

Commission of Inquiry into the CFMEU and Misconduct in the Construction Industry

WITNESS STATEMENT OF SAMANTHA TAYLOR

Background

1. My name is Samantha Taylor, and I am aged 38. I previously lived in Victoria where I worked in the automotive industry following the completion of my automotive apprenticeship. From there I progressed to sales where I worked until I had my daughter. I raised my daughter as a single parent for approximately 5 years before moving to Queensland towards the end of 2016. The primary reason for relocating to Queensland was so I could be close to family, and they could assist me with the care of my daughter, especially at those times whilst I was working. My daughter is now aged 14.

Traffic Control

2. In August 2017 I completed my training courses to become a traffic controller and Traffic Management Implementor. This took me approximately 3 months. I then moved 'up through the ranks' by working on the job until I received my traffic management design qualifications in 2020.
3. I have worked with a variety of traffic management companies. The names of those companies and the positions that I have held are as follows:
 - (a) Verifact (October 2017 – March 2020):
 - (i) Traffic controller / Traffic Management Implementor
 - (ii) Scheduler
 - (iii) Subcontractor for drafting of traffic management plans
 - (b) Acquired Awareness (March 2020 – March 2022)
 - (i) Planning Officer
 - (c) Platinum Traffic /CTM (March 2022 – May/June 2022)
 - (i) Planning and Service Quality Manager
 - (d) Altus Traffic (May/June 2022- November 2022)
 - (i) Field Services Supervisor/ Account Manager at Cross River Rail
 - (e) CPB/ Unity (November 2022 – December 2024).
 - (i) Traffic Co-Ordinator
 - (f) Stage One Solutions (Jan 2025 to present)
 - (i) consultant in traffic management

Union Involvement

4. When I was in the automotive industry, I did not get involved in a union because I had always seen unions as organisations which 'took your money' and then when you needed them most, they never actually helped and caused more problems than the assistance they provided. The traffic control industry in Queensland was one that was regulated but not to the point that unions generally involved themselves in.

Previous experience with the CFMEU

5. I had had some involvement with the CFMEU when I worked at Acquired Awareness, a traffic management company with offices in Brendale and Coomera. Because the general manager of Acquired Awareness did not want to be union affiliated, the CFMEU picketed out the front of the Brendale office. The CFMEU members blocked off the driveway at the premises in Brendale so we could not enter or exit the workplace in our vehicles. This behaviour occurred towards the end of 2020 and into early 2021. I am aware that the police were called on several occasions to the Leonard Crescent business address in Brendale. I only observed this type of behaviour on those occasions when I travelled to Brisbane. At the time I was living on the Gold Coast so I would try to work from the Coomera office as often as I could as the premises was much closer to me. The type of behaviour I experienced at Acquired Awareness by the CFMEU was intimidatory but far less intimidatory than what I experienced whilst working on the Cross River Rail project.

Cross River Rail (CRR)

Altus

6. In May of 2022, I commenced working on the CRR project. Initially I was employed by Altus Traffic for approximately for 6 months. I managed all traffic controllers, at a supervisory level, for the tunnels and stations. This was from Exhibition station through to Dutton Park station and encompassed "all the stuff that was being built underneath Brisbane".
7. On average, there were about 20 to 30 traffic controllers that were required to be supervised on my portion of the CRR project every single day. There were also periods of time where there were rail shutdowns and the employees I was required to supervise rose sharply to 60 to 70 people per day.
8. In the 6-month period when I worked for Altus Traffic, there was no real CFMEU presence on CRR, except for the representation of crane operators. There was the presence of the Electrical Trades Union (ETU), which I expected, because on every worksite there is 'electrical', and the Australian Workers Union (AWU) would also occasionally pop up due to their coverage of civil construction and the nature of the CRR project. The AWU presence was more one of 'checking in' to make sure everything complied with safety requirements and gain input from their members and then we could all proceed with our working day with minimal interruption. With respect to both the ETU and the AWU, I did not really notice that they were there half the time.
9. Because I was supervising traffic controllers, who are not a particularly unionised workforce, I was not specifically made aware of any of the notifications with respect to union representatives entering the worksite. The entrance of union organisers was just something that I observed as I was walking around the site.
10. My day-to-day tasks when I was employed by Altus were:
 - (a) ensuring that the traffic controllers were doing what they were meant to be doing, such as complying with the rules and regulations with respect to temporary traffic,

- (b) overseeing drug and alcohol testing,
- (c) checking the rosters,
- (d) talking with the engineers on site to make sure that upcoming works were planned with respect to traffic control and
- (e) investigating complaints relevant to traffic controllers I was supervising.

Drug and Alcohol Testing

- 11. When I worked for Altus on the CRR, the system used for signing into site was administered by DAMSTRA. This program would randomly choose registered workers each day upon logging in and require those workers on site to blow into a breathalyser machine submitting to a random alcohol test. It would also track the hours that workers logged for the purposes of upholding fatigue requirements. With the drug testing, I believe that this was random as well, but rather than a program such as DAMSTRA, it was random 'spot testing' by the safety team. I am unsure how the safety team allocated the 'random' workers to submit to drug testing.
- 12. When I was employed by CPB on the Rail Integration System portion of the CRR the drug and alcohol screening was administered by a safety team member employed by CPB. Entry to site required all employees to blow into a breathalyser at prestart.
- 13. Drug testing was performed by a safety team member at random. This worked by all persons present at the pre-start meetings having to write their name on the pre-start documentation that had pre-populated numbers. The safety team member had an application on their phone that would then produce numbers at random. Whoever had placed their name next to that number on the pre-start paperwork would then be required to go into the first aid room and be subject to a swab test to check for illicit substances. If you were not at the pre-start meeting or did not write your name up on the pre-start induction list, you would not be randomly chosen for a drug test. Towards the end of 2024 CPB changed this system and a third-party health and safety team would attend site once work had started. They would then walk around site with a bag containing various marbles within it. If you drew out a particular marble, you would have to submit for a drug test.

Cross River Rail (CRR)

CPB

- 14. Before I was offered employment by CPB I had applied for a position within the tunnels and stations side of the project. Whilst my application was with that side of the project, it became apparent that the nominated traffic officer on the rail integration system was looking for a supervisor on that side of the project. I later discovered that my application had been provided to the CPB team. I was then contacted for an interview that I attended. Following this I was employed by CPB as a supervisor of traffic control on the Alliance Cross River Rail Integration Systems (RIS).
- 15. My employment with CPB commenced in about November 2022. I managed traffic controllers from the Dutton Park station to the Salisbury station portion of the line. It was more of a 'compliance type' role. A lot of the works that CPB were conducting had significant impact on community use of the road and private, public and governmental transport, so I spent months, in a compliance team with others, planning to ensure that the roads would not be significantly impacted. Relevantly my tasks included

- (a) inspecting the temporary traffic management plans as per TGS (Traffic Guidance Scheme) and that compliance was met. Temporary traffic is heavily regulated and only accredited persons permitted can make changes to the plans and implementation. I conducted inspections to ensure changes without authorisation hadn't occurred.
 - (b) assessing the impact of the long-term infrastructure relevant to traffic control.
 - (c) making sure that all the surrounding infrastructure met compliance requirements, for example, signs were not 'falling down' and everything was up to date and in accordance with the relevant regulations.
 - (d) coordinating bookings off all stakeholders.
 - (e) placing the bookings with the relevant traffic control companies each week to ensure we had sufficient qualified staff.
 - (f) ensuring our permits were up to date and relevant and
 - (g) working with all the project teams individually to plan future works.
16. The office that I was based in was located on the corner of Annerley Road and Railway Terrace. It was positioned so that I could look out of the window and see what was going on at the Dutton Park site. If I stood out the front of the office, I could see the intersection of Noble Street, Fairfield Road, Annerley Road, and Railway Terrace, due to the office being right on the corner of that intersection.
17. I would regularly supervise a similar amount of traffic controllers to what I had in my previous position, however the amount would vary depending upon the nature of the works that were occurring. At one point there were approximately 6 stations that required active traffic control, but at other times this would reduce significantly. There were still anywhere between 30 to 70 traffic controllers that were required to be supervised by me at any given time.
18. At the point when I first was employed by CPB, the only union members that I saw were representatives from the ETU. This was because the portion of the rail project that I oversaw did not have the need for large cranes instead we had the presence of frannas or mobile cranes. These mobile cranes were sourced from a company that were not union affiliated so there was no reason for the CFMEU to be present on site as none of the workers were CFMEU affiliated, and the site was comprehensively covered by the ETU and the AWU.

Safety

19. In about July 2023 a scaffolder fell from the Boggo Road site. Prior to this in that period from November 2022 to July 2023 my observations regarding safety on the site was that safety issues were picked up quickly and managed well. Of course there were safety concerns as no site is 100% perfect, but whenever they arose, they were dealt with promptly.
20. The minimum number of safety advisers that CPB had on the southern side of the site were 4 people across 6 sites. All the safety guys did was go from site to site to site. We were required to submit to inspections every week. Every month the safety supervisors nominated 1 or 2 people for each type of inspection that was required and we had to comply and make any necessary changes recommended by the team. If we did not comply or respond in a timely manner, we were answerable to the project directors.
21. In my view, CPB were 'on top' of all their safety inspections. Occasionally I observed 1 or 2 things going on and as soon as they arose, they were dealt with. Prior to July 2023, the relationship between the safety officers and the construction workers was respectful. I made no adverse observations with respect to the treatment of safety inspectors on the site that I

oversaw. In my opinion, the sites were safe enough that I would have let my daughter walk around them.

Beginnings of CFMEU involvement

22. The news of the fall of the scaffolder on the Boggo Road site in July 2023 spread quickly throughout the project. Although, my boundary was the Dutton Park station the 2 teams were, at that point, working 'on top of each other' so there was a lot of communication, and we heard about it almost straight away. We were told by CPB management not to talk to media. I am unsure whether this was via an email or verbally in a meeting.
23. Immediately the CFMEU exhibited a presence on the Boggo Road site at the southern precinct. No members of the CFMEU, at that point, entered any part of the site that I oversaw on my portion of the project, but they started to walk past regularly. There were two sides to the southern precinct. There was the site that was on Boggo Road, and then you had the site that was over on Kent Street. This section was Queensland Rail property located at the back of the hospital. To get from one side to the other, the CFMEU were required to walk past our CPB office, onto the other side to where the side access gates were, and then past one of our gates. Initially, all the CFMEU members were doing were having a bit of a look on site, similar to pedestrians who would regularly walk past looking through the barricades as to what was happening on the project.

CFMEU entering the site

24. When the CFMEU first started coming onto my portion of the site, to my knowledge, they did not have permits or if they did, they never displayed them. Initially, it was just 2 to 3 representatives from the CFMEU that would visit the sites. I identified them as CFMEU members as they were wearing CFMEU branded clothing and had CFMEU stickers and branding all over their hard hats. The 'CFMEU guys' began to come to the pre-start meetings. They would allow senior CPB employees to say what needed to be said to detail what was occurring on the project that day and then they would say to everyone, "alright, everybody who works for unity can just fuck off." The CFMEU would then remain to talk to the workers, demanding that no unity workers were standing around. What that practically meant was the engineers, site supervisors, leading hands, and anybody who was employed by the unity companies were not welcome to remain at the meeting.
25. From that point on, I started getting regular reports back from traffic controllers about the presence of the CFMEU on site. When I would leave the pre-start meetings several of the traffic controllers would follow me also as they were pretty 'anti-union' and were not interested in the CFMEU recruitment drive. The group of us would then stay outside the site and discuss what would happen for the rest of the day while still being close enough to where the pre-start meeting was to observe what was going on.
26. Some of the traffic controllers who did attend the meetings would later tell me what had gone on in the meetings after I had left. Much of it was just trying to convince them to join the union. However, when political issues arose such as the Voice Referendum or an election, the CFMEU representatives would place pressure by bullying or 'guilt tripping' the workers that remained by saying things like they must vote 'yes' for the Voice Referendum or vote for the Labour Party, indicating that if the members voted for the Liberal party they were all going to be without a job as our projects would be shut down.
27. Unity employees started having pre-start meetings in the office. We decided in order not to provoke the CFMEU, if they asked us to leave, we would just quietly leave or wait outside the gates and then commence work. After this we started meeting in the carpark. We would run through all the safe work method statements with everyone and make sure everyone signed onto the terms in the carpark rather than on the designated area on site. We felt like we had

been pushed out of the site by the CFMEU and I felt safer raising these issues in an environment where they were not present.

CFMEU - escalation of behaviour

28. In my view, once the CFMEU saw that they were not getting anywhere with conventional methods, their behaviours started to escalate. This started with locking traffic controllers and persons employed by CPB off site. The CFMEU representatives would arrive at work on a Monday, or on a particular day that they had decided to picket, everyone would go to walk down to the station side office, and the gates would be locked so none of us could get into the site. There would be CFMEU representatives standing outside the gates, locking out workers. Sometimes there would be just one guy who would pop his head up and basically say "Go away. No one's working today."
29. The CFMEU would park across the gates, blocking residential streets with their vehicles, impacting residents, and if anyone had turned up onsite prior to the arrival of the CFMEU representatives when they were to lock the gates, they would advise those workers that they were closing the site for the day, they were to leave and to go home. This included directing CPB staff and traffic controllers to just go home without speaking to CPB.
30. There was no indication when this happened that there was a safety requirement for locking the gates or for the site to be closed. The explanation given by the CFMEU men at the gates would be "It's for strikes, we're picketing today, no one's working."
31. My observations were that the CFMEU were bringing their own chains, their own locks, and locking us all out. Ordinarily to lock the gates into the rail corridor you needed the special locks that Queensland Rail (**QR**) used so they could still access an area. This was because if something went wrong, QR were still able to get into the rail corridor.
32. On my estimate, it probably took about 2 to 3 months following the fall of the scaffolder for the CFMEU presence to spill over from the Boggo Road section into the rail integration section where I was working. On the 27th July 2023, being the first day the CFMEU picketed, I began receiving calls from JTS, the traffic control company, at around 5:20am. I don't recall specifically who I received the call from, but they advised that traffic controllers were being told to go home. While driving to work I called and instructed the scheduler to keep the traffic controllers on site but in a safe location until I arrived to assess the situation. Upon arrival, I spoke with the traffic controllers, some of whom appeared visibly shaken and unsure of what was happening. I don't recall their names but do know them by face. They confirmed with me that the CFMEU were positioned across all known gates in the area and advising workers that they are shutting the site down. There was no shouting or chanting and there was no reason given as to why they were shutting the site down.
33. At that point, the primary focus of the CRR that I oversaw, from a traffic control perspective, was the Dutton Park and Fairfield stations. Yeerongpilly station was just starting to commence, and Salisbury station had not yet started.
34. By the time the violent brawl occurred at the Dutton Park site in May 2024, there had already been about 2 or 3 serious pickets. At that time, I would estimate the picketing by the CFMEU was happening every 2 weeks. The CFMEU had billboards and would only be standing around trying to prevent people entering the site.
35. Around that time, the CFMEU also placed numerous corflutes across fencing on the Dutton Park overpass and the electrification fencing. They would get a photo taken off social media, LinkedIn, the CPB website, or media imagery related to the CRR project. They would then print off photos of project directors put them on placards and then place these placards across the site. They would also cable tie the placards to the fences near Annerley Road.

36. The slogans on these placards were comical such as 'named person's 'beard is weird' however the fact that they had gone online, identified employees and placed large photos of these people's faces on the placards was very unsettling for me.
37. The CFMEU placed photos of the lead safety advisor, James Donoghue, the project superintendent, and the then CEO of CPB on these placards. I could see these from my office and I could see the men wearing CFMEU clothing tying the placards to the fences and other items. All the placards were easy to observe as you were driving and approaching the project. I would drive in from the Gold Coast at that time which took me up the M1, exiting at Juliette Street. I would then drive past the hospital which would bring me up to the intersection where I turned right after the Princess Alexandra hospital (**PA Hospital**). I could easily see the placards 'on display' at the top of the Dutton Park site from my car as I drove to the carpark.
38. At that time, I was lodging incident reports for this behaviour on behalf of site staff and site supervisors at CPB so we could then raise it with senior engineers, the area manager and the safety team directly. These reports and footage were uploaded straight into the computer drive by the safety team.

CFMEU - My personal experiences on site

39. Once the CFMEU realised that employees were meeting together in the carpark instead of attending the site pre-start meetings, the CFMEU started to come down and would sometimes be waiting for us in the carpark. Because the carpark was below the level of the road when you were driving past, you could not see the CFMEU until you had driven down and were almost pulled into the carpark.
40. On the days that the CFMEU would send all workers home early, they would remain in the carpark looking into people's vehicles. At that time, I didn't have a work vehicle and used my personal vehicle to get to work. From the office I could look down into the car park and see what the CFMEU were doing. I could see them looking into the window of my car to see what was inside. They would then lean down and take photos of the front and back of my vehicle. It appeared to me that they were taking note of the registration of my car. At times they would then kneel down, writing on pieces of paper once they had taken the photos. I believe they were trying to identify any contractors who shouldn't be onsite.
41. I started walking outside with my key when I would see them near my vehicle. I would hit the panic alarm button every time the CFMEU members were nearby my car. Initially they would jump and be startled and then just walk away from the carpark.
42. The presence of the CFMEU made me change my behaviours. I started going into work in plain clothes rather than in my employment attire. I would park around the residential streets, walk past the office to see if the CFMEU were 'hanging around' in the carpark or if they had picketed our office. From there I would know it was safe or if it wasn't. If they were not there I would then go back, get my car, and bring it into the work carpark. Even then, I would remain out of uniform for fear of being targeted by them. The building we were in was owned by a medical company and we shared the building with their staff, so my theory was if I was in plain clothes, the CFMEU were not to know that I wasn't part of the medical team, and I would be able to walk into the building without being harassed.
43. I experienced continual verbal threats directed towards me at this time. CFMEU members would yell at me from their cars, things like "You're a fucking murderer, you're a kiddie fiddler." This was directed to anyone who was in an orange shirt that had a CRR logo on the outside, but these insults were particularly upsetting to me due to the references to me being a paedophile being highly offensive. I was aware that the vehicles driving past were associated with CFMEU because the vehicles would have a large CFMEU sticker on the rear of the vehicle and always a utility. Mainly a blue Ford Ranger but at times a Navara or Hilux. These vehicles could have been from nearby sites, which either the driver would yell out

abuse or the passenger. It was always the murderer or paedophile comments being shouted. The public would just walk on by, obviously not wanting to get involved.

44. Sometimes I would stand outside the office to have a smoke or be on the phone when the CFMEU drive past screaming abuse at me. This began to occur every time the CFMEU went past which, around this time at the site, was about every 30 minutes or so around 9:30 and lunch time. I wouldn't leave the office to get lunch on my own because I was concerned about my safety and it made me highly apprehensive to go outside the office. The CFMEU would drive past then yell abuse, just because of the uniform I would be wearing. To try and avoid the abuse, I took it upon myself to walk downstairs through the carpark and walk the quieter streets to avoid people. Out of sight out of mind approach. With people being physically assaulted and being intimidated already, I felt even more scared because I was a female on the worksite. I felt like I would be an easy target.
45. Initially, when these types of things started happening, I recall being told via email from the CPB head office to just ignore them, not to start anything as CPB was not union affiliated. I advised my employer about the behaviour of the CFMEU giving specific examples of their members knowing where I was parking my car and taking down my registration details, but no immediate action was taken to prevent this conduct. I was aware through conversations that CPB had conducted some meetings with CFMEU to try and resolve issues. In the lead up to the violent brawl outside Dutton Park in early May 2024 our employer told us, "Things are going to change, we're taking them to the Federal Court, we're going to get an injunction" but no steps were taken before then to deal with their behaviour that I observed.

Dutton Park incident – 1 May 2024

46. By May 2024 employees were meeting in the work carpark as we were prevented by the CFMEU behaviour from meeting on site. By 'prevented' I mean the behaviours of the CFMEU members caused us such concern that we no longer felt it was productive or safe to congregate on site for pre-start meetings. Therefore, at that point I stopped going to the site and would attend the separate office located at 252 Annerley Road Dutton Park. I worked from this office and the 20 to 25 other staff members would also.
47. CPB had a little carpark next to the office and we started meeting down there so we could all stick together as a group. We believed it was 'safety in numbers' and from there we could walk as a group onto the project site. On this day we saw that the CFMEU were on the corner of Tamar Street and Annerley Road. If you stood at that position, this allowed for visibility in both directions to the two side entrances onto the Dutton Park site.
48. By that point CPB had also created another entrance to the site on Noble Street. We had been specifically told by management that the CFMEU could not stop non-union workers from working, and on this we were trying to attend and enter the site so we could go to work.
49. A group of about 20 men and 3 women started to cross Annerley Road onto Noble Street to get into the new entrance that the CFMEU were not picketing. The male employees unlocked the gates when they reached the entry. I was on the other side of the intersection when I observed about 8 or 9 males in CFMEU attire running down Annerley Road towards the males and female group. All the male employees that were with the group managed to get through the gate and into the site. However, the girls were yet to enter.
50. The women were on the other side of where a group of CFMEU men had congregated to form a physical picket line of persons barricading the site entry. I decided at that point to 'hang back' a bit as I did not want to cross the road when the CFMEU were running down the road towards the Noble Street entry.
51. As a result, I was able to clearly see what unfolded from across the street, approximately 50-60 metres away from the new Noble Street entrance. I recall lots of yelling and swearing. The CFMEU picket line cut the women off from the entrance to the site. The male employees on

the site were yelling at the CFMEU group to "*Just let the girls in.*" Around this time quite violent pushing and shoving started between the two male parties. Some of the unity workers had then been pushed or pulled out onto Noble Street and were holding their hands up to stop the traffic. Noble street is a busy road connecting traffic to Fairfield Road and then onto the Ipswich Motorway. At this point I made the decision that I had to intervene to prevent employees from being pushed out onto the road and into oncoming traffic.

52. The female employees who were all younger than me were quite scarred and in shock and looked distressed. I observed that they were physically shaking. I directed employees off the road and watched the brawl for a few more seconds. I then took the girls into the site office ensuring no one was 'coming after us.' I calmed everyone down.
53. I had ushered the girls straight into the kitchen. There was a little kitchenette in the office which was in the back left hand corner near the doors. My thought process was to get them in there because there were no windows, they could be removed from seeing what was occurring outside and nobody could see them either. I also thought that if any of the fights spread into the office, we could just shut that door and separate ourselves from the violence. I wanted to create a clear separation between anything visual that was going on and what the women had witnessed and try and calm them down. None of the girls told me that they had been physically assaulted but they were clearly emotionally and psychologically affected by what had just occurred. The girls did not mention of any abuse directly towards them
54. From time to time, I would look to see what was occurring on site. I saw that the Unity employees were trying to exit the site, but the CFMEU had blocked them picketing them within the site, preventing them from leaving.
55. After the incident, CPB management ended up getting all the footage from persons who were present. There were heaps of videos that were uploaded and placed within a CBP folder that collated all the footage of what occurred. My recollection was about 10 to 15 pieces of footage formed the incident report and it was saved within a specific drive that related to the CFMEU file of the Dutton Park incident from May 2024. I know this drive to be the 'K' Drive. I am unaware of who called, but police attended about 10 minutes after the incident, and they spoke to witnesses. They were two uniformed officers from Dutton Park Police Station. Police gave an incident reference number to the safety officers either Tim Carlton or Shane Wood. I know Shane Wood left the CBP sites because of the CFMEU.
56. In the days after this incident, I was advised that CPB had obtained a court injunction to prevent CFMEU behaviour like this repeating on site and restricting their unlawful entry.
57. I now work for Stage One Solutions as a consultant in traffic management and we have some involvement with the site. Consequently, I still see some of the Unity workers on site that I recall being present at this incident.

CFMEU - Behaviour after injunction

58. The injunction meant that the CFMEU could no longer enter or lock us out of the CRR site, but they could still picket and remain outside the entries to the site. Their physical presence remained in the exact same place outside the site but in the immediate time period after the injunction, in my view, the CFMEU behaviour slowed or deescalated a little. The hurling of abuse at CRR employees still occurred, but it was less frequent. CPB printed a laminated copy of the injunction and started keeping it on all the gates to site. I recall a copy was on the gates along the Wilkie Street entry to the Yeerongpilly station portion of the project.
59. There were approximately four health and safety representatives (CFMEU members) that were still physically allowed on site following the injunction. The two that we had on the south area of the site were pretty good, their names were Tim McGuire and 'Liam'. I am unsure of Liam's last name. They began working with us and giving us a 'heads up' when issues were about to flare up with respect to the CFMEU. What I mean by that is Tim and Liam would

advise me when the CFMEU were intending on entering the site and would also encourage us to 'work with them' because if we didn't, they would be replaced by other CFMEU members who would be much more 'difficult' to get along with. I did not perceive this as a threat, more a warning intended to be of assistance.

60. The CFMEU then set themselves up on a residential block with a grass yard, on Wilkie Street opposite the Yeerongpilly rail site. They would have barbecues and sit in this front yard watching us enter and exit the site. I received numerous complaints from residents about CFMEU behaviour. The residents in that area were quite vocal and would make complaints directly to the CFMEU that they were not happy with them having a BBQ and obstructing the rail works for a public project. This would result in the residents getting abused verbally by the CFMEU members. I did not experience any of these altercations personally, I became aware of them from the reports that I received as a supervisor and from various residents. Altercations between resident and the CFMEU were also reported to me by traffic controllers who witnessed the incidents. At that time, traffic control incidents came directly to me and then went to the safety and community liaison team to action the reports. Locals got to know the traffic controllers so at times would start up conversations with them. The Community Liaison Group (Team), Matt Skelton and Kyle Rogan (unsure of hyphenated name) from CBP would receive emails from the residential community with complaints.

CFMEU - targeting traffic controllers

61. I recall two specific incidents with traffic controllers for which I completed incident reports.
62. At that time there were portable traffic units that were displaying the green and red lights for the traffic light system on Wilkie Street. They were all on stop, and several CFMEU cars sat revving their engines because it was right about the time they were getting ready to leave for the day. This was approximately 3:30 in the afternoon because that was the '8 hours of presence upon the site' required or a CFMEU strike 'working day'. The day consisted of them sitting near the entry and exit sites of the project all day and then leaving at 3.30pm.
63. The traffic controllers had all the traffic lights on red because there was heavy machinery coming in and out of the site. The CFMEU members in their vehicles appeared to get 'fed up' with this and started to drive into the area where the traffic controllers had placed the traffic light system on red to prevent the entry of traffic. One of the traffic controllers stepped out on the road to try and prevent the CFMEU member driving through and was forced to jump off the road to evade being hit by that driver.
64. On the same day, a member of the CFMEU had also driven around one of the traffic controllers, onto the road and then across someone's front lawn to get around the red light.
65. When the incident was reported to me by the traffic controllers, I advised them to report it to police, and I also forwarded an internal incident report to the safety team.
66. There were numerous times that traffic controllers advised me of similar incidents but that was the only time that I formally recorded the incidents as I had a specific request from the persons that made the complaint. I said to the traffic controllers many times that they needed to tell me every time it happened, and I would do an incident report because without the incident reports we would not have enough to improve the conditions and report to management that these things were happening.
67. I recall that these incidents occurred in or about the July or August of 2024 as the injunction happened in May 2024 and it was a few months after that. I specifically recall that it was just after an approach by the CFMEU to traffic controllers where they had tried to persuade us 'as a group' to join the CFMEU. We indicated as a group that we were 'not into' union representation. Soon after that, the incidents with respect to the traffic controllers and the CFMEU defying their directions occurred.

Safety

68. There was the fatality of a worker who had been at the CRR site at Salisbury in late 2024. My understanding of that incident was that he had died in his vehicle in Moorooka some distance from the site. I understood from the way that the workplace incident was reported that he had initially felt unwell on site and had been taken off the worksite at about 10:30am. He remained in the office in the air conditioning until about midday prior to leaving to go home but I do not know the full extent of the circumstances in which the man died.
69. This sparked a whole lot of safety measures that were implemented in terms of heat fatigue for CPB. If the temperature was forecast to reach a certain height or the respective humidity go above a pre-determined level action had to be taken to stop work or implement certain breaks and various measures. There were heat and humidity monitors that recorded the levels every hour and the temperature would be taken at several locations.
70. My personal observations with respect to the increasing safety following the workers fall from the scaffolding in July 2023 was that the involvement of the CFMEU did nothing to increase safety measures. CPB were very strict with their safety measures, they had a program called 'CPB Safety Essentials' where you complied with Australian standard rules and regulations and CPB went beyond what was required as the minimum standard.
71. The 'safety intervention reason' appeared to me to be an excuse for the CFMEU to enter the worksite. Their entry would slow down productivity on the site because the day after the CFMEU had entered, the worksite had to be gone through with a fine-tooth comb to ensure that nothing had been meddled with such as bolts, cables or material that may be alleged to be a safety breach afterward. I never saw the CFMEU tampering with aspects of the site, but it was a suspicion that I had. Project supervisors did not have any visibility from the road once the safety representatives from the CFMEU had entered the site due to the nature of the fencing.
72. By the end of 2024, I was so worn down by the CFMEU verbal abuse, constant drive by, the physical fighting and the tactics to stop people working, that I decided to leave the company. At the time the CFMEU abuse was 'at its worst.' Everything was getting to me. I would cry every day before work knowing that I had to deal with the CFMEU. I loved my job, the people I worked with, and the site was a great project. I was extremely concerned for my own safety and that of my family. I didn't take sick days to just try and get through this, psychological help was offered to me by my employer, but it wasn't something that I wanted to take up. I wanted to get through it myself, so I knew I could manage things, and this would make me stronger at the end of it.
73. I handed in my four weeks' notice to CPB and I secured fresh employment with Stage One Solutions in November 2024. I haven't had any further dealings with the CFMEU since commencing my new role.
74. As I understand it, in October or November of 2024 there was a signing of an Enterprise Bargaining Agreement (**EBA**) where the employers opted for the CPB EBA rather than the union EBA. At that point many CFMEU members left and the presence of the CFMEU diminished from the site.

Ongoing Concerns for my safety

75. I remain concerned for my safety as I do not know how deeply the CFMEU have infiltrated the construction industry. I do not know whether they have anyone working at Transport and Main Roads (**TMR**) who could extract my details, and then find the address of myself and my daughter. There was never an occasion where anybody followed my vehicle or attended my home, but it was always a fear that I had because I was made aware that the CFMEU were calling on members from other sites and states to do the picketing. The 'muscle' of the group was not your average everyday worker or person. I never saw the large statured men that

filled the picket line working on site. We were told by management that the representatives were from inter-state. They would arrive in either blue Ford Rangers or on motorbikes with CFMEU stickers and insignia plastered all over them. I never saw any club logos to support a suggestion that they may have been associated with outlaw motorcycle groups, but their appearance gave me some concern for my safety.

I ☒ swear the contents of this statement are true.

Signature of Deponent

Place BRISBANE

Date 9/12/2025

Before me (signature of witness)

Full name of witness (please print)

- ☐ Justice of the Peace (JP #)
- ☐ Notary public
- ☒ Lawyer
- ☐ Other authorised person (specify)