotiated with appropriate unions and containing good wages and conditions for the workers involved.

Moved: By Council

**Seconded: By Council
Carried**

Item 85: Workers' Capital

From the State Divisional Executive

Convention notes that Australian superannuation funds now have assets of around \$3 trillion dollars. In addition, hundreds of millions of dollars are held in trust for workers in redundancy, long service and income protection funds.

These funds are workers' capital, fought for by workers and their unions, and held for the benefit of members. Convention strongly supports proper governance and regulation of such funds as well as transparency in their investment and spending.

The Hayne Royal Commission into Financial Services exposed massive investment underperformance, maladministration and roting of the bank owned super funds and the AMP.

This stood in stark contrast to the good performance and high governance standards of the industry funds, established by unions and overseen by joint union and employer boards. It should also be recognised that industry funds have been effective in job creation.

Convention resolves that much more needs to be done in the areas of Environmental, Social and Governance.

In particular, Australian and global workers' capital continues to be invested both domestically and globally in companies which do not observe the right of workers to:

- decent work and a living wage;
- a safe and healthy work place free from violence, intimidation and sexual harassment;
- freedom from forced and child labour;
- representation by independent and free trade unions; and
- collective bargaining.

This is unacceptable, ignores the values of fund members and undermines the social licence of workers' capital as well as threatening the long term sustainability of investments.

In addition, where investors of workers' capital have sought to apply principles of responsible investment in relation to environmental matters, the interests of affected communities and job security of workers have not always been considered.

Convention directs the union to enact and resource appropriate strategies to maximise positive social outcomes for workers form the investment of their capital their while maintaining high standards of governance and ensuring high returns for members. Unions believe that universal superannuation is an industrial right, an entitlement and comes from the workplace. Superannuation should be regulated under Industrial Law not as a financial product.

Moved: Michael Ravbar

Seconded: John Henderson
Carried

Item 86: Industrial Relations Framework

From the State Divisional Executive

This Convention notes the Morrison Government's renewed push to pass the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019* (Cth) **(Bill)**.

The neoliberal agenda to shift the conciliation and arbitration regulation of industrial relations to a rule of law regime was always designed to erode working people's wages, conditions and representation through their trade union.

This "rule of law" regime has further been used to justify the overreach in the construction industry, in particular through the *Building and Construction (Improving Productivity) Act 2016* (Cth). This has resulted in public funds being used to ruthlessly prosecute trade union officials and members whilst failing to enforce the lawful wages and conditions of workers.

Given the above, this Convention condemns the Morrison Government in continuing their attack on Australian workers and reaffirms its position that the industrial relations regime move away from a system premised on the "rule of law" and return to an industrial relations regime that allows trade unions to effectively organise their members, run industrial disputes and have such industrial disputes resolved by a fiercely independent and fair umpire resolving those dispute based on the merits, equity and good conscience of the dispute.

Moved: Michael Ravbar

**Seconded: Chris Brodsky
Carried**

Item 87: Hybrid Construction

Greg Silman – Sarri Painters

To put an end to ‘Hybrid’ Construction sites, bring back a touch one touch all mantra that all tradies are treated equally on the same site.

Moved: Greg Silman

**Seconded: Alick Fenton
Carried**

Item 88: Hybrid Jobs

Liam O’Doherty – Hutchinson Builders

Better playing field on hybrid jobs. Bring up civil level with construction.

Moved: Liam O’Doherty

**Seconded: Steve Amies
Carried**

Item 89: Hybrid Reviews

Paul Williams – Hutchinson Builders

All hybrids to be reviewed so members feel more equal as members have bought it up numerous times that some members have resigned cause some trades are on better wickets and it causes added tension on site.

Moved: Paul Williams

**Seconded: Liam O’Doherty
Carried**

Item 90: Income Protection

Colin Windsor – Mackay Regional Council

I feel income protection payments are to slow and 90 day waiting for a payment is far too long.

Moved: Colin Windsor

**Seconded: Colin Phillips
Carried**

Item 99: Apprentice Wages

Daniel Saxby – G James Glass

G James to pay their apprentices a tradesman once they have completed their time.

Moved: By Council

**Seconded: By Council
Carried**

Item 100: Apprentice Wages

Jordan Marsh – Wadsworth

For apprentices to be paid a full day's trade and a 40 hour week while at TAFE.

Moved: By Council

**Seconded: By Council
Carried**

Item 101: Superannuation Contributions

Pete Bransdon – Lendlease

In addition to 27.7 of the EBA (employer at least once a month) – to bring clarity to payment dates of superannuation payments eg contributions are due and payable on the first business day of every month – super payments for month of June are due first day business day in July. I believe that this would have considerable time and resources for Organisers and Delegates. The union to ensure that the industry superannuation funds follow the same process.

Moved: Pete Bransdon

**Seconded: Ian McKewin
Carried**

Item 102: EBA's

Mark McKean – Multiplex

“Hybrid” builders’ projects only engage EBA contractors with a second tier 2 company. Not engaging some one that only wants a leg up into our industry.

Moved: Mark McKean

**Seconded: Pete Bransdon
Carried**

Item 103: EBA's

Dean Kupsch – Multiplex

Can we put in our next EBA's, Q-Build and Government compliance works contracts to Employ and train Indigenous people in construction like the great work the CFMEU is doing in the Northern Territory.

Moved: By Council

**Seconded: By Council
Carried**

Item 104: EBAs

Darcy Murdoch – Mirvac

The Construction Industry is increasingly a national industry.

- Builders in every state
- A national award
- ABCC
- A federal government attacking us constantly with national laws

On top of attacks we also have a problem where some builders in some state are model builders (union friendly) while in some state they attack workers wages/conditions and some refuse to sign an EBA.

This meeting therefore calls on all our state branches to not sign an EBA with a builder unless they sign with all state branches.

Moved: By Council

**Seconded: By Council
Carried**

Item 105: EBA Australian Made Clause

Hayden Jones – Lendlease

The addition of an Australian made clause to the provision of worker uniforms. Employers will use or endeavour to procure Australian made products. This clause will be created with the intention of evolving to the procurement of Australian made products by unionised workforces.

Moved: By Council

**Seconded: By Council
Carried**

Item 106: EBA Clarification

Joshua Quinn – Mirvac

EBA- Clearer guidelines to living away from home allowances and conditions. Also clear guidelines to self-travelling to work long distance as some blokes are forced to use their RDO's as days of travel.

Moved: By Council

**Seconded: By Council
Carried**

Item 107: EBA Bastardisation

Irish Hutchinson, Ian McKewin & Matty Vonhoff – Multiplex Queens Wharf

Delegates have to stop the bastardisation of our EBA by principle contractors & Subbies. Example 1. maximum ten hours work per day. We do understand that some days will go over due to concrete pours safety fix ups or out of the ordinary situations. But if this happens more than once a week by the same subbie we have to pull it up. Time management is critical to any job.

Example 2 BUSSQ or Cbuss are the only two Superannuation Funds that can be paid into as per EBAs. If any other superannuation is paid into this can be a huge financial loss to the members family in case of members death.

Example 3 Weather. We don't work in the rain unless it is a concrete pour that can't be stopped or to make the site safe as you would if high winds come up.

Our Heat policy. It is black and white stop at 35.c or 28.c & 75% humidity. Move to a cooler spot on site if you can, if you can't shed up. If you know the temperature is going to reach 35.c maybe a concrete pour should be postponed, same for rain. Our concretes are just like everyone else and tough decisions must be made to protect all workers from the killer HEATSTRESS.

Moved: By Council

**Seconded: By Council
Carried**

Item 108: EBA Breaching

Irish Hutchinson – Multiplex

Stop breaching EBA, e.g. hours of work, 10 max, Superannuation, Only Cbus or BUSSQ. Also CIPQ not paid and training in EBA not being followed by subbies.

Moved: By Council

**Seconded: By Council
Carried**

Item 109: Hoist Rigger EBA Classification

Shaun Watts – Alimak

Would like to discuss the inclusion of hoist rigger classification in the EBA. Further training for hoist riggers for safe installation procedures and methodologies of safe hoist workers to reduce accidents.

Moved: By Council

**Seconded: By Council
Carried**

Item 110: Tier 2 EBA

Brendan Wright – Hutchinson Builders

Make a tier 2 EBA put in writing and vote on it, so builders don't get away with murder and the we have some dignity on the smaller jobs.

Moved: By Council

**Seconded: By Council
Carried**

Item 111: Maximum Contribution to Superannuation

Peter Close – BERT

In approximately 2014 the maximum contribution a worker could make to his or her superannuation account was \$50,000 per year.

The Labour Federal Government lowered this contribution amount to \$35,000 on 01/07/2014. There was another adjustment by LNP Federal Government on 01/07/2018 down to \$25,000 per year.

Many CFMEU members in the later stages of their working lives can afford to meet this contribution rate via salary sacrifice and some could easily meet a higher maximum contribution of \$35,000 per year or even more.

Convention calls on the Federal Government to adjust the maximum superannuation contribution rate back to \$50,000 per year so our members at their choice can enjoy a better quality of life during their retirement.

Moved: Peter Close

**Seconded: Gregg Churchman
Carried**

Item 112: BERT Superannuation Redirect

Peter Close – BERT

In accordance with the CFMEU Enterprise Agreements Redundancy Clause when a worker reaches a balance of \$15,000 in their BERT account the worker can then, at their discretion, redirect their future BERT contributions into their superannuation account.

When tax is deducted from the \$15,000 BERT balance and paid to the worker in times of redundancy this amount would only sustain the worker for a matter of weeks. The amount of \$15,000 should be increased to \$20,000 to better suit the needs of a redundant worker during hard times.

Moved: By Council

**Seconded: By Council
Carried**

Item 113: BERT

Hayden Jones – Lendlease

Bert to have a modern, user friendly smart phone application made for the online bobb website services similar to that of Cbus where contributions can be tracked, payout estimates and links to training/ contacts.

Moved: By Council

**Seconded: By Council
Carried**

Item 114: Casualisation of a Generation

Peter Close – BERT

The use of casualisation in the Australian workplace and in particular construction, is getting well out of control.

Workers caught on this merry-go-round find that in many cases they can't get off and are trapped being employed on casual arrangements.

Although many of these workers are on a higher than average wage, they cannot secure a mortgage or have access to other financial benefits.

They are also at the beck and call of unscrupulous employers who take advantage of workers on these arrangements who forfeit annual leave, personal leave and other entitlements.

In most cases casualisation is used to sham workers' wage entitlements.

Convention calls on Government to legislate against the use of casualisation in all sectors of employment.

Moved: By Council

**Seconded: By Council
Carried**

Item 119: Income Insurance Negotiations

Craig Brown – Whitsunday Regional Council

To negotiate through EBA or other avenues to create better income protection insurance outcomes for members. Currently LGIA Super policy has 90 day lag time during which employee must use whatever leave they have including long service before they are eligible for payment. Alternatively, can CFMEU negotiate with companies to secure an affordable income protection scheme for all members. Union condemns 90 days waiting on income protection for Local Government employees and will activate a campaign with local Councils to fix the problem.

Moved: Craig Brown

**Seconded: Colin Phillips
Carried**

Item 120: Training

Cameron Paul – Placecorp

Try and influence employees and principal builders to put more young Australians through training to keep our industry alive. It needs to start in high schools and continue through to on the job training in the workforce. Educate young men and women want to join the trade.

Moved: By Council

**Seconded: By Council
Carried**

Item 121: Employees Training

Dean Kupsch – Multiplex

Any worker's before starting on a project as part of the PCUB obligation, would it be possible having new Employee's trained in manual handling and first response fire training, maybe after doing their site induction or the next day with the trainer from CFMEU.

Moved: Dean Kupsch

**Seconded: Luke Gibson
Carried**

Item 122: IR Training

Craig Davidson – Pro-Concrete

More I.R. training for our delegates (more so our company delegates that haven't been doing it to long).

Moved: By Council

**Seconded: By Council
Carried**

Item 123: Delegate Training

John Gray – John Holland

That all new delegates be placed with a seasoned operator for the first one to two weeks to gain experience firsthand.

Moved: By Council

**Seconded: By Council
Carried**

Item 124: Delegate Training

Chris Heenan – Precision

Appropriate training for delegates, not only CFMEU delegates but company delegates on properly selling the union ticket. Thus insuring continued loyal members rather than site specific membership.

Moved: By Council

**Seconded: By Council
Carried**

Item 125: iAudit Training

Paul Williams – Hutchinson Builders

Compulsory iAudit training for delegates as another wake up tool.

Moved: By Council

**Seconded: By Council
Carried**

Item 126: Asbestos and Silicosis Training

John Gray – John Holland

Asbestos and Silicosis training should be made a compulsory part of job site induction.

Moved: John Gray

**Seconded: John Resoort
Carried**

Item 127: WHSO Training

Glenn Riley – Downer Rail

I propose that all delegates be trained as a minimum requirement in HSR Training.

Moved: Glenn Riley

**Seconded: Guy Bache
Carried**

Item 128: Inductions

Irish Hutchinson, Ian McKewin & Matty Vonhoff – Multiplex Queens Wharf

Training for delegates and workers—Subbies seldom offer training to their employees and when they do workers have to do it in their own time with no pay.

Also workers are sent to jobs for induction without pay.

Moved: By Council

**Seconded: By Council
Carried**

Item 129: Health & Safety Certificate

Paul Williams – Hutchinson Builders

Courses for health and safety for all delegates like a Certificate IV at minimum for better knowledge on sites not just HSR training.

Moved: By Council

**Seconded: By Council
Carried**

Item 130: Forum

Damon Clarke – Hutchinson Builders

A forum needs to be held within all membership in regards to EBA pay freeze and/or reduction on jobs under \$100m to combat against all the grubby builders f...ing out industry (maybe it's time for a T2 EBA definitely worth the chat).

Moved: By Council

**Seconded: By Council
Carried**

Item 131: Award Rates

Darcy Murdoch – Mirvac

Raise the award Rates.

Moved: By Council

**Seconded: By Council
Carried**

Item 132: Mature Workers

Garry Partridge – Hutchinson Builders

I would like to see traffic control man and material hoist and Peggy work to be done by more mature aged construction workers and other CW that cannot do normal duties.

Moved: By Council

**Seconded: By Council
Carried**

Item 133: Truck Drivers to be added to Onsite/Offsite Agreements

Dave Duncan – Hitec Glazing

We have truck drivers working for multiple companies that don't fall anywhere in our classification structure in agreements. I'm putting forward that we add them to the agreements and consider that they are classified as per the size and licence of truck you are operating and if a high risk work licence is utilised i.e a CT high risk work licence to use a crane truck to unload materials.

Moved: By Council

**Seconded: By Council
Carried**

Item 134: Offsite Trade Classification

Dave Duncan – Hitec Glazing

To consider in agreements moving forward in the offsite space that our trade classification structure expand from tradesperson A&B to more detail and have a Specialised tradesperson in the appendix for the more highly skilled trades people that can perform complex tasks and competent throughout the multiple trade/ skill sets on the factory floor.

Moved: By Council

**Seconded: By Council
Carried**

Item 135: Government Entities

Tom McGovern – Qld Health

The CFMEU commits to pushing the Qld State Government to implement a one enterprise agreement arrangement that covers the three government entities, i.e. Qld Health, QBuild and TMR/Roadtek.

Moved: By Council

**Seconded: By Council
Carried**

Item 136: LGA

Tony Dougherty – Sunshine Coast Council

The CFMEU urges the Qld Labor Government (if re-elected), to in the next four year term, scrutinise and dismantle the LGAQ and its dealings and relationships with Qld Local Government Councils.

Moved: Tony Dougherty

**Seconded: Colin Phillips
Carried**

Item 137: ABCC Building Code of Conduct

Existing Policy

Convention condemns the new Federal Building Construction Code 2016 which the Federal Government is seeking to introduce and replace the old Labor Federal 2013 code and the previous 2014 code under the coalition government.

The new proposed Code is a fundamental attack on the basic civil and work rights of union and construction workers especially their enterprise agreements.

Convention demands that the Australian Labor Party when in government repeal the code immediately and if they are unable to get it through to the Senate, that they seek to cease funding of the ABCC Compliance unit overseeing the code.

Not Amended

Item 138: Mature Age Workers

Existing Policy

Convention condemns the Federal LNP government's agenda to disadvantage mature aged workers accessing the pension by a methodical and deceitful agenda of raising the retirement age. Convention acknowledges that mature aged workers can continue to make a significant contribution to their sectors with the skills and knowledge they have acquired over their years of employment.

Convention condemns those employers that discriminate against mature aged workers to be employed based on age and call upon the CFMEU to campaign the QLD state and LNP federal governments to include in their procurement policy a percentage of mature aged workers be engaged on State and federally funded projects.

Convention also calls on the CFMEU QLD/NT branches to continue to lobby employers in the State and Territory to consider mature aged workers for positions such as traffic control, hoist operators, peggies or storemen etc., rather than those positions being offered to the very young and inexperienced.

Not Amended

Item 139: Independent Contractors Act

Existing Policy

Independent contracting is an inherent facet of the modern workplace. The CFMEU has many members who are independent contractors and we believe that it is now necessary for the union to represent independent contractors and wages employees alike.

Business groups have been able to deny independent contractors the rights won by workers over the past 100 years, whilst exploiting independent contractors in much the same way employers did prior to the introduction of the award system. The modern economy needs modern laws that provide protection to independent contractors.

Convention calls on the Federal Government to repeal the Independent Contractors Act and to ensure the definition of employee includes those workers in “employment type relationships” so that workers’ rights and protections are preserved and employers cannot avoid their obligations.

Further, we call on the Federal Government to amend the Trade Practices Act to enable contractors to collectively bargain in certain circumstances and to allow for unions to assist them to achieve these outcomes. The recent push of the Liberal Government to encourage more independent contracting is condemned by this convention as just another attempt to deunionise the construction industry and ultimately reduce wages and conditions.

Convention condemns the recent efforts by employers around the country (i.e. BMA) to use state partnership laws to create these so called trusts where workers do not become workers and have no rights what so ever. These new sham arrangements, that are another form of avoiding industrial obligations, must be stopped immediately by the Palaszczuk Government.

Convention calls on the union to campaign and lobby the state government to make legislative changes to the Partnership Act to prevent greedy employers from avoiding their industrial obligations, and pay their appropriate taxes like WorkCover and payroll tax.

Not Amended

HEALTH AND SAFETY



CFMIEU

Item 140: Workplace Health and Safety

From the State Divisional Executive

Convention notes the crucial role the union plays in policing the health and safety of our members in the workplace. Convention also notes that union sites are safer sites and that members cannot rely on their employer to ensure their health and safety.

Since the inception of a full time health and safety co-ordinator working for the union, our profile has been raised in the health and safety arena with government and the many boards and bodies we represent. The CFMEU is now represented by two full time health and safety co-ordinators.

Further to this, the union ensures that organisers now have the appropriate safety qualifications to enforce better standards on site.

With the introduction of the iPad training for all organisers and delegates, we now utilise the iAudit program on iPads to accurately describe health and safety issues on building sites with provisions for commentary on breaches of safety regulations with corresponding photos of such breaches. The iAudit system has been instrumental in assisting the union contest bogus legal action brought upon by builders saving the union thousands of dollars in fines and legal costs.

Unfortunately, health and safety still remains a secondary consideration for many employers, behind productivity. This is obvious with the many incidents and unfortunately deaths a reality in today's non-unionised workplaces.

Convention commends the recent historic legislative changes by the Labor Party to health and safety laws with the introduction of Industrial Manslaughter Legislation.

Convention acknowledges the good work the CFMEU has campaigned and fought for better health and safety outcomes in all workplaces, but also acknowledges that more should be done. With this in mind the convention calls upon the CFMEU to continue lobbying the QLD and NT Governments to make necessary changes to improve and strengthen the health and safety laws, regulations, codes and the regulators.

Remember health and safety is and will always remain **UNION BUSINESS**

Moved: Royce Kupsch

**Seconded: Keith Murphy
Carried**

Item 141: Health and Safety Regulation

From the State Divisional Executive

The construction industry is an extremely hazardous industry to work in resulting in an unacceptable number of serious injuries and fatalities. Convention congratulates the CFMEU by taking the lead in lobbying state government to employ a further 18 new inspectors who were from the construction industry and know construction issues and how the regulations are applied.

Convention calls on the CFMEU QLD/NT Branch to lobby the NT Government to also adopt the QLD compliance and enforcement policy and employ workplace health and safety inspectors from a construction back ground.

Convention calls on the union to continue lobbying the state and territory Labor governments to:

- Have on the spot fine increased annually at the moment the fines are static until a legislative change.
- right for unions to prosecute.
- Publicly Display any infringement notices issued to employer on the WHSQ web site.
- Improving the legal systems so that families of loved ones killed are compensated within months not years.
- Overhaul the internal and external review process and close the loop hole which allows employer not to comply with OHS laws until this process is completed. This can take up to 6 weeks before an employer needs to comply with their OHS obligations.
- Implement Queensland's strong construction regulations and codes into the NT legislation.
- Regulate mandatory asbestos and silicosis training
- Public outing of companies that kill workers

The convention calls on the union to reiterate the policy from last convention that if ABCC arrive at a workplace or site that all workers shed up until the ABCC leave the workplace or site.

Further, companies and company Directors who are responsible for workplace deaths should be subject to de-registration and disqualification from holding positions as company Directors.

Moved: Royce Kupsch

**Seconded: Ian McKewin
Carried**

Item 142: Workplace Impairment Policy and Coordinator

From the State Divisional Executive

Convention acknowledges the success of the implantation of CFMEU QLD/NT Branches “Impairment Policy” in construction and call upon the union to implement this policy in all workplaces and sectors of their coverage including the Northern Territory.

Convention declares that persons affected by drugs, alcohol, fatigue, mental health/stress, chemicals, noise, heat, illness and injury pose an unacceptable risk to themselves and their workmates and must not be allowed to perform work whilst so affected.

Convention congratulates the good work that Ross Davidson has undertaken as the full time Impairment Co-Ordinator with the CFMEU Qld/NT Branch. To date unfortunately, there has been many interventions into the lives of our members who have suffered from addiction. Previously those workers would have been lost to our industry without this worthy program. The convention also congratulates the CFMEU Qld/NT Branch for developing a model impairment policy for inclusion in their collective agreements with employers, for the construction industry.

The new policy introduces and manages the important issues of mental health/stress, fatigue, chemicals, heat and noise, injury/illness, drugs and alcohol and will help the union to make employers conform to those key principles.

Moved: Ross Davidson

**Seconded: Mikey Davis
Carried**

Item 143: Mental Health

From the State Divisional Executive

Every year 190 Australians working in the construction industry take their own lives, meaning we lose a construction worker every second day to suicide. Statistics reveal that construction workers are six times more likely to die from suicide than an accident at work and for young workers, they are two times more likely to take their own lives than other young Australian men. A single death is one too many.

Convention acknowledges the excellent work Mates in Construction does in assisting members of the CFMEU with issues of mental health and reaffirms the unions support for that organisation. Support can only continue with sustainable funding. Forty million dollars a year is collected for health and safety by the portable long service fund which all goes directly to Treasury (consolidated revenue) and the industry sees little or nothing of this money to help workers. Convention resolves to lobby the state government and ask for 10% of the health and safety levy collected by portable long service be permanently linked to tackling mental health (i.e. mates in construction).

Moved: By Council

**Seconded: By Council
Carried**

Item 144: Men and Materials Hoist to be reinstated into the Work Health and Safety Regulations

From the State Divisional Executive

With 60% of all work related injuries being muscular skeletal injuries, many of those injuries Convention believes are contributed to the movement of materials up and down ladders and stairs on building sites.

This Convention calls upon the CFMEU Health and Safety unit to continue lobbying the Queensland State government to reinstate man and material hoist into the work health and safety regulations.

Convention proposes that on all buildings with a height of 5 or more floors (including the basement) or 4 floors plus a plant that represents 25% of the roof area, a man and material hoist shall be operational.

Moved: By Council

**Seconded: By Council
Carried**

Item 145: Elevated Work Platforms

From the State Divisional Executive

With a series of fatalities and serious injuries nationally and in the state of Queensland as a result of workers using elevated work platforms to perform their tasks, this convention calls upon the CFMEU Health and safety unit in conjunction with their industry partners to mandate a secondary back- up system to prevent crushing injuries.

Further, Convention endorses the CFMEU Qld/NT health and safety unit in conjunction with State and Territory governments to develop a standalone code of practice for elevated work platforms to give great guidance to industry in the operation of this type of plant.

Moved: By Council

**Seconded: By Council
Carried**

Item 146: Workers' Memorial

From the State Divisional Executive

Convention congratulates the union that Emma Miller Place will be the permanent shrine of remembrance in Brisbane for workers who have died because of workplace accident, injury and/or illness. A place where all workers can gather to fight for the living and mourn the souls of our lost brothers and sisters.

Convention also supports the CFMEU in organising all future International Day of Mourning (28 April) events to ensure that the day remains a significant and important date on the union calendar each year. Further, that the convention calls on every work place to observe a minutes silence at the beginning of the work day to commemorate lost workers.

Convention also calls on the CFMEU to lobby the local authority to construct a workers' memorial wall commentating workers' names who have been killed in a workplace incident.

Moved: Paul Taylor

**Seconded: Rod Dobson
Carried**

Item 147: Asbestos and Silicosis Awareness

From the State Divisional Executive

This Convention acknowledges the important role the CFMEU has provided in asbestos and silicosis awareness training for workers in the construction industry.

There have been numerous examples of workers identifying hazardous situations involving asbestos and the exposure to workers in the engineered stone area reiterates that awareness training is essential.

It is clear that worker education saves lives not reliance on the boss keeping workers out of harmful situations.

Convention calls upon the CFMEU to lobby the Qld Labor State and NT government to implement compulsory asbestos and silicosis training within the regulations.

Moved: By Council

**Seconded: By Council
Carried**

Item 148: Safety Regulators

From the State Divisional Executive

All around the country the number of workers killed in our industry is growing. One death is too many, yet almost every week there is a report of yet another construction worker killed. The push to meet unrealistic delays and increased profit by cutting corners on safety is now at crisis levels. In Qld and in the NT and no doubt in other states safety regulators appear to have vacated the field.

In Qld, workplace health and safety inspectors appear to be complicit in helping employers effectively break safety laws, particularly in the tier two and three sector. It is reluctant to issue prohibition notices, reluctant to prosecute employers and often calls on the police to subvert the rights of union officials and ultimately workers from addressing safety issues on the job. This is a disgrace.

This Convention calls on the CFMEU to take up the issue of ineffective regulators, to continue exposing the incompetence and lethargy of regulators, to highlight the very positive influence that the CFMEU, their delegates and HSRs make to health and safety on the job and to fight to improve the performance of regulators to better ensure safe workplaces.

Moved: Royce Kupsch

**Seconded: Luke Gibson
Carried**

Item 149: Heat Policy

Malcolm Reed – G James Glass

G James heat policy for Riverview site workers.

Moved: By Council

**Seconded: By Council
Carried**

Item 150: Women's Hygiene

Samantha Massey – Robrand

Call on the union to lobby government for compulsory provision of female toilets and sanitary bins in all workplaces.

Moved: Samantha Massey

**Seconded: Sarah Austin
Carried**

Item 151: Mental Health for Apprentices

Lenny Ninnette – TSSS

Mental health for apprentices starting out in the industry eg. mates in construction part of induction for apprentices.

Moved: Lenny Ninnette

**Seconded: Sarah Austin
Carried**

Item 152: Building Products

Lenny Ninnette – TSSS

Testing of construction materials at any workplace eg. rockwool, mdf board before being used.

Moved: Lenny Ninnette

**Seconded: Liam O’Dougherty
Carried**

Item 153: Dust

Dean Kupsch – Multiplex

As we move into the world of maintaining and controlling Silicon Dust, when Formwork companies or Builders start designing their Jumps can they install a vacuum pipeline that is hook up to a M - class Vacuum on the top of Jump so workers could use to clean the lower deck floors inside the Jump when cracking wall shutters after pour days.

Moved: By Council

**Seconded: By Council
Carried**

Item 154: V.O.C – reinstate high risk licenses to cover shifting equipment and other heavy machinery.

Terry Hamilton – Titan

Call on the CFMEU to discourage the use of V. O.C (verification of competency) particularly in the civil sector where machinery being used for high risk works e.g. demolition etc.

The high number of incidents like roll overs etc. on the major infrastructure projects high light the need for serious training by credited RTO and workers obtaining a high risk licence and better knowledge of how use all plant.

The days of employers signing workers off with a sentence attached to end of a V.O.C that they were “competent at the time of inspection” should be outlawed.

Moved: Terry Hamilton

**Seconded: Dean Mattas
Carried**

Item 155: Sanitisation

Dean Mattas – Broad

In the interest of the health and well-being of workers, sanitisation works should be standard operating procedure. This will help ensure workers do not become sick or spread disease and remain at peak performance.

Moved: Dean Mattas

**Seconded: Troy Bird
Carried**

Item 156: Site Amenities Hygiene

Cameron Paul – Placecorp

Convention notes the critical role the union played in keeping Queensland and Northern territory building site open during the recent COVID-19 Pandemic.

Convention also acknowledges that the threat of contracting COVID-19 is still a very real threat to the lively hood of CFMEU members.

Convention calls upon the CFMEU health and safety unit to lobby state government to add to existing amenities regulation and mandate touchless hand washing, soap dispensing and portable drinking water bubblers.

Moved: By Council

**Seconded: By Council
Carried**

Item 157: Internal Builders Lifts

Darcy Murdoch - Mirvac

Convention once again acknowledges the importance of the union's stance on the very best hygiene practices during this COVID-19 pandemic.

Convention calls on the CFMEU to campaign for builders to operate all commissioned internal lifts with qualified hoist operators until all construction work has been completed. Qualified hoist operators undertake an important role in minimising infectious exposures by controlling social distancing and touch points within the internal lift.

CFMEU members agree in the best interest of their health not to use non-manned lifts.

Moved: By Council

**Seconded: By Council
Carried**

Item 161: Fatigue Management Policy

Michael Hawkins – Metro Tiling

The data I have been collecting I feel would be able to assist in the management of fatigue. I feel the members should be entitled to another 2 days off per year should they feel fatigued.

Moved: By Council

**Seconded: By Council
Carried**

Item 162: Legislation of Cannabis

Michael Hawkins – Metro Tiling

The legalisation of cannabis. A number of members have approached me with this request. After researching the data & statistics it's about time this nation had a mature discussion about this topic.

Moved: By Council

**Seconded: By Council
Carried**

Item 163: Wet Dry Bulb Thermometer

Alick Fenton – Watpac

All company HSR's are to be supplied by their employer with a wet dry bulb thermometer so they can monitor the working conditions of their fellow workers in accordance with their heat stress policy.

Moved: By Council

**Seconded: By Council
Carried**

Item 164: Piling Platforms

Hoani Edwards – Anora Foundations

Instead of relying on an independent geotech to sign off on platforms, the workers (operations, offside) should be allowed a say on if the platform (piling) is deemed safe to walk piling rigs on to drill on.

For example, a piling rig operator with 15 years' experience who knows the platform is unsafe is made to walk the machine on and if he disputes the geotechs decision he could face consequences or the decision should be a collective agreement between the workers and the bloke signing off on pads.

Moved: By Council

**Seconded: By Council
Carried**

Item 165: High Risk Licences for Operating Piling Rigs

Hoani Edwards – Anora Foundations

Remove the current (VOC) and introduce a high risk licence for operating. A better way to train operators in the piling industry (Nationwide).

Moved: By Council

**Seconded: By Council
Carried**

Item 166: Piling Rig & Bench/Battered Platform Distance

Hoani Edwards – Anora Foundations

Distance between a piling rig and a bench or battered platform needs a possible review on what is deemed safe drilling when working near the edge of a platform.

Moved: By Council

**Seconded: By Council
Carried**

Item 167: Crane Safe Program Qld

Existing Policy

The Convention acknowledges the “Crane Safe Program” as the only independent testing regime that will ensure that all mobile cranes and tower cranes in Queensland are maintained at an appropriately high standard for safe and efficient use for our members to operate. Further we call on the union to instigate discussions for the program to be rolled out in the Northern Territory.

Delegates are to given a list of all current mobile crane and tower crane, crane safe participants only with third party inspections verified allowed to operate on site. The union will continue to campaign this third party verification program aggressively to ensure that all mobile crane and tower crane companies support and participate in this program.

Not Amended

POLITICAL



CFMEU

Item 168: Federal ICAC

From the State Divisional Executive

Convention calls for the establishment of a Federal Integrity Commission to ensure the highest standards of ethical behaviour are observed by all Commonwealth public officials, including Ministers, MPs and Senators, public servants and businesses within the scope of the Corporations Act.

We note the crisis in public confidence in our national institutions and officials that has been developing over years of scandal, rorting and corruption.

Australians are entitled to expect their politicians and public officials to observe the highest standards of personal and professional integrity. But the system of parliamentary self-regulation has failed.

Only an independent federal commission with full powers of investigation and prosecution can ensure that politicians and public officials act in the public interest, and not in the interests of their mates, donors and patrons.

Moved: By Council

**Seconded: By Council
Carried**

Item 169: Royal Commission into Misconduct in the Banking, Superannuation & Financial Services Industry

From the State Divisional Executive

The Banking Royal Commission didn't really get to the bottom of the systemic failures and cultural issues within the financial services sector because it was allowed to minimise the public outcry with short time frames and a limited budget.

What we did see was plenty of rip offs and scandals to consumers by the banks, retail funds, financial planner and the insurance companies.

What we did see was:

- Charging decent people for non-existent financial advice.
- Deliberating duding clients.
- Numerous examples of money laundering
- Banks charging fees for dead people and services they never provided.
- Financial advisors and planners charging exorbitant fees that have led to financial ruin for many Australians.
- Huge payouts by the banks for breaches of the law.
- Cosy relationship and lack of action by ASIC.
- Ignoring and covering up fraud.
- Lying to ASIC
- Charging the wrong interest rates and the list goes on and on.

The lawlessness and greed of the banking industry must stop and the Liberal government must implement recommendation arising out of the Royal Commission and not delay it as they have under COVID-19.

The banks and the federal government hope that COVID-19 provides the opportunity for people to forget and hope they can con the Australian public that they care about Australians and the community. That is why implementing the recommendations from the Royal Commission is so critical because it will benefit and protect everyday Australians and prevent wrong doing from taking place again.

Moved: By Council

**Seconded: By Council
Carried**

Item 170: Immigration Policy – Skilled Migration

From the State Divisional Executive

The CFMEU Qld/NT Branch has a strong history of supporting the concept of an egalitarian society where people are valued by their contribution to the community, and not their skin colour. Convention opposes temporary migration schemes that enslave workers to their employers, and undermine the foundations on which this country has been built.

Convention resolves to –

- a. Support broadening the 457 Labour Market Testing requirement to cover all visa classes
- b. Oppose any Australian government offer to remove Labour Market Testing or grant more visas in deals over free trade agreements. Australian jobs must not be used as a bargaining chip to secure access to overseas markets for Australian business.
- c. Oppose any free trade agreement that seeks to use an agreement to bring overseas workers that are exempt from Australian Workplace laws and Labour Market Testing, such as the China Free Trade Agreement (ChAFTA). Australian jobs must be the priority as we come out of the COVID-19 recession.
- d. Campaign against any Government who disregards current migration laws by introducing job destroying regulations and directives (e.g. Australian seafarers losing their jobs to exploited overseas workers).
- e. Support an enforceable obligation on all employers to train Australian apprentices or contribute to their training, before seeking to engage overseas workers
- f. Support an annual cap on the number of working holiday visas, based on the labour market conditions for young Australians.
- g. Oppose any new temporary work visas, including the Coalition's proposed post-study work visa for overseas students of VET courses, unless an independent study shows they will do no harm to the jobs, wages and training opportunities or Australian workers.
- h. Demand stricter regulation of all temporary foreign labour, and a well-resourced enforcement regime.
- i. Remove any restrictions on EBA clauses from the Code that seek to promote Australian jobs as a priority

Moved: By Council

**Seconded: By Council
Carried**

Item 171: Taxation

From the State Divisional Executive

Convention calls for a taxation system that is fair, equitable and ultimately progressive. A system that ensures wealth is distributed from each according to their means, to each according to their needs would ensure a compassionate and prosperous society.

We believe that the purpose of tax collection is to provide the nation with a public revenue base to fund vital physical and social infrastructure, including health, education, social security, public utilities, transport infrastructure, the justice system and public safety.

Convention reaffirms our support for increasing the tax free threshold, as progressive policy for low and middle income earners.

Convention expresses strong condemnation of a system that allows the biggest corporations to pay minimal or no tax through complex offshore havens and other avoidance schemes. Convention further calls for a complete overhaul of the ATO. Recent examples of the ATO targeting individuals and small businesses, while at the same time burying their head in the sand to the unscrupulous behaviour of big corporations is an affront to our democracy.

Convention reaffirms its support for a price on pollution (carbon tax). Large companies guilty of mass pollution should pay a price to dump their dirty waste in our environment. Money raised can be invested in renewable energy projects, which would create employment for our members. This will also provide long term environmental security for generations to come. We note that similar measures have already been implemented in Europe, Asia, and the US and in many other countries around the world.

No sane person believes that corporate tax cuts are good for the economy, rather they are just the result of conservative politicians looking after their mates in the big end of town. Convention calls on the Morrison Government to abolish any plans for corporate tax cuts, and instead focus efforts on getting the multinational corporations to start paying their fair share of tax in this country.

Finally, Convention urges the union to campaign against blatant distortions and inequities including:

- Sham contracting arrangements that use ABNs to exploit workers and the tax system;
- negative gearing where the purpose of the scheme is simply to provide high income earners with tax concessions while doing nothing to address the housing needs of low income earners;
- the inappropriate use of trusts and company structures by the wealthy to avoid paying tax at the levels paid by ordinary wage and salary earners;
- the discrepancy between the top marginal rate of tax for wage earners and the corporate tax rate which acts as an incentive for some employees to seek out corporate structures.

Moved: By Council

**Seconded: By Council
Carried**

Item 172: Anti-Union Activity

From the State Divisional Executive

Trade Unions have been under sustained attacks by reactionary forces in Australia for the past couple of decades, however Convention notes the recent hysterical obsession by the Morrison/Turnbull/Abbott Government.

Unions have shown that we are determined to see off these attacks, and have continually stood up for the living standards of our members as well as the community at large.

Campaigns such as Your Rights at Work, Qld Asset Sales, and Stand Up, Speak Out, Come Home have showed the industrial and political strength of the union movement and they have contributed to political change in this country.

Our union has a proud independent political history, and convention notes that our willingness to work with independents and minor parties that have delivered positive outcomes for our members.

The union needs to ensure that it only supports candidates that are prepared to adopt a progressive vision for the future which looks after working people. Convention determines that any Labor politician worth their salt should support a workers' right to be represented by a Trade Union and a workers' fundamental right to withdraw their labour.

Moved: By Council

**Seconded: By Council
Carried**

Item 173: QBCC

From the State Divisional Executive

Convention recognises the positive outcomes that have resulted from the CFMEU's input into the QBCC licence class arrangements over the years. The current framework linking licence classes with trade qualifications is a positive reform measure that has benefited Queensland building workers and end users alike.

Convention notes the Palaszczuk Government reforms to the QBCC, including the CFMEU now being represented at the board. Further, efforts to ensure stronger security of payments through reinstating Minimum Financial Requirements (MFRs) will have a positive effect in modifying some of the unscrupulous behaviour of the bosses in our industry. However there remains much work to be done.

Convention calls on the Palaszczuk Government to implement the following QBCC reforms:

- A developer licensing regime that ensures accountability for all players in the construction industry supply chain.
- A demerit system for all licence holders for safety breaches, including breaches in relation to non-conforming building products (NCBPs).
- Licensing of civil construction contractors.

Convention notes that current and future legislative provisions are only as good as the regulator. Without strong enforcement, the laws mean nothing.

Convention calls on the Union to ensure the QBCC becomes a regulator with teeth, through direct influence on the board and also with the relevant Ministers. The tax payers of Qld deserve nothing less.

Moved: Michael Ravbar

**Seconded: Tony Stott
Carried**

Item 174: Overhaul of Labour Laws and Institutions

From the State Divisional Executive

Convention notes with disgust the continuous “War on Workers” that has been waged by Governments of both persuasions for the last 2 decades. Workers are going to be the key to driving our economic recovery out of the COVID-19 recession, and rather than attack them the Government should be immediately implementing measures that promote job security, disposable income, leisure time and living standards.

Convention calls on the Government to make the following changes immediately:

- Abolish the ABCC.
- Repeal the Code.
- Repeal the current visa program and replacement with a new work visa program based on labor market testing and preference for permanent employment.
- Repeal and replace the Fair Work Act with new legislation that has, as a minimum, the following key features:
 - (i) Objects that make clear that the Act is beneficial legislation primarily intended to protect and benefit workers.
 - (ii) Remove the penal provisions for industrial action, and provide workers an uninhibited right to strike
 - (iii) Ensure the award system provides a ‘living wage’ to award reliant workers. Make Unions a party to awards
 - (iv) Provide a general access to arbitration under the disputes resolution procedure contained in awards.
 - (v) Permit collective bargaining at whatever level is determined by the parties i.e. site, sector and industry agreements, and multi-enterprise agreements to be made with unions only.
 - (vi) Remove restrictions on the content of collectively negotiated agreements, including by allowing bargaining services fees, ‘jump up’ clauses for employees of contractors and beneficial right of entry arrangements.
 - (vii) Radically alter the bargaining related arbitration provisions to introduce a “pro-active” conciliation process (“supervised negotiation”) as the precursor to collective bargaining arbitration, delete the low paid bargaining stream and replace with a “first agreement authorisation” that liberalises access to arbitration and permit the arbitration of intractable disputes.
 - (viii) Amend the existing agreement termination provisions to provide that agreements should not be terminated when the effect of termination would benefit the industrial agenda of a party to the agreement.
 - (ix) Entry permits to be issued by the National Secretary of the Union. No restrictions on right of entry, including notice periods and work time discussions with workers. Provide for full union access to all employment records for current and ex-employees for the purpose of ensuring compliance. ‘Electronic’ entry to be permitted through

- reasonable access to members and potential via email and other similar means. Strengthen right of entry provisions for health and safety
- (x) Sham contracting to be made unlawful. Increased penalties to apply. Repeal *Independent Contractors Act 2006* and enact a review mechanism for unfair contracts within the principal legislation.
 - (xi) Introduce specific measures to prevent phoenixing arrangements designed to avoid transfer of business and other provisions.
 - (xii) Provide statutory recognition to the concept of joint employment by reference to circumstances commonly associated with labour hire arrangements, such as an agency and host jointly exercising a degree of control over workers. Introduce discrete statutory remedies for joint employees for wages and entitlements, unfair dismissal and adverse action, enforceable as against either joint employer, as determined by the Commission having regard to all the circumstances of the case.
 - (xiii) Provide positive protections for honorary officials and delegates to allow for a reasonable amount of time attending to representative duties during working time and reasonable access to the employer's facilities and 'Fast track' access to arbitration of disputes involving allegations of adverse action against workplace delegates.
 - (xiv) Abolish the Fair Work Commission, start a new layman's tribunal with fair representation from people with Union backgrounds
 - (xv) Introduce a new section in the FWA that deals with employers who do not comply to their workplace and industrial obligations with high fines and criminal sentences.
 - (xvi) Abolish corrupting benefits provisions that prevent legitimate transactions related to things like ex gratia payments for the families of workers killed or injured, picnic day events and sponsorship and the holding of industry events and fundraisers that directly benefit members and their union.
 - (xvii) introduce meaningful and enforceable laws related to insolvency and subcontractor non-Compliance and meaningful sanctions.
 - (xviii) place greater obligations for employers to engage apprentices and resource training, including a national training levy and support for union provided training.
 - (xix) introduce meaningful licensing of high risk work.
 - (xx) legal reform that takes into consideration, without loss of pay, of hours of work in the industry that increases workers time with their families.

Moved: Michael Ravbar

Seconded: Gregg Churchman
Carried

Item 175: The Criminalisation of Wage Theft

From the State Divisional Executive

Convention notes the recent laws introduced into the QLD parliament to criminalise wage theft. Wage theft comes in many forms including the under payment of wages, unpaid superannuation, unpaid penalty rates, misuse of ABN's and sham contracting. Billions of dollars are stolen from workers' pay packets each year and billions of the same in unpaid superannuation.

Convention although supportive of the new wage theft laws in general but still remains sceptical until a boss is jailed under these new wage theft laws. Until then the best way to address wage theft is by returning unions' powers to enter workplaces, speak to members and inspect time and wages records without the increasingly bureaucratic restrictions which have been imposed by successive governments.

Moved: Andy Blakely

**Seconded: Gregg Churchman
Carried**

Item 176: Housing

From the State Divisional Executive

Convention views affordable housing as a basic social right. With fewer Australians owning their own home and house prices surging home ownership looks unlikely for many younger Australians. To this end, the CFMEU believes that both private investment and direct government investment must increase to help resolve the current affordability problem.

This convention believes the ongoing problems below is a major impediment to affordable housing.

- Priorities should be around the shelter for the most disadvantaged
- Increase housing density by relaxing planning restrictions
- Provide legal protection for long term renters
- Free up more land for development
- Remove stamp duty
- Increase capital gains tax to make investment less attractive.

CFMEU recognises the need for social and affordable housing to be accessible to Australians wherever they live. We all know that public housing stock needs to increase dramatically to tackle the massive problem of homelessness and that all tiers of governments can do substantially more. However, we need to look at all the options like industry superannuation funds, to do their bit to tackle this terrible problem.

Moved: By Council

**Seconded: By Council
Carried**

Item 177: First Nations People and the Uluru Statement from the Heart

From the State Divisional Executive

Since the colonisation of Australia Aboriginal and Torres Strait Islander peoples have had their lives controlled by failed government policy. Many Aboriginal and Torres Strait Islander people have been forced into entrenched poverty, which is unforgivable in a first world country.

Convention supports the rights of First Nations People to:

- a) be the architects of government policy that affects First Nations people;
- b) have decent living standards and a social safety net;
- c) have universal health and education;
- d) fair employment conditions and wages; and
- e) decent industrial and occupational health and safety protections.
- f) be respected by all Australians, where the diversity of cultures, lands and traditions are seen as an integral part of the Australian identity.

Convention strongly condemns any practices that prioritise the interests of big business over First Nations people. Convention further rejects neoliberal agendas which seek to punish the vulnerable through paternalistic control. Convention further condemns the Morrison Government's handling of the Uluru Statement from the Heart.

Our Union supports a First Nations Voice enshrined in the Constitution and a Makarrata Commission to supervise a process of agreement making between governments and First Nations, with truth telling about our history.

We note that a constitutionally enshrined First Nations representative Voice and a Makaarrata Commission will be vital to ensuring the Commonwealth Government also meets its obligations to Treaty Outcomes. Convention supports the Uluru Statement from the Heart in its entirety.

Moved: By Council

**Seconded: By Council
Carried**

Item 178: Indigenous Workers and the CDP

From the State Divisional Executive

The current Morrison government is overseeing some of the worst attacks on Aboriginal and Torres Strait Islander workers and community organisations in a generation.

Not since the wins of the Wave Hill Walk Off have we seen government sanctioned wage discrimination.

The Community Development Program (CDP) undermines the industrial rights of 37,000 workers of which 31,000 are Aboriginal and Torres Strait Islander workers. The CDP forces workers into 25 hours of labour, provides no federal occupational health and safety or workers' compensation protection, provides no superannuation, no workplace employment standards and could be exploited by employers as a free source of labour. While the federally mandated maximum wage that oppressed the workers at Wave Hill is gone, the CDP remains, mandating that the people in remote communities work longer hours than people in metropolitan areas for the same welfare payments, or risk months cut off from government support.

Convention is committed to ending any employment discrimination against Australia workers and as such condemns the CDP and will advocate for the restoration of equitable treatment for Aboriginal and Torres Strait Islander workers.

Convention will pursue the community, campaign, legislative and legal mechanisms it deems appropriate to end the CDP and fight shoulder to shoulder with Aboriginal and Torres Strait Islander workers in the pursuit of equality and fairness for all Australian workers.

Moved: By Council

**Seconded: By Council
Carried**

Item 179: Indigenous Employment

From the State Divisional Executive

A non-Indigenous person is 25% more likely to be employed than an indigenous person in Australia. The Indigenous employment rate fell from 48% in 2006 to 46.6% in 2016. Over the same period, the non-Indigenous employment rate was stable, at around 72%. This is the Indigenous employment gap and, despite government policy to close the gap, the gap has widened over the past decade.

While the Federal Government remains focused on discriminatory and harmful programs such as CDP, this Convention calls upon the Union to support development meaningful employment opportunities for indigenous people by:

- Lobbying all Governments to include substantive quotas for Indigenous employment as a tender requirement on publically funded construction work;
- Engaging with local Indigenous employment and training organisations to ensure that Indigenous workers in those programs are aware of their employment rights and have access to work in the construction industry.
- Engage with major builders to obtain commitments to employ indigenous people.

Programs that promote Indigenous programs need to be substantial. Indigenous workers cannot be relegated to insecure labour hire work. Major builders and subcontractors should be required to provide meaningful training and jobs at equal rates of pay.

Lastly, Convention commits to identifying employers and training companies that are exploiting quota and training procurement commitments, and deal with them harshly.

Moved: By Council

**Seconded: By Council
Carried**

Item 180: Right to Protest

From the State Divisional Executive

The Qld/NT Branch has a long and proud history of hitting the streets in protest for many industrial, safety and socially progressive causes. Recent attempts to prevent people from protesting are an affront to democracy, and are condemned by this Convention in the strongest possible way.

Recent laws aimed at climate, vegan and gas fracking protesters are an attack on the rights of all people, including workers. Additionally, the Building Industry Improvement Act has established a new offence of “unlawful picket”. All these laws aim to limit the rights of citizens to stand up against injustice whether from governments, corporations or other vested interests. Free citizens must have their right enshrined to hold to account the ruling class for attacking workers' rights, for damaging our environment, or threatening world peace.

We should always oppose laws that target particular groups like activists and workers. The CFMEU has been subject to special laws that seek to reduce the rights of our members and we have always championed "one law for all".

The Right to Protest is an important part of a healthy democracy. Australia does not have a bill of rights which makes it easier for Governments to attack fundamental rights like the right to protest. It's disgraceful that the Queensland Labor Government is at the forefront of this in a state that has a history of excessive state and police powers that were pared back.

Labor should stand for real principles of freedom of speech and the right to protest is fundamental to this. We condemn the Queensland ALP for attacking this right.

Moved: By Council

**Seconded: By Council
Carried**

Item 181: Licensing of Property Developers

From the State Divisional Executive

Convention notes the following:

- The increased number of complaints relating to building quality across Australia. The Divisional National Office has documented these in its Shaky Foundations report.
- Recent establishment of project bank accounts (PBA's) in Qld.
- Developers are seeking to impose increasing influence over building projects in particular by imposing unrealistic timeframes, requiring the principal contractor to use particular subcontractors or refusing to pay for the builder to adequately resource the job.

Notwithstanding the level of control that developers have over a building project they have very little legal accountability arising from their actions with the liability often falling back on the builder, subcontractor or the workers. It stands to reason that the developers who extract the greatest share of profit from the project should be accountable for their decisions when they impact on workplace safety, workers entitlements, security of payments for subcontractors and building quality.

Convention calls upon the Palaszczak Government to introduce a licensing regime for property developers which would require developing entities to do the following:

- Demonstrate financial and operational capacity to complete any proposed developments and address any building defects that may arise.
- Demonstrate a commitment to ongoing ethical behaviour by the developing entity, its key decision makers or other influential persons. This would include a demerit scheme that holds developers accountable for not just their own commercial behaviour, but also that of builders and subcontractors on their projects
- Not engage in phoenix activity or unfair commercial practices.
- require developers to not impose, either through their actions or admissions, conditions, requirements or unrealistic timeframes on building contractors that could reasonably be said to lead to, or have resulted in, unsafe work practices, breaches of a Commonwealth or Territory law or poor building quality outcomes.
- Not engage in deceptive or misleading conduct in the course of marketing a development to the public.
- Publicly disclose the source of funding of any development.
- Nominate a natural person as a nominee.

Moved: Jade Ingham

**Seconded: Damien Roberts
Carried**

Item 182: Free Trade Agreement

From the State Divisional Executive

The union has campaigned and opposed the numerous Free Trade Agreements that this Australian Government has signed up to in recent times. The union campaign against free trade agreements is in no way racist or job wrecking as some will try and convince you. It is about ensuring job opportunities are given to Australians, ensuring foreign workers are not exploited, ensuring our trades are protected, ensuring our qualifications are protected, ensuring our competencies and safety are protected. This is something that should be a core value of all side of politics.

These deals undermine Australian workers' ability to secure jobs, allow exploited foreign labour, will undermine our trade qualifications and competencies required to ensure safety of workers and the community and include ISDS clauses that allow foreign corporations to sue Australia if our democratically elected political representatives make decisions that impact on their corporate profits.

Trade is good when it is fair. Fair trade means the playing field is level and firms across borders compete on innovation and ingenuity not on who can get away with more ruthlessly exploiting labour or the environment. Whereas fair trade promotes excellence and efficiencies through comparative advantage, unfettered free trade promotes a race to the bottom.

Our union has a long and proud history of campaigning for the jobs, livelihoods and wellbeing of our members, their families and their communities as well as international solidarity in recognition that a worker is a worker anywhere in the world and that the struggles of all workers are inextricably linked.

This history has seen us at forefront of the struggle to promote fair trade and workers' rights and to resist the excesses of unfettered globalisation and a trade agenda captured by corporate interests, neo-liberal fanatics and collaborating governments.

Trade is also good when the benefits of it are evenly shared. There are winners and losers in trade liberalisation and planning and assistance is required to lessen the negative impact on those workers worse off. The failure to do this results in whole communities being left behind.

Successive Australian governments have made serious miscalculations in their negotiations and monitoring of Australia's trade agreements. They have relied on narrow National Interest Assessments prior to ratifying agreements.

Our strong view is that instead of pursuing a multitude of bilateral and regional trade negotiations with the primary objective of serving the corporate trade agenda, governments should return to the multilateral forums and create trade rules with the primary objective of achieving fair and just globalisation and sustainable economic development.

This is the best way forward in a world racked by distrust in the global trade system and facing a damaging trade war. As an influential middle power. Australia has an important role to play and the promotion of fair trade should be central to our mission.

This Convention demands all political parties oppose any free trade deal that does not benefit the whole of the economy not just a selected few.

Moved: By Council

**Seconded: By Council
Carried**

Item 183: Targeting of Individuals by the ABCC

From the State Divisional Executive

Convention condemns the Government and the ABCC's ongoing targeting of individual workers for exercising their democratic right to protest.

The ABCC is currently seeking to prosecute hundreds of workers around the country for attending rallies, stopping for safety disputes and taking action to get their wages and entitlements.

They are being targeted for standing up for their democratic and workplace rights but the employers who are not doing the right thing and are not observing the laws, nothing happens to them.

These prosecutions expose workers to a personal fine of \$42,000.

The ABCC's tactic of targeting individual workers is deplorable, and must stop. We will stand by these workers, and by any unionist who stands up to these unjust laws.

Convention further renews its previous calls for the ABCC to be abolished. These draconian laws have no place in an Australian Democratic society. We demand one set of laws for all Australians. The Construction Code and Guidelines must also be abolished, and not replaced by any form of policy restricting the rights of construction workers and their unions to make collective agreements with their employers, or restricting the rights of unions and workers in any other way.

Moved: By Council

**Seconded: By Council
Carried**

Item 184: NT Fracking

From the State Divisional Executive

In 2018 at the NT ALP Conference, Territory Labor voted to ban fracking in the NT. We condemn the Territory Labor Government for lifting the moratorium on fracking against the clear wishes of the community, union movement and the party. This convention resolution is to reaffirm that the Northern Territory Australian Labor Party position on the subject of fracking has not changed and still upholds that fracking in the NT should be banned.

The CFMEU condemns the NT Government for pushing ahead with facilitating fracking in the NT, despite widespread Aboriginal Traditional Owner, broader community and Labor Party member objections.

We note that the impact of climate change is already being felt in Aboriginal communities, especially because many Aboriginal people in the Northern Territory are still living in substandard housing, are unemployed, and are struggling to afford rising electricity bills.

We are alarmed that Aboriginal communities and Native Title holders are reporting that fracking companies and downstream contractors are not obtaining proper consent to drill. Communities in the Northern Territory are deeply concerned that fracking will impact on connecting aquifers, water catchments, song lines and sacred sites.

This Convention reaffirms its position that fracking should be banned in the Northern Territory, and we support the Aboriginal communities who are also calling for a ban. We call on the NT Government to act on this Convention motion, and ban fracking immediately.

Moved: By Council

**Seconded: By Council
Carried**

Item 185: Shaky Foundations

From the State Divisional Executive

Convention endorses the report “Shaky Foundations” commissioned and published by the CFMEU Construction and General National Office late last year.

The report details the cost (at least \$6.2 billion) and causes of the spate of serious structural and cladding failures in apartment buildings.

Convention calls on all levels of government and industry to act urgently to ensure that appropriate regulation be imposed on the industry and that all industry stakeholders including construction unions are part of the process of establishing national standards which protect consumers, workers and investors.

This must include strict licensing and accountability for engineers, certifiers, principle contractors and developers.

In addition, there must be clear lines of responsibility in the procurement of building products utilised in the construction of all buildings, including apartments to ensure compliance with Australian standards.

For most people, the biggest investment in their life is that of the family home. People have a right to expect that their home meets decent standards of quality and workmanship.

This is imperative to restore consumer confidence in the apartment sector of our industry.

Moved: By Council

**Seconded: By Council
Carried**

Item 186: Ensuring Integrity

From the State Divisional Executive

Convention condemns the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019*.

The “Ensuring Integrity” Bill would allow the Liberal Minister, the Registered Organisations Commissioner and any other with ‘sufficient interest’ (including bosses) to apply to the Courts to:

1. disqualify elected union officials;
2. de-register unions, including where they have been penalised for standing up for workers industrial rights and safety on site;
3. put an administrator in charge of the union’s property and affairs, taking control of the union out of members’ hands; and

The Bill would also impose restrictions on unions amalgamating, even when members have voted to do so.

The Bill is an ideological attack on free and democratic unions, and on union members. It is inconsistent with international law. It imposes a far more onerous and punitive regime than applies to companies or company directors, even where those companies and directors are responsible for widespread wage theft or for killing workers.

Nobody is better placed to direct unions, and their leadership, than the members themselves.

Convention congratulates the effort that this Branch did for the whole of the trade union movement in defeating this Bill.

However, the movement should not rest on its victory as this current government will endeavour with COVID 19 or its media spin to create something similar by another name to hurt the movement. The only way that we can be sure that this does not happen is to vote the government out.

Moved: Michael Ravbar

Seconded: Mace Griffin
Carried

Item 187: Jason O’Mara Cartel Charges

From the State Divisional Executive

Convention condemns the misuse of the Consumer Act to charge the ACT Branch Secretary with alleged criminal cartel activities.

These bogus charges stem from the anti-union Heydon Royal Commission and highlight the growing politicisation of the Australian Consumer and Competition Commission and the Commonwealth Director of Public Prosecutions.

Convention believes the allegations are baseless and that all Jason has done is his job-delivering decent wages and conditions for construction workers.

The union will support Jason and the ACT branch in their fight to defeat this serious attack.

Moved: By Council

**Seconded: By Council
Carried**

Item 188: Sham Contractors

John Resoort – Mack Steelfixing

My members would like to see more campaigning against ‘Sham’ Contractors i.e. social media and education – ‘Name and Shaming’.

Moved: By Council

**Seconded: By Council
Carried**

Item 189: Union Rights

Steven Amies – Watpac

Call upon the ACTU to demand and restore the right for a union to check time and wages records of any company of a trade/industry that the particular union covers regardless of union membership. Now is the time to push for this right to be restored as it’s the right thing to do and as we’ve seen, the Australian public has no sympathy for wage thieves.

This ability to check time and wage records will certainly expose many underpayments in our industry and no doubt grow our membership.

Moved: Steven Amies

**Seconded: Josh Burling
Carried**

Item 190: ABCC

Rob Wakelin – MPX

We continue to lobby both sides of politics to abolish the ABCC & furthermore when not if the ABCC is abolished that an enquiry be held into the impartiality of the decisions & prosecutions made by the ABCC.

Moved: By Council

**Seconded: By Council
Carried**

Item 191: Podcast for CFMEU

Rod Dobson – Icon

I feel the general public need to hear why the CFMEU are under attack by the right wing government every time they are re-elected into power as many of our members are aware of the reasons through the channels of our leadership as well as being on the job sites that have been or currently being put under attack by the ABCC which we all know has a political witch-hunt that has no merit too it.

The current Morrison government in power know has a political agenda from previous liberal governments that has only snowballed to the scale we see it all now. We all know why this government is hell bent on crushing our union and that will not change only grow in the years ahead and we know why this is, where to blame for cost and budgets being blown out to extreme amounts of that we can say bullshit that is the perception the majority off the public out there hear of which has no merit too it. As we are all here at this convention know that the real reasons behind these allegations are well known but yet not told in the way it is displayed.

This is how I see it and I'm sure all our current leaders in our union along with all delegates and HSRs in this room today. I personally chose to take this role on for the purpose of making sure everybody involved in this union are treated with fairness, a right to have a say when things aren't right and to be the voice of all workers who are treated with the unsafe work practices that are rampant in our industry and are put on display every day we enter a worksite. This is showing me the cost of a worker is not even considered when there is a valuation figure put to a cost of a task or even project and as we all know and have shown that this is no exaggeration but the way the dark side tell it as a totally fictitious tale of union thuggery or bullying tactics but the unions presence is to show the builders out, there lack accountability for the bad work practices they use. So in relation to all just mentioned I believe that introducing a talk session with the general public out there whose views are tainted by the bullshit that is told to discourage our union and in turn is only giving the public false information about what the real matters might be.

A podcast session would involve anybody from our leaders to our organisers, delegates and the worker himself who understands the reasons why we as a union are here to stay and won't back down from accusations that we are given by the Murdoch press and the current government that is in place.

To many people are blindsided by the political crap that is told to deter or even disassociate themselves with this union to encourage bad tastes against us.

So I would like to see a session done by way of podcast that will give our union a chance to correct the wrongs of which we display openly by the bent government that chooses to disgrace us in all media circles.

We should have the right to let the public out there know the rights from the wrongs and I can't think of a better way than a social talk session by way of podcast.

So in finishing up on my resolution. I feel a podcast would inform the public on the real insight on the days and hard fought battles our union are faced with. I feel having a chance to defend our position in the way it is really seen by all in our industry these podcast sessions would give us the opportunity to show the people out there who shake their heads when they see a t-shirt or cap display our proud name and what it really stands for as too many people are just ignorant to the facts if they are willingly and convinced that what they read or hear or even told is tact they can actually speak to somebody who is involved in this mighty union the real reasons behind the bullshit that they are told to believe this would then open up a wider perception of public opinion towards a better work environment, safer work practices and letting the people know what is really behind the spin that is told any other time this is call defamation.

Moved: By Council

**Seconded: By Council
Carried**

Item 192: Award Rates

John Henderson – Hutchinson

Can we have a campaign about the award rates of pay to bring them up to reasonable levels so when workers have to go non EBA they aren't getting totally ripped off by some subcontractors who use this award to gain major profits.

Moved: By Council

**Seconded: By Council
Carried**

Item 193: Old Jobs

John Henderson – Hutchinson

Can legislation be brought in to protect QLD contractors against interstate contractors getting contracts on Our major projects and paying workers less through their awards, like cross river fail.

Moved: By Council

**Seconded: By Council
Carried**

Item 198: Solidarity with the WA MUA regarding the Fremantle Port

From the State Divisional Executive

The 34th Delegates Convention of the QLD/NT Branch of the CFMEU supports the struggle of the Maritime Union workers of Western Australia to keep Fremantle as a working port.

For one hundred and ninety years Fremantle has been a working port, an essential part of the development of the cities of Fremantle, Perth and the state of Western Australia.

The case for the closure of the port has not been made.

The Port of Fremantle is still fit for purpose as a stevedoring and maritime facility.

The Cockburn Sound proposal will destroy good unionised jobs.

It would damage the environment of Cockburn Sound.

It would place the financial interests of property developers ahead of the real needs of the community.

It would mean a massive diversion of public funds from essential community needs to build unnecessary infrastructure.

No Labor Government should be promoting a plan which will enable automation to do to Fremantle port workers what Patrick Stevedores and the Howard Government failed to do.

We call on affiliated unions to put secure jobs and solidarity ahead of party factional deals.

No union should put personal and political advancement ahead of solidarity with unions and working people. To do so is treachery to working people.

We call on all affiliated unions to join a campaign with the community to protect the Port of Fremantle as an essential component of a living, working city,

We pledge solidarity support to the campaign.

You have our solidarity in this struggle.

Moved: Jade Ingham

**Seconded: Steven Amies
Carried**

Item 199: Abolition of the ABCC

Existing Policy

This Convention condemns the funding and operation of the ABCC, and any renamed organisation by future Governments with the same objectives. The ABCC has no place in a genuine democracy, and its continued operation is an attack on the freedoms and culture on which Australia has been built.

The ABCC has made it its mission not only to pursue the union as an organisation and trade union officials, but shamefully, individual workers, in a concerted campaign of intimidation and harassment so as to weaken our collective capacity.

The ABCC and the legislation that underpinned it has been found to be in contravention of Australia's international labour obligations in particular in its transgressing of the rights of workers to be members of an active and effective trade union.

We urge that where the ABCC uses its coercive powers, such demands should be refused. Further, the union is committed to expose the targeting of our members by the ABCC, to defend our union, delegates, officials and members against the ABCC.

We further call on the union to campaign against the Code which is policed by the ABCC. The Code is nothing more than a nationwide form of blackmail against employers who have agreements with the union. The current Government shows hypocrisy of the highest order when they on the one hand preach free market economics, and on the other hand intervene in the relationship between workers, unions and employers.

We call the union at all levels to continue to campaign, fight and do "whatever it takes" to abolish this fascist regime. For too long, construction workers have been attacked by both conservative and ALP Governments. Convention further resolves to ensure commitments given by prospective incoming ALP Government are honoured, by engaging any necessary strategies and tactics to ensure this extreme ideological agenda is defeated.

Not Amended

Item 200: First Nations Union Charter

Existing Policy

Convention resolves to promote First Nations participation within our union, and in the industries we represent.

Further, we endeavour to implement the following charter in the Qld/NT Branch:

1. Identification of ATSI members on application cards.
2. Initiatives to track and measure the proportion of ATSI members.
3. Building and strengthening relationships with traditional owners in areas where union members work.
4. Promoting “Welcome to Country” ceremonies on new projects, at an appropriate stage of the project.
5. Using inclusive promotional materials such as flags on job sites, and other union paraphernalia.
6. Encouraging builders to include recognition in all site inductions of the relevant traditional ownership of the country where the job is located.
7. To consult with First Nations members about ATSI committees and other measures to bring indigenous and non-indigenous Australians closer together.

Not Amended

INTERNATIONAL



CFMEU

Item 201: Refugees and Asylum Seekers

From the State Divisional Executive

Our Union has always played a strong leadership role when it comes to standing up for the disadvantaged. The current health pandemic has brought many challenges. Unfortunately one of the trends has been increasingly insular, racist language and actions in the community.

Convention acknowledges the important role played by refugees and migrants from many countries in developing Australian society and helping to shape the progressive direction of this union and that those people were welcomed by previous governments and the Australian community.

Convention notes the millions of refugees who are suffering worldwide and calls on Governments of all persuasions to show compassion and cease its current policy of demonising these people. This means abolishing mandatory detention and offshore processing facilities, especially for children which is in breach of United Nations Human Rights Commission proclamations. Not only is this policy unfair and unjust, it is also un-Australian.

Governments that whip up fear and jealousy around refugees are to be condemned in the strongest possible terms. Convention calls on the union to campaign against those who seek to de-humanise this great country.

Convention calls on Governments of all persuasions to develop a policy on asylum seekers and refugees that treats all people with dignity.

Moved: By Council

**Seconded: By Council
Carried**

Item 202: International Solidarity

From the State Divisional Executive

Convention recognises that with the globalisation of multinational companies including major construction companies and building material suppliers many of the challenges workers face are global issues therefore it is imperative that the trade union movement establish strong global links and bonds with all trade unions globally.

Convention acknowledges that in many countries reactionary governments and multinational capital has ensured that trade union organisation is weak and therefore, where possible, the union should assist with the development of free and independent trade unions in these countries including taking international solidarity action.

Many of these reactionary and dictatorship governments are signatories to International Labor Conventions, however there is serious violation of workers' rights to freely organise but on the contrary trade union killings continue with impunity. The Philippines is one example of many who are doing this to do their own workers and trade unionists. We must campaign to support other international trade unions to stop the violence, intimidation and authoritarianism.

Convention recognises that Australian unions will continue to work co-operatively with the various Global Union Federations, the International Trade Union Confederation, Building and Wood Workers' International (BWI) and the International Labour Organisation to uphold workers' rights and promote peace, social justice, democratic reform and improvements to living and working standards. The policy recognises that Australian unions are strong supporters of improving wages and conditions and supporting active growth in trade unionism for workers in developing countries, through or support for union Aid Abroad – APHEDA, and through supporting increases to funding for foreign aid projects.

Convention calls on the Australian workers, especially visa workers to exercise warmth and compassion towards workers from other poorer and developing countries who only come to this country to have a better standard of living for themselves and their families.

Moved: By Council

**Seconded: By Council
Carried**

Item 203: Cuba

Existing Policy

Convention notes with interest the recent improvement of relations between Cuba and the USA. Our convention has for decades passed resolutions of condemnation of the treatment of Cuba by the USA. We have continually expressed solidarity with the Cuban people, and specific concern about the treatment of the Cuban Five and the ongoing operation of Guantanamo Bay.

President Obama is to be congratulated for his efforts in the above matters, and in becoming the first US president in over 50 years to improve the relationship and actually visit Cuba. This process has been long overdue.

Convention expresses its deep gratitude for the release of the last imprisoned Cuban intelligence officers known as the Cuban Five from their Miami prison on 17 December 2014.

Their trial was labelled unjust by the United Nations Commission on human rights, and their sentencing has violated human rights agreements. Nobel Prize laureates, peace organisations, politicians and other associations worldwide have campaigned for justice for these men who acted in the interests of the safety of their country.

Despite 50 plus years of blockade, Convention notes that the Cuban people have some extraordinary achievements. This includes world best practice levels of literacy, education, medical capability, and low infant mortality rates. It is now hoped that Cuba can continue to develop their social and economic capacity to provide for its people.

Convention sends a warm message of solidarity to the Cuban people and wishes them every success in building their society free from economic imperialists.

Not Amended

Item 204: Israel/Palestine – Meaningful Support for an end to the Israel Palestine Conflict

Existing Policy

The Convention calls upon the ALP and ACTU to show genuine support for a two state solution to the Israel/Palestine conflict based on recognition to each other's right to exist and to live in peace within secure borders and in accordance with UN resolutions and international law.

To achieve this ultimate goal, the CFMEU Qld/NT supports intermediate steps, such as:

- An immediate freeze on all settlements and settlement expansion and land and resource expropriation activity in the Occupied Palestinian Territories;
- The dismantling of the Separation Wall throughout the West Bank where it is built on Palestinian land;
- An end to the demolition of Palestinian homes on their own land;
- An end to the illegal blockade of the Gaza strip that greatly impacts on the health and lives of 1.5 million Palestinian families and the ability of workers to gain employment;
- An end to movement restrictions placed on approximately four million Palestinians that greatly impacts on the ability for the Palestinian economy to operate and Palestinians to gain reasonable levels of employment;
- An end to the oppressive workplace practices that are imposed on Palestinian workers in the illegal industrial zones; and

Support for non-violent resistance through the international Boycott Divestment and Sanctions campaign against Israel to bring an end to the illegal occupation.

This Convention believes that the possibility of a just and viable two state solution is becoming remote through facts on the ground and denial of human rights and that international law and UN Resolutions must apply for the long term security of both the Palestinians and Israelis. The CFMEU Qld/NT condemns violence on all sides of the conflict and calls for an immediate end to all hostilities.

Not Amended

Item 205: World Peace

Existing Policy

Convention condemns America's foreign policy and attempts to destabilise peace in North Korea, Iran, Iraq, Afghanistan and other countries throughout the world for its own interests of global capital.

Convention calls on the Australian Government and the United Nations to be more active in addressing these problems through diplomatic and peaceful efforts and provide support to these nations, which would result in a more peaceful society.

Not Amended

