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

Tender Bundle - Financial Misconduct

Andrew Meagher SC and Jack Donnelly

16 JUNE 2026

TENDER BUNDLE

Andrew Meagher SC and Jack Donnelly

Tender Bundle				
No.	**Title**	**Date**	**Relativity ID**	**Page No.**
A. ASIC Searches				
1.	B.E.R.T Pty Limited ACN 010 917 281	30 October 2025	COM.0001.0001.0914	14
2.	BERT FUND LIMITED ACN 607 106 650	13 October 2025	COM.0001.0001.0916	35
3.	B.E.W.T. Pty Limited ACN 108 313 622	9 June 2026	COM.0001.0046.6777	42
4.	BEWT FUND LIMITED ACN 607 107 595	13 October 2025	COM.0001.0001.0922	55
5.	BUSS (QUEENSLAND) PTY LTD ACN 065 081 281	30 September 2025	COM.0001.0001.0928	62
6.	BUSS (QUEENSLAND) PTY LTD ACN 065 081 281	28 April 2026	COM.0001.0013.7511	81
7.	CONSTRUCTION INCOME PROTECTION LTD ACN 110 841 962	30 September 2025	COM.0001.0001.0935	103
8.	BERT FINANCIAL SERVICES PTY LTD ACN 656 106 740	24 October 2025	COM.0001.0002.5163	115
9.	BERT MANAGEMENT PTY LTD ACN 143 691 276	24 October 2025	COM.0001.0002.5164	120
10.	BERT WELFARE LIMITED ACN 606 249 183	24 October 2025	COM.0001.0002.5165	127
11.	BUSS(Q) PROPERTIES PTY LTD ACN 153 918 480	24 October 2025	COM.0001.0002.5166	136
12.	CONNECT ASSESS AUSTRALIA LIMITED ACN 111 873 940	10 March 2026	COM.0001.0005.1390	144
13.	FUTURE SKILLS LIMITED ACN 135 816 698	3 March 2026	COM.0001.0005.1391	155
14.	FUTURE SKILLS MANAGEMENT & CONSULTING PTY. LTD. ACN 611 807 071	10 March 2026	COM.0001.0005.1392	161
15.	QCTF FUND LIMITED ACN 607 108 501	24 October 2025	COM.0001.0002.5179	166
16.	QCTF PTY LTD ACN 073 653 399	24 October 2025	COM.0001.0002.5180	174

17.	TOTAL CLAIMS SOLUTIONS PTY LTD ACN 131 362 671	18 February 2026	COM.0001.0004.6987	195
18.	WINDSOR MANAGEMENT INSURANCE BROKERS PTY. LTD. ACN 083 775 795.pdf	28 April 2026	COM.0001.0013.7519	199
B. Minutes				
19.	State Management Committee Minutes	25 and 26 November 2004	COM.0002.0003.9424	208
20.	State Management Committee Minutes	3 and 4 March 2005	COM.0002.0003.9426	217
21.	CFMEUQ State Executive Minutes	17 May 2013	COM.0002.0003.9182	226
22.	QCWDB Branch Executive	17 May 2013	COM.0002.0003.9240	228
23.	CFMEUQ State Executive Minutes	March 2014 to April 2021	COM.0001.0002.4421	229
24.	QNTDB Executive Minutes	March 2014 to May 2018	COM.0001.0002.4409	405
25.	CFMEUQ State Executive Meeting Minutes	May 2021 to July 2024	COM.0001.0002.4422	509
26.	QNTDB Executive Minutes	September 2022 to June 2018	COM.0001.0002.4410	675
27.	CFMEUQ C&G Division State Executive Minutes	6 February 2023	COM.0001.0043.9904	877
28.	BUSSQ Properties minutes COM.0001.0012.1128	30 August 2023	COM.0001.0041.3903	885
C. Defence Fund				
29.	CFMEU Other Revenue and Receivables	31 March 2019	COM.0001.0009.8153	893
30.	Advice re Defence Fund Letter to CFMEUQ C&G	25 August 2020	COM.0001.0003.1688	898
31.	Legal advice re Defence Fund Letter to CFMEUQ C&G	25 August 2020	COM.0001.0009.8533	908
32.	Legal advice re Defence Fund Letter to CFMEUQ C&G	25 August 2020	COM.0001.0005.8154	918
33.	File Note re defence fund 250820	25 August 2020	COM.0002.0023.5300	928
34.	Advice re Defence Fund191212 Letter to CFMEUQ C&G #1	4 December 2025	COM.0001.0003.1682	929
35.	Advice re Defence Fund200804 Letter to CFMEUQ C&G #2.docx	4 December 2025	COM.0001.0003.1683	937

36.	Advice re Defence Fund200825 Letter to CFMEUQ C&G #3.docx	4 December 2025	COM.0001.0003.1684	958
37.	Advice re Defence Fund200825 Letter to CFMEUQ C&G re Summary of Advice.docx	4 December 2025	COM.0001.0003.1685	979
38.	File note – meeting between CFMEU and Hall Payne Lawyers	20 January 2020	COM.0001.0009.8324	982
D. Enterprise Agreements and Collective Agreements				
39.	Multiplex Australasia Pty Ltd and CFMEU Queensland Enterprise Agreement 2018-2019	24 January 2019	COM.0002.0009.8336	984
40.	Multiplex Australasia Pty Ltd 2020-2022	20 September 2021	COM.0002.0010.4689	1059
41.	Multiplex Australasia Pty Ltd 2023-2027	29 November 2023	COM.0002.0010.9174	1140
42.	Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2020-2022	20 September 2021	COM.0001.0043.9908	1221
43.	Brookfield Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2015-2019	19 April 2016	COM.0002.0008.9866	1302
E. Agreements				
E1. Memorandum of Agreements				
44.	Memorandum of Agreement between Future Skills Limited and the CFMEU QNTDB	13 February 2017	COM.0002.0022.0760	1365
45.	Memorandum of Agreement between Future Skills Limited and the CFMEU C&G QNTDB	4 July 2019	COM.0002.0021.8794	1372
46.	Memorandum of Agreement between Future Skills Limited and the CFMEU C&G QNTDB	17 March 2021	COM.0002.0021.8586	1381
47.	Proposed variation to Memorandum of Agreement between Future Skills and CFMEU QNTDB	15 February 2022	COM.0002.0021.8585	1391
E2. Sponsorship Agreements between BUSSQ and CFMEUQ C&G				
48.	Sponsorship Agreement 2020-2021 between BUSSQ and CFMEUQ C&G	1 July 2020	COM.0002.0021.9818	1394

49.	Sponsorship Agreement 2021-2023 between BUSSQ and CFMEUQ C&G	1 July 2021	COM.0002.0004.6263	1398
50.	Sponsorship Agreement 2021-2022 between BUSSQ and CFMEUQ C&G	1 July 2021	COM.0002.0022.0746	1405
51.	Sponsorship Agreement 2022-2023 between BUSSQ and CFMEUQ C&G	1 July 2022	COM.0002.0004.6278	1412
52.	Sponsorship Agreement 2022-2023 between BUSSQ and CFMEUQ C&G	1 July 2022	COM.0002.0022.0150	1420
53.	Sponsorship Agreement 2023-2024 between BUSSQ and CFMEUQ C&G	1 July 2023	COM.0002.0022.0748	1428
54.	Sponsorship Agreement 2024-2025 between BUSSQ and CFMEUQ C&G	1 July 2024	COM.0002.0004.6279	1435
E3. BUSSQ and CFMEU / CFMEUQ Agreements				
55.	Compliance Agreement 2015-2016 between BUSS(Q) and CFMEU	30 September 2015	COM.0002.0004.6289	1443
56.	Compliance Agreement 2017-2018 between BUSS(Q) and CFMEU	31 October 2017	COM.0002.0022.0741	1445
57.	Compliance Agreement 2018-2019 between BUSSQ and CFMEU	1 July 2018	COM.0002.0022.0737	1448
58.	Compliance Agreement 2019-2020 between BUSSQ and CFMEUQ C&G Division	1 July 2019	COM.0002.0021.9393	1450
59.	Promotions Agreement 2019-2020 between BUSSQ and CFMEUQ C&G Division	16 September 2019	COM.0002.0021.9394	1452
60.	Compliance Agreement 2020-2021 between BUSSQ and CFMEU C&G QNTDB	1 July 2020	COM.0002.0021.9817	1458
61.	Compliance Agreement 2021-2022 between BUSSQ and CFMEU C&G QNTDB	19 November 2021	COM.0002.0022.0739	1460
62.	Compliance Agreement 2022-2023 between BUSSQ and CFMEU C&G QNTDB	1 July 2022	COM.0002.0022.0149	1462
63.	Compliance Agreement 2023-2024 between BUSSQ and CFMEU C&G QNTDB	1 July 2023	COM.0002.0023.5122	1464
64.	Compliance Agreement 2025-2026 between BUSSQ and CFMEU C&G QNTDB	1 July 2025	COM.0001.0005.4502	1472
E4. Agreements with the CFMEU and CFMEUQ				
65.	Spotter/Referrer Remuneration Agreement	31 August 2012	COM.0001.0005.4795	1483

	between Windsor Management Insurance Brokers Pty Ltd and CFMEUQ			
66.	Referral Agreement between CFMEU and Windsor Management Insurance Brokers Pty Ltd	1 July 2014	COM.0001.0005.4796	1493
67.	Service Agreement between CFMEUQ C&G Division and CFMEU C&G QNTDB	25 August 2020	COM.0001.0001.2450	1505
68.	Sponsorship Agreement between CFMEUQ C&G Division and Windsor Management Insurance Brokers Pty Ltd	6 March 2022	COM.0001.0005.4793	1527
69.	Sponsorship Agreement between CFMEUQ C&G Division and Windsor Management Insurance Brokers Pty Ltd	1 July 2024	COM.0001.0005.4787	1540
70.	Sponsorship agreement between CFMEUQ C&G Division and BUSSQ	21 August 2025	COM.0001.0005.4501	1554
F. CFMEU Record of Officeholders				
71.	CFMEU Record of Officeholders 2015	2015	COM.0001.0040.9170	1562
72.	CFMEU Record of Officeholders 2016	2016	COM.0001.0040.9171	1646
73.	CFMEU Record of Officeholders 2017	2017	COM.0001.0040.9172	1731
74.	CFMEU Record of Officeholders 2018	2018	COM.0001.0040.9173	1803
75.	CFMEU Record of Officeholders 2019	2019	COM.0001.0040.9174	1828
76.	CFMEU Record of Officeholders 2020	2020	COM.0001.0040.9175	1902
77.	CFMEU Record of Officeholders 2021	2021	COM.0001.0040.9176	2000
78.	CFMEU Record of Officeholders 2022	2022	COM.0001.0040.9177	2098
79.	CFMEU Record of Officeholders 2023	2023	COM.0001.0040.9178	2195
80.	CFMEU Record of Officeholders 2024	2024	COM.0001.0040.9179	2298
81.	CFMEU Record of Officeholders 2025	2025	COM.0001.0040.9180	2383

G. Rules				
82.	National Rules	24 July 2019	COM.0001.0046.8242	2470
83.	National C&G Rules	2 July 2020	COM.0001.0046.8192	2574
84.	CFMEUQ Rules	21 May 2020	COM.0001.0014.5523	2655
85.	CFMEU Rules – 2000 – Extract from [2000] AIRC 1272.	2000		2870
H. BERT Documents				
86.	Deed declaring trusts for the Establishment and Maintenance of the Queensland Construction Industry Training Foundation Trust BER.0001.0001.1328	18 October 1991	COM.0001.0042.1923	2893
87.	Annual Financial Report of Building Employees Welfare Trust for the year ended 30 June 2015 BER.0001.0001.1155	2015	COM.0001.0042.1428	2986
88.	Deed poll – amendment and restatement of the Building Employees Welfare Trust trust deed BER.0001.0001.3388	16 July 2015	COM.0001.0043.7998	2997
89.	Deed poll – amendment and restatement of the BERT Fund No. 2 Trust Deed BER.0001.0001.3385	16 July 2015	COM.0001.0043.7522	3047
90.	Deed poll – amendment and restatement of the Building Welfare Trust Deed BER.0001.0001.3387	11 October 2022	COM.0001.0043.7997	3097
91.	Deed poll – amendment and restatement of the BERT Fund No. 2 Trust Deed BER.0001.0001.3384	11 November 2022	COM.0001.0043.7521	3142
92.	Deed poll – amendment and restatement of the BERT Fund No. 2 Trust Deed BER.0001.0001.3383	10 October 2023	COM.0001.0043.7520	3191
93.	Deed poll – amendment and restatement of the BERT Fund No. 2 Trust Deed BER.0001.0001.3382	1 July 2024	COM.0001.0043.7519	3243
94.	Deed poll – amendment and restatement of the BERT Fund Trust Deed	1 July 2024	COM.0001.0043.7523	3293

95.	BERT Financial Services Income Statement for the twelve months ending 30 June 2025 BER.0001.0001.1820	2025	COM.0001.0043.6879	3343
96.	BERT Welfare Ltd Income Statement for the twelve months ending 30 June 2025 BER.0001.0001.2665	2025	COM.0001.0043.7728	3344
97.	BERT Welfare Ltd Income Statement for the twelve months ending 30 June 2025 BER.0001.0001.2655	2025	COM.0001.0043.7718	3345
98.	BERT Training Fund Income Statement for the twelve months ending 30 June 2025 BER.0001.0001.3194	2025	COM.0001.0043.6623	3346
99.	Annual Financial Report of Building Employees Welfare Trust for the year ended 30 June 2025 BER.0001.0001.1165	2025	COM.0001.0042.1438	3347
100.	Annual Financial Report of Construction Income Protection Limited for the year ended 30 June 2025 BER.0001.0001.0393	2025	COM.0001.0042.1629	3359
101.	Annual Financial Report of Queensland Training Fund (BERT) for the year ended 30 June 2025 BER.0001.0001.1344	2025	COM.0001.0042.1939	3379
102.	Deed poll – amendment and restatement of the BERT Fund No. 2 Trust Deed BER.0001.0001.0688	5 August 2025	COM.0001.0042.0723	3395
I. Courses				
103.	10830NAT Course in Crystalline Silica Exposure Prevention 2024-2029		COM.0001.0046.5797	3448
104.	11085NAT Course in Supporting Positive Mental Health in the Construction Industry 2022-2027	22 June 2022	COM.0001.0046.5798	3449
105.	11348NAT Course in Working Safely with Asbestos Containing Materials 2025-2030	3 March 2025	COM.0001.0046.5799	3450
106.	Find Registered Training Organisation - 10830NAT Course in Crystalline Silica Exposure Prevention	N/A	COM.0001.0046.6710	3451
107.	Find Registered Training Organisation - 10830NAT	N/A	COM.0001.0046.6711	3452

	Course in Crystalline Silica Exposure Prevention			
108.	Find Registered Training Organisation - 10830NAT Course in Crystalline Silica Exposure Prevention	N/A	COM.0001.0046.6712	3453
109.	Find Registered Training Organisation - 11085NAT Course in Supporting Positive Mental Health in the Construction Industry	N/A	COM.0001.0046.6713	3454
110.	Find Registered Training Organisation - 11348NAT Course in Working Safely with Asbestos Containing materials	N/A	COM.0001.0046.6714	3455
J. Financial Documents				
J1. Financial Report BUSSQ				
111.	Financial Report BUSSQ for the year ended 30 June 2025	2025	COM.0001.0005.4486	3457
J2. Financial Statements CFMEU C&G Division – National Office				
112.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 December 2015	2015	COM.0001.0002.4271	3477
113.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 December 2016	2016	COM.0001.0002.4272	3521
114.	Financial Statements CFMEU C&G Division – National Office for the three month financial period ended 31 March 2017	2017	COM.0001.0002.4273	3566
115.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2018	2018	COM.0001.0002.4274	3609
116.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2019	2019	COM.0001.0002.4275	3667
117.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2020	2020	COM.0001.0002.4276	3724
118.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2021	2021	COM.0001.0002.4277	3782

119.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2022	2022	COM.0001.0002.4278	3838
120.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2023	2023	COM.0001.0002.4279	3894
121.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2024	2024	COM.0001.0002.4280	3951
122.	Financial Statements CFMEU C&G Division – National Office for the year ended 31 March 2026	2025	COM.0001.0002.4281	4007
J3. Financial Statements CFMEU C&G QNTDB				
123.	Financial Statements CFMEU C&G QNTDB for the year ending 31 December 2013	2013	COM.0002.0023.2310	4064
124.	Financial Statements CFMEU C&G QNTDB for the year ending 31 December 2014	2014	COM.0002.0004.5651	4090
125.	Financial Statements CFMEU C&G QNTDB for the year ended 31 December 2015	2015	COM.0001.0002.4282	4121
126.	Financial Statements CFMEU C&G QNTDB for the year ended 31 December 2016	2016	COM.0001.0002.4283	4154
127.	Financial Statements CFMEU C&G QNTDB for the three month financial period ended 31 March 2017	2017	COM.0001.0002.4284	4187
128.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2018	2018	COM.0001.0002.4285	4220
129.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2019	2019	COM.0001.0002.4286	4270
130.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2020	2020	COM.0001.0002.4287	4325
131.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2021	2021	COM.0001.0002.4288	4376
132.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2022	2022	COM.0001.0002.4289	4428
133.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2023	2023	COM.0001.0002.4290	4481
134.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2024	2024	COM.0001.0002.4291	4534

135.	Financial Statements CFMEU C&G QNTDB for the year ended 31 March 2025	2025	COM.0001.0002.4292	4587
J4. Financial Statements CFMEUQ C&G Division				
136.	Financial Statements CFMEUQ for the year ending 31 December 2013	2013	COM.0002.0023.2311	4640
137.	Financial Statements CFMEUQ C&G Division for the year ending 31 December 2014	2014	COM.0002.0023.2356	4678
138.	Financial Statements CFMEUQ C&G Division for the year ending 31 December 2015	2015	COM.0001.0002.4293	4703
139.	Financial Statements CFMEUQ C&G Division for the year ending 31 December 2016	2016	COM.0001.0002.4294	4725
140.	Financial Statements CFMEUQ C&G Division for the three month financial period ended 31 March 2017	2017	COM.0001.0002.4295	4747
141.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2018	2018	COM.0001.0002.4296	4792
142.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2019	2019	COM.0001.0002.4297	4841
143.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2020	2020	COM.0001.0002.4298	4896
144.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2021	2021	COM.0001.0002.4299	4949
145.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2022	2022	COM.0001.0002.4300	5006
146.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2023	2023	COM.0001.0002.4301	5064
147.	Financial Statements CFMEUQ C&G Division for the year ending 31 March 2024	2024	COM.0001.0002.4302	5123
148.	Financial Statements CFMEUQ C&G Division for	2025	COM.0001.0002.4303	5182

	the year ending 31 March 2025			
K. Other				
149.	Order - ABCC v CFMEU QUD433/2021	22 June 2022	COM.0001.0046.6888	5241
150.	BUSSQ Independent Report by KPMG	30 June 2025	COM.0001.0046.6776	5246
151.	Document for disclosure of benefits prepared by Multiplex Australasia Pty Ltd	30 October 2023	COM.0001.0003.1808	5314
152.	CFMEU Members Update	December 2025	COM.0001.0046.6952	5318
153.	Letter from Gordon Legal to Commission re Notice 26439	4 June 2026	COM.0001.0043.9859	5319

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

A. ASIC SEARCHES

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: B.E.R.T. PTY. LIMITED
ACN: 010 917 281

Date/Time: 30 September 2025 AEST 06:09:41 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	B.E.R.T. PTY. LIMITED	CR1046N1
ACN:	010 917 281	
ABN:	82010917281	
Registered in:	Queensland	
Registration date:	30/03/1989	
Next review date:	30/03/2026	
Name start date:	16/01/1990	
Previous state number:	89B03487Y	
Status:	Deregistered	
Date deregistered:	18/05/2025	
Deregistration reason:	SECTION 601AA	
Deregistration code:	S601AA	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Superannuation Trustee Proprietary Company	
Previous Organisation Details from 13/03/2025 to 17/05/2025		
Name:	B.E.R.T. PTY. LIMITED	7EDH78261
Name start:	16/01/1990	
Status:	Strike-Off Action In Progress	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Superannuation Trustee Proprietary Company	
Previous Organisation Details from 20/12/1996 to 12/03/2025		
Name:	B.E.R.T. PTY. LIMITED	01091728G
Name start:	16/01/1990	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Superannuation Trustee Proprietary Company	
Previous Organisation Details from 30/07/1992 to 19/12/1996		
Name:	B.E.R.T. PTY. LIMITED	01091728B
Name start:	16/01/1990	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 16/01/1990 to 29/07/1992		
Name:	B.E.R.T. PTY. LIMITED	
Name start:	16/01/1990	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Exempt Proprietary Company	

Previous Organisation Details from 30/03/1989 to 15/01/1990	
Name:	GAVITRONOL PTY. LIMITED
Name start:	30/03/1989
Status:	Registered
Company type:	Australian Proprietary Company
Class:	Limited By Shares
Subclass:	Exempt Proprietary Company

Address Details		Document Number
Historical		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	027750257
Start date:	12/09/2011	
Cease date:	18/05/2025	
Registered address:	CC/- SUPER PARTNERS, Level 11, 120 Edward Street, BRISBANE QLD 4000	01091728M
Start date:	07/02/2003	
Cease date:	11/09/2011	
Registered address:	C/- JACQUES MARTIN INDUSTRY, Level 1, 135 Wickham Terrace, SPRING HILL QLD 4000	010127087
Start date:	14/11/1995	
Cease date:	06/02/2003	
Registered address:	4TH FLOOR, Toowong Towers, TOOWONG QLD 4066	001042082
Start date:	26/02/1991	
Cease date:	13/11/1995	
Registered address:	Level 10, 10 Eagle Street, BRISBANE QLD 4000	
Start date:	04/12/1989	
Cease date:	25/02/1991	
Registered address:	Level 4, 157 Ann Street, BRISBANE QLD 4000	
Start date:	30/03/1989	
Cease date:	03/12/1989	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	027750257
Start date:	11/08/2011	
Cease date:	18/05/2025	
Principal Place Of Business address:	Level 6, 101 Wickham Terrace, SPRING HILL QLD 4004	7E0363440
Start date:	16/03/2005	
Cease date:	10/08/2011	
Principal Place Of Business address:	SUPER PARTNERS, Level 11, 120 Edward Street, BRISBANE QLD 4000	01091728M
Start date:	01/09/2002	
Cease date:	15/03/2005	
Principal Place Of Business address:	C/- JACQUES MARTIN INDUSTRY, Level 1, 135 Wickham Terrace, SPRING HILL QLD 4000	01091728H
Start date:	23/10/1997	
Cease date:	31/08/2002	

Principal Place Of Business address:	C/- JACQUES MARTIN INDUSTRY, Level 1, 135 Wickham Terrace, SPRING HILL QLD 4000	01091728F
Start date:	26/03/1996	
Cease date:	22/10/1997	
Principal Place Of Business address:	4TH FLOOR, Toowong Towers, TOOWONG QLD 4066	000976139
Start date:	02/04/1991	
Cease date:	25/03/1996	

Contact Address

Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.

Historical

Address:	GPO BOX 1855, BRISBANE QLD 4001
Start date:	09/10/2015
Cease date:	09/10/2015

Officeholders and Other Roles		Document Number
Previous Director		
Name:	MICHAEL JOHN RAVBAR	029067301
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/09/2014	
Cease date:	18/05/2025	
Name:	GARY LEONARD O'HALLORAN	027881200
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/06/2015	
Cease date:	18/05/2025	
Name:	JOHN MCLINTOCK CRITTALL	7E7370643
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/09/2015	
Cease date:	18/05/2025	
Name:	JADE INGHAM	7EAA97939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/06/2018	
Cease date:	18/05/2025	
Name:	MARK GREGORY SPRY	7EAC92558
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2018	
Cease date:	18/05/2025	
Name:	RODERICK STUART MCDONALD	7EAE49808
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Cease date:	18/05/2025	
Name:	NICHOLAS HERRON	7EAT15679

Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Cease date:	18/05/2025	
Name:	ANTHONY LUCAS STOTT	7EBF71304
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/03/2021	
Cease date:	18/05/2025	
Name:	JOHN TAYLOR SHENFIELD	7EBO86537
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/01/2022	
Cease date:	18/05/2025	
Name:	RIAN KELSO	7EAA97955
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/06/2018	
Cease date:	06/09/2023	
Name:	PAULA ELLEN MASTERS	029112440
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/11/2014	
Cease date:	03/01/2022	
Name:	ARTURO MENON	7EAA99753
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/06/2018	
Cease date:	01/03/2021	
Name:	JOHN GASKIN	7EAA97929
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/06/2018	
Cease date:	15/01/2020	
Name:	SUE-ANN FRESNEDA	7E7370643
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/09/2015	
Cease date:	23/07/2018	
Name:	DAVID ARTHUR HANNA	028687593
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	26/08/2013	
Cease date:	30/04/2018	
Name:	FIONA ASHMORE	7E7370643
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/09/2015	
Cease date:	30/04/2018	

Name:	GRANT MATTHEW GALVIN	7E7370643
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/09/2015	
Cease date:	30/04/2018	
Name:	GLEN ROSS WALTER BATTERSHILL	027934871
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/12/2013	
Cease date:	30/09/2015	
Name:	KAYE LOUISE TIDMARSH	027934871
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/12/2013	
Cease date:	30/09/2015	
Name:	PETER ALLAN FITZGERALD	028769812
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2009	
Cease date:	30/09/2015	
Name:	CHRISTOPHER ROBERT STANLEY	029148669
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	26/06/1997	
Cease date:	30/09/2015	
Name:	BRADLEY MICHAEL O'CARROLL	028925862
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/07/2007	
Cease date:	16/06/2015	
Name:	KANE CLOUD PEARSON	028925862
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/06/2014	
Cease date:	28/11/2014	
Name:	MARK EDWARD BOUTON	026190701
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/05/2009	
Cease date:	09/09/2014	
Name:	PETER ANDREW CLOSE	025402297
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	10/02/2009	
Cease date:	11/06/2014	
Name:	HUGH JOSEPH MORRISON	027750257
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	20/06/2011	

Cease date:	04/12/2013	
Name:	GREGORY MICHAEL SIMCOE	025596481
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2009	
Cease date:	26/08/2013	
Name:	STEPHEN MARK ABSON	027750257
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	26/08/2013	
Name:	TREVOR MERVYN HALL	025637631
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/05/2009	
Cease date:	13/07/2011	
Name:	ALLAN JAMES ROBERTSON	020294853
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2004	
Cease date:	28/05/2009	
Name:	GARRY BICKERDIKE	7E1434557
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2004	
Cease date:	28/05/2009	
Name:	TERRENCE JAMES MCINTYRE	008111606
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	08/06/1994	
Cease date:	01/04/2009	
Name:	WILLIAM WALLACE TROHEAR	015076482
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	14/12/1998	
Cease date:	10/02/2009	
Name:	JORGEN GULLESTRUP	01091728M
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/07/2001	
Cease date:	01/07/2007	
Name:	GREGORY JOHN PACKER	01091728F
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	08/06/1994	
Cease date:	06/05/2004	
Name:	LEIGH JOHN ASHMAN	01091728I
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	20/02/1997	
Cease date:	06/05/2004	
Name:	JEFFREY MARK KNIGHT	003622825
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/03/1993	
Cease date:	30/06/2001	
Name:	GARY JOHN HOWCROFT	011995003
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/07/1996	
Cease date:	14/12/1998	
Name:	DAVID NEIL FULTON	010748728
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/02/1996	
Cease date:	26/06/1997	
Name:	DAVID JOHN MEEK	010748728
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	23/06/1994	
Cease date:	06/01/1997	
Name:	PAUL BRIAN WATERS	010748728
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/02/1995	
Cease date:	11/07/1996	
Name:	PETER MCKENZIE ANDERSON	008111606
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/07/1994	
Cease date:	07/04/1995	
Name:	ALLAN JOHN MILLER	010748728
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	07/04/1995	
Cease date:	07/04/1995	
Name:	WILLIAM WALLACE TROHEAR	005352214
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/1990	
Cease date:	16/02/1995	
Name:	RONALD WILLIAM ROE	007756284
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	08/06/1994	
Cease date:	16/02/1995	

Name:	PAUL BRIAN WATERS	01091728C
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	27/11/1989	
Cease date:	08/06/1994	
Name:	DENNIS MCCARTHY	01091728B
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/05/1992	
Cease date:	11/02/1994	
Name:	GREGORY JOHN PACKER	01091728C
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	27/11/1989	
Cease date:	17/12/1993	
Name:	JOHN MURRAY THOMPSON	
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	27/11/1989	
Cease date:	09/03/1993	
Name:	GRAHAM THOMAS CUTHBERT	
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/1990	
Cease date:	16/10/1992	
Name:	KENNETH S BARR	000976112
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	31/03/1990	
Cease date:	26/09/1991	
Name:	MICHAEL GERARD COONAN	
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	27/11/1989	
Cease date:	31/03/1990	
Name:	MAURICE JAMES HOWE	
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	10/04/1989	
Cease date:	27/11/1989	
Name:	CHEVEL DAVID COONAN	
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	10/04/1989	
Cease date:	27/11/1989	
Previous Alternate Director		
Name:	ANTHONY LUCAS STOTT	7EBF71304
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	01/03/2021	
Cease date:	18/05/2025	
Name:	MICHELLE ANN CLARE	028782072
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	22/01/2015	
Cease date:	12/06/2018	
Name:	SHARON TRICIA DURHAM	027750257
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	16/06/2015	
Name:	MICHAEL JOHN RAVBAR	020294853
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2004	
Cease date:	09/09/2014	
Name:	DAVID ARTHUR HANNA	027750257
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	26/08/2013	
Name:	GARY LEONARD O'HALLORAN	025596481
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2009	
Cease date:	13/07/2011	
Name:	RAY CRAWFORD	020294853
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2004	
Cease date:	06/05/2009	
Name:	GREGORY MICHAEL SIMCOE	020884365
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/01/2005	
Cease date:	06/05/2009	
Previous Secretary		
Name:	STEVEN HACK	7EBM79777
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/11/2021	
Cease date:	18/05/2025	
Name:	JOHN SHENFIELD	8E0139018
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/04/2018	
Cease date:	05/11/2021	

Name:	WILLIAM WALLACE	7E0363440
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	07/03/2005	
Cease date:	12/06/2018	
Name:	LEIGH JOHN ASHMAN	020294853
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/05/2004	
Cease date:	07/03/2005	
Name:	MICHAEL JOHN RAVBAR	01091728K
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/04/1998	
Cease date:	06/05/2004	
Name:	GEOFFREY JAMES WILSON	007756284
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	08/06/1994	
Cease date:	30/04/1998	
Name:	MICHAEL GERARD COONAN	01091728C
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	27/11/1989	
Cease date:	31/01/1994	
Name:	IAN RICHARDS PHILLIPS	
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	10/04/1989	
Cease date:	27/11/1989	

Previous Appointed Auditor

Name:	HALL CHADWICK	01091728G
Address:	Level 12 Corner Edward & Margaret Sts BRISBANE QLD 4000	
Start date:	01/04/1996	
Cease date:	18/05/2025	
Name:	RORKE JOHNSTON	01091728F
Address:	Level 5 Nba House 255 Adelaide Street BRISBANE QLD 4000	
Start date:	20/05/1992	
Cease date:	01/04/1996	

Share Information

Previous Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
A	CLASS A SHARES	4	4.00	0.00	01091728B

B	CLASS B SHARES	4	4.00	0.00	01091728B

Previous Members

Name: AUSTRALIAN BUILDING CONSTRUCTION EMPLOYEES & BUILDERS LABOURERS FEDERATION
Org No.: 057 114 262
Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	01091728B

Name: COMMUNICATION ELECTRICAL PLUMBING UNION-PLUMBING DIVISION
Org No.: 073 541 536
Address: 41 Peel Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	01091728F

Name: CONSTRUCTION FORESTRY MINING & ENERGY UNION
Org No.: 067 815 712
Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	2	yes	FULLY	01091728F

Name: QUEENSLAND MASTER BUILDERS ASSOCIATION INDUSTRIAL ORGANISATION OF EMPLOYERS
Org No.: 076 998 304
Address: 417 Wickham Terrace, SPRING HILL QLD 4000

Class	Number held	Beneficially held	Paid	Document number
B	4	no	FULLY	7E7370643

Name: AUSTRALIAN FEDERATION OF CIVIL ENGINEERING CONTRACTORS
Org No.: 068 209 165
Address: 189 Coronation Drive, MILTON QLD 4064

Class	Number held	Beneficially held	Paid	Document number
B	4	yes	FULLY	01091728E

Name: BUILDING WORKERS INDUSTRIAL UNION OF AUST
Org No.: 051 914 295
Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	01091728B

Name: OPERATIVE PRINTERS & DECORATORS UNION OF AUST
Org No.: 051 914 348
Address: Level 3, 16 Peel Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	01091728B

Name: PLUMBERS & GASFITTERS EMPLOYEES UNION
Org No.: 051 914 366
Address: 33 Doggett Street, NEWSTEAD QLD 4006

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	01091728B

Name: AUSTRALIAN FEDERATION OF CONSTRUCTION CONTRACTORS
Org No.: 054 818 272
Address: 4th Fl South Bank House, Siddon Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
B	4	yes	FULLY	01091728B

Name: BUILDING WORKERS INDUSTRIAL UNION OF AUST
Org No.: 051 914 295
Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	01091728B

Name: OPERATIVE PRINTERS & DECORATORS UNION OF AUST
Org No.: 051 914 348
Address: Level 4, 16 Peel Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
ORD	1	no	FULLY	000976139

Name: PLUMBERS & GASFITTERS EMPLOYEES UNION
Org No.: 051 914 366
Address: 33 Doggett Street, NEWSTEAD QLD 4006

Class	Number held	Beneficially held	Paid	Document number
ORD	1	no	FULLY	000976139

Name: AUSTRALIAN BUILDING CONSTRUCTION EMPLOYEES & BUILDERS L ABOURERS
Org No.: 051 914 517
Address: 33 Doggett Street, NEWSTEAD QLD 4006

Class	Number held	Beneficially held	Paid	Document number
ORD	1	no	FULLY	000976139

Name: AUSTRALIAN FEDERATION OF CONSTRUCTION CONTRACTORS
Org No.: 054 818 272
Address: 33 Doggett Street, NEWSTEAD QLD 4006

Class	Number held	Beneficially held	Paid	Document number
ORD	4	no	FULLY	000976139

Name: BUILDING WORKERS INDUSTRIAL UNION OF AUST
Org No.: 051 914 295
Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
ORD	1	no	FULLY	000976139

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
19/02/1991	203A Notification Of Change Of Address	04/03/1991	1	25/02/1991	001042082
02/04/1991	316 (AR 1990) Annual Return 316E Corrections 316L Annual Return	30/04/1991	4	02/04/1991	000976139

02/04/1991	304A Notification Of Change To Officeholders Of Australian Company	01/05/1991	2	25/02/1991	000976112
19/05/1992	341 Members Application To Appoint An Auditor	19/05/1992	2	19/05/1992	001362706
30/07/1992	316 (AR 1991) Annual Return 316C Change To Officeholders 316D Appointment/change In Name Or Address Of Auditor 316E Corrections 316K Annual Return 316F Change Of Class Or Subclass	11/08/1992	12	26/09/1991	01091728B
12/03/1993	304A Notification Of Change To Officeholders Of Australian Company	12/03/1993	3	09/03/1993	003622825
18/06/1993	316 (AR 1992) Annual Return 316C Change To Officeholders 316E Corrections 316K Annual Return	08/11/1993	4	27/05/1993	01091728C
29/11/1993	902 Supplementary Document	09/12/1993	11	29/11/1993	004818701
31/01/1994	316 (AR 1993) Annual Return 316C Change To Officeholders 316K Annual Return	07/02/1994	18	20/01/1994	005352214
25/05/1994	304A Notification Of Change To Officeholders Of Australian Company	25/11/1994	2	17/12/1993	005523344
06/07/1994	304A Notification Of Change To Officeholders Of Australian Company	25/11/1994	2	08/06/1994	007756284
21/11/1994	304A Notification Of Change To Officeholders Of Australian Company	25/11/1994	3	08/06/1994	008111606
31/01/1995	316K (AR 1994) Annual Return Annual Return	14/02/1995	15	14/12/1994	01091728E
07/11/1995	203A Notification Of Change Of Address	08/11/1995	1	01/11/1995	010127087
26/03/1996	304A Notification Of Change To Officeholders Of Australian Company	27/03/1996	2	07/04/1995	010748728
03/04/1996	316 (AR 1995) Annual Return 316P Change Of Name Or Address	23/04/1996	15	26/03/1996	01091728F

	Of Officeholder 316L Annual Return - Proprietary Company				
17/09/1996	304A Notification Of Change To Officeholders Of Australian Company	17/09/1996	2	11/07/1996	011995003
20/12/1996	316R (AR 1996) Annual Return Annual Return - Superannuation Trustee Company	08/01/1997	4	12/12/1996	01091728G
05/02/1997	304A Notification Of Change To Officeholders Of Australian Company	06/02/1997	2	06/01/1997	012124978
04/03/1997	304A Notification Of Change To Officeholders Of Australian Company	04/03/1997	2	20/02/1997	012135792
10/07/1997	304A Notification Of Change To Officeholders Of Australian Company	14/07/1997	2	26/06/1997	012610840
07/11/1997	316R (AR 1997) Annual Return Annual Return - Superannuation Trustee Company	24/11/1997	4	23/10/1997	01091728H
01/05/1998	304A Notification Of Change To Officeholders Of Australian Company	08/05/1998	2	30/04/1998	014340027
23/12/1998	304A Notification Of Change To Officeholders Of Australian Company	06/01/1999	2	14/12/1998	015076482
30/12/1998	316 (AR 1998) Annual Return 316P Change Of Name Or Address Of Officeholder 316R Annual Return - Superannuation Trustee Company	19/01/1999	4	17/12/1998	01091728I
24/12/1999	316R (AR 1999) Annual Return Annual Return - Superannuation Trustee Company	12/01/2000	4	16/12/1999	01091728J
10/01/2001	316 (AR 2000) Annual Return 316P Change Of Name Or Address Of Officeholder 316R Annual Return - Superannuation Trustee Company	27/04/2001	4	09/01/2001	01091728K
30/01/2002	316 (AR 2001) Annual Return 316C Change To	17/04/2002	4	23/01/2002	01091728L

	Officeholders 316R Annual Return - Superannuation Trustee Company				
31/01/2003	316 (AR 2002) Annual Return 316A Change Of Registered Office Address 316T Change To Principal Place Of Business 316C Change To Officeholders 316R Annual Return - Superannuation Trustee Company	30/05/2003	4	30/01/2003	01091728M
24/06/2004	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	25/06/2004	10	25/06/2004	020294853
31/01/2005	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	02/02/2005	6	02/02/2005	020884365
13/04/2005	484 Change To Company Details 484C Change Of Principal Place Of Business (Address) 484E Appointment Or Cessation Of A Company Officeholder	13/04/2005	3	13/04/2005	7E0363440
09/07/2007	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	09/07/2007	2	09/07/2007	7E1189524
14/01/2008	484A1 Change To Company Details Change Officeholder Name Or Address	14/01/2008	2	14/01/2008	7E1434557
16/02/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	19/03/2009	6	16/02/2009	025402297
06/04/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	06/04/2009	11	06/04/2009	024887161
11/05/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	19/06/2009	11	11/05/2009	025596481

03/06/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	04/06/2009	10	04/06/2009	025637631
22/01/2010	484 Change To Company Details 484A1 Change Officeholder Name Or Address 484E Appointment Or Cessation Of A Company Officeholder	22/01/2010	11	22/01/2010	026190701
05/09/2011	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address) 484E Appointment Or Cessation Of A Company Officeholder	03/10/2011	10	06/09/2011	027750257
30/08/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/09/2013	4	30/08/2013	028687593
24/12/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	24/12/2013	4	24/12/2013	027934871
17/01/2014	484A1 Change To Company Details Change Officeholder Name Or Address	17/01/2014	2	17/01/2014	028769812
19/06/2014	484 Change To Company Details 484A1 Change Officeholder Name Or Address 484E Appointment Or Cessation Of A Company Officeholder	24/06/2014	4	24/06/2014	028925862
18/09/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/10/2014	3	19/09/2014	029067301
02/12/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/12/2014	3	03/12/2014	029112440
16/01/2015	484 Change To Company	19/01/2015	2	19/01/2015	029148669

	Details 484A1 Change Officeholder Name Or Address 484A2 Change Member Name Or Address				
03/02/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/02/2015	3	04/02/2015	028782072
13/07/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/07/2015	3	13/07/2015	027881200
09/10/2015	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484N Changes To (Members) Share Holdings	09/10/2015	5	09/10/2015	7E7370643
01/05/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/05/2018	3	01/05/2018	8E0139018
13/06/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/06/2018	3	13/06/2018	7EAA97929
13/06/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/06/2018	2	13/06/2018	7EAA97939
13/06/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/06/2018	2	13/06/2018	7EAA97955
13/06/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/06/2018	2	13/06/2018	7EAA99753
08/08/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	08/08/2018	2	08/08/2018	7EAC92558
26/09/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	26/09/2018	2	26/09/2018	7EAE49808
22/01/2020	484E Change To Company Details Appointment Or	22/01/2020	2	22/01/2020	7EAT15679

	Cessation Of A Company Officeholder				
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF70873
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF71304
01/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/11/2021	2	01/11/2021	7EBM79777
29/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/11/2021	2	29/11/2021	7EBN69432
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO86537
18/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2023	2	18/09/2023	7ECI75421
13/03/2025	6010 Application For Voluntary Deregistration Of A Company	13/03/2025	2	13/03/2025	7EDH78261

Annual Return Document List

Year	Return due date	Extended due date	AGM due date	Extended AGM due date	AGM held date	Outstanding
1990	31/10/1990		30/09/1990			no
1991	31/01/1992		31/12/1991		16/10/1991	no
1992	31/01/1993		31/12/1992		27/05/1993	no
1993	31/12/1993		30/11/1993		20/01/1994	no
1994	31/12/1994		30/11/1994		14/12/1994	no
1995	31/01/1996					no
1996	31/01/1997					no
1997	31/01/1998					no
1998	31/01/1999					no
1999	31/01/2000					no
2000	31/01/2001					no

2001	31/01/2002					no
2002	31/01/2003					no

End of Extract of 20 Pages

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BERT FUND LIMITED
ACN: 607 106 650

Date/Time: 13 October 2025 AEST 04:14:54 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BERT FUND LIMITED	2E2150463
ACN:	607 106 650	
Registered in:	Queensland	
Registration date:	16/07/2015	
Next review date:	16/07/2026	
Name start date:	16/07/2015	
Status:	Registered	
Company type:	Australian Public Company	
Class:	Limited By Guarantee	
Subclass:	Unlisted Public Company - Non-Profit Company	

Address Details		Document Number
Current		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E2150463
Start date:	16/07/2015	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E2150463
Start date:	16/07/2015	

Officeholders and Other Roles		Document Number
Director		
Name:	GARY LEONARD O'HALLORAN	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Name:	MARK GREGORY SPRY	7EAD40416
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2018	
Name:	RODERICK STUART MCDONALD	7EAE49884
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Name:	NICHOLAS HERRON	7EAT16703
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Name:	ROSS LEONARD DAVIDSON	7ECY57188
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	HEMAL PATEL	7ECY57188
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	PAUL DUNBAR	7ECY57188
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	DREW CHARLES BROCKHURST	7EDH77968
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Alternate Director		
Name:	ANTHONY LUCAS STOTT	7EBF71464
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/03/2021	
Name:	JUSTIN MARK MAXWELL	7ECX51777
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/08/2024	
Secretary		
Name:	STEVEN HACK	7EBM79697
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/11/2021	
Previous Director		
Name:	JOHN MCLINTOCK CRITTALL	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/02/2025	
Name:	MICHAEL JOHN RAVBAR	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	12/09/2024	
Name:	JADE ANTHONY INGHAM	7E8392203
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/09/2016	
Cease date:	12/09/2024	
Name:	JOHN TAYLOR SHENFIELD	7EBO86587
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/01/2022	
Cease date:	12/09/2024	
Name:	PAULA ELLEN MASTERS	2E2150463
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	16/07/2015	
Cease date:	03/01/2022	
Name:	JOHN GASKIN	029300227
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2015	
Cease date:	15/01/2020	
Name:	ANDREW HICKMAN	7E8823211
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	23/02/2017	
Cease date:	17/09/2018	
Name:	SUE-ANN FRESNEDA	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	02/08/2018	
Name:	GRANT MATTHEW GALVIN	7E8786124
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	23/02/2017	
Name:	FIONA ASHMORE	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	28/08/2015	
Name:	DAVID ARTHUR HANNA	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	28/08/2015	
Previous Alternate Director		
Name:	ROSS DAVIDSON	7ECT66123
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/06/2024	
Cease date:	06/06/2024	
Name:	RIAN KELSO	7E8392203
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/09/2016	
Cease date:	06/09/2023	
Name:	ARTURO MENON	7E8529376
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/11/2016	
Cease date:	01/03/2021	
Name:	ROBERT CAMERON	7E8590800

Address:	[redacted]
Born:	[redacted]
Appointment date:	06/12/2016
Cease date:	01/03/2021

Previous Secretary

Name:	JOHN TAYLOR SHENFIELD	7E8238446
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/08/2016	
Cease date:	05/11/2021	
Name:	WILLIAM WALLACE	2E2150463
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	04/07/2016	

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
16/07/2015	218 Constitution Of Company	16/07/2015	31	16/07/2015	029313161
16/07/2015	201B Application For Registration As A Public Company Limited By Guarantee	16/07/2015	4	16/07/2015	2E2150463
22/09/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/09/2015	3	22/09/2015	029300227
03/08/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/08/2016	2	03/08/2016	7E8216142
10/08/2016	484A1 Change To Company Details Change Officeholder Name Or Address	10/08/2016	2	10/08/2016	7E8238446
29/09/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/09/2016	2	29/09/2016	7E8392203
16/11/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/11/2016	2	16/11/2016	7E8529376

06/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	06/12/2016	2	06/12/2016	7E8590800
20/02/2017	484A1 Change To Company Details Change Officeholder Name Or Address	20/02/2017	2	20/02/2017	7E8786124
02/03/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	02/03/2017	2	02/03/2017	7E8823211
23/08/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/08/2018	2	23/08/2018	7EAD40416
26/09/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	26/09/2018	2	26/09/2018	7EAE49884
23/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/01/2020	2	23/01/2020	7EAT16703
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	3	18/03/2021	7EBF71464
01/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/11/2021	2	01/11/2021	7EBM79697
29/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/11/2021	2	29/11/2021	7EBN69507
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO86587
18/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2023	2	18/09/2023	7ECI75429
10/06/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	10/06/2024	2	10/06/2024	7ECT66123
28/08/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/08/2024	2	28/08/2024	7ECX51777
18/09/2024	484E Change To Company Details Appointment Or	18/09/2024	3	18/09/2024	7ECY57188

	Cessation Of A Company Officeholder				
13/03/2025	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/03/2025	2	13/03/2025	7EDH77968

End of Extract of 6 Pages

InfoTrack
1800 738 524

ASIC
Current & Historical Organisation Extract

ASIC Data Extracted 09/06/2026 at 15:22

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 108 313 622 B.E.W.T. PTY LIMITED -

ACN (Australian Company Number):	108 313 622	**Document No.**
ABN:	68 108 313 622	
Current Name:	B.E.W.T. PTY LIMITED	
Registered in:	Queensland	
Registration Date:	11/03/2004	
Review Date:	11/03/2024	
Company Bounded By:		

- Current Organisation Details -

Name:	B.E.W.T. PTY LIMITED
Name Start Date:	11/03/2004
Status:	Deregistered
Date Deregistered:	17/05/2023
Reason Deregistered:	SECTION 601AA
Type:	Australian Proprietary Company
Class:	Limited By Shares
Sub Class:	Proprietary Company

- Former Organisation Details from 15/03/2023 to 16/05/2023 -

Name:	B.E.W.T. PTY LIMITED
Name Start Date:	11/03/2004
Status:	Strike-Off Action In Progress
Type:	Australian Proprietary Company
Class:	Limited By Shares
Sub Class:	Proprietary Company

- Former Organisation Details from 11/03/2004 to 14/03/2023 -

Name:	B.E.W.T. PTY LIMITED	019663015
Name Start Date:	11/03/2004	
Status:	Registered	
Type:	Australian Proprietary Company	
Class:	Limited By Shares	

Sub Class: Proprietary Company

- Company Addresses -

- Previous Registered Office 027750256
Address: LEVEL 1 35 ASTOR TERRACE SPRING HILL QLD 4004
Start Date: 12/09/2011
Cease Date: 17/05/2023

- Previous Registered Office 019663015
Address: SUPERPARTNERS LEVEL 11 120 EDWARD STREET BRISBANE QLD 4000
Start Date: 11/03/2004
Cease Date: 11/09/2011

- Previous Principal Place of Business 027750256
Address: LEVEL 1 35 ASTOR TERRACE SPRING HILL QLD 4004
Start Date: 11/08/2011
Cease Date: 17/05/2023

- Previous Principal Place of Business 7E0358524
Address: LEVEL 6 101 WICKHAM TERRACE SPRING HILL QLD 4000
Start Date: 07/03/2005
Cease Date: 10/08/2011

- Previous Principal Place of Business 019663015
Address: SUPERPARTNERS LEVEL 11 120 EDWARD STREET BRISBANE QLD 4000
Start Date: 11/03/2004
Cease Date: 06/03/2005

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Previous Director

Name: GARY LEONARD O'HALLORAN 027881198
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 16/06/2015
Cease Date: 17/05/2023

Name: JOHN MCLINTOCK CRITTALL 7E7371616
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 30/09/2015
Cease Date: 17/05/2023

Name:	MICHAEL JOHN RAVBAR	7EAC93925
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	08/08/2018	
Cease Date:	17/05/2023	

Name:	JADE INGHAM	7EAC93925
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	08/08/2018	
Cease Date:	17/05/2023	

Name:	MARK GREGORY SPRY	7EAC93925
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	07/08/2018	
Cease Date:	17/05/2023	

Name:	RODERICK STUART MCDONALD	7EAE51839
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	17/09/2018	
Cease Date:	17/05/2023	

Name:	NICHOLAS HERRON	7EAT15809
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	15/01/2020	
Cease Date:	17/05/2023	

Name:	JOHN TAYLOR SHENFIELD	7EBO86535
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	03/01/2022	
Cease Date:	17/05/2023	

Name:	PAULA ELLEN MASTERS	029112439
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	28/11/2014	
Cease Date:	03/01/2022	

Name:	JOHN GASKIN	7EAC93925
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	08/08/2018	

Cease Date: 15/01/2020

Name: MARK EDWARD BOUTON 026190700
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 28/05/2009
Cease Date: 08/08/2018

Name: DAVID ARTHUR HANNA 028687589
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 26/08/2013
Cease Date: 08/08/2018

Name: FIONA ASHMORE 7E7371616
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 30/09/2015
Cease Date: 08/08/2018

Name: SUE-ANN FRESNEDA 7E7371616
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 30/09/2015
Cease Date: 08/08/2018

Name: GRANT MATTHEW GALVIN 7E7371616
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 30/09/2015
Cease Date: 08/08/2018

Name: GLEN ROSS WALTER BATTERSHILL 027934870
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 04/12/2013
Cease Date: 30/09/2015

Name: KAYE LOUISE TIDMARSH 027934870
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 13/12/2013
Cease Date: 30/09/2015

Name: PETER ALLAN FITZGERALD 028769813
Address: [redacted]

Birth Details: [redacted]
Appointment Date: 09/12/2009
Cease Date: 30/09/2015

Name: CHRISTOPHER ROBERT STANLEY 029148670
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/03/2004
Cease Date: 30/09/2015

Name: BRADLEY MICHAEL O'CARROLL 028925863
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 01/07/2007
Cease Date: 16/06/2015

Name: KANE CLOUD PEARSON 028925863
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/06/2014
Cease Date: 28/11/2014

Name: PETER ANDREW CLOSE 024887162
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 01/04/2009
Cease Date: 11/06/2014

Name: HUGH JOSEPH MORRISON 027750256
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 20/06/2011
Cease Date: 04/12/2013

Name: GREGORY MICHAEL SIMCOE 025596482
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 06/05/2009
Cease Date: 26/08/2013

Name: STEPHEN MARK ABSON 027750256
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 13/07/2011
Cease Date: 26/08/2013

Name: TREVOR MERVYN HALL 025637632
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 28/05/2009
Cease Date: 13/07/2011

Name: ALLAN JAMES ROBERTSON 020294852
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 06/05/2004
Cease Date: 28/05/2009

Name: GARRY BICKERDIKE 7E1434664
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 06/05/2004
Cease Date: 28/05/2009

Name: TERRENCE JAMES MCINTYRE 019663015
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/03/2004
Cease Date: 01/04/2009

Name: WILLIAM WALLACE TROHEAR 019663015
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/03/2004
Cease Date: 01/04/2009

Name: JORGEN GULLESTRUP 019663015
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/03/2004
Cease Date: 01/07/2007

Name: LEIGH JOHN ASHMAN 019663015
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/03/2004
Cease Date: 06/05/2004

Name: GREGORY JOHN PACKER 019663015
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 11/03/2004
Cease Date: 06/05/2004

Previous Secretary

Name:	STEVEN HACK	7EBM79738
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/11/2021	
Cease Date:	17/05/2023	

Name:	JOHN SHENFIELD	7EAC93746
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	08/08/2018	
Cease Date:	05/11/2021	

Name:	WILLIAM WALLACE	7E0358524
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	07/03/2005	
Cease Date:	08/08/2018	

Name:	LEIGH JOHN ASHMAN	019663015
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	11/03/2004	
Cease Date:	07/03/2005	

Previous Alternate Director

Name:	RIAN KELSO	7EAC93925
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	08/08/2018	
Cease Date:	17/05/2023	

Name:	ARTURO MENON	7EAC93925
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	08/08/2018	
Cease Date:	17/05/2023	

Name:	MICHAEL JOHN RAVBAR	020294852
Address:	[redacted]	
Birth Details:	[redacted]	

Appointment Date: 06/05/2004
Cease Date: 08/08/2018

Name: SHARON TRICIA DURHAM 027750256
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 13/07/2011
Cease Date: 16/06/2015

Name: DAVID ARTHUR HANNA 027750256
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 13/07/2011
Cease Date: 26/08/2013

Name: GARY LEONARD O'HALLORAN 025596482
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 06/05/2009
Cease Date: 13/07/2011

Name: RAY CRAWFORD 020294852
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 06/05/2004
Cease Date: 06/05/2009

Name: GREGORY MICHAEL SIMCOE 020884364
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/01/2005
Cease Date: 06/05/2009

- Share Structure -

Ceased/Former

Class: CLASS A SHARES 019663015
Number of Shares Issued: 4
Total Amount Paid / Taken to be Paid: $4.00
Total Amount Due and Payable: $0.00

Class: CLASS B SHARES 019663015

Number of Shares Issued:	4
Total Amount Paid / Taken to be Paid:	$4.00
Total Amount Due and Payable:	$0.00

Note:
For each class of shares issued by a company, ASIC records the details of the twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

- Share/Interest Holding -

Ceased/Former

- Holding -

Class:	A	**Number Held:**	1	019663015
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	AUSTRALIAN BUILDING AND CONSTRUCTION EMPLOYEES & B UILDERS LABOURERS FEDERATION UNION OF EMPLOYEES (Q UEENSLAND BRANCH)
ACN:	
Address:	LEVEL 2 366 UPPER EDWARD STREET SPRING HILL QLD 4000
Joint Holding:	No

- Holding -

Class:	A	**Number Held:**	1	019663015
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	COMMUNICATIONS, ELECTRICAL, ELECTRONIC, ENERGY, IN FORMATION, POSTAL, PLUMBING AND ALLIED SERVICES UN ION OF AUSTRALIA, PLUMBING DIVISION, QUEENSLAND BR ANCH
ACN:	
Address:	41 PEEL STREET SOUTH BRISBANE QLD 4101
Joint Holding:	No

- Holding -

Class:	A	**Number Held:**	2	019663015
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIA L UNION OF EMPLOYEES, QUEENSLAND
ACN:	
Address:	LEVEL 2 366 UPPER EDWARD STREET SPRING HILL QLD 4000
Joint Holding:	No

- Holding -

Class:	B	**Number Held:**	4	7E7371616
Beneficially Owned:	No	**Fully Paid:**	Yes	

- Members -

Name:	QUEENSLAND MASTER BUILDERS ASSOCIATION INDUSTRIAL ORGANISATION OF EMPLOYERS
ACN:	
Address:	417 WICKHAM TERRACE SPRING HILL QLD 4000
Joint Holding:	No

- Holding -

Class:	B	**Number Held:**	4	024717127
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	QUEENSLAND MAJOR CONTRACTORS ASSOCIATION
ACN:	
Address:	TREVOR HALL LEVEL 10 348 EDWARDS STREET BRISBANE QLD 4000
Joint Holding:	No

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
6010	15/03/2023	15/03/2023	2	15/03/2023	7ECC00411

6010	Application For Voluntary Deregistration of a Company				
484	17/01/2022	17/01/2022	2	17/01/2022	7EBO86535
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	29/11/2021	29/11/2021	2	29/11/2021	7EBN69457
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	01/11/2021	01/11/2021	2	01/11/2021	7EBM79738
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	22/01/2020	22/01/2020	2	22/01/2020	7EAT15809
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	27/09/2018	27/09/2018	2	27/09/2018	7EAE51839
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	08/08/2018	08/08/2018	2	08/08/2018	7EAC93954
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	08/08/2018	08/08/2018	5	08/08/2018	7EAC93925
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	08/08/2018	08/08/2018	2	08/08/2018	7EAC93746
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	09/10/2015	09/10/2015	5	09/10/2015	7E7371616
484	Change to Company Details				
484E	Appointment or Cessation of a Company Officeholder				
484N	Changes to (Members) Share Holdings				
484	13/07/2015	29/07/2015	3	13/07/2015	027881198
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
106	15/05/2015	24/06/2015	2	15/05/2015	026384661
106	Notice of Cancellation or Revocation of a Lodged Document				
	Cancels 029 217 232				
484	31/03/2015	02/04/2015	0	02/04/2015	029217232
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
	Cancelled by 026 384 661				

484	16/01/2015	19/01/2015	2	19/01/2015	029148670
484	Change to Company Details				
484A1	Change Officeholder Name or Address				
484A2	Change Member Name or Address				
484	02/12/2014	03/12/2014	3	03/12/2014	029112439
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	19/06/2014	24/06/2014	4	24/06/2014	028925863
484	Change to Company Details				
484A1	Change Officeholder Name or Address				
484E	Appointment or Cessation of a Company Officeholder				
484	17/01/2014	17/01/2014	2	17/01/2014	028769813
484A1	Change to Company Details Change Officeholder Name Or Address				
484	24/12/2013	24/12/2013	4	24/12/2013	027934870
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	30/08/2013	16/09/2013	4	30/08/2013	028687589
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	05/09/2011	03/10/2011	10	06/09/2011	027750256
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
484E	APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	22/01/2010	22/01/2010	11	22/01/2010	026190700
484	CHANGE TO COMPANY DETAILS				
484A1	CHANGE OFFICEHOLDER NAME OR ADDRESS				
484E	APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	03/06/2009	04/06/2009	10	04/06/2009	025637632
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	11/05/2009	19/06/2009	11	11/05/2009	025596482
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	06/04/2009	06/04/2009	11	06/04/2009	024887162
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	05/06/2008	17/06/2008	11	05/06/2008	024717127
484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				

484	14/01/2008	14/01/2008	2	14/01/2008	7E1434664
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	09/07/2007	09/07/2007	2	09/07/2007	7E1189558
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	07/04/2005	07/04/2005	3	07/04/2005	7E0358524
484	CHANGE TO COMPANY DETAILS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
484E	APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	31/01/2005	02/02/2005	7	02/02/2005	020884364
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	24/06/2004	25/06/2004	8	25/06/2004	020294852
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
201	10/03/2004	10/03/2004	14	10/03/2004	019663015
201C	APPLICATION FOR REGISTRATION AS A PROPRIETARY COMPANY				

- Company Contact Addresses -

- Previous Contact Address for ASIC use only

Address: GPO BOX 1855 BRISBANE QLD 4001
Start Date: 09/10/2015
Cease Date: 09/10/2015

*** End of Document ***

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BEWT FUND LIMITED
ACN: 607 107 595

Date/Time: 13 October 2025 AEST 04:14:56 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BEWT FUND LIMITED	2E2150739
ACN:	607 107 595	
Registered in:	Queensland	
Registration date:	16/07/2015	
Next review date:	16/07/2026	
Name start date:	16/07/2015	
Status:	Registered	
Company type:	Australian Public Company	
Class:	Limited By Guarantee	
Subclass:	Unlisted Public Company - Non-Profit Company	

Address Details		Document Number
Current		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E2150739
Start date:	16/07/2015	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E2150739
Start date:	16/07/2015	

Officeholders and Other Roles		Document Number
Director		
Name:	GARY LEONARD O'HALLORAN	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Name:	RODERICK STUART MCDONALD	7EAE50035
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Name:	NICHOLAS HERRON	7EAT15297
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Name:	MARK GREGORY SPRY	7EAY71523
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/06/2020	
Name:	ROSS LEONARD DAVIDSON	7ECY57483
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	PAUL DUNBAR	7ECY57483
Address:	[redacted]	

	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	HEMAL PATEL	7ECY57483
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	DREW CHARLES BROCKHURST	7EDH77951
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Alternate Director		
Name:	ANTHONY LUCAS STOTT	7EBF71368
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/03/2021	
Name:	JUSTIN MARK MAXWELL	7ECX52145
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/08/2024	
Secretary		
Name:	STEVEN HACK	7EBM79666
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/11/2021	
Previous Director		
Name:	JOHN MCLINTOCK CRITTALL	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/02/2025	
Name:	MICHAEL JOHN RAVBAR	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	12/09/2024	
Name:	JADE ANTHONY INGHAM	7EBF71368
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/03/2021	
Cease date:	12/09/2024	
Name:	JOHN TAYLOR SHENFIELD	7EBO86552
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/01/2022	
Cease date:	12/09/2024	
Name:	PAULA ELLEN MASTERS	2E2150739
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	16/07/2015	
Cease date:	03/01/2022	
Name:	SUE-ANN FRESNEDA	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	30/06/2020	
Name:	JOHN GASKIN	029300225
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2015	
Cease date:	15/01/2020	
Name:	ANDREW HICKMAN	7E8823433
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	23/02/2017	
Cease date:	17/09/2018	
Name:	GRANT MATTHEW GALVIN	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	23/02/2017	
Name:	FIONA ASHMORE	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	28/08/2015	
Name:	DAVID ARTHUR HANNA	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	28/08/2015	
Previous Alternate Director		
Name:	ROSS DAVIDSON	7ECT66051
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/06/2024	
Cease date:	05/06/2024	
Name:	RIAN KELSO	7E8395238
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/09/2016	
Cease date:	06/09/2023	
Name:	ARTURO MENON	7E8529438
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/11/2016	
Cease date:	01/03/2021	
Name:	ROBERT CAMERON	7E8823433

Address:	[redacted]
Born:	[redacted]
Appointment date:	06/12/2016
Cease date:	01/03/2021

Previous Secretary

Name:	JOHN SHENFIELD	7E8216296
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/08/2016	
Cease date:	05/11/2021	

Name:	WILLIAM WALLACE	2E2150739
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	04/07/2016	

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
16/07/2015	218 Constitution Of Company	16/07/2015	30	16/07/2015	029313163
16/07/2015	201B Application For Registration As A Public Company Limited By Guarantee	16/07/2015	4	16/07/2015	2E2150739
22/09/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/09/2015	3	22/09/2015	029300225
03/08/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/08/2016	2	03/08/2016	7E8216296
30/09/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/09/2016	2	30/09/2016	7E8395238
16/11/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/11/2016	2	16/11/2016	7E8529438
02/03/2017	484E Change To Company Details Appointment Or Cessation Of A Company	02/03/2017	3	02/03/2017	7E8823433

	Officeholder				
26/09/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	26/09/2018	2	26/09/2018	7EAE50035
22/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	22/01/2020	2	22/01/2020	7EAT15297
20/07/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/07/2020	2	20/07/2020	7EAY71523
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF70825
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF71368
01/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/11/2021	2	01/11/2021	7EBM79666
29/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/11/2021	2	29/11/2021	7EBN69523
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO86552
18/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2023	2	18/09/2023	7ECI75427
10/06/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	10/06/2024	2	10/06/2024	7ECT66051
28/08/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/08/2024	2	28/08/2024	7ECX52145
18/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2024	3	18/09/2024	7ECY57483
13/03/2025	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/03/2025	2	13/03/2025	7EDH77951

End of Extract of 6 Pages

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BUSS (QUEENSLAND) PTY LTD
ACN: 065 081 281

Date/Time: 30 September 2025 AEST 12:46:33 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BUSS (QUEENSLAND) PTY LTD	007689039
ACN:	065 081 281	
ABN:	15065081281	
Registered in:	Victoria	
Registration date:	17/06/1994	
Next review date:	17/06/2026	
Name start date:	17/06/1994	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Superannuation Trustee Proprietary Company	

Address Details		Document Number
Current		
Registered address:	'Bussq' Hse G, 299 Coronation Drive, MILTON QLD 4064	7E7371574
Start date:	16/10/2015	
Principal Place Of Business address:	'Bussq' Hse G, 299 Coronation Drive, MILTON QLD 4064	7E7371574
Start date:	12/10/2015	
Historical		
Registered address:	'Bussq' Hse G, 299 Coronation Drive, MILTON QLD 4064	7E7371420
Start date:	16/10/2015	
Cease date:	16/10/2015	
Registered address:	'G Kings Row Stage 1' Suite 2, 50 McDougall Street, MILTON QLD 4064	023407881
Start date:	30/04/2007	
Cease date:	15/10/2015	
Registered address:	Level 2, 135 Wickham Terrace, SPRING HILL QLD 4000	06508128J
Start date:	08/06/1998	
Cease date:	29/04/2007	
Registered address:	Level 1, 135 Wickham Terrace, SPRING HILL QLD 4000	008318158
Start date:	15/03/1995	
Cease date:	07/06/1998	
Registered address:	Level 3, 365 Little Collins Street, MELBOURNE VIC 3000	007689039
Start date:	17/06/1994	
Cease date:	14/03/1995	
Principal Place Of Business address:	'G Kings Row Stage 1' Suite 2, 50 McDougall Street, MILTON QLD 4064	023407881
Start date:	30/04/2007	

Cease date:	11/10/2015	
Principal Place Of Business address:	135 Wickham Terrace, SPRING HILL QLD 4000	06508128Z
Start date:	02/01/1996	
Cease date:	29/04/2007	
Principal Place Of Business address:	Level 3, 365 Little Collins Street, MELBOURNE VIC 3000	007689039
Start date:	17/06/1994	
Cease date:	01/01/1996	

Contact Address

Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.

Historical

Address:	PO BOX 1526, MILTON QLD 4064
Start date:	12/01/2018
Cease date:	14/01/2022
Address:	PO BOX 902, SPRING HILL QLD 4004
Start date:	08/11/2006
Cease date:	12/01/2018
Address:	JACQUES MARTIN INDUSTRY, PO BOX 329, SPRING HILL QLD 4004
Start date:	28/06/2003
Cease date:	08/11/2006

Officeholders and Other Roles		Document Number
Director		
Name:	GEOFFREY ROBERT BAGULEY	7EBQ60579
Address:	[redacted]	
Born:		
Appointment date:	02/03/2022	
Name:	CHRISTOPHER RONALD TAYLOR	7EBQ60579
Address:	[redacted]	
Born:		
Appointment date:	02/03/2022	
Name:	EMMA ADRIANA EAVES	7EBZ70524
Address:	[redacted]	
Born:		
Appointment date:	14/12/2022	
Name:	BENJAMIN PAUL AMOS YOUNG	7ECL26125
Address:	[redacted]	
Born:		
Appointment date:	26/04/2022	
Name:	LINDA JANE VICKERS	7ECP12590
Address:	[redacted]	
Born:		
Appointment date:	26/04/2022	
Name:	PAUL JASON HICK	7ECU87207
Address:	[redacted]	

	[redacted]	
Born:	[redacted]	
Appointment date:	02/03/2022	
Name:	HEMAL PATEL	7ECY73837
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/09/2024	
Name:	PAUL ARTHUR DUNBAR	7ECY73837
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/09/2024	
Secretary		
Name:	CHRISTIAN ENGELHARDT	7EBT78312
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	22/06/2022	
Name:	LISA JANE CUMBERLAND	7ECS51798
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	22/02/2023	
Previous Director		
Name:	JACQUELINE LOUISE COLLIE	7EAO84967
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2019	
Cease date:	12/09/2024	
Name:	MICHAEL JOHN RAVBAR	7EBM94567
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/11/2021	
Cease date:	12/09/2024	
Name:	PAULA ELLEN MASTERS	7E6865902
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/04/2015	
Cease date:	14/12/2022	
Name:	PAUL BIDWELL	7E6048153
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/05/2014	
Cease date:	17/01/2022	
Name:	SONYA MARIE BEYERS	7EBA88881
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/01/2018	
Cease date:	17/01/2022	
Name:	MADELINE DERMATOSSIAN	7EBM94567
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	03/11/2021	
Cease date:	17/01/2022	
Name:	GRANT MATTHEW GALVIN	7EAN26402
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/01/2014	
Cease date:	13/10/2021	
Name:	EMMA ADRIANA EAVES	7EAS86600
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/01/2020	
Cease date:	13/10/2021	
Name:	WILLIAM WALLACE TROHEAR	06508128M
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	31/12/2019	
Name:	RONALD WILLIAM MONAGHAN	7E7371420
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	29/09/2015	
Cease date:	05/07/2019	
Name:	ROBERT JAMES LETTE	1F0279684
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	31/12/2017	
Name:	DAVID ARTHUR HANNA	1F0484225
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/10/2013	
Cease date:	30/07/2015	
Name:	PAUL RICHARDS	1F0279684
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	28/02/2015	
Name:	GRAHAM CUTHBERT	7E5626934
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/04/2003	
Cease date:	01/04/2014	
Name:	GARRY JAMES ROSSOW	017991816
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	31/12/2013	
Name:	GREGORY MICHAEL SIMCOE	1F0246420

Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	01/10/2013	
Name:	GREGORY DARCY DOUGLAS MCLEAN	010269763
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/1995	
Cease date:	01/04/2003	
Name:	GRAHAM THOMAS CUTHBERT	06508128Z
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	25/10/1995	
Name:	DAVID ANDREW O'SULLIVAN	007676115
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/06/1994	
Cease date:	12/07/1994	
Name:	PAUL CHRISTIAAN KORTE	007676115
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/06/1994	
Cease date:	12/07/1994	
Previous Secretary		
Name:	MICHAEL SHANE GILLAM	7EBV80631
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/08/2022	
Cease date:	16/12/2022	
Name:	NOREEN JOY ROMERO	7EBM94567
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/11/2021	
Cease date:	03/06/2022	
Name:	LISA JANE CUMBERLAND	7EAG66151
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	05/11/2018	
Cease date:	08/12/2021	
Name:	DAMIAN MICHAEL WILLS	7E9016203
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/04/2017	
Cease date:	05/11/2018	
Name:	DAVID JOHN O'SULLIVAN	022864921
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	17/01/2005	
Cease date:	01/04/2018	
Name:	LINDA JANE VICKERS	7E3363688
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	14/12/2010	
Cease date:	19/04/2017	
Name:	PAUL FRANCIS BYRNE	016061091
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/02/1998	
Cease date:	17/11/2004	
Name:	GRAHAM THOMAS CUTHBERT	013589066
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/11/1997	
Cease date:	25/02/1998	
Name:	TREVOR JOHN PETERSON	008318160
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/1994	
Cease date:	31/10/1997	
Name:	DAVID ANDREW O'SULLIVAN	007676115
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/06/1994	
Cease date:	12/07/1994	

Appointed Auditor

Name:	CROWE HORWATH BRISBANE	027234160
Address:	Level 16 120 Edward Street BRISBANE QLD 4000	
Start date:	01/01/2011	

Previous Appointed Auditor

Name:	WHK HORWATH	024232244
Address:	'Level 12' Corner Edward & Margaret Sts BRISBANE QLD 4000	
Start date:	03/12/2007	
Cease date:	01/01/2011	
Name:	WILLIAM BUCK	024232244
Address:	'Level' 12 Corner Edward & Margaret Sts BRISBANE QLD 4000	
Start date:	10/03/2003	
Cease date:	03/12/2007	
Name:	HALL CHADWICK	06508128G
Address:	Corner Edward & Margaret Sts BRISBANE QLD 4000	
Start date:	16/04/1996	
Cease date:	10/09/2003	
Name:	PRICE WATERHOUSE	06508128Z
Address:	Level 6 215 Spring Street MELBOURNE VIC 3000	
Start date:	17/06/1994	

Cease date: 15/04/1996

Share Information

Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
ORD	ORDINARY SHARES	4	4.00	0.00	06508128Z

Members

Note: For each class of shares issued by a proprietary company, ASIC records the details of the top twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the top twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

Name: CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND IN RESPECT OF ITS STATE CONSTRUCTION AND GENERAL DIVISION
Org No.: 667 148 343
Address: 16 Campbell Street, BOWEN HILLS QLD 4006

Class	Number held	Beneficially held	Paid	Document number
ORD	2	yes	FULLY	7ECC81021

Name: QUEENSLAND MASTER BUILDERS ASSOCIATION INDUSTRIAL ORGANISATION OF EMPLOYERS
Org No.: 107 328 129
Address: 417 Wickham Terrace, SPRING HILL QLD 4000

Class	Number held	Beneficially held	Paid	Document number
ORD	2	yes	FULLY	7ECF85271

Previous Members

Name: CONSTRUCTION, FORESTRY MINING & ENERGY INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND AND NORTHERN TERRITORY DIVISIONAL BRANCH
Org No.: 663 234 688
Address: Level 2, 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
ORD	1	yes	FULLY	7EBX52088

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
09/06/1994	410A Application For Reservation Of A Name Of A New Australian Company	09/06/1994	1	09/06/1994	007709318
17/06/1994	201G Application For Registration As A Proprietary Company And Superannuation Trustee	17/06/1994	6	17/06/1994	007689039
17/06/1994	204 Certificate Of Registration Division 1 Pt 2.2	17/06/1994	1	17/06/1994	007689044
13/07/1994	215 Notification Of Initial Appointment Of Officeholders	15/07/1994	1	17/06/1994	007676115
08/03/1995	203A Notification Of Change Of Address	09/03/1995	1	12/07/1994	008318158
08/03/1995	207 Notification Of Allotment Of Shares	08/03/1995	3	12/07/1994	008318159
08/03/1995	304A Notification Of Change To Officeholders Of Australian Company	17/03/1995	4	12/07/1994	008318160
03/01/1996	316R (AR 1995) Annual Return Annual Return - Superannuation Trustee Company	09/01/1996	4	02/01/1996	06508128Z
01/02/1996	304A Notification Of Change To Officeholders Of Australian Company	06/02/1996	3	25/10/1995	010269763
12/11/1996	316 (AR 1996) Annual Return 316Q Resignation Or Removal Of Auditor 316R Annual Return - Superannuation Trustee Company	19/12/1996	4	05/11/1996	06508128G
10/10/1997	316R (AR 1997) Annual Return Annual Return - Superannuation Trustee Company	22/10/1997	4	30/09/1997	06508128H
28/11/1997	304A Notification Of Change To Officeholders Of Australian Company	01/12/1997	2	31/10/1997	013589066
12/12/1997	304C Notification Of Change Of Name Or Address Of Officeholder	22/12/1997	2	29/11/1997	013584632

02/03/1998	304A Notification Of Change To Officeholders Of Australian Company	06/03/1998	2	25/02/1998	013945430
01/06/1998	203A Notification Of Change Of Address	15/06/1998	1	29/05/1998	014355379
10/12/1998	316R (AR 1998) Annual Return Annual Return - Superannuation Trustee Company	21/12/1998	4	03/12/1998	06508128I
13/12/1999	316R (AR 1999) Annual Return Annual Return - Superannuation Trustee Company	24/01/2000	4	24/11/1999	06508128J
19/01/2000	304C Notification Of Change Of Name Or Address Of Officeholder	27/01/2000	2	31/12/1999	016061091
20/11/2000	304C Notification Of Change Of Name Or Address Of Officeholder	27/11/2000	2	31/10/2000	015046125
08/12/2000	316R (AR 2000) Annual Return Annual Return - Superannuation Trustee Company	19/12/2000	4	06/12/2000	06508128K
11/10/2001	304C Notification Of Change Of Name Or Address Of Officeholder	26/10/2001	2	03/10/2001	017494388
17/12/2001	316R (AR 2001) Annual Return Annual Return - Superannuation Trustee Company	15/01/2002	3	17/12/2001	06508128L
04/03/2002	304C Notification Of Change Of Name Or Address Of Officeholder	09/03/2002	2	01/03/2002	017991816
26/03/2002	456 Instrument For Exemption S328 Super Ind Sup Act	27/03/2002	1	26/03/2002	017914010
06/01/2003	316R (AR 2002) Annual Return Annual Return - Superannuation Trustee Company	17/01/2003	4	18/12/2002	06508128M
08/04/2003	304A Notification Of Change To Officeholders Of Australian Company	12/04/2003	2	01/04/2003	019064517
09/12/2003	FS02 Copy Of Afs Licence	09/12/2003	5	09/12/2003	0L0300733
16/03/2004	FS53A Notification Of Use Of Pds - By Afs Licensee	02/04/2004	5	11/03/2004	020078761
08/07/2004	FS53A Notification Of Use Of Pds - By Afs Licensee	09/08/2004	6	11/03/2004	020551535
23/09/2004	FS53A Notification Of Use Of Pds - By Afs Licensee	05/10/2004	6	25/08/2004	020554675

14/02/2005	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/02/2005	4	15/02/2005	021004976
08/07/2005	FS53A Notification Of Use Of Pds - By Afs Licensee	14/07/2005	7	01/07/2005	021268421
21/09/2005	FS02 Copy Of Afs Licence	21/09/2005	5	21/09/2005	0L0501129
06/12/2005	A104 Supplementary Pages To Imaged Document	06/12/2005	4	06/12/2005	022448783
16/01/2006	FS53A Notification Of Use Of Pds - By Afs Licensee	23/02/2006	11	09/01/2006	022599382
09/02/2006	FS53A Notification Of Use Of Pds - By Afs Licensee	22/03/2006	11	06/02/2006	022707187
13/06/2006	FS53A Notification Of Use Of Pds - By Afs Licensee	20/06/2006	11	12/06/2006	022817690
19/06/2006	484A1 Change To Company Details Change Officeholder Name Or Address	28/06/2006	2	19/06/2006	022864921
24/10/2006	FS53A Notification Of Use Of Pds - By Afs Licensee	31/10/2006	11	19/10/2006	023225228
24/10/2006	FS53A Notification Of Use Of Pds - By Afs Licensee	31/10/2006	11	19/10/2006	023225229
14/12/2006	FS53A Notification Of Use Of Pds - By Afs Licensee	05/01/2007	9	05/12/2006	023518264
16/04/2007	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	08/05/2007	3	17/04/2007	023407881
05/07/2007	FS53A Notification Of Use Of Pds - By Afs Licensee	28/08/2007	11	29/06/2007	024024163
23/07/2008	FS88A Pds In-Use Notice - By Afs Licensee	02/09/2008	6	15/07/2008	024800352
30/01/2009	FS88A Pds In-Use Notice - By Afs Licensee	30/01/2009	4	23/01/2009	7E2012829
18/03/2009	FS88A Pds In-Use Notice - By Afs Licensee	18/03/2009	3	13/03/2009	7E2091231
29/05/2009	484A1 Change To Company Details Change Officeholder Name Or Address	29/05/2009	3	29/05/2009	1F0246420
03/05/2010	484A1 Change To Company Details Change Officeholder Name Or Address	26/05/2010	3	03/05/2010	1F0279684
14/12/2010	484E Change To Company Details Appointment Or	14/12/2010	2	14/12/2010	7E3363688

	Cessation Of A Company Officeholder				
21/12/2010	FS02 Copy Of Afs Licence	21/12/2010	5	21/12/2010	0L0308782
11/03/2011	FS88A Pds In-Use Notice - By Afs Licensee	11/03/2011	4	11/03/2011	7E3533612
17/03/2011	FS90A Notice That A Product In A Pds Has Ceased To Be Available - By Afs Licensee	17/03/2011	2	28/02/2011	7E3544573
21/04/2011	FS88A Pds In-Use Notice - By Afs Licensee	21/04/2011	4	21/04/2011	7E3624850
07/06/2011	FS88B Pds In-Use Notice - By Body Corporate	07/06/2011	4	07/06/2011	7E3719419
25/11/2011	FS88B Pds In-Use Notice - By Body Corporate	25/11/2011	4	25/11/2011	7E4115171
27/06/2012	FS88B Pds In-Use Notice - By Body Corporate	27/06/2012	4	27/06/2012	7E4549150
27/06/2012	FS88B Pds In-Use Notice - By Body Corporate	27/06/2012	4	27/06/2012	7E4549183
07/12/2012	FS88B Pds In-Use Notice - By Body Corporate	07/12/2012	4	07/12/2012	7E4899313
02/07/2013	FS88B Pds In-Use Notice - By Body Corporate	02/07/2013	6	02/07/2013	7E5337146
02/07/2013	FS88B Pds In-Use Notice - By Body Corporate	02/07/2013	4	02/07/2013	7E5337293
24/10/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	24/10/2013	3	24/10/2013	1F0484225
06/11/2013	484A1 Change To Company Details Change Officeholder Name Or Address	06/11/2013	2	06/11/2013	7E5626934
03/01/2014	FS88B Pds In-Use Notice - By Body Corporate	03/01/2014	4	03/01/2014	7E5746571
03/01/2014	FS88B Pds In-Use Notice - By Body Corporate	03/01/2014	4	03/01/2014	7E5746611
03/01/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/01/2014	2	03/01/2014	7E5746664
10/04/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	10/04/2014	2	10/04/2014	7E5974301
14/05/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/05/2014	2	14/05/2014	7E6048153
08/10/2014	FS89B Notice Of Change To	08/10/2014	1	01/10/2014	7E6425200

	Fees And Charges In A Pds - By Body Corporate				
16/01/2015	A104 Supplementary Pages To Imaged Document	27/01/2015	2	16/01/2015	029087724
12/03/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	12/03/2015	2	12/03/2015	7E6790918
10/04/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/04/2015	2	10/04/2015	7E6865902
07/08/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/08/2015	2	07/08/2015	7E7197055
09/10/2015	484 Change To Company Details 484B Change Of Registered Address 484E Appointment Or Cessation Of A Company Officeholder	09/10/2015	2	09/10/2015	7E7371420
09/10/2015	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	09/10/2015	2	09/10/2015	7E7371574
13/10/2015	FS88B Pds In-Use Notice - By Body Corporate	13/10/2015	3	13/10/2015	7E7377596
01/03/2017	FS88B Pds In-Use Notice - By Body Corporate	01/03/2017	3	01/03/2017	7E8816540
01/03/2017	FS88B Pds In-Use Notice - By Body Corporate	01/03/2017	3	01/03/2017	7E8816738
02/05/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	02/05/2017	2	02/05/2017	7E9016203
29/06/2017	484A1 Change To Company Details Change Officeholder Name Or Address	29/06/2017	2	29/06/2017	7E9202104
04/10/2017	FS88A Pds In-Use Notice - By Afs Licensee	04/10/2017	4	30/09/2017	7E9507181
04/10/2017	FS88A Pds In-Use Notice - By Afs Licensee	04/10/2017	3	30/09/2017	7E9507271
04/10/2017	FS88A Pds In-Use Notice -	04/10/2017	3	30/09/2017	7E9507319

	By Afs Licensee				
06/10/2017	FS88A Pds In-Use Notice - By Afs Licensee	06/10/2017	4	30/09/2017	7E9518273
05/01/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	05/01/2018	2	05/01/2018	7E9787956
05/07/2018	484A2 Change To Company Details Change Member Name Or Address	05/07/2018	2	05/07/2018	7EAB83476
05/07/2018	484A2 Change To Company Details Change Member Name Or Address	05/07/2018	2	05/07/2018	7EAB83484
15/07/2018	FS88B Pds In-Use Notice - By Body Corporate	15/07/2018	4	01/07/2018	7EAC14983
15/07/2018	FS88B Pds In-Use Notice - By Body Corporate	15/07/2018	4	01/07/2018	7EAC14992
02/11/2018	FS88B Pds In-Use Notice - By Body Corporate	02/11/2018	4	01/11/2018	7EAF73638
02/11/2018	FS88B Pds In-Use Notice - By Body Corporate	02/11/2018	4	01/11/2018	7EAF73645
02/11/2018	FS88B Pds In-Use Notice - By Body Corporate	02/11/2018	4	01/11/2018	7EAF73650
30/11/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/11/2018	2	30/11/2018	7EAG66151
01/04/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/04/2019	2	01/04/2019	7EAK03558
04/07/2019	FS88B Pds In-Use Notice - By Body Corporate	04/07/2019	4	01/07/2019	7EAN08894
04/07/2019	FS88B Pds In-Use Notice - By Body Corporate	04/07/2019	4	01/07/2019	7EAN08967
04/07/2019	FS88B Pds In-Use Notice - By Body Corporate	04/07/2019	4	01/07/2019	7EAN09039
04/07/2019	FS88B Pds In-Use Notice - By Body Corporate	04/07/2019	4	01/07/2019	7EAN09557
05/07/2019	902 Supplementary Document	10/07/2019	3	05/07/2019	030614279
10/07/2019	484A1 Change To Company Details Change Officeholder Name Or Address	10/07/2019	2	10/07/2019	7EAN26402
31/07/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	31/07/2019	2	31/07/2019	7EAN95045

29/08/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/08/2019	2	29/08/2019	7EAO84967
14/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/01/2020	2	14/01/2020	7EAS86600
02/04/2020	FS88B Pds In-Use Notice - By Body Corporate	02/04/2020	4	01/04/2020	7EAV30156
02/04/2020	FS88B Pds In-Use Notice - By Body Corporate	02/04/2020	4	01/04/2020	7EAV30177
01/07/2020	FS88B Pds In-Use Notice - By Body Corporate	01/07/2020	4	01/07/2020	7EAY12918
02/07/2020	FS88B Pds In-Use Notice - By Body Corporate	02/07/2020	4	01/07/2020	7EAY14032
29/09/2020	484A1 Change To Company Details Change Officeholder Name Or Address	29/09/2020	2	29/09/2020	7EBA88881
01/04/2021	FS88A Pds In-Use Notice - By Afs Licensee	01/04/2021	3	01/04/2021	7EBG17511
01/04/2021	FS88A Pds In-Use Notice - By Afs Licensee	01/04/2021	3	01/04/2021	7EBG17649
01/04/2021	FS88A Pds In-Use Notice - By Afs Licensee	01/04/2021	3	01/04/2021	7EBG18594
01/04/2021	FS88A Pds In-Use Notice - By Afs Licensee	01/04/2021	3	01/04/2021	7EBG18685
18/08/2021	FS02 Copy Of Afs Licence	18/08/2021	5	18/08/2021	0L0209093
30/09/2021	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2021	3	30/09/2021	7EBL87535
30/09/2021	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2021	3	30/09/2021	7EBL87603
30/09/2021	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2021	3	30/09/2021	7EBL87674
30/09/2021	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2021	3	30/09/2021	7EBL87776
13/10/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/10/2021	2	13/10/2021	7EBM23177
04/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	04/11/2021	3	04/11/2021	7EBM94567
20/12/2021	FS88A Pds In-Use Notice - By Afs Licensee	20/12/2021	3	20/12/2021	7EBO38875
20/12/2021	FS88A Pds In-Use Notice - By Afs Licensee	20/12/2021	3	20/12/2021	7EBO39044

20/12/2021	FS88A Pds In-Use Notice - By Afs Licensee	20/12/2021	3	20/12/2021	7EBO39112
20/12/2021	FS88A Pds In-Use Notice - By Afs Licensee	20/12/2021	3	20/12/2021	7EBO39257
23/12/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/12/2021	2	23/12/2021	7EBO54180
24/01/2022	370 Notification By Officeholder Of Resignation Or Retirement	27/01/2022	3	24/01/2022	031509113
24/01/2022	370 Notification By Officeholder Of Resignation Or Retirement	27/01/2022	3	24/01/2022	031509114
24/01/2022	370 Notification By Officeholder Of Resignation Or Retirement	27/01/2022	4	24/01/2022	031509115
15/03/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/03/2022	3	15/03/2022	7EBQ60579
11/05/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	11/05/2022	2	11/05/2022	7EBS28001
02/06/2022	FS88B Pds In-Use Notice - By Body Corporate	02/06/2022	3	31/05/2022	7EBS94115
02/06/2022	FS88B Pds In-Use Notice - By Body Corporate	02/06/2022	3	31/05/2022	7EBS94136
02/06/2022	FS88B Pds In-Use Notice - By Body Corporate	02/06/2022	3	31/05/2022	7EBS94186
02/06/2022	FS88B Pds In-Use Notice - By Body Corporate	02/06/2022	3	31/05/2022	7EBS94203
27/06/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	27/06/2022	2	27/06/2022	7EBT78312
27/06/2022	484A1 Change To Company Details Change Officeholder Name Or Address	27/06/2022	2	27/06/2022	7EBT78456
27/06/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	27/06/2022	2	27/06/2022	7EBT78511
29/08/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/08/2022	2	29/08/2022	7EBV80631
30/09/2022	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2022	3	30/09/2022	7EBW91714

30/09/2022	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2022	3	30/09/2022	7EBW91974
30/09/2022	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2022	3	30/09/2022	7EBW92306
30/09/2022	FS88A Pds In-Use Notice - By Afs Licensee	30/09/2022	3	30/09/2022	7EBW92515
19/10/2022	484N Change To Company Details Changes To (Members) Share Holdings	20/10/2022	2	19/10/2022	7EBX52038
19/10/2022	484A2 Change To Company Details Change Member Name Or Address	19/10/2022	2	19/10/2022	7EBX52088
21/10/2022	484A2 Change To Company Details Change Member Name Or Address	21/10/2022	2	21/10/2022	7EBX60676
19/12/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	19/12/2022	2	19/12/2022	7EBZ70524
23/02/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/02/2023	2	23/02/2023	7ECB39145
24/02/2023	FS90A Notice That A Product In A Pds Has Ceased To Be Available - By Afs Licensee	24/02/2023	2	24/02/2023	7ECB45048
11/04/2023	484A2 Change To Company Details Change Member Name Or Address	11/04/2023	2	11/04/2023	7ECC81021
30/05/2023	FS88A Pds In-Use Notice - By Afs Licensee	30/05/2023	3	29/05/2023	7ECE33761
30/05/2023	FS88A Pds In-Use Notice - By Afs Licensee	30/05/2023	3	29/05/2023	7ECE38305
31/05/2023	FS88A Pds In-Use Notice - By Afs Licensee	31/05/2023	3	29/05/2023	7ECE38934
11/07/2023	484A2 Change To Company Details Change Member Name Or Address	11/07/2023	2	11/07/2023	7ECF85271
03/10/2023	FS88A Pds In-Use Notice - By Afs Licensee	03/10/2023	3	29/09/2023	7ECJ40783
03/10/2023	FS88A Pds In-Use Notice - By Afs Licensee	03/10/2023	3	29/09/2023	7ECJ40859
03/10/2023	FS88A Pds In-Use Notice - By Afs Licensee	03/10/2023	3	29/09/2023	7ECJ40986
14/11/2023	484A1 Change To Company Details Change Officeholder Name Or Address	14/11/2023	2	14/11/2023	7ECL26125
02/01/2024	FS88A Pds In-Use Notice - By Afs Licensee	02/01/2024	3	01/01/2024	7ECN10335

02/01/2024	FS88A Pds In-Use Notice - By Afs Licensee	02/01/2024	3	01/01/2024	7ECN10360
28/02/2024	484A1 Change To Company Details Change Officeholder Name Or Address	28/02/2024	2	28/02/2024	7ECP12590
16/05/2024	484A1 Change To Company Details Change Officeholder Name Or Address	16/05/2024	2	16/05/2024	7ECS51798
02/07/2024	484A1 Change To Company Details Change Officeholder Name Or Address	02/07/2024	2	02/07/2024	7ECU87207
23/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/09/2024	2	23/09/2024	7ECY73796
23/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/09/2024	2	23/09/2024	7ECY73837
02/10/2024	FS88A Pds In-Use Notice - By Afs Licensee	02/10/2024	3	01/10/2024	7ECZ29342
02/10/2024	FS88A Pds In-Use Notice - By Afs Licensee	02/10/2024	3	01/10/2024	7ECZ29395
02/10/2024	FS88A Pds In-Use Notice - By Afs Licensee	02/10/2024	4	01/10/2024	7ECZ29623
04/10/2024	492 Request For Correction	07/10/2024	2	04/10/2024	7ECZ43759
01/07/2025	FS88A Pds In-Use Notice - By Afs Licensee	01/07/2025	4	01/07/2025	7EDN06058
01/07/2025	FS88A Pds In-Use Notice - By Afs Licensee	01/07/2025	3	01/07/2025	7EDN06217
01/07/2025	FS88A Pds In-Use Notice - By Afs Licensee	01/07/2025	3	01/07/2025	7EDN06234
02/07/2025	FS89A Notice Of Change To Fees And Charges In A Pds - By Afs Licensee	02/07/2025	2	01/07/2025	7EDN12240

Annual Return Document List

Year	Return due date	Extended due date	AGM due date	Extended AGM due date	AGM held date	Outstanding
1995	17/01/1996					no
1996	31/01/1997					no
1997	31/01/1998					no
1998	31/01/1999					no
1999	31/01/2000					no

2000	31/01/2001					no
2001	31/01/2002					no
2002	31/01/2003					no

End of Extract of 18 Pages

ASIC
Current & Historical Organisation Extract

ASIC Data Extracted 28/04/2026 at 15:35

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 065 081 281 BUSS (QUEENSLAND) PTY LTD -

		Document No.
ACN (Australian Company Number):	065 081 281	
ABN:	15 065 081 281	
Current Name:	BUSS (QUEENSLAND) PTY LTD	
Registered in:	Victoria	
Registration Date:	17/06/1994	
Review Date:	17/06/2026	
Company Bounded By:		

- Current Organisation Details -

Name:	BUSS (QUEENSLAND) PTY LTD	007689039
Name Start Date:	17/06/1994	
Status:	Registered	
Type:	Australian Proprietary Company	
Class:	Limited By Shares	
Sub Class:	Superannuation Trustee Proprietary Company	

- Company Addresses -

- Registered Office		7E7371574
Address:	'BUSSQ' HOUSE G 299 CORONATION DRIVE MILTON QLD 4064	
Start Date:	16/10/2015	
- Previous Registered Office		7E7371420
Address:	'BUSSQ' HOUSE G 299 CORONATION DRIVE MILTON QLD 4064	
Start Date:	16/10/2015	
Cease Date:	16/10/2015	
- Previous Registered Office		023407881
Address:	'G KINGS ROW STAGE 1' SUITE 2 50 MCDOUGALL STREET MILTON QLD 4064	
Start Date:	30/04/2007	
Cease Date:	15/10/2015	
- Previous Registered Office		06508128J
Address:	LEVEL 2 135 WICKHAM TERRACE SPRING HILL QLD 4000	(AR 1999)
Start Date:	08/06/1998	
Cease Date:	29/04/2007	

- Previous Registered Office 008318158
Address: LEVEL 1 135 WICKHAM TERRACE SPRING HILL QLD 4000
Start Date: 15/03/1995
Cease Date: 07/06/1998

- Previous Registered Office 007689039
Address: LEVEL 3 365 LITTLE COLLINS STREET MELBOURNE VIC 3000
Start Date: 17/06/1994
Cease Date: 14/03/1995

- Principal Place of Business 7E7371574
Address: 'BUSSQ' HOUSE G 299 CORONATION DRIVE MILTON QLD 4064
Start Date: 12/10/2015

- Previous Principal Place of Business 023407881
Address: 'G KINGS ROW STAGE 1' SUITE 2 50 MCDOUGALL STREET MILTON QLD 4064
Start Date: 30/04/2007
Cease Date: 11/10/2015

- Previous Principal Place of Business 06508128Z
Address: 135 WICKHAM TERRACE SPRING HILL QLD 4000 (AR 1995)
Start Date: 02/01/1996
Cease Date: 29/04/2007

- Previous Principal Place of Business 007689039
Address: LEVEL 3 365 LITTLE COLLINS STREET MELBOURNE VIC 3000
Start Date: 17/06/1994
Cease Date: 01/01/1996

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Director

Name: CHRISTOPHER RONALD TAYLOR 7EBQ60579
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 02/03/2022
Cease Date:

Name: EMMA ADRIANA EAVES 7EBZ70524
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 14/12/2022
Cease Date:

Name:	BENJAMIN PAUL AMOS YOUNG	7ECL26125
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	26/04/2022	
Cease Date:		

Name:	LINDA JANE VICKERS	7ECP12590
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	26/04/2022	
Cease Date:		

Name:	PAUL JASON HICK	7ECU87207
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	02/03/2022	
Cease Date:		

Name:	HEMAL PATEL	7ECY73837
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/09/2024	
Cease Date:		

Name:	PAUL ARTHUR DUNBAR	7ECY73837
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/09/2024	
Cease Date:		

Previous Director

Name:	GEOFFREY ROBERT BAGULEY	7EBQ60579
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	02/03/2022	
Cease Date:	24/02/2026	

Name:	JACQUELINE LOUISE COLLIE	7EAO84967
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	28/08/2019	
Cease Date:	12/09/2024	

Name:	MICHAEL JOHN RAVBAR	7EBM94567
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	03/11/2021	
Cease Date:	12/09/2024	

Name:	PAULA ELLEN MASTERS	7E6865902
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/04/2015	
Cease Date:	14/12/2022	

Name:	PAUL BIDWELL	7E6048153
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/05/2014	
Cease Date:	17/01/2022	

Name:	SONYA MARIE BEYERS	7EBA88881
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/01/2018	
Cease Date:	17/01/2022	

Name:	MADELINE DERMATOSSIAN	7EBM94567
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	03/11/2021	
Cease Date:	17/01/2022	

Name:	GRANT MATTHEW GALVIN	7EAN26402
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/01/2014	
Cease Date:	13/10/2021	

Name:	EMMA ADRIANA EAVES	7EAS86600
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/01/2020	
Cease Date:	13/10/2021	

Name:	WILLIAM WALLACE TROHEAR	06508128M
Address:	[redacted]	(AR 2002)
Birth Details:	[redacted]	
Appointment Date:	12/07/1994	
Cease Date:	31/12/2019	

Name:	RONALD WILLIAM MONAGHAN	7E7371420
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	29/09/2015	
Cease Date:	05/07/2019	

Name:	ROBERT JAMES LETTE	1F0279684
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/07/1994	
Cease Date:	31/12/2017	

Name:	DAVID ARTHUR HANNA	1F0484225
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/10/2013	
Cease Date:	30/07/2015	

Name:	PAUL RICHARDS	1F0279684
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/07/1994	
Cease Date:	28/02/2015	

Name:	GRAHAM CUTHBERT	7E5626934
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	01/04/2003	
Cease Date:	01/04/2014	

Name:	GARRY JAMES ROSSOW	017991816
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/07/1994	
Cease Date:	31/12/2013	

Name:	GREGORY MICHAEL SIMCOE	1F0246420
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/07/1994	
Cease Date:	01/10/2013	

Name:	GREGORY DARCY DOUGLAS MCLEAN	010269763
Address:	[redacted]	
Birth Details:	[redacted]	

Appointment Date: 25/10/1995
Cease Date: 01/04/2003

Name: GRAHAM THOMAS CUTHBERT 06508128Z
Address: [redacted] (AR 1995)
Birth Details: [redacted]
Appointment Date: 12/07/1994
Cease Date: 25/10/1995

Name: DAVID ANDREW O'SULLIVAN 007676115
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 17/06/1994
Cease Date: 12/07/1994

Name: PAUL CHRISTIAAN KORTE 007676115
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 17/06/1994
Cease Date: 12/07/1994

Secretary

Name: LISA JANE CUMBERLAND 7ECS51798
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/02/2023
Cease Date:

Name: MICHAEL PAUL PEARSON 7EDT80412
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 24/11/2025
Cease Date:

Previous Secretary

Name: CHRISTIAN ENGELHARDT 7EBT78312
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2022
Cease Date: 19/12/2025

Name: MICHAEL SHANE GILLAM 7EBV80631

Address: [redacted]
Birth Details: [redacted]
Appointment Date: 24/08/2022
Cease Date: 16/12/2022

Name: NOREEN JOY ROMERO 7EBM94567
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 03/11/2021
Cease Date: 03/06/2022

Name: LISA JANE CUMBERLAND 7EAG66151
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 05/11/2018
Cease Date: 08/12/2021

Name: DAMIAN MICHAEL WILLS 7E9016203
Address: 5 MINARD STREET THE GAP QLD 4061
Birth Details: 03/06/1969 BRISBANE QLD
Appointment Date: 19/04/2017
Cease Date: 05/11/2018

Name: DAVID JOHN O'SULLIVAN 022864921
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 17/01/2005
Cease Date: 01/04/2018

Name: LINDA JANE VICKERS 7E3363688
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 14/12/2010
Cease Date: 19/04/2017

Name: PAUL FRANCIS BYRNE 016061091
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 25/02/1998
Cease Date: 17/11/2004

Name: GRAHAM THOMAS CUTHBERT 013589066
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 03/11/1997
Cease Date: 25/02/1998

Name:	TREVOR JOHN PETERSON	008318160
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/07/1994	
Cease Date:	31/10/1997	

Name:	DAVID ANDREW O'SULLIVAN	007676115
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	17/06/1994	
Cease Date:	12/07/1994	

Appointed Auditor

Name:	148 139 315 CROWE HORWATH BRISBANE	027234160
Address:	LEVEL 16 120 EDWARD STREET BRISBANE QLD 4000	
Appointment Date:	01/01/2011	
Cease Date:		

Previous Appointed Auditor

Name:	128 882 262 WHK HORWATH	024232244
Address:	'LEVEL 12' CORNER EDWARD & MARGARET STS BRISBANE QLD 4000	
Appointment Date:	03/12/2007	
Cease Date:	01/01/2011	

Name:	086 062 580 WILLIAM BUCK	024232244
Address:	'LEVEL' 12 CORNER EDWARD & MARGARET STS BRISBANE QLD 4000	
Appointment Date:	10/03/2003	
Cease Date:	03/12/2007	

Name:	HALL CHADWICK	06508128G
Address:	LEVEL 12 CNR EDWARD & MARGARET STS BRISBANE QLD 4000	(AR 1996)
Appointment Date:	16/04/1996	
Cease Date:	10/09/2003	

Name:	PRICE WATERHOUSE	06508128Z
Address:	LEVEL 6 215 SPRING STREET MELBOURNE VIC 3000	(AR 1995)
Appointment Date:	17/06/1994	
Cease Date:	15/04/1996	

- Share Structure -

Current

Class:	ORDINARY SHARES	06508128Z
Number of Shares Issued:	4	(AR 1995)
Total Amount Paid / Taken to be Paid:	$4.00	
Total Amount Due and Payable:	$0.00	

Note:
For each class of shares issued by a company, ASIC records the details of the twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

- Share/Interest Holding -

Current

- Holding -

Class:	ORD	**Number Held:**	2	7ECC81021
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND IN RESPECT OF ITS STATE CONSTRUCTION AND GENERAL DIVISION
ACN:	
Address:	16 CAMPBELL STREET BOWEN HILLS QLD 4006
Joint Holding:	No

- Holding -

Class:	ORD	**Number Held:**	2	7ECF85271
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	QUEENSLAND MASTER BUILDERS ASSOCIATION INDUSTRIAL ORGANISATION OF EMPLOYERS
ACN:	
Address:	417 WICKHAM TERRACE SPRING HILL QLD 4000
Joint Holding:	No
Abn:	96 641 989 386

Ceased/Former

- Holding -

Class:	ORD	**Number Held:**	1	7EBX52088
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	CONSTRUCTION, FORESTRY MINING & ENERGY INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND AND NORTHERN TERRITORY DIVISIONAL BRANCH
ACN:	
Address:	LEVEL 2 366 UPPER ROMA STREET BRISBANE QLD 4000
Joint Holding:	No

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
484	10/03/2026	10/03/2026	2	10/03/2026	7EDX34995
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	13/01/2026	13/01/2026	2	13/01/2026	7EDV12036
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	01/12/2025	01/12/2025	2	01/12/2025	7EDT80412
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
FS88	01/10/2025	01/10/2025	3	01/10/2025	7EDR25861
FS88A	Pds In-Use Notice - By Afs Licensee				

FS90	01/10/2025	01/10/2025	2	30/09/2025	7EDR25646
FS90A	Notice That a Product in a Pds Has Ceased to Be Available - By Afs Licensee				
FS88	01/10/2025	01/10/2025	3	01/10/2025	7EDR25549
FS88A	Pds In-Use Notice - By Afs Licensee				
FS89	02/07/2025	02/07/2025	2	01/07/2025	7EDN12240
FS89A	Notice of Change to Fees And Charges in a Pds - By Afs Licensee				
FS88	01/07/2025	01/07/2025	3	01/07/2025	7EDN06234
FS88A	Pds In-Use Notice - By Afs Licensee				
FS88	01/07/2025	01/07/2025	3	01/07/2025	7EDN06217
FS88A	Pds In-Use Notice - By Afs Licensee				
FS88	01/07/2025	01/07/2025	4	01/07/2025	7EDN06058
FS88A	Pds In-Use Notice - By Afs Licensee				
492	04/10/2024	07/10/2024	2	04/10/2024	7ECZ43759
492	Request For Correction Alters 7EC Y73 796				
FS88	02/10/2024	02/10/2024	4	01/10/2024	7ECZ29623
FS88A	Pds In-Use Notice - By Afs Licensee				
FS88	02/10/2024	02/10/2024	3	01/10/2024	7ECZ29395
FS88A	Pds In-Use Notice - By Afs Licensee				
FS88	02/10/2024	02/10/2024	3	01/10/2024	7ECZ29342
FS88A	Pds In-Use Notice - By Afs Licensee				
484	23/09/2024	23/09/2024	2	23/09/2024	7ECY73837
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	23/09/2024	23/09/2024	2	23/09/2024	7ECY73796
484E	Change to Company Details Appointment or Cessation of A Company Officeholder Altered by 7EC Z43 759				
484	02/07/2024	02/07/2024	2	02/07/2024	7ECU87207
484A1	Change to Company Details Change Officeholder Name Or Address				
484	16/05/2024	16/05/2024	2	16/05/2024	7ECS51798
484A1	Change to Company Details Change Officeholder Name Or Address				
484	28/02/2024	28/02/2024	2	28/02/2024	7ECP12590
484A1	Change to Company Details Change Officeholder Name Or				

	Address				
FS88	02/01/2024	02/01/2024	3	01/01/2024	7ECN10360
FS88A	Pds In-Use Notice - By Afs Licensee				
FS88	02/01/2024	02/01/2024	3	01/01/2024	7ECN10335
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
484	14/11/2023	14/11/2023	2	14/11/2023	7ECL26125
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
FS88	03/10/2023	03/10/2023	3	29/09/2023	7ECJ40986
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	03/10/2023	03/10/2023	3	29/09/2023	7ECJ40859
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	03/10/2023	03/10/2023	3	29/09/2023	7ECJ40783
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
484	11/07/2023	11/07/2023	2	11/07/2023	7ECF85271
484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				
FS88	31/05/2023	31/05/2023	3	29/05/2023	7ECE38934
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/05/2023	30/05/2023	3	29/05/2023	7ECE38305
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/05/2023	30/05/2023	3	29/05/2023	7ECE33761
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
484	11/04/2023	11/04/2023	2	11/04/2023	7ECC81021
484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				
FS90	24/02/2023	24/02/2023	2	24/02/2023	7ECB45048
FS90A	NOTICE THAT A PRODUCT IN A PDS HAS CEASED TO BE AVAILABLE - BY AFS LICENSEE				
484	23/02/2023	23/02/2023	2	23/02/2023	7ECB39145
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	19/12/2022	19/12/2022	2	19/12/2022	7EBZ70524
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	21/10/2022	21/10/2022	2	21/10/2022	7EBX60676
484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				
484	19/10/2022	19/10/2022	2	19/10/2022	7EBX52088

484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				
484	19/10/2022	20/10/2022	2	19/10/2022	7EBX52038
484N	CHANGE TO COMPANY DETAILS CHANGES TO (MEMBERS) SHARE HOLDINGS				
FS88	30/09/2022	30/09/2022	3	30/09/2022	7EBW92515
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/09/2022	30/09/2022	3	30/09/2022	7EBW92306
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/09/2022	30/09/2022	3	30/09/2022	7EBW91974
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/09/2022	30/09/2022	3	30/09/2022	7EBW91714
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
484	29/08/2022	29/08/2022	2	29/08/2022	7EBV80631
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	27/06/2022	27/06/2022	2	27/06/2022	7EBT78511
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	27/06/2022	27/06/2022	2	27/06/2022	7EBT78456
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	27/06/2022	27/06/2022	2	27/06/2022	7EBT78312
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	02/06/2022	02/06/2022	3	31/05/2022	7EBS94203
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/06/2022	02/06/2022	3	31/05/2022	7EBS94186
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/06/2022	02/06/2022	3	31/05/2022	7EBS94136
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/06/2022	02/06/2022	3	31/05/2022	7EBS94115
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
484	11/05/2022	11/05/2022	2	11/05/2022	7EBS28001
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	15/03/2022	15/03/2022	3	15/03/2022	7EBQ60579
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A				

COMPANY OFFICEHOLDER

370	24/01/2022	27/01/2022	4	24/01/2022	031509115
370	NOTIFICATION BY OFFICEHOLDER OF RESIGNATION OR RETIREMENT				
370	24/01/2022	27/01/2022	3	24/01/2022	031509114
370	NOTIFICATION BY OFFICEHOLDER OF RESIGNATION OR RETIREMENT				
370	24/01/2022	27/01/2022	3	24/01/2022	031509113
370	NOTIFICATION BY OFFICEHOLDER OF RESIGNATION OR RETIREMENT				
484	23/12/2021	23/12/2021	2	23/12/2021	7EBO54180
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	20/12/2021	20/12/2021	3	20/12/2021	7EBO39257
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	20/12/2021	20/12/2021	3	20/12/2021	7EBO39112
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	20/12/2021	20/12/2021	3	20/12/2021	7EBO39044
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	20/12/2021	20/12/2021	3	20/12/2021	7EBO38875
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
484	04/11/2021	04/11/2021	3	04/11/2021	7EBM94567
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	13/10/2021	13/10/2021	2	13/10/2021	7EBM23177
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	30/09/2021	30/09/2021	3	30/09/2021	7EBL87776
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/09/2021	30/09/2021	3	30/09/2021	7EBL87674
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/09/2021	30/09/2021	3	30/09/2021	7EBL87603
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/09/2021	30/09/2021	3	30/09/2021	7EBL87535
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS02	18/08/2021	18/08/2021	5	18/08/2021	0L0209093
FS02	COPY OF AFS LICENCE				
FS88	01/04/2021	01/04/2021	3	01/04/2021	7EBG18685
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				

FS88	01/04/2021	01/04/2021	3	01/04/2021	7EBG18594
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	01/04/2021	01/04/2021	3	01/04/2021	7EBG17649
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	01/04/2021	01/04/2021	3	01/04/2021	7EBG17511
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
484	29/09/2020	29/09/2020	2	29/09/2020	7EBA88881
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
FS88	02/07/2020	02/07/2020	4	01/07/2020	7EAY14032
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	01/07/2020	01/07/2020	4	01/07/2020	7EAY12918
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/04/2020	02/04/2020	4	01/04/2020	7EAV30177
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/04/2020	02/04/2020	4	01/04/2020	7EAV30156
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
484	14/01/2020	14/01/2020	2	14/01/2020	7EAS86600
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	29/08/2019	29/08/2019	2	29/08/2019	7EAO84967
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	31/07/2019	31/07/2019	2	31/07/2019	7EAN95045
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	10/07/2019	10/07/2019	2	10/07/2019	7EAN26402
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
902	05/07/2019	10/07/2019	3	05/07/2019	030614279
902	SUPPLEMENTARY DOCUMENT Alters 7EA N09 039				
FS88	04/07/2019	04/07/2019	4	01/07/2019	7EAN09557
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	04/07/2019	04/07/2019	4	01/07/2019	7EAN09039
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE Altered by 030 614 279				

FS88	04/07/2019	04/07/2019	4	01/07/2019	7EAN08967
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	04/07/2019	04/07/2019	4	01/07/2019	7EAN08894
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
484	01/04/2019	01/04/2019	2	01/04/2019	7EAK03558
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	30/11/2018	30/11/2018	2	30/11/2018	7EAG66151
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	02/11/2018	02/11/2018	4	01/11/2018	7EAF73650
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/11/2018	02/11/2018	4	01/11/2018	7EAF73645
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/11/2018	02/11/2018	4	01/11/2018	7EAF73638
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	15/07/2018	15/07/2018	4	01/07/2018	7EAC14992
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	15/07/2018	15/07/2018	4	01/07/2018	7EAC14983
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
484	05/07/2018	05/07/2018	2	05/07/2018	7EAB83484
484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				
484	05/07/2018	05/07/2018	2	05/07/2018	7EAB83476
484A2	CHANGE TO COMPANY DETAILS CHANGE MEMBER NAME OR ADDRESS				
484	05/01/2018	05/01/2018	2	05/01/2018	7E9787956
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	06/10/2017	06/10/2017	4	30/09/2017	7E9518273
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	04/10/2017	04/10/2017	3	30/09/2017	7E9507319
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	04/10/2017	04/10/2017	3	30/09/2017	7E9507271
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	04/10/2017	04/10/2017	4	30/09/2017	7E9507181
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				

484	29/06/2017	29/06/2017	2	29/06/2017	7E9202104
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	02/05/2017	02/05/2017	2	02/05/2017	7E9016203
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	01/03/2017	01/03/2017	3	01/03/2017	7E8816738
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	01/03/2017	01/03/2017	3	01/03/2017	7E8816540
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	13/10/2015	13/10/2015	3	13/10/2015	7E7377596
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
484	09/10/2015	09/10/2015	2	09/10/2015	7E7371574
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
484	09/10/2015	09/10/2015	2	09/10/2015	7E7371420
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484E	APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	07/08/2015	07/08/2015	2	07/08/2015	7E7197055
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	10/04/2015	16/04/2015	2	10/04/2015	7E6865902
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	12/03/2015	12/03/2015	2	12/03/2015	7E6790918
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
A104	16/01/2015	27/01/2015	2	16/01/2015	029087724
A104	SUPPLEMENTARY PAGES TO IMAGED DOCUMENT Alters 7E6 425 200				
FS89	08/10/2014	08/10/2014	1	01/10/2014	7E6425200
FS89B	NOTICE OF CHANGE TO FEES AND CHARGES IN A PDS - BY BODY CORPORATE Altered by 029 087 724				
484	14/05/2014	14/05/2014	2	14/05/2014	7E6048153
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				

484	10/04/2014	10/04/2014	2	10/04/2014	7E5974301
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	03/01/2014	03/01/2014	2	03/01/2014	7E5746664
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	03/01/2014	03/01/2014	4	03/01/2014	7E5746611
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	03/01/2014	03/01/2014	4	03/01/2014	7E5746571
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
484	06/11/2013	06/11/2013	2	06/11/2013	7E5626934
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	24/10/2013	24/10/2013	3	24/10/2013	1F0484225
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS88	02/07/2013	02/07/2013	4	02/07/2013	7E5337293
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	02/07/2013	02/07/2013	6	02/07/2013	7E5337146
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	07/12/2012	07/12/2012	4	07/12/2012	7E4899313
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	27/06/2012	27/06/2012	4	27/06/2012	7E4549183
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	27/06/2012	27/06/2012	4	27/06/2012	7E4549150
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	25/11/2011	25/11/2011	4	25/11/2011	7E4115171
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	07/06/2011	07/06/2011	4	07/06/2011	7E3719419
FS88B	PDS IN-USE NOTICE - BY BODY CORPORATE				
FS88	21/04/2011	21/04/2011	4	21/04/2011	7E3624850
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS90	17/03/2011	17/03/2011	2	28/02/2011	7E3544573
FS90A	NOTICE THAT A PRODUCT IN A PDS HAS CEASED TO BE AVAILABLE - BY AFS LICENSEE				
FS88	11/03/2011	11/03/2011	4	11/03/2011	7E3533612
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				

FS02	21/12/2010	21/12/2010	5	21/12/2010	0L0308782
FS02	COPY OF AFS LICENCE				
484	14/12/2010	14/12/2010	2	14/12/2010	7E3363688
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	03/05/2010	26/05/2010	3	03/05/2010	1F0279684
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	29/05/2009	29/05/2009	3	29/05/2009	1F0246420
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
FS88	18/03/2009	18/03/2009	3	13/03/2009	7E2091231
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	30/01/2009	30/01/2009	4	23/01/2009	7E2012829
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS88	23/07/2008	02/09/2008	6	15/07/2008	024800352
FS88A	PDS IN-USE NOTICE - BY AFS LICENSEE				
FS53	05/07/2007	28/08/2007	11	29/06/2007	024024163
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
484	16/04/2007	08/05/2007	3	17/04/2007	023407881
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
FS53	14/12/2006	05/01/2007	9	05/12/2006	023518264
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
FS53	24/10/2006	31/10/2006	11	19/10/2006	023225229
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
FS53	24/10/2006	31/10/2006	11	19/10/2006	023225228
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
484	19/06/2006	28/06/2006	2	19/06/2006	022864921
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
FS53	13/06/2006	20/06/2006	11	12/06/2006	022817690
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
FS53	09/02/2006	22/03/2006	11	06/02/2006	022707187
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				

FS53	16/01/2006	23/02/2006	11	09/01/2006	022599382
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
A104	06/12/2005	06/12/2005	4	06/12/2005	022448783
A104	SUPPLEMENTARY PAGES TO IMAGED DOCUMENT Alters 7E0 030 257				
FS02	21/09/2005	21/09/2005	5	21/09/2005	0L0501129
FS02	COPY OF AFS LICENCE				
FS53	08/07/2005	14/07/2005	7	01/07/2005	021268421
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
484	14/02/2005	15/02/2005	4	15/02/2005	021004976
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
FS53	23/09/2004	05/10/2004	6	25/08/2004	020554675
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
FS53	08/07/2004	09/08/2004	6	11/03/2004	020551535
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
FS53	16/03/2004	02/04/2004	5	11/03/2004	020078761
FS53A	NOTIFICATION OF USE OF PDS - BY AFS LICENSEE				
FS02	09/12/2003	09/12/2003	5	09/12/2003	0L0300733
FS02	COPY OF AFS LICENCE				
304	08/04/2003	12/04/2003	2	01/04/2003	019064517
304A	NOTIFICATION OF CHANGE TO OFFICEHOLDERS OF AUSTRALIAN COMPANY				
316	06/01/2003	17/01/2003	4	18/12/2002	06508128M
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
456	26/03/2002	27/03/2002	1	26/03/2002	017914010
456	INSTRUMENT FOR EXEMPTION S328 SUPER IND SUP ACT				
304	04/03/2002	09/03/2002	2	01/03/2002	017991816
304C	NOTIFICATION OF CHANGE OF NAME OR ADDRESS OF OFFICEHOLDER				
316	17/12/2001	15/01/2002	3	17/12/2001	06508128L
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
304	11/10/2001	26/10/2001	2	03/10/2001	017494388
304C	NOTIFICATION OF CHANGE OF NAME OR ADDRESS OF OFFICEHOLDER				
316	08/12/2000	19/12/2000	4	06/12/2000	06508128K
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
304	20/11/2000	27/11/2000	2	31/10/2000	015046125

304C	NOTIFICATION OF CHANGE OF NAME OR ADDRESS OF OFFICEHOLDER				
304	19/01/2000	27/01/2000	2	31/12/1999	016061091
304C	NOTIFICATION OF CHANGE OF NAME OR ADDRESS OF OFFICEHOLDER				
316	13/12/1999	24/01/2000	4	24/11/1999	06508128J
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
316	10/12/1998	21/12/1998	4	03/12/1998	06508128I
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
203	01/06/1998	15/06/1998	1	29/05/1998	014355379
203A	NOTIFICATION OF CHANGE OF ADDRESS				
304	02/03/1998	06/03/1998	2	25/02/1998	013945430
304A	NOTIFICATION OF CHANGE TO OFFICEHOLDERS OF AUSTRALIAN COMPANY				
304	12/12/1997	22/12/1997	2	29/11/1997	013584632
304C	NOTIFICATION OF CHANGE OF NAME OR ADDRESS OF OFFICEHOLDER				
304	28/11/1997	01/12/1997	2	31/10/1997	013589066
304A	NOTIFICATION OF CHANGE TO OFFICEHOLDERS OF AUSTRALIAN COMPANY				
316	10/10/1997	22/10/1997	4	30/09/1997	06508128H
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
316	12/11/1996	19/12/1996	4	05/11/1996	06508128G
316	ANNUAL RETURN				
316Q	RESIGNATION OR REMOVAL OF AUDITOR				
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
304	01/02/1996	06/02/1996	3	25/10/1995	010269763
304A	NOTIFICATION OF CHANGE TO OFFICEHOLDERS OF AUSTRALIAN COMPANY				
316	03/01/1996	09/01/1996	4	02/01/1996	06508128Z
316R	ANNUAL RETURN - SUPERANNUATION TRUSTEE COMPANY				
304	08/03/1995	17/03/1995	4	12/07/1994	008318160
304A	NOTIFICATION OF CHANGE TO OFFICEHOLDERS OF AUSTRALIAN COMPANY				
207	08/03/1995	08/03/1995	3	12/07/1994	008318159
207	NOTIFICATION OF ALLOTMENT OF SHARES				
203	08/03/1995	09/03/1995	1	12/07/1994	008318158
203A	NOTIFICATION OF CHANGE OF ADDRESS				
215	13/07/1994	15/07/1994	1	17/06/1994	007676115
215	NOTIFICATION OF INITIAL APPOINTMENT OF OFFICEHOLDERS				

204	17/06/1994	17/06/1994	1	17/06/1994	007689044
204	CERTIFICATE OF REGISTRATION DIVISION 1 PT 2.2				
201	17/06/1994	17/06/1994	6	17/06/1994	007689039
201G	APPLICATION FOR REGISTRATION AS A PROPRIETARY COMPANY AND SUPERANNUATION TRUSTEE				
410	09/06/1994	09/06/1994	1	09/06/1994	007709318
410A	APPLICATION FOR RESERVATION OF A NAME OF A NEW AUSTRALIAN COMPANY				

- Annual Returns -

Year	Return Due	Extended Return Due	AGM Due	Extended AGM Due	AGM Held Date	Outstanding
1995	17/01/1996					No
1996	31/01/1997					No
1997	31/01/1998					No
1998	31/01/1999					No
1999	31/01/2000					No
2000	31/01/2001					No
2001	31/01/2002					No
2002	31/01/2003					No

- Company Contact Addresses -

- **Previous Contact Address for ASIC use only**

Address: PO BOX 1526 MILTON QLD 4064
Start Date: 12/01/2018
Cease Date: 14/01/2022

*** End of Document ***

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: CONSTRUCTION INCOME PROTECTION LTD
ACN: 110 841 962

Date/Time: 30 September 2025 AEST 12:46:31 PM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	CONSTRUCTION INCOME PROTECTION LTD	020495908
ACN:	110 841 962	
ABN:	43110841962	
Registered in:	Queensland	
Registration date:	06/09/2004	
Next review date:	06/09/2026	
Name start date:	06/09/2004	
Status:	Registered	
Company type:	Australian Public Company	
Class:	Limited By Guarantee	
Subclass:	Unlisted Public Company - Non-Profit Company	

Address Details		Document Number
Current		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	027750255
Start date:	12/09/2011	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	027750255
Start date:	11/08/2011	
Historical		
Registered address:	SUPERPARTNERS, Level 11, 120 Edward Street, BRISBANE QLD 4000	020495908
Start date:	06/09/2004	
Cease date:	11/09/2011	
Principal Place Of Business address:	SUPERPARTNERS, Level 11, 120 Edward Street, BRISBANE QLD 4000	020495908
Start date:	06/09/2004	
Cease date:	10/08/2011	

Officeholders and Other Roles		Document Number
Director		
Name:	GARY LEONARD O'HALLORAN	027881199
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/06/2015	
Name:	PAULA ELLEN MASTERS	029300228
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2015	
Name:	NICHOLAS HERRON	7EBA32411
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/09/2016	

Name:	RODERICK STUART MCDONALD	7EBA32411
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Name:	EMMA EAVES	7ECY56569
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	ANTHONY LUCAS STOTT	7ECY56569
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	DREW CHARLES BROCKHURST	7EDH78155
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Name:	MICHAEL KERRIN HOPKINS	7EDH78155
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Alternate Director		
Name:	JUSTIN MARK MAXWELL	7ECX52200
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/08/2024	
Secretary		
Name:	STEVEN HACK	7EBM79439
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/11/2021	
Previous Director		
Name:	JOHN MCLINTOCK CRITTALL	7E0869074
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	31/03/2006	
Cease date:	24/02/2025	
Name:	CRAIG CHARLES DEARLING	7EBV53652
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2022	
Cease date:	24/02/2025	
Name:	JACQUI COLLIE	7E9848893
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/01/2018	
Cease date:	12/09/2024	
Name:	WILLIAM KANE LOWTH	7EBE91015
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	01/02/2021	
Cease date:	12/09/2024	
Name:	SUE-ANN LOUISE FRESNEDA	028953065
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/04/2014	
Cease date:	02/08/2022	
Name:	JADE ANTHONY INGHAM	028654889
Address:	[redacted]	
	[redacted]	
Appointment date:	19/09/2013	
Cease date:	01/02/2021	
Name:	ANDREW HICKMAN	7E8823302
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	23/02/2017	
Cease date:	15/01/2020	
Name:	MICHAEL RAVBAR	7E1176599
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/07/2007	
Cease date:	02/01/2018	
Name:	GARRY BICKERDIKE	7E1434601
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/09/2004	
Cease date:	19/09/2016	
Name:	DAVID ARTHUR HANNA	028687591
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	26/08/2013	
Cease date:	28/08/2015	
Name:	ROSS GRAYHAM SADLER	027750255
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/09/2004	
Cease date:	06/07/2015	
Name:	BRADLEY MICHAEL O'CARROLL	028936351
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/07/2007	
Cease date:	16/06/2015	
Name:	GRAHAM THOMAS CUTHBERT	027934872
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/09/2004	
Cease date:	01/04/2014	
Name:	WILLIAM WALLACE TROHEAR	020495908
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	06/09/2004	
Cease date:	19/09/2013	
Name:	GREGORY MICHAEL SIMCOE	020495908
Address:	[redacted]	
Born:		
Appointment date:	06/09/2004	
Cease date:	26/08/2013	
Name:	CHRISTOPHER ROLAND PRICE	020495908
Address:	[redacted]	
Born:		
Appointment date:	06/09/2004	
Cease date:	01/07/2007	
Name:	JORGEN GULLESTRUP	020495908
Address:	[redacted]	
Born:		
Appointment date:	06/09/2004	
Cease date:	01/07/2007	
Name:	MARK JOHN CORCORAN	020495908
Address:	[redacted]	
Born:		
Appointment date:	06/09/2004	
Cease date:	31/03/2006	
Previous Alternate Director		
Name:	RIAN KELSO	7E8393723
Address:	[redacted]	
Born:		
Appointment date:	19/09/2016	
Cease date:	06/09/2023	
Name:	ARTURO MENON	7E8527563
Address:	[redacted]	
Born:		
Appointment date:	15/11/2016	
Cease date:	07/09/2021	
Name:	ROBERT CAMERON	7E8590831
Address:	[redacted]	
Born:		
Appointment date:	06/12/2016	
Cease date:	07/09/2021	
Name:	MICHAEL JOHN RAVBAR	7EAQ79347
Address:	[redacted]	
Born:		
Appointment date:	14/10/2019	
Cease date:	07/09/2021	
Name:	SHARON TRICIA DURHAM	027750255
Address:	[redacted]	
Born:		
Appointment date:	13/07/2011	

Cease date:	16/06/2015	
Name:	DAVID ARTHUR HANNA	027750255
Address:	[redacted]	
Born:		
Appointment date:	13/07/2011	
Cease date:	26/08/2013	

Previous Secretary

Name:	JOHN SHENFIELD	7E8216598
Address:	[redacted]	
Born:		
Appointment date:	03/08/2016	
Cease date:	05/11/2021	
Name:	WILLIAM JAMES WALLACE	020495908
Address:	[redacted]	
Born:		
Appointment date:	06/09/2004	
Cease date:	03/08/2016	

Appointed Auditor

Name:	HLB MANN JUDD (SE QLD PARTNERSHIP)	7ECZ70802
Address:	Level 15 66 Eagle Street BRISBANE CITY QLD 4000	
Start date:	03/05/2024	

Previous Appointed Auditor

Name:	PKF BRISBANE AUDIT	031804642
Address:	Level 8 10 Eagle Street BRISBANE QLD 4000	
Start date:	12/12/2018	
Cease date:	27/05/2024	
Name:	PKF HACKETTS AUDIT	029357897
Address:	Level 8 10 Eagle Street BRISBANE QLD 4000	
Start date:	04/03/2013	
Cease date:	12/12/2018	
Name:	PATRICK HOIBERG	024828861
Address:	108 Wilkie Street YEERONGPILLY QLD 4105	
Start date:	07/03/2006	
Cease date:	04/03/2013	

Financial Reports

Balance date	Report due date	AGM due date	Extended AGM due	AGM held date	Outstanding	Document number
30/06/2006	30/11/2006				no	023244514
30/06/2007	31/10/2007				no	023419694
30/06/2008	31/10/2008				no	024828861
30/06/2009	31/10/2009				no	026051626
30/06/2010	31/10/2010				no	027312464

30/06/2011	31/10/2011				no	027779088
30/06/2012	31/10/2012				no	028224725
30/06/2013	31/10/2013				no	028802508
30/06/2014	31/10/2014				no	029103100
30/06/2015	31/10/2015				no	029357897
30/06/2016	31/10/2016				no	7E9156831
30/06/2017	31/10/2017				no	7EAA91806
30/06/2018	31/10/2018				no	7EAM59374
30/06/2019	31/10/2019				no	7EAQ52581
30/06/2021	31/10/2021				no	7EBN24636
30/06/2022	31/10/2022				no	7ECR81632
30/06/2023	31/10/2023				no	7ECR82150
30/06/2024	31/10/2024				no	7ECZ70802

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
06/09/2004	201B Application For Registration As A Public Company Limited By Guarantee	06/09/2004	15	06/09/2004	020495908
06/09/2004	218 Constitution Of Company	06/09/2004	38	06/09/2004	020495909
08/06/2005	205J Notification Of Resolution Altering The Constitution	17/06/2005	1	25/05/2005	021437416
05/10/2006	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	05/10/2006	2	05/10/2006	7E0869074
26/10/2006	388 (FR 2006) Financial Report 388E Company - Appoint Change Name/address Of Auditor 388A Financial Report - Public Company Or Disclosing Entity	27/10/2006	19	30/06/2006	023244514
02/07/2007	484E Change To Company Details Appointment Or Cessation Of A Company	02/07/2007	3	02/07/2007	7E1176599

	Officeholder				
25/10/2007	388A (FR 2007) Financial Report Financial Report - Public Company Or Disclosing Entity	30/10/2007	20	30/06/2007	023419694
14/01/2008	484A1 Change To Company Details Change Officeholder Name Or Address	14/01/2008	2	14/01/2008	7E1434601
14/10/2008	388A (FR 2008) Financial Report Financial Report - Public Company Or Disclosing Entity	28/10/2008	24	30/06/2008	024828861
26/10/2009	388A (FR 2009) Financial Report Financial Report - Public Company Or Disclosing Entity	30/11/2009	26	30/06/2009	026051626
15/10/2010	388A (FR 2010) Financial Report Financial Report - Public Company Or Disclosing Entity	24/12/2010	29	30/06/2010	027312464
05/09/2011	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address) 484E Appointment Or Cessation Of A Company Officeholder	03/10/2011	7	06/09/2011	027750255
28/10/2011	388A (FR 2011) Financial Report Financial Report - Public Company Or Disclosing Entity	02/11/2011	29	30/06/2011	027779088
25/10/2012	388A (FR 2012) Financial Report Financial Report - Public Company Or Disclosing Entity	26/11/2012	26	30/06/2012	028224725
30/08/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/09/2013	3	30/08/2013	028687591
27/09/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/09/2013	3	27/09/2013	028654889
07/11/2013	388A (FR 2013) Financial Report Financial Report - Public Company Or Disclosing Entity	11/12/2013	27	30/06/2013	028802508

24/12/2013	484A1 Change To Company Details Change Officeholder Name Or Address	06/01/2014	2	24/12/2013	027934872
15/04/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/04/2014	3	15/04/2014	028953065
19/06/2014	484A1 Change To Company Details Change Officeholder Name Or Address	10/07/2014	2	24/06/2014	028925864
19/06/2014	484A1 Change To Company Details Change Officeholder Name Or Address	30/07/2014	2	30/07/2014	028936351
28/07/2014	106 Notice Of Cancellation Or Revocation Of A Lodged Document	30/07/2014	5	28/07/2014	028980326
30/10/2014	388A (FR 2014) Financial Report Financial Report - Public Company Or Disclosing Entity	11/11/2014	24	30/06/2014	029103100
25/11/2014	315C Notice Of Resignation Or Removal Of Auditor Death Of Auditor	28/11/2014	1	25/11/2014	029122845
31/03/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/04/2015	0	02/04/2015	029217233
13/07/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/07/2015	3	13/07/2015	027881199
16/07/2015	106 Notice Of Cancellation Or Revocation Of A Lodged Document	12/08/2015	2	16/07/2015	029149715
22/09/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	24/09/2015	3	24/09/2015	029300228
05/11/2015	388 (FR 2015) Financial Report 388E Company - Appoint Change Name/address Of Auditor 388A Financial Report - Public Company Or Disclosing Entity	26/11/2015	24	30/06/2015	029357897
06/11/2015	2205A Notification Of Resolution Relating To Shares Alteration To Rights On Issued Or Unissued Shares	19/11/2015	6	27/10/2015	029369759

06/11/2015	218 Constitution Of Company	03/12/2015	34	06/11/2015	029367518
06/11/2015	205J Notification Of Resolution Altering The Constitution	03/12/2015	4	27/10/2015	029367517
03/08/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/08/2016	2	03/08/2016	7E8216598
30/09/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/09/2016	2	30/09/2016	7E8393676
30/09/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/09/2016	2	30/09/2016	7E8393723
30/09/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/09/2016	2	30/09/2016	7E8395207
15/11/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/11/2016	2	15/11/2016	7E8527563
06/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	06/12/2016	2	06/12/2016	7E8590831
02/03/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	02/03/2017	2	02/03/2017	7E8823302
16/06/2017	388J (FR 2016) Financial Report Financial Report - Small Pty Co./small Pub Co. Lmgt That Is Requested By Asic To Prepare & Lodge Statements And Reports	16/06/2017	23	30/06/2016	7E9156831
29/01/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/01/2018	2	29/01/2018	7E9848893
11/06/2018	388L (FR 2017) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	11/06/2018	24	30/06/2017	7EAA91806
24/06/2019	388L (FR 2018) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	24/06/2019	23	30/06/2018	7EAM59374
22/10/2019	388L (FR 2019) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual	22/10/2019	23	30/06/2019	7EAQ52581

	Under Tier 2				
30/10/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/10/2019	2	30/10/2019	7EAQ79347
23/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/01/2020	2	23/01/2020	7EAT16707
10/09/2020	484A1 Change To Company Details Change Officeholder Name Or Address	10/09/2020	2	10/09/2020	7EBA32411
22/02/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	22/02/2021	2	22/02/2021	7EBE91015
07/09/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/09/2021	2	07/09/2021	7EBL12876
07/09/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/09/2021	2	07/09/2021	7EBL12899
01/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/11/2021	2	01/11/2021	7EBM79439
15/11/2021	388L (FR 2021) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	15/11/2021	23	30/06/2021	7EBN24636
29/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/11/2021	2	29/11/2021	7EBN69354
18/08/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/08/2022	2	18/08/2022	7EBV53652
18/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2023	2	18/09/2023	7ECI75419
01/05/2024	388L (FR 2022) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	01/05/2024	24	30/06/2022	7ECR81632
01/05/2024	388L (FR 2023) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	01/05/2024	25	30/06/2023	7ECR82150

31/05/2024	315A Notice Of Resignation Or Removal Of Auditor Resignation Of Auditor	11/07/2024	1	27/05/2024	031924397
28/08/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/08/2024	2	28/08/2024	7ECX52200
18/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2024	3	18/09/2024	7ECY56569
11/10/2024	388L (FR 2024) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	11/10/2024	24	30/06/2024	7ECZ70802
13/03/2025	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/03/2025	3	13/03/2025	7EDH78155

*****End of Extract of 11 Pages*****

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BERT FINANCIAL SERVICES PTY LTD
ACN: 656 106 740

Date/Time: 24 October 2025 AEST 11:40:57 AM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BERT FINANCIAL SERVICES PTY LTD	5EEY32001
ACN:	656 106 740	
ABN:	21656106740	
Registered in:	Queensland	
Registration date:	16/12/2021	
Next review date:	16/12/2025	
Name start date:	16/12/2021	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	

Address Details		Document Number
Current		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	5EEY32001
Start date:	16/12/2021	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	5EEY32001
Start date:	16/12/2021	

Officeholders and Other Roles		Document Number
Director		
Name:	NICHOLAS SAMUEL JOHN HERRON	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Name:	RODERICK STUART MCDONALD	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Name:	GARY LEONARD O'HALLORAN	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Name:	MARK GREGORY SPRY	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Name:	ROSS LEONARD DAVIDSON	7ECY57887
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	HEMAL PATEL	7ECY57887

Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	PAUL DUNBAR	7ECY57887
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	DREW CHARLES BROCKHURST	7EDH78000
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Alternate Director		
Name:	ANTHONY LUCAS STOTT	7ECJ02550
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	22/09/2023	
Name:	JUSTIN MARK MAXWELL	7ECX52169
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/08/2024	
Secretary		
Name:	STEVEN HACK	7EBO87458
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/01/2022	
Previous Director		
Name:	JOHN MCLINTOCK CRITTALL	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Cease date:	24/02/2025	
Name:	JADE ANTHONY INGHAM	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Cease date:	12/09/2024	
Name:	MICHAEL JOHN RAVBAR	5EEY32001
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/12/2021	
Cease date:	12/09/2024	
Name:	JOHN TAYLOR SHENFIELD	7EBO88146
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/01/2022	
Cease date:	12/09/2024	
Name:	PAULA ELLEN MASTERS	5EEY32001
Address:	[redacted]	

Born:	[redacted]
Appointment date:	16/12/2021
Cease date:	03/01/2022

Previous Secretary

Name:	STEVEN HACK	7EBO87286
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/01/2022	
Cease date:	17/01/2022	

Ultimate Holding Company

Name:	BERT WELFARE LIMITED	5EEY32001
ACN:	606 249 183	
ABN:	97606249183	

Share Information

Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
A	A CLASS	4	4.00	0.00	5EEY32001
B	B CLASS	4	4.00	0.00	5EEY32001

Members

Note: For each class of shares issued by a proprietary company, ASIC records the details of the top twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the top twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

Name: BERT WELFARE LIMITED
ACN: 606 249 183
Address: Level 1, 35 Astor Terrace, SPRING HILL QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	4	yes	FULLY	5EEY32001

Name: BERT WELFARE LIMITED
ACN: 606 249 183
Address: Level 1, 35 Astor Terrace, SPRING HILL QLD 4000

Class	Number held	Beneficially held	Paid	Document number
B	4	yes	FULLY	5EEY32001

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
16/12/2021	201C Application For Registration As A Proprietary Company	16/12/2021	3	16/12/2021	5EEY32001
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO87286
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO87458
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO88146
22/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	22/09/2023	2	22/09/2023	7ECJ02550
28/08/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/08/2024	2	28/08/2024	7ECX52169
18/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2024	3	18/09/2024	7ECY57887
13/03/2025	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/03/2025	2	13/03/2025	7EDH78000

End of Extract of 4 Pages

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BERT MANAGEMENT PTY LTD
ACN: 143 691 276

Date/Time: 24 October 2025 AEST 11:40:56 AM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BERT MANAGEMENT PTY LTD	CR1046N1
ACN:	143 691 276	
ABN:	71143691276	
Registered in:	Queensland	
Registration date:	17/05/2010	
Next review date:	17/05/2020	
Name start date:	17/05/2010	
Status:	Deregistered	
Date deregistered:	08/12/2019	
Deregistration reason:	SECTION 601AA	
Deregistration code:	S601AA	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 03/10/2019 to 07/12/2019		
Name:	BERT MANAGEMENT PTY LTD	7EAP98207
Name start:	17/05/2010	
Status:	Strike-Off Action In Progress	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 17/05/2010 to 02/10/2019		
Name:	BERT MANAGEMENT PTY LTD	5E2367109
Name start:	17/05/2010	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	

Address Details		Document Number
Historical		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	027750254
Start date:	12/09/2011	
Cease date:	08/12/2019	
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	5E2367109
Start date:	17/05/2010	
Cease date:	11/09/2011	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	027750254
Start date:	11/08/2011	
Cease date:	08/12/2019	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4004	5E2367109

Start date:	17/05/2010
Cease date:	10/08/2011

Officeholders and Other Roles		Document Number
Previous Director		
Name:	MICHAEL JOHN RAVBAR	5E2367109
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	08/12/2019	
Name:	GARY LEONARD O'HALLORAN	027881197
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/06/2015	
Cease date:	08/12/2019	
Name:	PAULA ELLEN MASTERS	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	JOHN GASKIN	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	JOHN MICLINTOCK CRITTALL	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	JADE INGHAM	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	SUE-ANN FRESNEDA	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	RODERICK STUART MCDONALD	7EAE50004
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Cease date:	08/12/2019	
Name:	ANDREW HICKMAN	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	17/09/2018	

Name:	PETER ANDREW CLOSE	5E2367109
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	15/06/2018	
Name:	HUGH JOSEPH MORRISON	027750254
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	20/06/2011	
Cease date:	15/06/2018	
Name:	WILLIAM WALLACE	027750254
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	15/06/2018	
Name:	DAVID ARTHUR HANNA	028687592
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	26/08/2013	
Cease date:	15/06/2018	
Name:	PETER ALLAN FITZGERALD	028769814
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	15/06/2018	
Name:	CHRISTOPHER ROBERT STANLEY	029148671
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	15/06/2018	
Name:	BRADLEY MICHAEL O'CARROLL	5E2367109
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	16/06/2015	
Name:	STEPHEN MARK ABSON	027750254
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	08/10/2013	
Name:	GREGORY MICHAEL SIMCOE	5E2367109
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	26/08/2013	
Name:	TREVOR MERVIN HALL	5E2367109
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	

Cease date:	13/07/2011	
Previous Alternate Director		
Name:	RIAN KELSO	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	ARTURO MENON	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	SHARON TRICIA DURHAM	027750254
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	16/06/2015	
Name:	DAVID ARTHUR HANNA	027750254
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2011	
Cease date:	26/08/2013	
Previous Secretary		
Name:	JOHN SHENFIELD	7EAB06725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/06/2018	
Cease date:	08/12/2019	
Name:	WILLIAM JAMES WALLACE	5E2367109
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/05/2010	
Cease date:	15/06/2018	

Share Information

Previous Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
ORD	ORDINARY	100	100.00	0.00	5E2367109

Previous Members

Name: B.E.R.T. PTY. LIMITED
ACN: 010 917 281
Address: Level 1, 35 Astor Terrace, SPRING HILL QLD 4004

Class	Number held	Beneficially held	Paid	Document number
ORD	100	no	FULLY	5E2367109

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
17/05/2010	201C Application For Registration As A Proprietary Company	17/05/2010	3	17/05/2010	5E2367109
05/09/2011	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address) 484E Appointment Or Cessation Of A Company Officeholder	03/10/2011	10	06/09/2011	027750254
30/08/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/09/2013	3	30/08/2013	028687592
14/10/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/10/2013	3	14/10/2013	028729057
17/01/2014	484A1 Change To Company Details Change Officeholder Name Or Address	17/01/2014	2	17/01/2014	028769814
16/01/2015	484 Change To Company Details 484A1 Change Officeholder Name Or Address 484A2 Change Member Name Or Address	19/01/2015	2	19/01/2015	029148671
13/07/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/07/2015	3	13/07/2015	027881197
15/06/2018	484E Change To Company	15/06/2018	7	15/06/2018	7EAB06725

	Details Appointment Or Cessation Of A Company Officeholder				
15/06/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/06/2018	2	15/06/2018	7EAB06758
26/09/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	26/09/2018	2	26/09/2018	7EAE50004
03/10/2019	6010 Application For Voluntary Deregistration Of A Company	03/10/2019	2	03/10/2019	7EAP98207

End of Extract of 6 Pages

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BERT WELFARE LIMITED
ACN: 606 249 183

Date/Time: 24 October 2025 AEST 11:40:57 AM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BERT WELFARE LIMITED	2E1935639
ACN:	606 249 183	
ABN:	97606249183	
Registered in:	Queensland	
Registration date:	04/06/2015	
Next review date:	04/06/2026	
Name start date:	04/06/2015	
Status:	Registered	
Company type:	Australian Public Company	
Class:	Limited By Guarantee	
Subclass:	Unlisted Public Company - Non-Profit Company	

Address Details		Document Number
Current		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E1935639
Start date:	04/06/2015	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E1935639
Start date:	04/06/2015	

Contact Address	
Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.	
Historical	
Address:	GPO BOX 1855, BRISBANE QLD 4001
Start date:	09/10/2015
Cease date:	09/10/2015

Officeholders and Other Roles		Document Number
Director		
Name:	GARY LEONARD O'HALLORAN	7E7371650
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/09/2015	
Name:	MARK GREGORY SPRY	7EAD40309
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2018	
Name:	RODERICK STUART MCDONALD	7EAE50020
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Name:	NICHOLAS HERRON	7EAT07090

Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Name:	ROSS LEONARD DAVIDSON	7ECY57083
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	PAUL DUNBAR	7ECY57083
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	HEMAL PATEL	7ECY57083
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	DREW CHARLES BROCKHURST	7EDH77909
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Alternate Director		
Name:	ANTHONY LUCAS STOTT	7EBF71405
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/03/2021	
Name:	JUSTIN MARK MAXWELL	7ECX51528
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/08/2024	
Secretary		
Name:	STEVEN HACK	7EBM79725
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/11/2021	
Previous Director		
Name:	JOHN MCLINTOCK CRITTALL	7E8590838
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2015	
Cease date:	24/02/2025	
Name:	MICHAEL JOHN RAVBAR	2E1935639
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/2015	
Cease date:	12/09/2024	
Name:	JADE ANTHONY INGHAM	7E8392084
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/09/2016	

Cease date:	12/09/2024	
Name:	JOHN TAYLOR SHENFIELD	7EBO86545
Address:	[redacted]	
Born:		
Appointment date:	03/01/2022	
Cease date:	12/09/2024	
Name:	PAULA ELLEN MASTERS	2E1935639
Address:	[redacted]	
Born:		
Appointment date:	04/06/2015	
Cease date:	03/01/2022	
Name:	JOHN GASKIN	029300226
Address:	[redacted]	
Born:		
Appointment date:	28/08/2015	
Cease date:	15/01/2020	
Name:	ANDREW HICKMAN	7E8823361
Address:	[redacted]	
Born:		
Appointment date:	23/02/2017	
Cease date:	17/09/2018	
Name:	SUE-ANN FRESNEDA	029300226
Address:	[redacted]	
Born:		
Appointment date:	28/08/2015	
Cease date:	02/08/2018	
Name:	GRANT MATTHEW GALVIN	029300226
Address:	[redacted]	
Born:		
Appointment date:	28/08/2015	
Cease date:	23/02/2017	
Name:	DAVID HANNA	2E1935639
Address:	[redacted]	
Born:		
Appointment date:	04/06/2015	
Cease date:	19/09/2016	
Name:	BRADLEY MICHAEL O'CARROLL	2E1935639
Address:	[redacted]	
Born:		
Appointment date:	04/06/2015	
Cease date:	30/09/2015	
Name:	GLEN ROSS WALTER BATTERSHILL	2E1935639
Address:	[redacted]	
Born:		
Appointment date:	04/06/2015	
Cease date:	28/08/2015	
Name:	PETER ALLAN FITZGERALD	2E1935639
Address:	[redacted]	
Born:		

Appointment date:	04/06/2015	
Cease date:	28/08/2015	
Name:	CHRISTOPHER ROBERT STANLEY	2E1935639
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/2015	
Cease date:	28/08/2015	
Name:	KAYE LOUISE TIDMARSH	2E1935639
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/2015	
Cease date:	28/08/2015	

Previous Alternate Director

Name:	ROSS DAVIDSON	7ECT65746
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/06/2024	
Cease date:	05/06/2024	
Name:	RIAN KELSO	7E8392084
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/09/2016	
Cease date:	06/09/2023	
Name:	ARTURO MENON	7E8529409
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/11/2016	
Cease date:	01/03/2021	
Name:	ROBERT CAMERON	7E8590805
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/12/2016	
Cease date:	01/03/2021	

Previous Secretary

Name:	JOHN SHENFIELD	7E8216501
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/08/2016	
Cease date:	05/11/2021	
Name:	WILLIAM WALLACE	2E1935639
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/2015	
Cease date:	03/08/2016	

Appointed Auditor

Name:	HLB MANN JUDD (SE QLD PARTNERSHIP)	7ECZ70837
Address:	Level 15 66 Eagle Street BRISBANE CITY QLD 4000	
Start date:	03/05/2024	

Previous Appointed Auditor		
Name:	PKF BRISBANE AUDIT	031804643
Address:	Level 8 10 Eagle Street BRISBANE QLD 4000	
Start date:	12/12/2018	
Cease date:	27/05/2024	
Name:	PKF HACKETTS AUDIT	7E9169298
Address:	10 Eagle Street BRISBANE QLD 4000	
Start date:	03/06/2016	
Cease date:	12/12/2018	

Financial Reports

Balance date	Report due date	AGM due date	Extended AGM due	AGM held date	Outstanding	Document number
30/06/2016	31/10/2016				no	7E9169298
30/06/2017	31/10/2017				no	7EAA99651
30/06/2018	31/10/2018				no	7EAM59657
30/06/2019	31/10/2019				no	7EAQ83718
30/06/2020	31/10/2020				no	7ECR84505
30/06/2021	31/10/2021				no	7EBN24720
30/06/2022	31/10/2022				no	7ECR84791
30/06/2023	31/10/2023				no	7ECR84972
30/06/2024	31/10/2024				no	7ECZ70837
30/06/2025	31/10/2025				no	7EDR99779

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
04/06/2015	218 Constitution Of Company	04/06/2015	30	04/06/2015	024034792
04/06/2015	201B Application For Registration As A Public Company Limited By Guarantee	04/06/2015	4	04/06/2015	2E1935639
22/09/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/09/2015	7	22/09/2015	029300226
09/10/2015	484E Change To Company	09/10/2015	2	09/10/2015	7E7371650

	Details Appointment Or Cessation Of A Company Officeholder				
03/08/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/08/2016	2	03/08/2016	7E8216501
29/09/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/09/2016	3	29/09/2016	7E8392084
16/11/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/11/2016	2	16/11/2016	7E8529409
06/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	06/12/2016	2	06/12/2016	7E8590805
06/12/2016	484A1 Change To Company Details Change Officeholder Name Or Address	06/12/2016	2	06/12/2016	7E8590838
02/03/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	02/03/2017	2	02/03/2017	7E8823361
20/06/2017	388 (FR 2016) Financial Report 388J Financial Report - Small Pty Co./small Pub Co. Lmgt That Is Requested By Asic To Prepare & Lodge Statements And Reports 388E Company - Appoint Change Name/address Of Auditor	20/06/2017	23	30/06/2016	7E9169298
13/06/2018	388L (FR 2017) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	13/06/2018	22	30/06/2017	7EAA99651
23/08/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/08/2018	2	23/08/2018	7EAD40309
26/09/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	26/09/2018	2	26/09/2018	7EAE50020
24/06/2019	388L (FR 2018) Financial Report Financial Report - Pub	24/06/2019	22	30/06/2018	7EAM59657

	Co Ltd By Guarantee Qual Under Tier 2				
31/10/2019	388L (FR 2019) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	31/10/2019	22	30/06/2019	7EAQ83718
20/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/01/2020	2	20/01/2020	7EAT07090
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF70721
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF71405
01/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/11/2021	2	01/11/2021	7EBM79725
15/11/2021	388L (FR 2021) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	15/11/2021	22	30/06/2021	7EBN24720
29/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/11/2021	2	29/11/2021	7EBN69487
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO86545
18/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2023	2	18/09/2023	7ECI75434
01/05/2024	388L (FR 2020) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	01/05/2024	22	30/06/2020	7ECR84505
01/05/2024	388L (FR 2022) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	01/05/2024	22	30/06/2022	7ECR84791
01/05/2024	388L (FR 2023) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	01/05/2024	22	30/06/2023	7ECR84972
31/05/2024	315A Notice Of Resignation Or Removal Of Auditor Resignation Of Auditor	11/07/2024	1	27/05/2024	031924396

10/06/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	10/06/2024	2	10/06/2024	7ECT65746
28/08/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/08/2024	2	28/08/2024	7ECX51528
18/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2024	3	18/09/2024	7ECY57083
11/10/2024	388L (FR 2024) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	11/10/2024	27	30/06/2024	7ECZ70837
13/03/2025	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/03/2025	2	13/03/2025	7EDH77909
20/10/2025	388L (FR 2025) Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	20/10/2025	25	30/06/2025	7EDR99779

*****End of Extract of 8 Pages*****

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: BUSS(Q) PROPERTIES PTY LTD
ACN: 153 918 480

Date/Time: 24 October 2025 AEST 11:40:58 AM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	BUSS(Q) PROPERTIES PTY LTD	CR1046N1
ACN:	153 918 480	
Registered in:	Queensland	
Registration date:	25/10/2011	
Next review date:	25/10/2023	
Name start date:	25/10/2011	
Status:	Deregistered	
Date deregistered:	21/09/2023	
Deregistration reason:	SECTION 601AA	
Deregistration code:	S601AA	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 18/07/2023 to 20/09/2023		
Name:	BUSS(Q) PROPERTIES PTY LTD	7ECG13245
Name start:	25/10/2011	
Status:	Strike-Off Action In Progress	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 25/10/2011 to 17/07/2023		
Name:	BUSS(Q) PROPERTIES PTY LTD	026223459
Name start:	25/10/2011	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	

Address Details		Document Number
Historical		
Registered address:	'Bussq' Hse G, 299 Coronation Drive, MILTON QLD 4064	7E7371536
Start date:	16/10/2015	
Cease date:	21/09/2023	
Registered address:	'Kings Row Stage 1' Suite 2, 50 McDougall Street, MILTON QLD 4064	026223459
Start date:	25/10/2011	
Cease date:	15/10/2015	
Principal Place Of Business address:	'Bussq' Hse G, 299 Coronation Drive, MILTON QLD 4064	7E7371536
Start date:	12/10/2015	
Cease date:	21/09/2023	

Principal Place Of Business address:	'Kings Row Stage 1' Suite 2, 50 McDougall Street, MILTON QLD 4064	026223459
Start date:	25/10/2011	
Cease date:	11/10/2015	

Contact Address

Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.

Historical

Address:	PO BOX 1526, MILTON QLD 4064
Start date:	12/01/2018
Cease date:	14/01/2022

Officeholders and Other Roles		Document Number
Previous Director		
Name:	JACQUELINE LOUISE COLLIE	7EAO86338
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2019	
Cease date:	21/09/2023	
Name:	LINDA JANE VICKERS	7EBV06950
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/07/2022	
Cease date:	21/09/2023	
Name:	MICHAEL JOHN RAVBAR	7EBV06950
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	07/07/2022	
Cease date:	21/09/2023	
Name:	PAUL JASON HICK	7EBV06950
Address:	[redacted]NT	
Born:	[redacted]	
Appointment date:	07/07/2022	
Cease date:	21/09/2023	
Name:	BENJAMIN PAUL AMOS YOUNG	7EBV06950
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/07/2022	
Cease date:	21/09/2023	
Name:	CHRISTOPHER RONALD TAYLOR	7EBV06950
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/07/2022	
Cease date:	21/09/2023	
Name:	GEOFFREY ROBERT BAGULEY	7EBV06950
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/07/2022	

Cease date:	21/09/2023	
Name:	EMMA ADRIANA EAVES	7EBZ70549
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	14/12/2022	
Cease date:	21/09/2023	
Name:	PAULA ELLEN MASTERS	7E6875719
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	29/04/2015	
Cease date:	14/12/2022	
Name:	PAUL BIDWELL	7E6047780
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/05/2014	
Cease date:	03/08/2022	
Name:	SONYA MARIE BEYERS	7EBA88913
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	21/02/2018	
Cease date:	07/07/2022	
Name:	EMMA ADRIANA EAVES	7EAS86647
Address:	[redacted]	
Born:	[redacted]C	
Appointment date:	01/01/2020	
Cease date:	03/12/2021	
Name:	GRANT MATTHEW GALVIN	7EBC48900
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	26/02/2014	
Cease date:	13/10/2021	
Name:	WILLIAM WALLACE THROHEAR	026223459
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	31/12/2019	
Name:	RONALD WILLIAM MONAGHAN	7E7379509
Address:	[redacted]	
Appointment date:	29/09/2015	
Cease date:	26/07/2019	
Name:	ROBERT JAMES LETTE	026223459
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	21/02/2018	
Name:	DAVID ARTHUR HANNA	7E5890652
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	26/02/2014	
Cease date:	30/07/2015	
Name:	PAUL RICHARDS	026223459
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	28/02/2015	
Name:	GRAHAM THOMAS CUTHBERT	7E5769290
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	01/04/2014	
Name:	GARRY JAMES ROSSOW	026223459
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	26/02/2014	
Name:	GREGORY MICHAEL SIMCOE	026223459
[redacted]	[redacted]	
Appointment date:	25/10/2011	
Cease date:	15/12/2013	
Previous Secretary		
Name:	CHRISTIAN ENGELHARDT	7EBV04704
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	22/07/2022	
Cease date:	21/09/2023	
Name:	LISA CUMBERLAND	7EAK04031
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/04/2019	
Cease date:	08/12/2021	
Name:	LINDA JANE VICKERS	7E9274741
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	29/08/2019	
Name:	DAVID JOHN O'SULLIVAN	026223459
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	25/10/2011	
Cease date:	01/04/2019	

Share Information
Previous Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
A	CLASS A SHARES	10	10.00	0.00	026223459

Previous Members

Name: BNP PARIBAS NOMINEES PTY LIMITED
ACN: 084 150 023
Address: AS NOMINEE OF BHP PARIBAS FUND SERVICES, Level 6, 60 Castlereagh Street, SYDNEY NSW 2000

Class	Number held	Beneficially held	Paid	Document number
A	10	no	FULLY	026223459

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
25/10/2011	201C Application For Registration As A Proprietary Company	25/10/2011	11	25/10/2011	026223459
03/01/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/01/2014	2	03/01/2014	7E5746719
15/01/2014	484A1 Change To Company Details Change Officeholder Name Or Address	15/01/2014	2	15/01/2014	7E5769290
07/03/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/03/2014	3	07/03/2014	7E5890652
07/04/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/04/2014	2	07/04/2014	7E5964087
14/05/2014	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/05/2014	2	14/05/2014	7E6047780
12/03/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	12/03/2015	2	12/03/2015	7E6791075

15/04/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/07/2015	2	15/04/2015	7E6875719
13/05/2015	902 Supplementary Document	29/07/2015	24	15/04/2015	7E6949492
07/08/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	07/08/2015	2	07/08/2015	7E7197037
09/10/2015	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	09/10/2015	2	09/10/2015	7E7371536
13/10/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/10/2015	2	13/10/2015	7E7379509
20/07/2017	484A1 Change To Company Details Change Officeholder Name Or Address	20/07/2017	2	20/07/2017	7E9274741
12/03/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	12/03/2018	2	12/03/2018	7E9986295
30/11/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	30/11/2018	2	30/11/2018	7EAG66441
01/04/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/04/2019	2	01/04/2019	7EAK03959
01/04/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/04/2019	2	01/04/2019	7EAK04031
21/08/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	21/08/2019	2	21/08/2019	7EAO59332
29/08/2019	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/08/2019	2	29/08/2019	7EAO85195
29/08/2019	484E Change To Company Details Appointment Or Cessation Of A Company	29/08/2019	2	29/08/2019	7EAO86338

	Officeholder				
14/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/01/2020	2	14/01/2020	7EAS86647
29/09/2020	484A1 Change To Company Details Change Officeholder Name Or Address	29/09/2020	2	29/09/2020	7EBA88913
23/11/2020	484A1 Change To Company Details Change Officeholder Name Or Address	23/11/2020	2	23/11/2020	7EBC48900
13/10/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/10/2021	2	13/10/2021	7EBM23225
03/12/2021	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484E1 Cessation Of Company Director Later Than 28 Days	03/12/2021	2	03/12/2021	7EBN90111
23/12/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/12/2021	2	23/12/2021	7EBO52856
03/08/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/08/2022	2	03/08/2022	7EBV04704
03/08/2022	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484E1 Cessation Of Company Director Later Than 28 Days	03/08/2022	4	03/08/2022	7EBV06950
19/12/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	19/12/2022	2	19/12/2022	7EBZ70549
18/07/2023	6010 Application For Voluntary Deregistration Of A Company	18/07/2023	2	18/07/2023	7ECG13245

*****End of Extract of 7 Pages*****

InfoTrack
1800 738 524

ASIC
Current & Historical Organisation Extract

ASIC Data Extracted 10/03/2026 at 10:42

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 111 873 940 CONNECT ASSESS AUSTRALIA LIMITED -

		Document No.
ACN (Australian Company Number):	111 873 940	
ABN:	49 111 873 940	
Current Name:	CONNECT ASSESS AUSTRALIA LIMITED	
Registered in:	New South Wales	
Registration Date:	19/11/2004	
Review Date:	19/11/2026	
Company Bounded By:	Constitution	

- Current Organisation Details -

Name:	CONNECT ASSESS AUSTRALIA LIMITED	1E0452640
Name Start Date:	19/11/2004	
Status:	Registered	
Type:	Australian Public Company	
Class:	Limited By Guarantee	
Sub Class:	Unlisted Public Company - Non-Profit Company	

- Company Addresses -

- Registered Office 7E9417188

Address:	'1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Start Date:	12/09/2017

- Previous Registered Office 7E4028402

Address:	952 IPSWICH ROAD MOOROOKA QLD 4105
Start Date:	26/10/2011
Cease Date:	11/09/2017

- Previous Registered Office 7E3131838

Address:	THE MORT STREET PROPERTY TRUST UNIT 2 48 MORT STREET BRADDON ACT 2612
Start Date:	02/09/2010
Cease Date:	25/10/2011

- Previous Registered Office 7E0936541

Address:	UNIT 5 2 BRADFIELD STREET DOWNER ACT 2602

Start Date: 13/12/2006
Cease Date: 01/09/2010

- Previous Registered Office 1E0452640
Address: G 68 CAMPBELL STREET SURRY HILLS NSW 2010
Start Date: 19/11/2004
Cease Date: 12/12/2006

- Principal Place of Business 8E0100057
Address: '1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Start Date: 12/09/2017

- Previous Principal Place of Business 7E4028402
Address: 952 IPSWICH ROAD MOOROOKA QLD 4105
Start Date: 19/10/2011
Cease Date: 11/09/2017

- Previous Principal Place of Business 7E3131838
Address: UNIT 2 48 MORT STREET BRADDON ACT 2612
Start Date: 26/08/2010
Cease Date: 18/10/2011

- Previous Principal Place of Business 7E0936541
Address: UNIT 5 2 BRADFIELD STREET DOWNER ACT 2602
Start Date: 06/12/2006
Cease Date: 25/08/2010

- Previous Principal Place of Business 1E0452640
Address: G 68 CAMPBELL STREET SURRY HILLS NSW 2010
Start Date: 19/11/2004
Cease Date: 05/12/2006

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Director

Name: RICHARD LAWRENCE WILLIAMS 7E4028267
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 29/09/2011
Cease Date:

Name: GORDON ABBOTT 7E4028267
Address: [redacted]
Birth Details: [redacted]

Appointment Date: 29/09/2011
Cease Date:

Name: KIRBY LEEKE 5EBJ87720
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 29/09/2011
Cease Date:

Name: PATRICIA CAROL ROGERS 5EJB62044
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 20/02/2024
Cease Date:

Previous Director

Name: JACQUELINE ELIZABETH KING 2E0003431
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 01/11/2013
Cease Date: 06/10/2015

Name: JEFFREY PERCIVAL CHRISTOFFEL 7E4028267
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 29/09/2011
Cease Date: 19/12/2012

Name: GARY KENNETH BLOXSOM 7E4028267
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 29/09/2011
Cease Date: 19/12/2012

Name: ROBERT GEORGE TAYLOR 1E0452640
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/11/2004
Cease Date: 14/11/2011

Name: NORMAN WILLIAM CAHILL 7E0683264
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/11/2004

Cease Date: 02/09/2011

Name: MAURICE GRAHAM 7E1260778
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/11/2004
Cease Date: 02/09/2011

Name: PETER ANTHONY TIGHE 7E1266084
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 24/08/2007
Cease Date: 02/09/2011

Name: JOHN ANDREW INGRAM 7E1269918
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/11/2004
Cease Date: 30/06/2011

Name: ALEXANDER ARTHUR MCCALLUM 1E0452640
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/11/2004
Cease Date: 22/11/2008

Name: PETER ANTHONY TIGHE 1E0452640
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/11/2004
Cease Date: 01/10/2006

Secretary

Name: RICHARD LAWRENCE WILLIAMS 7E4028267
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 29/09/2011
Cease Date:

Previous Secretary

Name: ROBERT GEORGE TAYLOR 7E0545158
Address: [redacted]

Birth Details:	[redacted]	
Appointment Date:	07/11/2005	
Cease Date:	29/09/2011	

Name:	ANTONIO PALLADINO	1E0452640
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	19/11/2004	
Cease Date:	07/11/2005	

Previous Appointed Auditor

Name:	132 902 188 EXANT ASSURANCE PTY LTD	7E5612350
Address:	'HANRICK CURRAN' LEVEL 11 307 QUEEN STREET BRISBANE QLD 4000	(FR 2013)
Appointment Date:	12/02/2013	
Cease Date:	17/02/2026	
Abn:	13 132 902 188	

Name:	123 509 160 MGI AUDIT PTY LTD	026685175
Address:	LEVEL 1 200 MARY STREET BRISBANE QLD 4000	(FR 2012)
Appointment Date:	23/01/2012	
Cease Date:	12/02/2013	
Abn:	53 123 509 160	

Name:	JOHN COLIN CHEADLE	027215342
Address:	LEVEL 1 2F RYEDALE ROAD WEST RYDE NSW 2114	(FR 2010)
Birth Details:		
Appointment Date:	01/12/2004	
Cease Date:	20/12/2011	

- Share Structure -

***Note:**
Share details are not provided if:
(a) The company is not limited by shares; or
(b) The company has been registered less than 18 months and the first Annual Return has not been lodged. Check ASIC Documents section for recent changes. Documents pertaining to Shares may be ordered via DOCIMAGE.

- Share/Interest Holding -

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
315	23/02/2026	06/03/2026	0	17/02/2026	032552376
315B	Notice of Resignation or Removal of Auditor Removal Of Auditor				
343	23/02/2026	27/02/2026	1	23/02/2026	032552343
343	Notice Under Subsection 329(1a) to Remove Auditor				
388	31/10/2025	31/10/2025	28	30/06/2025	7EDS51530
388L	Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2				
388	21/11/2024	21/11/2024	26	30/06/2024	7EDC70438
388L	Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2				
484	20/02/2024	20/02/2024	2	20/02/2024	5EJB62044
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
388	31/10/2023	31/10/2023	50	30/06/2023	7ECK65872
388L	Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2				
484	22/11/2019	22/11/2019	2	22/11/2019	5EBJ87720
484A1	Change to Company Details Change Officeholder Name Or Address				
388	25/10/2019	25/10/2019	26	30/06/2019	7EAQ64477
388J	Financial Report Financial Report - Small Pty Co./small Pub				

	Co. Lmgt That Is Requested By ASIC to Prepare & Lodge Statements And Reports				
388 388A	06/11/2018 Financial Report Financial Report - Public Company Or Disclosing Entity	06/11/2018	25	30/06/2018	7EAF80768
484 484C	18/04/2018 Change to Company Details Change of Principal Place Of Business (Address)	18/04/2018	2	18/04/2018	8E0100057
388 388J	25/10/2017 Financial Report Financial Report - Small Pty Co./small Pub Co. Lmgt That Is Requested By ASIC to Prepare & Lodge Statements And Reports	25/10/2017	26	30/06/2017	7E9573883
484 484B	05/09/2017 Change to Company Details Change of Registered Address	05/09/2017	2	05/09/2017	7E9417188
388 388J	31/10/2016 Financial Report Financial Report - Small Pty Co./small Pub Co. Lmgt That Is Requested By ASIC to Prepare & Lodge Statements And Reports	31/10/2016	25	30/06/2016	7E8480547
484 484E	06/10/2015 Change to Company Details Appointment or Cessation of A Company Officeholder	06/10/2015	2	06/10/2015	2E2526216
388 388A	23/10/2014 Financial Report Financial Report - Public Company Or Disclosing Entity	23/10/2014	26	30/06/2014	7E6466128
484 484E	22/11/2013 Change to Company Details Appointment or Cessation of A Company Officeholder	22/11/2013	2	22/11/2013	2E0003431
388 388L	30/10/2013 Financial Report Financial Report - Pub Co Ltd By Guarantee Qual Under Tier 2	30/10/2013	21	30/06/2013	7E5612350
218 218	07/06/2013 Constitution of Company	24/06/2013	27	07/06/2013	028612106
205 205J	07/06/2013 Notification of Resolution Altering The Constitution	24/06/2013	4	28/05/2013	028612083
484 484E	27/05/2013 Change to Company Details Appointment or Cessation of A Company Officeholder	27/05/2013	3	27/05/2013	1F0503401
343 343	22/02/2013 NOTICE UNDER SUBSECTION 329(1A) TO REMOVE AUDITOR	22/02/2013	2	22/02/2013	028058754

315	22/02/2013	06/03/2013	1	12/02/2013	028058759
315B	NOTICE OF RESIGNATION OR REMOVAL OF AUDITOR REMOVAL OF AUDITOR				
388	26/10/2012	05/12/2012	25	30/06/2012	026685175
388	FINANCIAL REPORT				
388E	COMPANY - APPOINT CHANGE NAME/ADDRESS OF AUDITOR				
388A	FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
315	23/12/2011	08/02/2012	2	20/12/2011	028010409
315A	NOTICE OF RESIGNATION OR REMOVAL OF AUDITOR RESIGNATION OF AUDITOR				
106	23/11/2011	14/12/2011	2	23/11/2011	027931356
106	NOTICE OF CANCELLATION OR REVOCATION OF A LODGED DOCUMENT				
	Cancels 1F0 354 943				
484	14/11/2011	14/11/2011	2	14/11/2011	7E4087994
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	19/10/2011	19/10/2011	2	19/10/2011	7E4028402
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
484	19/10/2011	19/10/2011	4	19/10/2011	7E4028267
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	10/10/2011	10/10/2011	0	10/10/2011	1F0354943
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
	Cancelled by 027 931 356				
484	29/09/2011	29/09/2011	2	29/09/2011	7E3981853
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	30/06/2011	30/06/2011	2	30/06/2011	7E3776156
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
388	16/12/2010	11/02/2011	17	30/06/2010	027215342
388A	FINANCIAL REPORT FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
484	26/08/2010	26/08/2010	2	26/08/2010	7E3131838
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				

484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
388	26/10/2009	26/10/2009	15	30/06/2009	7E2506517
388A	FINANCIAL REPORT FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
484	03/12/2008	03/12/2008	2	03/12/2008	7E1931147
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
388	28/11/2008	04/12/2008	14	30/06/2008	025224751
388A	FINANCIAL REPORT FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
388	07/11/2007	19/11/2007	14	30/06/2007	024321065
388A	FINANCIAL REPORT FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
484	07/09/2007	07/09/2007	2	07/09/2007	7E1269918
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	05/09/2007	05/09/2007	2	05/09/2007	7E1266084
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
484	31/08/2007	31/08/2007	2	31/08/2007	7E1260778
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	08/12/2006	08/12/2006	4	08/12/2006	023388958
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER Alters 023 381 409				
484	06/12/2006	06/12/2006	2	06/12/2006	7E0936541
484	CHANGE TO COMPANY DETAILS				
484B	CHANGE OF REGISTERED ADDRESS				
484C	CHANGE OF PRINCIPAL PLACE OF BUSINESS (ADDRESS)				
388	22/11/2006	23/11/2006	13	30/06/2006	023482263
388A	FINANCIAL REPORT FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
370	13/11/2006	14/11/2006	3	13/11/2006	023381409
370	NOTIFICATION BY OFFICEHOLDER OF RESIGNATION OR RETIREMENT Altered by 023 388 958				
484	20/04/2006	20/04/2006	2	20/04/2006	7E0683264
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				

484	22/11/2005	22/11/2005	2	22/11/2005	7E0546377
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
484	21/11/2005	21/11/2005	2	21/11/2005	7E0545158
484E	CHANGE TO COMPANY DETAILS APPOINTMENT OR CESSATION OF A COMPANY OFFICEHOLDER				
388	27/10/2005	21/11/2005	12	30/06/2005	022473982
388	FINANCIAL REPORT				
388E	COMPANY - APPOINT CHANGE NAME/ADDRESS OF AUDITOR				
388A	FINANCIAL REPORT - PUBLIC COMPANY OR DISCLOSING ENTITY				
484	21/02/2005	21/02/2005	2	21/02/2005	7E0326187
484A1	CHANGE TO COMPANY DETAILS CHANGE OFFICEHOLDER NAME OR ADDRESS				
201	19/11/2004	19/11/2004	4	19/11/2004	1E0452640
201B	APPLICATION FOR REGISTRATION AS A PUBLIC COMPANY LIMITED BY GUARANTEE				
218	19/11/2004	19/11/2004	33	19/11/2004	020852374
218	CONSTITUTION OF COMPANY				

- Financial Reports -

Document No.	Balance Date	Report Due	AGM Due	Extended AGM Due	AGM Held	Outstanding
022473982	30/06/2005	31/10/2005			17/10/2005	No
023482263	30/06/2006	30/11/2006				No
024321065	30/06/2007	31/10/2007				No
025224751	30/06/2008	31/10/2008				No
7E2506517	30/06/2009	31/10/2009				No
027215342	30/06/2010	31/10/2010				No
026685175	30/06/2012	31/10/2012				No
7E5612350	30/06/2013	31/10/2013				No
7E6466128	30/06/2014	31/10/2014				No
7E8480547	30/06/2016	31/10/2016				No
7E9573883	30/06/2017	31/10/2017				No
7EAF80768	30/06/2018	31/10/2018				No
7EAQ64477	30/06/2019	31/10/2019				No
7ECK65872	30/06/2023	31/10/2023				No
7EDC70438	30/06/2024	31/10/2024				No
7EDS51530	30/06/2025	31/10/2025				No

- Company Contact Addresses -

- Contact Address for ASIC use only

Address: PO BOX 42 EVERTON PARK QLD 4053

Start Date: 22/11/2013

*** End of Document ***

ASIC
Current & Historical Organisation Extract

ASIC Data Extracted 03/03/2026 at 17:33

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 135 816 698 FUTURE SKILLS LIMITED -

ACN (Australian Company Number):	135 816 698	**Document No.**
ABN:	24 135 816 698	
Current Name:	FUTURE SKILLS LIMITED	
Registered in:	Queensland	
Registration Date:	22/06/2009	
Review Date:	22/06/2013	
Company Bounded By:	Constitution	

Registered Charity:
This company is a registered charity with the Australian Charities and Not-for-Profits Commission (ACNC) and as such, certain requirements under the Corporations Act 2001 do not apply. Companies registered with the ACNC are not required to notify ASIC of address or director changes, although they may elect to do so. Consequently, the information recorded on the ASIC register may not reflect the most current details. For further information, please visit http://www.asic.gov.au/ACNC.
Charities give their contact details, director information, and financial reports to the ACNC instead. You can find the most accurate and current information on the ACNC Charity Register at http://www.acnc.gov.au/charity.

- Current Organisation Details -

Name:	FUTURE SKILLS LIMITED	025285441
Name Start Date:	22/06/2009	
Status:	Registered	
Type:	Australian Public Company	
Class:	Limited By Guarantee	
Sub Class:	Unlisted Public Company - Non-Profit Company	

- Company Addresses -

- Registered Office 7E9417877

Address:	'1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Start Date:	12/09/2017

- Previous Registered Office 025285441

Address:	ELECTRO JOBS 952 IPSWICH ROAD MOOROOKA QLD 4105
Start Date:	22/06/2009
Cease Date:	11/09/2017

- Principal Place of Business 8E0099968

Address:	'1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Start Date:	12/09/2017

- Previous Principal Place of Business 025285441

Address:	ELECTRO JOBS 952 IPSWICH ROAD MOOROOKA QLD 4105
Start Date:	22/06/2009
Cease Date:	11/09/2017

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Director

Name: GORDON ABBOTT 025285441
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2009
Cease Date:

Name: KIRBY LEEKE 025285441
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2009
Cease Date:

Name: RICHARD LAWRENCE WILLIAMS 025285441
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2009
Cease Date:

Name: PATRICIA CAROL ROGERS 5EJB62043
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 20/02/2024
Cease Date:

Previous Director

Name: RONALD DOMINIC MADDEN 017295539
Address: [redacted]
Birth Details: [redacted]

Appointment Date: 19/12/2012
Cease Date: 19/12/2023

Name: MICHAEL JON ACASON 017295539
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 19/12/2012
Cease Date: 13/01/2016

Name: GARY KENNETH BLOXSOM 025285441
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2009
Cease Date: 19/12/2012

Name: JEFFREY PERCIVAL CHRISTOFFEL 025285441
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2009
Cease Date: 19/12/2012

Secretary

Name: RICHARD LAWRENCE WILLIAMS 025285441
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 22/06/2009
Cease Date:

Appointed Auditor

Name: 132 902 188 EXANT ASSURANCE PTY LTD 7E5612283
Address: 'HANRICK CURRAN' LEVEL 11 307 QUEEN STREET BRISBANE QLD 4000 (FR 2013)
Appointment Date: 12/02/2013
Cease Date:
Abn: 13 132 902 188

Previous Appointed Auditor

Name: 123 509 160 MGI AUDIT PTY LTD 027133401
Address: LEVEL 1 200 MARY STREET BRISBANE QLD 4000 (FR 2010)
Appointment Date: 29/06/2009
Cease Date: 12/02/2013

Abn: 53 123 509 160

- Share Structure -

***Note:**
Share details are not provided if:
(a) The company is not limited by shares; or
(b) The company has been registered less than 18 months and the first Annual Return has not been lodged. Check ASIC Documents section for recent changes. Documents pertaining to Shares may be ordered via DOCIMAGE.

- Share/Interest Holding -

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
484	20/02/2024	20/02/2024	2	20/02/2024	5EJB62043
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	22/12/2023	22/12/2023	2	22/12/2023	5EIT52277
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	18/04/2018	18/04/2018	2	18/04/2018	8E0099968

484C	Change to Company Details Change of Principal Place Of Business (Address)				
388	25/10/2017	25/10/2017	28	30/06/2017	7E9573908
388J	Financial Report Financial Report - Small Pty Co./small Pub Co. Lmgt That Is Requested By ASIC to Prepare & Lodge Statements And Reports				
484	05/09/2017	05/09/2017	2	05/09/2017	7E9417877
484B	Change to Company Details Change of Registered Address				
388	31/10/2016	31/10/2016	27	30/06/2016	7E8480381
388J	Financial Report Financial Report - Small Pty Co./small Pub Co. Lmgt That Is Requested By ASIC to Prepare & Lodge Statements And Reports				
484	14/01/2016	14/01/2016	2	14/01/2016	7E7615845
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
388	30/10/2013	30/10/2013	27	30/06/2013	7E5612283
388	Financial Report				
388A	Financial Report - Public Company or Disclosing Entity				
388E	Company - Appoint Change Name/address of Auditor				
315	22/02/2013	27/03/2013	1	12/02/2013	028058776
315B	Notice of Resignation or Removal of Auditor Removal Of Auditor				
343	22/02/2013	26/02/2013	5	22/02/2013	028058775
343	Notice Under Subsection 329(1a) to Remove Auditor				
484	10/01/2013	11/01/2013	4	11/01/2013	017295539
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
388	26/10/2012	16/11/2012	27	30/06/2012	026685174
388A	Financial Report Financial Report - Public Company Or Disclosing Entity				
388	27/10/2011	07/11/2011	27	30/06/2011	027779205
388A	Financial Report Financial Report - Public Company Or Disclosing Entity				
388	20/10/2010	22/11/2010	23	30/06/2010	027133401
388	Financial Report				
388E	Company - Appoint Change Name/address of Auditor				
388A	Financial Report - Public Company or Disclosing Entity				
218	22/06/2009	22/06/2009	31	22/06/2009	025285440
218	Constitution of Company				

201	22/06/2009	22/06/2009	12	22/06/2009	025285441
201B	Application For Registration as a Public Company Limited By Guarantee				
410	08/05/2009	08/05/2009	2	08/05/2009	025284616
410F	Application For Extension of a Name Reservation				
410	12/03/2009	12/03/2009	2	12/03/2009	025292567
410A	Application For Reservation of a Name of a New Australian Company				

- Financial Reports -

Document No.	Balance Date	Report Due	AGM Due	Extended AGM Due	AGM Held	Outstanding
027133401	30/06/2010	31/10/2010				No
027779205	30/06/2011	31/10/2011				No
026685174	30/06/2012	31/10/2012				No
7E5612283	30/06/2013	31/10/2013				No
7E8480381	30/06/2016	31/10/2016				No
7E9573908	30/06/2017	31/10/2017				No

- Company Contact Addresses -

- Contact Address for ASIC use only

Address: PO BOX 42 EVERTON PARK QLD 4053

Start Date: 19/04/2018

*** End of Document ***

ASIC
Current & Historical Organisation Extract

ASIC Data Extracted 10/03/2026 at 10:42

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 611 807 071 FUTURE SKILLS MANAGEMENT & CONSULTING PTY. LTD. -

		Document No.
ACN (Australian Company Number):	611 807 071	
ABN:	35 611 807 071	
Current Name:	FUTURE SKILLS MANAGEMENT & CONSULTING PTY. LTD.	
Registered in:	Queensland	
Registration Date:	12/04/2016	
Review Date:	12/04/2026	
Company Bounded By:		

- Current Organisation Details -

Name:	FUTURE SKILLS MANAGEMENT & CONSULTING PTY. LTD.	2E3478665
Name Start Date:	12/04/2016	
Status:	Registered	
Type:	Australian Proprietary Company	
Class:	Limited By Shares	
Sub Class:	Proprietary Company	

- Company Addresses -

- Registered Office 6E6097647

Address:	MALCOLM V LEEKE & CO SHOP 5 8 MCILWRAITH STREET EVERTON PARK QLD 4053
Start Date:	26/04/2018

- Previous Registered Office 7E9417951

Address:	'1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Start Date:	12/09/2017
Cease Date:	25/04/2018

- Previous Registered Office 2E3478665

Address:	FUTURE SKILLS LTD 952 IPSWICH ROAD MOOROOKA QLD 4105
Start Date:	12/04/2016
Cease Date:	11/09/2017

- Principal Place of Business 8E0099858

Address:	'1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Start Date:	11/08/2017

- Previous Principal Place of Business 2E3478665

Address:	FUTURE SKILLS LTD 952 IPSWICH ROAD MOOROOKA QLD 4105
Start Date:	12/04/2016
Cease Date:	10/08/2017

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Director

Name:	GORDON DOUGLAS EDWIN ABBOTT	2E3478665
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/04/2016	
Cease Date:		

Name:	RICHARD LAWRENCE WILLIAMS	2E3478665
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/04/2016	
Cease Date:		

Name:	XIAOSHAN ZHOU	2E3478665
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/04/2016	
Cease Date:		

Previous Director

Name:	RONALD DOMINIC MADDEN	2E3478665
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/04/2016	
Cease Date:	19/12/2023	

Secretary

Name:	KIRBY JAMES LEEKE	5EAZ08305
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	12/04/2016	
Cease Date:		

- Share Structure -

Current

Class:	ORDINARY	2E3478665
Number of Shares Issued:	1	
Total Amount Paid / Taken to be Paid:	$1.00	
Total Amount Due and Payable:	$0.00	

Note:
For each class of shares issued by a company, ASIC records the details of the twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

- Share/Interest Holding -

Current

- Holding -

Class:	ORD	**Number Held:**	1	5EDQ51333
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	FUTURE SKILLS LIMITED
ACN:	135 816 698
Address:	'1 IAN BARCLAY BUILDING THE CONSTRUCTION TRA' SUIT 460-492 BEAUDESERT ROAD SALISBURY QLD 4107
Joint Holding:	No
Abn:	24 135 816 698

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
484	22/12/2023	22/12/2023	2	22/12/2023	5EIT52276
484E	Change to Company Details Appointment or Cessation of A Company Officeholder				
484	04/05/2021	04/05/2021	2	04/05/2021	5EDQ51333
484A2	Change to Company Details Change Member Name or Address				
484	30/05/2019	30/05/2019	2	30/05/2019	5EAZ08305
484A1	Change to Company Details Change Officeholder Name Or Address				
484	19/04/2018	19/04/2018	2	19/04/2018	6E6097647
484B	Change to Company Details Change of Registered Address				
484	18/04/2018	18/04/2018	2	18/04/2018	8E0099858
484C	Change to Company Details Change of Principal Place Of Business (Address)				
484	05/09/2017	05/09/2017	2	05/09/2017	7E9417951
484B	Change to Company Details Change of Registered Address				
201	12/04/2016	12/04/2016	3	12/04/2016	2E3478665
201C	Application For Registration as a Proprietary Company				

- Company Contact Addresses -

- Contact Address for ASIC use only
Address: PO BOX 42 EVERTON PARK QLD 4053

Start Date: 19/04/2018

*** End of Document ***

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: QCTF FUND LIMITED
ACN: 607 108 501

Date/Time: 24 October 2025 AEST 11:40:59 AM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	QCTF FUND LIMITED	2E2150939
ACN:	607 108 501	
Registered in:	Queensland	
Registration date:	16/07/2015	
Next review date:	16/07/2026	
Name start date:	16/07/2015	
Status:	Registered	
Company type:	Australian Public Company	
Class:	Limited By Guarantee	
Subclass:	Unlisted Public Company - Non-Profit Company	

Address Details		Document Number
Current		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E2150939
Start date:	16/07/2015	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	2E2150939
Start date:	16/07/2015	

Officeholders and Other Roles		Document Number
Director		
Name:	GARY LEONARD O'HALLORAN	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Name:	MARK GREGORY SPRY	7EAD39953
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2018	
Name:	NICHOLAS HERRON	7EAT15413
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Name:	RODERRICK STUART MCDONALD	7ECQ97894
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/04/2024	
Name:	ROSS LEONARD DAVIDSON	7ECY57341
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	HEMAL PATEL	7ECY57341
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	PAUL DUNBAR	7ECY57341
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/09/2024	
Name:	DREW CHARLES BROCKHURST	7EDH77935
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/02/2025	
Alternate Director		
Name:	ANTHONY LUCAS STOTT	7EBF71547
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/03/2021	
Name:	JUSTIN MARK MAXWELL	7ECX51780
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/08/2024	
Secretary		
Name:	STEVEN HACK	7EBM79553
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/11/2021	
Previous Director		
Name:	JOHN MCLINTOCK CRITTALL	1F0395348
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	24/02/2025	
Name:	MICHAEL JOHN RAVBAR	1F0522052
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	12/09/2024	
Name:	JADE ANTHONY INGHAM	1F0522052
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	12/09/2024	
Name:	JOHN TAYLOR SHENFIELD	7EBO86557
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/01/2022	
Cease date:	12/09/2024	
Name:	MARK SPRY	7EAT15413
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	15/01/2020	
Cease date:	11/04/2024	
Name:	PAULA ELLEN MASTERS	1F0522052
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	03/01/2022	
Name:	JOHN GASKIN	1F0395348
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	15/01/2020	
Name:	ANDREW HICKMAN	029912362
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/03/2017	
Cease date:	15/01/2020	
Name:	SUE-ANN FRESNEDA	1F0395348
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	02/08/2018	
Name:	GRANT MATTHEW GALVIN	1F0395348
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	09/03/2017	
Name:	FIONA ASHMORE	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	09/12/2016	
Name:	JEFFREY BEDSOR	1F0553156
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/09/2015	
Cease date:	09/12/2016	
Name:	ANDREW HICKMAN	1F0553156
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/09/2015	
Cease date:	09/12/2016	
Name:	RONALD WILLIAM MONAGHAN	1F0553156
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	08/09/2015	
Cease date:	09/12/2016	
Name:	DAVID JENKINSON	1F0553156
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	24/09/2015	
Cease date:	09/12/2016	
Name:	ROBERT CAMERON	1F0553156
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/09/2015	
Cease date:	09/12/2016	
Name:	AMANDA RICHARDS	1F0553156
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/09/2015	
Cease date:	09/12/2016	
Name:	JOHN MCLINTOCK CRITTALL	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	
Name:	SUE-ANN FRESNEDA	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	
Name:	GRANT MATTHEW GALVIN	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	
Name:	DAVID ARTHUR HANNA	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	
Name:	PAULA ELLEN MASTERS	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	
Name:	MICHAEL JOHN RAVBAR	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	
Previous Alternate Director		
Name:	ROSS DAVIDSON	7ECT66077
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	03/06/2024	
Cease date:	05/06/2024	

Name:	RIAN KELSO	7EAD39953
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	20/06/2017	
Cease date:	06/09/2023	
Name:	ARTURO MENON	7EAD40253
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2018	
Cease date:	01/03/2021	
Name:	ROBERT CAMERON	7EAD40253
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/08/2018	
Cease date:	01/03/2021	

Previous Secretary

Name:	JOHN TAYLOR SHENFIELD	7E8981481
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/04/2017	
Cease date:	05/11/2021	
Name:	JASON PETER STEIN	1F0553156
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/09/2015	
Cease date:	12/04/2017	
Name:	WILLIAM WALLACE	2E2150939
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	16/07/2015	
Cease date:	24/09/2015	

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
16/07/2015	218 Constitution Of Company	16/07/2015	31	16/07/2015	029313164
16/07/2015	201B Application For Registration As A Public Company Limited By Guarantee	16/07/2015	4	16/07/2015	2E2150939

24/09/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	REQUISITION	0	24/09/2015	1F0403662
07/12/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	09/12/2015	12	09/12/2015	1F0553156
16/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	21/12/2016	9	21/12/2016	1F0395348
23/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	05/01/2017	5	05/01/2017	1F0522052
13/03/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	21/03/2017	3	21/03/2017	029912362
20/04/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/04/2017	2	20/04/2017	7E8981468
20/04/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/04/2017	2	20/04/2017	7E8981481
20/06/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/06/2017	2	20/06/2017	7E9165883
23/08/2018	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484A1 Change Officeholder Name Or Address	23/08/2018	3	23/08/2018	7EAD39953
23/08/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/08/2018	3	23/08/2018	7EAD40253
22/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	22/01/2020	2	22/01/2020	7EAT15379
22/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	22/01/2020	2	22/01/2020	7EAT15413

18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF70844
18/03/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/03/2021	2	18/03/2021	7EBF71547
01/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/11/2021	2	01/11/2021	7EBM79553
29/11/2021	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/11/2021	2	29/11/2021	7EBN69532
17/01/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/01/2022	2	17/01/2022	7EBO86557
18/09/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2023	2	18/09/2023	7ECI75435
11/04/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	11/04/2024	2	11/04/2024	7ECQ97894
10/06/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	10/06/2024	2	10/06/2024	7ECT66077
28/08/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/08/2024	2	28/08/2024	7ECX51780
18/09/2024	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	18/09/2024	3	18/09/2024	7ECY57341
13/03/2025	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/03/2025	2	13/03/2025	7EDH77935

End of Extract of 7 Pages

ASIC
Australian Securities & Investments Commission

Current & Historical Company Extract

EXTRACT

Name: QCTF PTY LTD
ACN: 073 653 399

Date/Time: 24 October 2025 AEST 11:41:00 AM

This extract contains information derived from the Australian Securities and Investments Commission's (ASIC) database under section 1274A of the Corporations Act 2001.

Please advise ASIC of any error or omission which you may identify.

Organisation Details		Document Number
Current Organisation Details		
Name:	QCTF PTY LTD	CR1046N1
ACN:	073 653 399	
ABN:	60073653399	
Registered in:	Queensland	
Registration date:	18/04/1996	
Next review date:	18/04/2024	
Name start date:	18/04/1996	
Status:	Deregistered	
Date deregistered:	22/11/2023	
Deregistration reason:	SECTION 601AA	
Deregistration code:	S601AA	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 18/09/2023 to 21/11/2023		
Name:	QCTF PTY LTD	7ECI75449
Name start:	18/04/1996	
Status:	Strike-Off Action In Progress	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	
Previous Organisation Details from 18/04/1996 to 17/09/2023		
Name:	QCTF PTY LTD	010774229
Name start:	18/04/1996	
Status:	Registered	
Company type:	Australian Proprietary Company	
Class:	Limited By Shares	
Subclass:	Proprietary Company	

Address Details		Document Number
Historical		
Registered address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	1F0070432
Start date:	19/01/2010	
Cease date:	22/11/2023	
Registered address:	'Ian Barclay Building', 460-492 Beaudesert Road, SALISBURY QLD 4107	1E5467663
Start date:	02/06/2009	
Cease date:	18/01/2010	
Registered address:	CONTRUCTION TRAINING QUEENSLAND, 'Ian Barclay Building Lower Level', 460-492 Beaudesert Road, SALISBURY QLD 4107	022601954
Start date:	23/01/2006	
Cease date:	01/06/2009	

Registered address:	C/- CONSTRUCTION TRAINING QUEENSLAND, 'Logan House' Level 3, 25 Donkin Street, WEST END QLD 4101	015919254
Start date:	01/11/1999	
Cease date:	22/01/2006	
Registered address:	South Bank House, Sidon Street, SOUTH BRISBANE QLD 4101	010774229
Start date:	18/04/1996	
Cease date:	31/10/1999	
Principal Place Of Business address:	Level 1, 35 Astor Terrace, SPRING HILL QLD 4000	1F0070432
Start date:	21/12/2009	
Cease date:	22/11/2023	
Principal Place Of Business address:	'Ian Barclay Building', 460-492 Beaudesert Road, SALISBURY QLD 4107	1E5467663
Start date:	30/04/2009	
Cease date:	20/12/2009	
Principal Place Of Business address:	CONTRUCTION TRAINING QUEENSLAND, 'Ian Barclay Building Lower Level', 460-492 Beaudesert Road, SALISBURY QLD 4107	022601954
Start date:	12/01/2006	
Cease date:	29/04/2009	
Principal Place Of Business address:	C/- CONSTRUCTION TRAINING QUEENSLAND, 'Logan House' Level 3, 25 Donkin Street, WEST END QLD 4101	015919254
Start date:	12/10/1999	
Cease date:	11/01/2006	
Principal Place Of Business address:	South Bank House, Sidon Street, SOUTH BRISBANE QLD 4101	010774229
Start date:	18/04/1996	
Cease date:	11/10/1999	

Contact Address

Section 146A of the Corporations Act 2001 states 'A contact address is the address to which communications and notices are sent from ASIC to the company'.

Historical

Address:	PO BOX 1770, COORPAROO DC QLD 4151
Start date:	20/11/2007
Cease date:	04/06/2019
Address:	PO BOX 28, SALISBURY QLD 4107
Start date:	09/07/2007
Cease date:	20/11/2007
Address:	PO BOX 3294, SOUTH BRISBANE BC QLD 4101
Start date:	28/06/2003
Cease date:	09/07/2007

Officeholders and Other Roles		**Document Number**
Previous Director		
Name:	GARY LEONARD O'HALLORAN	1F0547242
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	16/06/2015	
Cease date:	22/11/2023	
Name:	JOHN MCLINTOCK CRITTALL	1F0395347
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	22/11/2023	
Name:	MICHAEL JOHN RAVBAR	1F0522053
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	22/11/2023	
Name:	JADE ANTHONY INGHAM	1F0522053
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	22/11/2023	
Name:	RODERICK STUART MCDONALD	7EAE50134
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Cease date:	22/11/2023	
Name:	MARK GREGORY SPRY	7EAE50134
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/09/2018	
Cease date:	22/11/2023	
Name:	NICHOLAS HERRON	7EAT15466
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/01/2020	
Cease date:	22/11/2023	
Name:	JOHN TAYLOR SHENFIELD	7EBR64315
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/04/2022	
Cease date:	22/11/2023	
Name:	PAULA ELLEN MASTERS	1F0522053
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	19/04/2022	
Name:	ARTURO MENON	7EAB04700
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	13/06/2018	
Cease date:	13/05/2020	
Name:	JOHN GASKIN	1F0395347
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	15/01/2020	
Name:	SUE-ANN FRESNEDA	1F0395347
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	17/09/2018	
Name:	ANDREW HICKMAN	029912363
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/03/2017	
Cease date:	17/09/2018	
Name:	GRANT MATTHEW GALVIN	1F0395347
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/2016	
Cease date:	09/03/2017	
Name:	DAVID EDWARD JENKINSON	017215899
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2001	
Cease date:	09/12/2016	
Name:	ROB CAMERON	1E5668624
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/07/2009	
Cease date:	09/12/2016	
Name:	AMANDA RICHARDS	1F0406216
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/06/2014	
Cease date:	09/12/2016	
Name:	FIONA ASHMORE	1F0544468
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	05/08/2015	
Cease date:	09/12/2016	
Name:	JEFFREY BEDSOR	1F0403661
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/09/2015	
Cease date:	09/12/2016	
Name:	ANDREW HICKMAN	1F0403661
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	11/09/2015	
Cease date:	09/12/2016	

Name:	RONALD WILLIAM MONAGHAN	1F0403661
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	08/09/2015	
Cease date:	09/12/2016	
Name:	KAYE LOUISE TIDMARSH	1F0495039
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/2013	
Cease date:	05/08/2015	
Name:	GLEN ROSS WALTER BATTERSHILL	1F0495039
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/06/2013	
Cease date:	05/08/2015	
Name:	DAVID ARTHUR HANNA	1F0392856
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/08/2013	
Cease date:	30/07/2015	
Name:	BRADLEY MICHAEL O'CARROLL	1F0406216
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/02/2007	
Cease date:	16/06/2015	
Name:	PETER DAVID VEALE	016935289
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	20/02/2001	
Cease date:	11/06/2014	
Name:	PETER CLOSE	1F0375965
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/01/2012	
Cease date:	11/06/2014	
Name:	GREGORY MICHAEL SIMCOE	07365339G
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/06/1996	
Cease date:	08/08/2013	
Name:	MATTHEW PATRICK MARTYN-JONES	1F0382620
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/04/2012	
Cease date:	09/05/2013	
Name:	PATRICK HOIBERG	1E5131361
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	04/12/2008	

Cease date:	17/04/2013	
Name:	JAMIE MICHAEL MCQUEEN	1E6044779
Address:	[redacted]	
Born:		
Appointment date:	16/11/2009	
Cease date:	24/01/2012	
Name:	TREVOR MERVYN HALL	1F0065576
Address:	[redacted]	
Born:		
Appointment date:	15/02/2007	
Cease date:	30/06/2011	
Name:	JASON PETER STEIN	1F0006542
Address:	[redacted]	
Born:		
Appointment date:	26/04/2007	
Cease date:	01/07/2009	
Name:	MALCOLM JOHN RAWARD	010751616
Address:	[redacted]	
Born:		
Appointment date:	18/04/1996	
Cease date:	04/12/2008	
Name:	DAVID MICHAEL DUNN	023539968
Address:	[redacted]	
Born:		
Appointment date:	21/12/2006	
Cease date:	15/10/2007	
Name:	CHRISTOPHER ROLAND PRICE	023597299
Address:	[redacted]	
Born:		
Appointment date:	21/11/2006	
Cease date:	26/04/2007	
Name:	BRUCE CHRISTOPHER CULL	011575005
Address:	[redacted]	
Born:		
Appointment date:	12/06/1996	
Cease date:	27/02/2007	
Name:	JORGEN GULLESTRUP	018310571
Address:	[redacted]	
Born:		
Appointment date:	15/10/2002	
Cease date:	27/02/2007	
Name:	WILLIAM WALLACE TROHEAR	010751616
Address:	[redacted]	
Born:		
Appointment date:	18/04/1996	
Cease date:	08/08/2006	
Name:	BARRY OMUNDSON	020727848
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	28/09/2004	
Cease date:	28/11/2005	
Name:	GREGORY JOHN PACKER	019749673
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/11/2003	
Cease date:	01/07/2004	
Name:	MICHAEL JOHN NASH	016015505
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/12/1999	
Cease date:	04/04/2003	
Name:	JEFFREY MARK KNIGHT	010751616
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	18/04/1996	
Cease date:	28/08/2001	
Name:	KIP HAYES	014117483
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	02/03/2000	
Cease date:	05/06/2001	
Name:	MARK WILLIAM PRIEST	015087330
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	14/04/1998	
Cease date:	12/12/2000	
Name:	ALLAN JAMES ROBERTSON	015186154
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	23/02/1999	
Cease date:	17/02/2000	
Name:	CLYDE IAN BARCLAY	010751616
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	18/04/1996	
Cease date:	09/12/1999	
Name:	ALBERTUS FRANCISCUS WIGCHERT	07365339H
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	21/10/1997	
Cease date:	19/10/1999	
Name:	IVAN ROSS GUYMER	010690598
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	09/04/1997	
Cease date:	05/05/1999	

Name:	GORDON HUTCHINGS	010751616
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	18/04/1996	
Cease date:	17/12/1998	
Name:	DOUGLAS JOHN JEFFS	010751616
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	18/04/1996	
Cease date:	14/04/1998	
Previous Alternate Director		
Name:	RIAN KELSO	7EAE50242
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	20/06/2017	
Cease date:	22/11/2023	
Name:	JUSTIN MAXWELL	1F0544468
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	05/08/2015	
Cease date:	20/06/2017	
Name:	DARREN BRENDAN WILLIAMS	1F0185785
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/04/2013	
Cease date:	30/07/2015	
Name:	SHARON TRICIA DURHAM	027472338
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	30/03/2011	
Cease date:	16/06/2015	
Name:	DAVID ARTHUR HANNA	1E4136824
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/02/2008	
Cease date:	17/04/2013	
Name:	ROB CAMERON	1F0006542
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	07/06/2007	
Cease date:	01/07/2009	
Name:	BRADLEY MICHAEL O'CARROLL	021006869
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/10/2002	
Cease date:	05/06/2008	
Name:	ROBERT CHARLES CAMERON	1F0065576
Address:	[redacted]	

Born:	[redacted]	
Appointment date:	15/02/2007	
Cease date:	07/06/2007	
Name:	CHRISTOPHER ROLAND PRICE	021425166
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	05/04/2005	
Cease date:	21/11/2006	
Name:	ROBERT CHARLES CAMERON	018895951
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/04/2003	
Cease date:	05/04/2005	
Name:	JOHN ROBERT CHRISTIAN	07365339L
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	17/06/1997	
Cease date:	18/01/2005	
Name:	JASON PETER STEIN	015919255
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	19/10/1999	
Cease date:	15/04/2003	
Name:	GRANT STEWART ARNOLD	07365339L
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	24/11/2000	
Cease date:	04/04/2003	
Name:	JORGEN GULLESTRUP	017215899
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	28/08/2001	
Cease date:	15/10/2002	
Name:	BRADLEY O'CARROLL	018310571
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	15/10/2002	
Cease date:	15/10/2002	
Previous Secretary		
Name:	JOHN TAYLOR SHENFIELD	7E8963228
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	12/04/2017	
Cease date:	22/11/2023	
Name:	STEVEN HACK	7EBR64315
Address:	[redacted]	
Born:	[redacted]	

Appointment date:	19/04/2022	
Cease date:	22/11/2023	
Name:	KELLY JANE WALSH	7ECH41335
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	21/08/2023	
Cease date:	22/11/2023	
Name:	JASON PETER STEIN	1E5668631
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	01/07/2009	
Cease date:	12/04/2017	
Name:	DAVID JAMES LINGARD	1E5275351
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	26/02/2009	
Cease date:	01/07/2009	
Name:	SARRINA NITSCH	022612505
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	06/12/2005	
Cease date:	01/03/2006	
Name:	GREGORY ROGER SHANNON	010751616
Address:	[redacted]	
Born:	[redacted]	
Appointment date:	18/04/1996	
Cease date:	17/10/2005	

Previous Appointed Auditor

Name:	MANN JUDD	07365339G
Address:	L Water 1 Eagle Street BRISBANE QLD 4000	
Start date:	19/04/1996	
Cease date:	22/11/2023	

Share Information

Previous Share Structure

Class	Description	Number issued	Total amount paid	Total amount unpaid	Document number
A	CLASS A SHARES	4	0.00	0.00	026111208
B	CLASS B SHARES	4	0.00	0.00	026111208
ORD	ORDINARY SHARES	2	2.00	0.00	07365339G

Previous Members

Name: AUSTRALIAN BUILDING CONSTRUCTION EMPLOYEES & BUILDERS LABOURERS FEDERATION

Org No.: 057 114 262

Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	026111208

Name: CONSTRUCTION, FORESTRY, MINING & ENERGY, INDUSTRIA L UNION OF EMPLOYEES, QUEENSLAND
Org No.: 108 328 561
Address: 366 Upper Roma Street, BRISBANE QLD 4000

Class	Number held	Beneficially held	Paid	Document number
A	2	yes	FULLY	026111208

Name: COMMUNICATION ELECTRICAL PLUMBING UNION-PLUMBING DIVISION
Org No.: 073 541 536
Address: 41 Peel Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
A	1	yes	FULLY	026111208

Name: QUEENSLAND MASTER BUILDERS ASSOCIATED INDUSTRIAL O RGANISATION
Org No.: 614 062 458
Address: 417 Wickham Terrace, BRISBANE CITY QLD 4000

Class	Number held	Beneficially held	Paid	Document number
B	4	yes	FULLY	1F0553314

Name: QUEENSLAND MAJOR CONTRACTORS ASSOCIATION
Org No.: 108 328 623
Address: PO BOX 1506, MILTON BC QLD 4064

Class	Number held	Beneficially held	Paid	Document number
B	4	yes	FULLY	026111208

Name: CONSTRUCTION INDUSTRY TRAINING COUNCIL (QLD) INC
Org No.: 099 805 777
Address: 'Ian Barclay Building', 460-492 Beaudesert Road, SALISBURY QLD 4107

Class	Number held	Beneficially held	Paid	Document number
ORD	2	yes	FULLY	1E5467676

Name: GREGORY ROGER SHANNON
Address: 14 St Baliol Street, KENMORE QLD 4069

Class	Number held	Beneficially held	Paid	Document number
ORD	1	no	FULLY	07365339G

Name: CONSTRUCTION INDUSTRY TRAINING COUNCIL (QLD) INC
Org No.: 099 805 777
Address: Sidon Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
ORD	1	yes	FULLY	07365339G

Name: CONSTRUCTION INDUSTRY TRAINING COUNCIL (QLD) INC
Org No.: 099 805 777
Address: Sidon Street, SOUTH BRISBANE QLD 4101

Class	Number held	Beneficially held	Paid	Document number
ORD	0	no	PARTIALLY	07365339H

Documents

Note: Where no Date Processed is shown, the document in question has not been processed. In these instances care should be taken in using information that may be updated by the document when it is processed. Where the Date Processed is shown but there is a zero under No Pages, the document has been processed but a copy is not yet available.

Date received	Form type	Date processed	Number of pages	Effective date	Document number
16/04/1996	410A Application For Reservation Of A Name Of A New Australian Company	16/04/1996	1	16/04/1996	010774088
18/04/1996	201C Application For Registration As A Proprietary Company	18/04/1996	4	18/04/1996	010774229
18/04/1996	204 Certificate Of Registration Division 1 Pt 2.2	18/04/1996	1	18/04/1996	010768579
22/04/1996	215 Notification Of Initial Appointment Of Officeholders	23/04/1996	2	18/04/1996	010751616
26/06/1996	304A Notification Of Change To Officeholders Of Australian Company	04/07/1996	2	12/06/1996	011575005
17/01/1997	316L (AR 1996) Annual Return Annual Return - Proprietary Company	03/02/1997	4	20/12/1996	07365339G

30/04/1997	304A Notification Of Change To Officeholders Of Australian Company	09/05/1997	2	09/04/1997	010690598
01/08/1997	304A Notification Of Change To Officeholders Of Australian Company	12/08/1997	2	17/06/1997	012875371
25/11/1997	304A Notification Of Change To Officeholders Of Australian Company	28/11/1997	2	21/10/1997	011816966
15/12/1997	316 (AR 1997) Annual Return 316P Change Of Name Or Address Of Officeholder 316L Annual Return - Proprietary Company	15/01/1998	5	08/12/1997	07365339H
30/11/1998	316L (AR 1998) Annual Return Annual Return - Proprietary Company	21/01/1999	4	26/11/1998	07365339I
30/12/1998	304A Notification Of Change To Officeholders Of Australian Company	08/01/1999	2	17/12/1998	015010609
15/01/1999	304A Notification Of Change To Officeholders Of Australian Company	22/01/1999	2	14/04/1998	015087330
10/03/1999	304A Notification Of Change To Officeholders Of Australian Company	18/03/1999	2	23/02/1999	015186154
10/05/1999	304A Notification Of Change To Officeholders Of Australian Company	12/05/1999	2	05/05/1999	015328571
25/10/1999	203 Notification Of 203A Change Of Address 203G Change Of Address - Principal Place Of Business	03/11/1999	1	12/10/1999	015919254
25/10/1999	304E Notification Of Change To Alternate Director Of Australian Company	03/11/1999	2	19/10/1999	015919255
15/12/1999	304A Notification Of Change To Officeholders Of Australian Company	31/12/1999	2	09/12/1999	016015505
20/12/1999	316L (AR 1999) Annual Return Annual Return - Proprietary Company	14/01/2000	4	13/12/1999	07365339J
29/02/2000	304A Notification Of Change To Officeholders Of Australian Company	08/03/2000	2	17/02/2000	015894730
31/03/2000	304A Notification Of Change To Officeholders Of Australian	31/03/2000	2	02/03/2000	014117483

	Company				
26/05/2000	304A Notification Of Change To Officeholders Of Australian Company	01/06/2000	2	17/02/2000	016408051
04/12/2000	304A Notification Of Change To Officeholders Of Australian Company	06/12/2000	2	24/11/2000	016818267
18/12/2000	316 (AR 2000) Annual Return 316C Change To Officeholders 316L Annual Return - Proprietary Company	17/01/2001	4	12/12/2000	07365339K
18/12/2000	304A Notification Of Change To Officeholders Of Australian Company	21/12/2000	2	12/12/2000	016964082
01/03/2001	304A Notification Of Change To Officeholders Of Australian Company	06/03/2001	2	20/02/2001	016935289
12/06/2001	304A Notification Of Change To Officeholders Of Australian Company	19/06/2001	2	05/06/2001	017285941
05/09/2001	304 Notification Of 304A Change To Officeholders Of Australian Company 304E Change To Alternate Director Of Australian Company	28/09/2001	2	28/08/2001	017215899
13/12/2001	316 (AR 2001) Annual Return 316V Appoint/cease Alternate Director 316C Change To Officeholders 316L Annual Return - Proprietary Company	05/03/2002	4	06/12/2001	07365339L
28/10/2002	304 Notification Of 304A Change To Officeholders Of Australian Company 304E Change To Alternate Director Of Australian Company	18/11/2002	3	15/10/2002	018310571
20/11/2002	316 (AR 2002) Annual Return 316V Appoint/cease Alternate Director	31/12/2002	5	06/11/2002	07365339M

	316L Annual Return - Proprietary Company				
22/04/2003	304 Notification Of 304A Change To Officeholders Of Australian Company 304E Change To Alternate Director Of Australian Company	15/05/2003	5	04/04/2003	018895951
12/11/2003	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/11/2003	3	06/11/2003	019749673
15/07/2004	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/07/2004	2	15/07/2004	020519008
25/10/2004	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	25/10/2004	2	25/10/2004	020727848
16/02/2005	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	16/02/2007	2	16/02/2005	021006869
15/06/2005	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	15/06/2005	7	15/06/2005	021425166
16/12/2005	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/02/2006	3	16/12/2005	022612505
16/01/2006	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address) 484E Appointment Or Cessation Of A Company Officeholder	17/01/2006	3	17/01/2006	022601954
06/03/2006	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	02/06/2006	2	06/03/2006	022718315
01/06/2006	902 Supplementary	02/06/2006	4	28/08/2001	022953681

	Document				
23/01/2007	902 Supplementary Document	29/01/2007	6	05/05/1999	023582100
23/01/2007	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484N Changes To (Members) Share Holdings	25/01/2007	4	25/01/2007	023597299
09/02/2007	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	09/02/2007	2	09/02/2007	023539968
20/04/2007	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	23/04/2007	8	23/04/2007	1F0065576
09/07/2007	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	10/07/2007	11	10/07/2007	1F0006542
29/10/2007	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	11/12/2007	4	29/10/2007	1F0129904
19/12/2007	902 Supplementary Document	09/01/2008	2	10/07/2007	024406517
28/02/2008	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	28/02/2008	3	28/02/2008	1E4136824
05/06/2008	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	05/06/2008	2	05/06/2008	1E4441280
29/01/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/01/2009	2	23/01/2009	1E5131361
17/03/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/03/2009	2	17/03/2009	1E5275351
26/05/2009	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of	26/05/2009	2	18/05/2009	1E5467663

	Business (Address)				
26/05/2009	484A2 Change To Company Details Change Member Name Or Address	26/05/2009	2	18/05/2009	1E5467676
27/07/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	27/07/2009	3	26/07/2009	1E5668624
27/07/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	27/07/2009	2	26/07/2009	1E5668631
28/10/2009	2560B Notification Of Reduction In Share Capital Details For Selective Reduction	12/11/2009	6	28/10/2009	026160347
02/11/2009	2205E Notification Of Resolution Relating To Shares Reduction Of Share Capital - Schedule 5	12/11/2009	2	02/11/2009	026071209
17/11/2009	484 Change To Company Details 484I Notification Of Share Cancellation - Capital Reduction 484O Changes To Share Structure 484N Changes To (Members) Share Holdings	18/11/2009	7	18/11/2009	026110831
18/11/2009	484 Change To Company Details 484G Notification Of Share Issue 484O Changes To Share Structure 484N Changes To (Members) Share Holdings	20/11/2009	8	20/11/2009	026111208
01/12/2009	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	01/12/2009	2	30/11/2009	1E6044779
12/01/2010	484 Change To Company Details 484B Change Of Registered Address 484C Change Of Principal Place Of Business (Address)	14/01/2010	3	14/01/2010	1F0070432
08/04/2011	484E Change To Company Details Appointment Or	12/04/2011	5	12/04/2011	027472338

	Cessation Of A Company Officeholder				
04/08/2011	370 Notification By Officeholder Of Resignation Or Retirement	05/08/2011	2	04/08/2011	027684453
30/11/2011	484A1 Change To Company Details Change Officeholder Name Or Address	30/11/2011	2	25/11/2011	1E7941831
01/02/2012	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	03/02/2012	3	03/02/2012	1F0375965
16/05/2012	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	17/05/2012	3	17/05/2012	1F0382620
25/07/2012	484A1 Change To Company Details Change Officeholder Name Or Address	26/07/2012	3	26/07/2012	1F0446139
23/04/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	24/04/2013	5	24/04/2013	1F0185785
13/05/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/05/2013	3	14/05/2013	1F0468136
04/06/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	05/06/2013	4	05/06/2013	1F0495039
28/08/2013	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	29/08/2013	4	29/08/2013	1F0392856
13/06/2014	484 Change To Company Details 484A1 Change Officeholder Name Or Address 484E Appointment Or Cessation Of A Company Officeholder	16/06/2014	4	16/06/2014	1F0406216
18/06/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	19/06/2015	3	19/06/2015	1F0547242
10/08/2015	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	11/08/2015	7	11/08/2015	1F0544468
24/09/2015	484E Change To Company	28/09/2015	5	28/09/2015	1F0403661

	Details Appointment Or Cessation Of A Company Officeholder				
19/04/2016	484N Change To Company Details Changes To (Members) Share Holdings	18/05/2016	2	19/04/2016	7E7884440
28/04/2016	106 Notice Of Cancellation Or Revocation Of A Lodged Document	18/05/2016	2	28/04/2016	029521699
09/05/2016	484 Change To Company Details 484E Appointment Or Cessation Of A Company Officeholder 484N Changes To (Members) Share Holdings	REQUISITION	0	09/05/2016	1F0541078
06/07/2016	484N Change To Company Details Changes To (Members) Share Holdings	04/08/2016	4	06/07/2016	1F0553314
16/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	21/12/2016	9	21/12/2016	1F0395347
23/12/2016	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	05/01/2017	5	05/01/2017	1F0522053
06/02/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	09/02/2017	3	09/02/2017	1F0546547
13/03/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	21/03/2017	3	21/03/2017	029912363
12/04/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	12/04/2017	2	12/04/2017	7E8963205
12/04/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	12/04/2017	2	12/04/2017	7E8963228
20/06/2017	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	20/06/2017	2	20/06/2017	7E9165928
14/06/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	14/06/2018	2	14/06/2018	7EAB04700

26/09/2018	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	26/09/2018	3	26/09/2018	7EAE50134
26/09/2018	484A1 Change To Company Details Change Officeholder Name Or Address	26/09/2018	2	26/09/2018	7EAE50242
22/01/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	22/01/2020	2	22/01/2020	7EAT15466
13/05/2020	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	13/05/2020	2	13/05/2020	7EAW44870
19/04/2022	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	19/04/2022	3	19/04/2022	7EBR64315
21/08/2023	484E Change To Company Details Appointment Or Cessation Of A Company Officeholder	21/08/2023	2	21/08/2023	7ECH41335
18/09/2023	6010 Application For Voluntary Deregistration Of A Company	18/09/2023	2	18/09/2023	7ECI75449

Annual Return Document List

Year	Return due date	Extended due date	AGM due date	Extended AGM due date	AGM held date	Outstanding
1996	31/01/1997					no
1997	31/01/1998					no
1998	31/01/1999					no
1999	31/01/2000					no
2000	31/01/2001					no
2001	31/01/2002					no
2002	31/01/2003					no

End of Extract of 20 Pages

ASIC
Current Organisation Extract

ASIC Data Extracted 18/02/2026 at 17:25

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 131 362 671 TOTAL CLAIMS SOLUTIONS PTY LTD -

ACN (Australian Company Number):	131 362 671	**Document No.**
ABN:		
Current Name:	TOTAL CLAIMS SOLUTIONS PTY LTD	
Registered in:	Victoria	
Registration Date:	30/05/2008	
Review Date:	22/03/2026	
Company Bounded By:		

- Current Organisation Details -

Name:	TOTAL CLAIMS SOLUTIONS PTY LTD	027933684
Name Start Date:	30/05/2008	
Status:	Registered	
Type:	Australian Proprietary Company	
Class:	Limited By Shares	
Sub Class:	Proprietary Company	

- Company Addresses -

- Registered Office		2ESN96176
Address:	LEVEL 20 181 WILLIAM STREET MELBOURNE VIC 3000	
Start Date:	22/12/2021	

- Principal Place of Business		1E4883335
Address:	LEVEL 1 151 RATHDOWNE STREET CARLTON VIC 3053	
Start Date:	01/10/2008	

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Director

Name:	CARLO CORTESE	1E4423930
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	30/05/2008	
Cease Date:		

Name:	STEVEN TSALIKIDIS	3EYA42805
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	30/05/2008	
Cease Date:		

Secretary

Name:	CARLO CORTESE	1E4423930
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	30/05/2008	
Cease Date:		

- Share Structure -

Current

Class:	ORDINARY SHARES	1E4423930
Number of Shares Issued:	4	
Total Amount Paid / Taken to be Paid:	$4.00	
Total Amount Due and Payable:	$0.00	

Note:
For each class of shares issued by a company, ASIC records the details of the twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

- Share/Interest Holding -

Current

- Holding -

Class:	ORD	**Number Held:**	1	1E4423930

Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name: CARLO CORTESE
Address: [redacted]
Joint Holding: No

- Holding -				
Class:	ORD	**Number Held:**	3	3EYA42805
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name: STEVEN TSALIKIDIS
Address: [redacted]
Joint Holding: No

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
484	04/04/2023	04/04/2023	2	31/03/2023	3EYA42805
484	Change to Company Details				
484A1	Change Officeholder Name or Address				
484A2	Change Member Name or Address				
484	15/12/2021	15/12/2021	2	18/11/2021	2ESN96176

484B	Change to Company Details Change of Registered Address				
484	29/01/2015	29/01/2015	2	20/01/2015	5E3708392
484B	Change to Company Details Change of Registered Address				
484	15/08/2012	15/08/2012	2	01/08/2012	1E8635743
484B	Change to Company Details Change of Registered Address				
488	22/02/2012	22/02/2012	5	22/02/2012	027933684
488B	Application to Change Review Date of a Company or Scheme Synchronise Review Date By Office Holder - Fee Applies				
484	22/10/2008	22/10/2008	2	01/10/2008	1E4883335
484C	Change to Company Details Change of Principal Place Of Business (Address)				
201	30/05/2008	30/05/2008	3	30/05/2008	1E4423930
201C	Application For Registration as a Proprietary Company				

- Company Contact Addresses -

- <u>Contact Address for ASIC use only</u>
Address: LEVEL 20 181 WILLIAM STREET MELBOURNE VIC 3000
Start Date: 15/12/2021

*** End of Document ***

ASIC
Current & Historical Organisation Extract

ASIC Data Extracted 28/04/2026 at 15:35

This extract contains information derived from the AustralianSecurities and Investment Commission's (ASIC) database undersection 1274A of the Corporations Act 2001.Please advise ASIC of any error or omission which you may identify.

- 083 775 795 WINDSOR MANAGEMENT INSURANCE BROKERS PTY. LTD. -

		Document No.
ACN (Australian Company Number):	083 775 795	
ABN:		
Current Name:	WINDSOR MANAGEMENT INSURANCE BROKERS PTY. LTD.	
Registered in:	Victoria	
Registration Date:	06/08/1998	
Review Date:	22/03/2027	
Company Bounded By:		

- Current Organisation Details -

Name:	WINDSOR MANAGEMENT INSURANCE BROKERS PTY. LTD.	027933692
Name Start Date:	06/08/1998	
Status:	Registered	
Type:	Australian Proprietary Company	
Class:	Limited By Shares	
Sub Class:	Proprietary Company	

- Company Addresses -

- Registered Office 2ESN96194

Address:	LEVEL 20 181 WILLIAM STREET MELBOURNE VIC 3000
Start Date:	22/12/2021

- Previous Registered Office 5E3708396

Address:	C/- BR WELLINGTON PTY LTD LEVEL 2 362 LITTLE COLLINS STREET MELBOURNE VIC 3000
Start Date:	05/02/2015
Cease Date:	21/12/2021

- Previous Registered Office 1E8635746

Address:	C/- BR WELLINGTON PTY LTD LEVEL 3 362 LITTLE COLLINS STREET MELBOURNE VIC 3000
Start Date:	22/08/2012
Cease Date:	04/02/2015

- Previous Registered Office 0E3307315

Address:	LEVEL 2 112 WELLINGTON PARADE EAST MELBOURNE VIC 3002 (AR 1999)

Start Date: 24/08/1998
Cease Date: 21/08/2012

- Previous Registered Office 0E2602173
Address: LEVEL 2 112 WELLINGTON PARADE EAST MELBOURNE VIC 3002 (AR 1998)
Start Date: 24/08/1998
Cease Date: 01/08/1999

- Previous Registered Office 014476455
Address: UNIT 2 112 WELLINGTON PARADE EAST MELBOURNE VIC 3002
Start Date: 24/08/1998
Cease Date: 14/12/1998

- Previous Registered Office 014481248
Address: LEVEL 1 225 BRIDGE ROAD RICHMOND VIC 3121
Start Date: 06/08/1998
Cease Date: 23/08/1998

- Principal Place of Business 0E2602173
Address: 443 KING STREET WEST MELBOURNE VIC 3003 (AR 1998)
Start Date: 06/08/1998
Cease Date: 28/10/2003

- Principal Place of Business 1E4883336
Address: LEVEL 1 151 RATHDOWNE STREET CARLTON VIC 3053
Start Date: 01/10/2008

- Previous Principal Place of Business 0E9368592
Address: 479 KING STREET WEST MELBOURNE VIC 3003
Start Date: 29/10/2003
Cease Date: 30/09/2008

- Previous Principal Place of Business 014481248
Address: LEVEL 1 225 BRIDGE ROAD RICHMOND VIC 3121
Start Date: 06/08/1998
Cease Date: 14/12/1998

- Company Officers -

Note:
A date or address shown as UNKNOWN has not been updated since ASIC took over the records in 1991. For details, order the appropriate historical state or territory documents, available in microfiche or paper format.
* Check documents listed under ASIC Documents Received for recent changes.

Director

Name: CARLO CORTESE 014476457
Address: [redacted]
Birth Details: [redacted]
Appointment Date: 06/08/1998
Cease Date:

Name:	STEVEN TSALIKIDIS	3EYA42807
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	06/08/1998	
Cease Date:		

Previous Director

Name:	TOM KOTSIMBOS	014481248
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	06/08/1998	
Cease Date:	06/08/1998	

Secretary

Name:	CARLO CORTESE	014476457
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	06/08/1998	
Cease Date:		

Previous Secretary

Name:	TOM KOTSIMBOS	014481248
Address:	[redacted]	
Birth Details:	[redacted]	
Appointment Date:	06/08/1998	
Cease Date:	06/08/1998	

- Share Structure -

Current

Class:	ORDINARY SHARES	0E9295714
Number of Shares Issued:	4	
Total Amount Paid / Taken to be Paid:	$4.00	
Total Amount Due and Payable:	$0.00	

Note:
For each class of shares issued by a company, ASIC records the details of the twenty members of the class (based on shareholdings). The details of any other members holding the same number of shares as the twentieth ranked member will also be recorded by ASIC on the database. Where available, historical records show that a member has ceased to be ranked amongst the twenty members. This may, but does not necessarily mean, that they have ceased to be a member of the company.

- Share/Interest Holding -

Current

- Holding -

Class:	ORD1	**Number Held:**	1	0E2602173
Beneficially Owned:	Yes	**Fully Paid:**	Yes	(AR 1998)

- Members -

Name:	CARLO CORTESE
Address:	[redacted]
Joint Holding:	No

- Holding -

Class:	ORD1	**Number Held:**	3	3EYA42807
Beneficially Owned:	Yes	**Fully Paid:**	Yes	

- Members -

Name:	STEVEN TSALIKIDIS
Address:	[redacted]
Joint Holding:	No

- External Administration Documents -

There are no external administration documents held for this organisation.

- Charges -

There are no charges held for this organisation.

Notes:
On 30 January 2012, the Personal Property Securities Register (PPS Register) commenced.
At that time ASIC transferred all details of current charges to the PPS Registrar.
ASIC can only provide details of satisfied charges prior to that date.
Details of current charges, or charge satisfied since 30 January 2012 can be found on the PPS Register, www.ppsr.gov.au.
InfoTrack may cap documents for on-file searches to 250.

- Document List -

Notes:
* Documents already listed under Registered Charges are not repeated here.
* Data from Documents with no Date Processed are not included in this Extract.
* Documents with '0' pages have not yet been imaged and are not available via DOCIMAGE. Imaging takes approximately 2 weeks from date of lodgement.
* The document list for a current/historical extract will be limited unless you requested ALL documents for this extract.
* In certain circumstances documents may be capped at 250.

Form Type	Date Received	Date Processed	No. Pages	Effective Date	Document No.
484	04/04/2023	04/04/2023	2	31/03/2023	3EYA42807
484	Change to Company Details				
484A1	Change Officeholder Name or Address				
484A2	Change Member Name or Address				
484	15/12/2021	15/12/2021	2	18/11/2021	2ESN96194
484B	Change to Company Details Change of Registered Address				
FS02	02/12/2021	02/12/2021	24	02/12/2021	0L0000792
FS02	Copy of Afs Licence				
484	29/01/2015	29/01/2015	2	20/01/2015	5E3708396
484B	Change to Company Details Change of Registered Address				
484	15/08/2012	15/08/2012	2	03/08/2012	1E8635746
484B	Change to Company Details Change of Registered Address				
488	22/02/2012	22/02/2012	5	22/02/2012	027933692
488N	Application to Change Review Date of a Company or Scheme Synchronise Review Date By Office Holder - No Fee				
484	22/10/2008	22/10/2008	2	01/10/2008	1E4883336
484C	Change to Company Details Change of Principal Place Of Business (Address)				
484	19/09/2007	19/09/2007	2	23/08/2007	1E3665369
484	Change to Company Details				
484A1	Change Officeholder Name or Address				
484A2	Change Member Name or Address				
484	18/11/2003	18/11/2003	1	29/10/2003	0E9368592
484C	Change to Company Details Change of Principal Place Of Business (Address)				
484	30/10/2003	30/10/2003	2	30/06/2003	0E9295714
484	Change to Company Details				
484O	Changes to Share Structure				
484G	Notification of Share Issue				
484N	Changes to (Members) Share Holdings				
52	29/10/2003	31/10/2003	2	29/10/2003	017548901
52B	Annual Return By Broker Annual Return For General Insurance Brokers				

50	29/10/2003	31/10/2003	9	29/10/2003	017548900
50B	Annual Accounts By Broker Annual Accounts For General Insurance Broker				
FS02	01/08/2003	01/08/2003	15	01/08/2003	0L0300316
FS02	Copy of Afs Licence				
19	06/05/2003	09/05/2003	1	06/05/2003	018323534
19B	Professional Indemnity Insurance Professional Indemnity Insurance - General Broker				
52	26/11/2002	27/11/2002	3	26/11/2002	018531312
52B	Annual Return By Broker Annual Return For General Insurance Brokers				
50	26/11/2002	27/11/2002	8	26/11/2002	018531311
50B	Annual Accounts By Broker Annual Accounts For General Insurance Broker				
316	21/10/2002	21/10/2002	3	23/07/2002	0E7808583
316L	Annual Return Annual Return - Proprietary Company				
19	25/09/2002	12/11/2002	1	25/09/2002	017548297
19B	Professional Indemnity Insurance Professional Indemnity Insurance - General Broker				
19	02/07/2002	02/07/2002	2	02/07/2002	017617281
19B	Professional Indemnity Insurance Professional Indemnity Insurance - General Broker				
52	26/11/2001	28/11/2001	2	26/11/2001	016802403
52B	Annual Return By Broker Annual Return For General Insurance Brokers				
50	26/11/2001	28/11/2001	9	26/11/2001	016802402
50B	Annual Accounts By Broker Annual Accounts For General Insurance Broker				
316	08/08/2001	08/08/2001	3	01/08/2001	0E6052093
316L	Annual Return Annual Return - Proprietary Company				
19	26/06/2001	27/06/2001	3	26/06/2001	016585825
19B	Professional Indemnity Insurance Professional Indemnity Insurance - General Broker				
52	22/11/2000	22/11/2000	2	22/11/2000	016768114
52B	Annual Return By Broker Annual Return For General Insurance Brokers				
50	22/11/2000	22/11/2000	9	22/11/2000	016768113
50B	Annual Accounts By Broker Annual Accounts For General Insurance Broker				

316	01/08/2000	01/08/2000	3	26/06/2000	0E4672586
316L	Annual Return Annual Return - Proprietary Company				
19	29/06/2000	04/07/2000	2	29/06/2000	016033628
19B	Professional Indemnity Insurance Professional Indemnity Insurance - General Broker				
50	08/11/1999	02/12/1999	11	08/11/1999	014466919
50B	Annual Accounts By Broker Annual Accounts For General Insurance Broker				
316	02/08/1999	02/08/1999	3	07/07/1999	0E3307315
316L	Annual Return Annual Return - Proprietary Company				
19	25/06/1999	05/07/1999	2	25/06/1999	015119449
19B	Professional Indemnity Insurance Professional Indemnity Insurance - General Broker				
316	15/12/1998	18/12/1998	3	20/11/1998	0E2602173
316L	Annual Return Annual Return - Proprietary Company				
304	17/08/1998	17/08/1998	2	06/08/1998	014476457
304A	Notification of Change to Officeholders of Australian Company				
203	17/08/1998	17/08/1998	1	13/08/1998	014476455
203A	Notification of Change of Address				
201	06/08/1998	06/08/1998	4	06/08/1998	014481248
201C	Application For Registration as a Proprietary Company				

- Annual Returns -

Year	Return Due	Extended Return Due	AGM Due	Extended AGM Due	AGM Held Date	Outstanding
1998	31/01/1999					No
1999	31/01/2000					No
2000	31/01/2001					No
2001	31/01/2002					No
2002	31/01/2003					No

- Company Contact Addresses -

- Contact Address for ASIC use only
Address: LEVEL 20 181 WILLIAM STREET MELBOURNE VIC 3000
Start Date: 15/12/2021

- Previous Contact Address for ASIC use only
Address: GPO BOX 849 MELBOURNE VIC 3001
Start Date: 06/08/2019

Cease Date: 15/12/2021

- Previous Contact Address for ASIC use only

Address: GPO BOX 849 MELBOURNE VIC 3001
Start Date: 28/06/2003
Cease Date: 06/08/2019

*** End of Document ***

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

B. MINUTES

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

MINUTES OF THE STATE MANAGEMENT COMMITTEE OF THE CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION, CONSTRUCTION & GENERAL DIVISION, QUEENSLAND CONSTRUCTION WORKERS' DIVISIONAL BRANCH AND CONSTRUCTION FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND HELD AT 366 UPPER ROMA STREET, BRISBANE ON THE 25TH AND 26TH NOVEMBER 2004.

The President, Tom Smith, presided.

Also Present: Wallace Trohear, Michael Ravbar, Peter Close, Chris Price, Paul Waters, Russell Beattie, Rodney Black, Bob Bostock, Vincent Breen, Bradley Daniel, John Forrest, John Guinane, Laurie Genrich, Brian Hall, David Matakovic, Alan Poutney, Stephen Williams, Brian Scheuber, Kevin Carroll, Sean Quinn, Gary Jurss-Lewis.

Visitors: Peter Stone & Gerard Neiland

Apologies: Bill Kilmister, Ursula Korablef & Greg Williams

Meeting opened at 9:00am.

SESSION TIMES:

The president tabled the session times and agenda.

Moved:John Guinane Seconded: Alan Poutney

"That the session times and agenda be adopted."

MINUTES OF PREVIOUS SMC

Moved:Wallace Trohear Seconded: Alan Poutney

"That the minutes of the State Management Committee meeting of the 26th & 27th February 2004 be taken as a true and correct record."

Carried

FINANCIAL REPORTS

The State Secretary reported that the Union was in pretty good financial shape this year with expenditure down and income up. But as always we could do a lot better, but overall, a pretty good result.

Moved:Wallace Trohear Seconded: Brian Hall

"That the report be adopted."

Carried

RECOMMENDED DUES AMOUNTS FOR 2005

The State Secretary reported on the proposed increased amounts for the dues which were moderate.

Moved:Wallace Trohear Seconded: John Guinane

"The recommended dues amounts for 2005 be adopted."

Carried

ADOPTION OF CRITERIA FOR 2005 BUDGET

The State Secretary went through the criteria for the proposed 2005 budget.

Moved:Wallace Trohear Seconded: Brian Hall

"The SMC adopt the criteria for 2005 budget."

Carried

APPOINTMENT OF THE AUDITOR FOR 2004

The State Secretary reported that Michael Rice and Associate be endorsed to do the audit of the Unions records and accounts.

Moved:Wallace Trohear Seconded: Bradley Daniels

"That Michael Rice and Associate be appointed as the Auditor."

Carried

DIRECT DEBIT

The State Secretary reported that Direct Debit was growing but at a very slow pace. The Union, officials and delegates need to promote it more on the job.

Moved:Wallace Trohear Seconded: Rodney Black

"That the report be received.."

Carried

MEMBERSHIP DEFENCE FUND

The State Secretary discussed in detail the need for the Membership to have a defence fund to protect themselves not just from the upcoming draconian Industrial Relations Law changes and a hostile federal government, but also the ability to be able to campaign and protect members workers entitlements and conditions. It was agreed that the money left over from the Eagles dispute and any board fees would be allocated to the Defence Fund. It was also agreed that whilst it would apply to certain aspects of the membership in some of the other offsite fixed establishments, that is (Furniture) that it would apply to the rest of the membership in the October dues. Also it was endorsed that this membership defence fund would have no affiliation fees to the Federal office.

Moved:Wallace Trohear Seconded: Bob Bobstock

"That the report be received and adopted."

Carried

PROPOSED MEMBERSHIP CHANGES

The Assistant State Secretary, Michael Ravbar, supplemented by the State Secretary, reported at length on the need for a number of policy changes dealing with payroll deductions, settlements and suspense members. He went through the need for the changes for the Union to operate more efficiently and effectively.

Moved:Wallace Trohear Seconded: Russell Beattie

"That the proposed membership changes be adopted and that the SMC endorses any rule changes that need to occur with the membership changes."

Carried

THE APPOINTMENT OF TEMPORARY ORGANISERS

The State Secretary reported that the temporary organisers which are the following: Jason Stein, Michael Riek, Frank Young, Ted Watson, Tim Nisbet, Gerard Neiland, Michael Booth be appointed to the 1st January 2005 and then after that point they become elected officials and that Jamie McQueen be appointed for another six months.

Moved:Wallace Trohear Seconded: John Guinane

Carried

CFMEU CONSTRUCTION SERVICES

The State Secretary talked at length on the need of the Union to expand its membership in other areas, that is, Housing and also to provide services for members who are contractors, that is, default of payments, income protection, insurances, etc. And also for the Union to expand the number of apprentices that are trained through the Union and to expand this service into other areas of training, that is in the civil industry. The State Secretary knows that the Union would have to expend funds to set up this service but it was a worthwhile investment to see what benefit that these services would provide to a broader potential membership of the Union and also would need allocation of an Organiser in this role. The State Secretary reported that the detail would evolve in the next few weeks and present a paper to the management committee and might mean the temporary hiring of a new Industrial Relation person to assist in that role.

Moved:Wallace Trohear Seconded: Kevin Carroll

"That the report be received and adopted."

Carried

ALP FEDERAL ELECTION RESULT

The State Secretary gave an analysis of the view of why the ALP failed miserably at the October election. It was a devastating result however we need to move forward, and even there, there are some issues that need to be resolved, that is, the leadership and until some of these other issues are resolved federally, the ALP is not in the greatest shape and that we may have a coalition government for a considerably time to come.

Moved:Wallace Trohear Seconded: Kevin Carroll

"That the report be received."

Carried

SMC MEMBERS

The State Secretary reported on the retirement of members from the Management Committee and thanked them for their services to the Union which were Bill Kilmister, Brian Scheuber, Brian Hall and John Guinane.

Moved:Wallace Trohear Seconded: Shaun Quinn

"That the SMC thanks Bill Kilmister, Brian Scheuber, Brian Hall and John Guinane for their contribution to the CFMEU and its membership and gives them all life membership."

Carried

FEDERAL CODE OF CONDUCT

The Assistant State Secretary, Michael Ravbar gave a report with the ongoing problem with the issue of the Federal Code of Conduct. Not just on federally funded work, but in trying to spread it across other areas of Constriction where the Federal Government puts funding in a project(s). They are also doing the best to interfere in Enterprise Bargaining negotiations, by telling employers that their documents should look like the federal code.

Moved:Michael Ravbar Seconded: Bradley Daniel

"That the report be received."

Carried

ORGANISING REPORT

The Assistant State Secretary Michael Ravbar gave a report in a number of areas in respect of improvements in membership, especially in areas of Main Roads, Local Government, Furniture and QBuild. All of those areas still have a lot of potential. He also spoke in length in respect of some good campaigns especially in the area of the Civil EBA outcome; also explained that there had been some good news in respect of getting back on some major projects. Level of works was high this year which contributed to a reasonable outcome for the Union and work would remain strong for the next couple of years, especially in the areas of Civil infrastructure and engineering type work.

Moved:Michael Ravbar Seconded: Paul Waters

"That the report be received."

Carried

THE EAGLE CRANES DISPUTE

The Assistant State Secretary, Michael Ravbar reported at length on what had transpired since the dispute had started on July 8th. The workers had been locked out of their workplace for sixty-seven (67) days. With this high profile dispute, a lot of time and resources of this Union had gone into trying to win this dispute. Unfortunately the dispute was broken when the AWU and the non-Union workers negotiated an Enterprise Agreement with the boss. However the Union is challenging this EBA in the Industrial Relations Commission or any other jurisdiction and we are now entering the legal phase of this dispute. Realistically, it will not be an easy one to win, but the Union is sending a broad message that it would not accept workers being locked out of their workplace in respect of negotiating Enterprise Bargaining or if the employer wants to do a deal with another Union. A decision on this ongoing matter should happen in early 2005.

Moved:Michael Ravbar Seconded: Vince Breen

"That the report be received."

Carried

NATIONAL MATTERS

The State Secretary gave a detailed report again on the problems resurfacing within the Union. The State Secretary reported that we are obtaining legal advice to look at the numbers of the Union in respect of spots at the National Conference for Delegates and other matters associated with this internal dispute. Unfortunately, this will disappoint the Management Committee and the membership which we believe needs to resolve and focus on solving these issues and focus on the common enemy which is the Federal Government and the bosses.

Moved:Wallace Trohear Seconded: Chris Price

"That the report be received."

Carried

INDUSTRIAL REPORT

The Assistant State Secretary, Chris Price, gave a report on various Industrial matters on how they were going and what has going to happen in the short term. The main reports were the Certified Agreements flow on to the Building Construction Award, Local Government Award and the Furniture Award.

Moved: Chris Price Seconded: Laurie Genrich

Carried

CRANE SAFE PROGRAM

The Assistant State Secretary, Chris Price reported on a number of areas the first one being Crane Safe. He said that they were going to try and do an annual check of the operation of the cranes and were trying to seek legislation across the board. Need to push the issue on the job and we need to keep the heat on the bureaucrats to move this important issue for the Mobile Crane Industry along.

WORKCOVER

The Assistant State Secretary, Chris Price reported that it there been improvements recently resulting in the WorkCover act which was a bill called Workers Compensation Rehabilitation Act 2003 which would improve the statutory benefits to injured workers especially the death cover and also a lot of the changes would result in greater protection for injured workers, quicker decisions for all workers and a better appeals process.

Moved:Chris Price Seconded: Rodney Black

"That the report be received."

Carried

BERT

The State Secretary gave a report on the new benefits which increase training, dental cover and the financial planning. The State Secretary also reported that we had a recent good result with the Australian Tax Office in respect of the issue dealing with Fringe Benefits Tax resulting out of the BEWT fund.

Moved:Wallace Trohear Seconded: Gary Jurss-Lewis

"That the report be received."

Carried

ORGANISERS PHONES

Discussion of the Management Committee occurred in respect of the merit in increasing the mobile phone or phone expenses of the Organisers. After much debate it was agreed to make an increase to the phone expenses.

Moved:Wallace Trohear Seconded: Kevin Carroll

"That the State Management Committee endorses that the phone expenses for the Organisers be increased with the home phone expenses to be equated to increase from $60.00 to $70.00 a quarter and mobile phones to increase from $80.00 to $90.00 a month."

Carried

BUILDING INDUSTRY EBA

The State Secretary gave a detailed report about the problems associated with the likely new powers of the Federal Government through the government mid next year and that this would result in complications with the expiry of the Building Industry EBA's. It is critical that we need to address these issues now and the State Secretary reported about the method to address this issue with a long term type of agreement which legally could be done through the State Industrial Relations Commission. However, he stated that it was up to this Union and the membership to drive this issue early in the New Year on the job and hopefully get some consensus and some common sense with the builders and try and achieve a claim that would be suitable to all parties.

Moved:Wallace Trohear Seconded: Michael Ravbar

"That the report be adopted."

Carried

DELEGATE/ACTIVIST/ORGANISER TRAINING

Jason Stein gave a lengthy report on the delivery of training for the Union to Delegates and Organisers during 2004 and what was proposed for 2005. We can certainly we do more and better training in 2005.

Moved: Michael Ravbar Seconded: David Matakovic

Carried

WORKERS RIGHTS

The Assistant State Secretary, Michael Ravbar, gave a report and was supplemented by the State Secretary that this campaign itself had resulted to a real benefit to the Union in respect of getting its membership back who have been poached from other Unions and protected and make sure the bosses pay the workers the right amount of pay and conditions for our members. It had been a good campaign, but we need to keep the work up if we are going to translate this campaign more successfully in 2005 and it is important that we don't loose the momentum out of it.

Moved:Michael Ravbar Seconded: Bob Bostock

"That the report be received."

Carried

LEGAL MATTERS

EVENCO

The State Secretary reported on this ongoing case, the Union was working hard to get the undertakings buried on this matter.

INDEPENDENT CONTRACTORS

The State Secretary reported that there was a need to make a rule change in the state rules of our Union to give us the ability to cover independent contractors.

Moved:Wallace Trohear Seconded: Kevin Carroll

"That State Management Committee endorses that the Union make application to seek coverage of independent contractors in its state rules."

Carried

TASKFORCE

The State Secretary reported that the matter dealing with Peter and Michael was ongoing and has been ongoing for some time. However, we believe that the Taskforce is purposely delaying waiting for the new powers in February next year and then to be able to fast track this particular case against two officers in the Union. With the matter preceding it is unlikely for a determination until at least the middle of next year.

Moved:Wallace Trohear Seconded: Steve Williams

"That the legal reports be received."

Carried

TRAINING

The State Secretary reported that there was going to be an increase in the levy next July and that hopefully that would see a lot more funds being provided for training and hopefully reduce the skills shortage in our industry. The lack of trained people and skills shortages would take some time to fix. It is, however, a positive initiative and the new system would be of a similar structure as the BCITF. Also, the Sate Secretary reported the CFMEU scholarship is going well and we are proud of our achievements.

Moved:Wallace Trohear Seconded: Laurie Genrich

"That the report be received."

Carried

PUBLIC SECTOR BARGAINING

The State Secretary gave a lengthy report saying that the Unions must operate differently with the State Government with the next round of Public Sector bargaining. Again, the two departments leading which would be the first cab off the rank which affect our area which is Main Roads and QBuild. The Unions we would look at obtaining agreement on Union friendly matters, then look at common matters and then look at individual issues with the departments and once we have the structure sorted out then we talk about the dollars. It seems when we talk about the dollars first then all the other issues get bargained down.

Moved:Wallace Trohear Seconded: Bradley Daniels

"That the report be received."

Carried

QUEENSLAND GOVERNMENT STATE SUPERANNUATION PROJECT

The State Secretary just reported briefly that this project was still ongoing however in recent times there was no movement due to various reasons but it would need to be given a kick a long soon.

Moved:Wallace Trohear Seconded: Brian Hall

"That the report be received."

Carried

INDUSTRIAL MANSLAUGHTER

The State Secretary gave a report that this issue was moving along slowly. The Assistant State Secretary, Michael Ravbar, supplemented the report about what had taken place with some movements in other states, that is, New South Wales, Western Australia and Victoria in respect of the more heavily penalty provisions dealing with this issues. This was a burning issue which would need to be given more effort in 2005.

Moved:Wallace Trohear Seconded: Michael Ravbar

"That the report be received."

Carried

GREENFIELD SITES

The Assistant State Secretary, Michael Ravbar, reported positive news stating that we had become parties to a number of major projects and were trying hard to get on a few more. This was a huge improvement but, until we remove Greenfield agreements this threat against our Union will remain.

Moved: Michael Ravbar Seconded: Laurie Genrich

Carried

GENERAL BUSINESS

Laurie Genrich reported on the unfortunate tragedy where two children drowned in a flooding accident up near Maryborough near the Burnett River Dam site. The workers onsite raised $10,800.00 for the family and the Management Committee congratulates those workers in their effort to provide financial support to the family.

There being no further business, the meeting closed at 12:30pm.

MINUTES OF THE STATE MANAGEMENT COMMITTEE OF THE CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION, CONSTRUCTION & GENERAL DIVISION, QUEENSLAND CONSTRUCTION WORKERS' DIVISIONAL BRANCH AND CONSTRUCTION FORESTRY, MINING & ENERGY, INDUSTRIAL UNION OF EMPLOYEES, QUEENSLAND HELD AT 366 UPPER ROMA STREET, BRISBANE ON THE 3rd AND 4th MARCH 2005.

The President, Tom Smith, presided.

Also Present: Wallace Trohear, Michael Ravbar, Peter Close, Chris Price, Paul Waters, Russell Beattie, David Begley, Rodney Black, Bob Bostock, Vincent Breen, Bradley Daniel, John Forrest, Laurie Genrich, Jim Hardy, David Matakovic, Alan Pountney, Stephen Williams, Kevin Carroll, Sean Quinn, Gary Jurss-Lewis, Stephen Lord, Gordon MacFarlane, Gregory McLaren, Ted Millard, Geoffrey Smith, Garland Whitehall.

Visitors: Peter Stone

Apologies: n/a

Meeting opened at 9:00am.

SESSION TIMES:

The president tabled the session times and agenda.

Moved: Tom Smith Seconded: Russell Beattie

"That the session times and agenda be adopted."

MINUTES OF PREVIOUS SMC

Moved: Wallace Trohear Seconded: Kevin Carroll

"That the minutes of the State Management Committee meeting of the 25th & 26th November 2004 be taken as a true and correct record."

Carried

FINANCIAL REPORTS

The State Secretary also reported on the budget to date for 2005 which was above budget however in the circumstances the union can do a lot better especially with the current workload that is around at the moment.

The State Secretary, Wallace Trohear presented a number of financial reports:

The financial accounts of the Construction Forestry Mining and Energy Union Industry Union of Employees Queensland, for the year ending 31st December 2004 were presented

Moved:Wallace Trohear Seconded: Rob Bostock

"That the financial accounts of the Construction Forestry Mining and Energy Union Industry Union of Employees Queensland were presented."

Carried

The financial accounts of the Construction Forestry Mining and Energy Union Construction & General Division Queensland Construction Divisional Workers were presented.

Moved:Wallace Trohear Seconded: Russell Beattie

"That the financial accounts of the Construction Forestry Mining and Energy Union Construction & General Division Queensland Construction Divisional Workers be received and adopted."

Carried

The financial accounts of the Construction Forestry Mining and Energy Union FFTS Union Division Queensland be received and adopted.

Moved:Vincent Breen Seconded: Stephen Williams

"That the financial accounts of the Construction Forestry Mining and Energy Union FFTS Union Division Queensland report be received and adopted."

Carried

ADOPTION OF THE 2005 BUDGET

The State Secretary, Wallace Trohear reported that the criteria was adopted last year but the final budget income and expenditure was to be presented with the one amendment being the words "Fighting Fund Levy" be replaced with "Membership Defence Fund".

Moved:Wallace Trohear Seconded: Allan Poutney

"That the budget be adopted with the amendment."

Carried

RESIGNATION OF BILL PERRETT

The State Secretary reported to the Management Committee that Bill Perrett, a long time serving elected official of this union had for a long time been engaged as a coordinator for the BERT fund. Bill had decided that due to his role he would be better engaged directly by the BERT fund, and as such decided to tender his resignation and commence employment directly with the BERT fund.

Moved:Wallace Trohear Seconded: Michael Ravbar

"That SMC accepts the resignation of Bill Perrett and thanks Bill for his services and contribution to this union and the labour movement and further, that the SMC determines not to fill the vacancy for State Organiser caused by the resignation of Bill Perrett."

Carried

DIRECT DEBIT

The Assistant State Secretary, Michael Ravbar reported that after nearly two years of direct debit we are still progressing very slowly. The uptake is increasing but not enough people are accepting it. The union had made an amendment last year allowing people in fixed establishments, Main Roads, Councils, Furniture to be able to access a system very similar to payroll deductions. However, in the first six month they wouldn't get a vote but they would maintain the benefits. It is also important that organisers and delegates get out there and promote direct debit. This is being done with the upcoming Way Forward and just recently at a delegates meeting; again keeping it on the agenda and pushing the delegates and the officials to promote direct debit.

Moved:Michael Ravbar Seconded: Gary Jurss-Lewis

"That the report be received."

Carried

APPOINTMENT OF TEMPORARY ORGANIERS

The State Secretary, Wallace Trohear said that due to the changing roles and with Bud Neiland now working in the Housing industry there was an urgent need for an organiser to fill the void. It was agreed that Rohan Crotty would fill that void. Therefore the two organisers to be appointed temporary for the next six months were Rohan Crotty and Jamie McQueen.

Moved:Wallace Trohear Seconded: David Matakovic

"That Jamie McQueen and Rohan Crotty be appointed temporary organisers for the next six months."

Carried

UNION DEFENCE FUND

The State Secretary gave an overview of how the new fund was working and on some of the responses from the members. It was supplemented by the Assistant State Secretary Michael Ravbar, who said that the fund itself is being promoted through various forums, we need to get the message even more out there to the members. While the officials and delegates know about the fund, we need to promote it a lot more and explain that this fund is in for the long term to the entire membership.

Moved:Wallace Trohear Seconded: Laurie Genrich

"That the report be received and adopted."

Carried

NATIONAL MATTERS

The State Secretary gave a detailed report on what was happening with the internal issues of the union, which are unfortunately coming to the forefront again. The State Secretary went through some of the happenings with this matter over the last few months and what was likely to occur, noting that a quite substantial legal battle over the next couple of years which was unnecessary especially in an environment that we are going to face.

Moved:Wallace Trohear Seconded: David Matakovic

"Note the Secretary report and endorse the actions of the secretary."

Carried

CFMEU CONSTRUCTION SERVICES TRAINING MODEL AND HOUSING

The Assistant State Secretary's, Chris Price and Michael Ravbar gave detailed reports about what was likely to happen with the unions move into training and housing. Whilst still in its early days, there is a lot of preparation and initial steps still to take. It is envisaged that an action plan will be available to put to the State Executive Meeting in May. The Assistant State Secretary, Chris Price gave a bit of a more detailed overview about the housing side and how it was going to be put together in terms of services. This was supplemented by Michael Ravbar who stated what services and brochures would need to be promoted and how the organising model was going to take place; this should occur by end of March. Training side was explained with a document highlighting the areas that the union wanted to get into. Again it is early days and some of these things will come off and others won't.

Moved:Chris Price Seconded: Michael Ravbar

"That the report be received and adopted."

Carried

THE BUILDING EBA CAMPAIGN

The State Secretary gave a detailed overview on how the campaign was progressing to date. Unfortunately early discussions with the QMBA failed to deliver any positive outcome. In actual fact they were running the hard line right wing agenda of the Federal Government and not prepared to negotiate until the agreement expired at the end of 2005. Their view of the world was that with the new laws and the current environment, the union would give the world. However, the union was not prepared to do that either in this state or at a national level. We are prepared to try and finalise these agreements as soon as possible but at the same time get an outcome that was suitable to all parties.

The are three main concern to the employers. The first one being the dispute settlement procedure, the second being the hours, and lastly the federal code. The only outstanding issue, which was always going to be a difficult one, was the issue of the hours. We are however hopeful that a bit of common sense would prevail and that the parties would come to some agreed outcome. The Assistant State Secretary Michael Ravbar supplemented the report in relation to the new career structure that was proposed for our members in the building and construction industry which was long over due and hopefully would be accepted as part of the claim for the next round of EBA's.

Moved:Wallace Trohear Seconded: Michael Ravbar

"That the report be received and adopted."

Carried

ORGANISING

The Assistant State Secretary Michael Ravbar gave a detailed report about what was happening with organiser activities. He especially spent a lot on time focusing on what was happening with the furniture industry, explaining that there was a long road ahead and that the organiser responsible had to lift his game. Hopefully by July we would be a lot clearer with the membership of the FFTS moving forward. Early 2004 could be described as a pretty average year, with the first half disastrous the second half bouncing back. So far 2005 looks hopeful, however a critical decision would need to be made about the Furniture Industry. The Assistant State Secretary reported about the structural changes, that Peter Close will take primary responsibility for all organisers, including regional. Michael also reported on some high profile disputes (Eagles and Sleepyhead) in recent months and the level of construction work that was going ahead. Some of the challenges for this year are the new Industrial Relations environment we are coming into and

the Building EBA campaign. Peter Close supplemented the report in a number of areas in respect of the EBA campaign which was a primary focus of organisers over the last few months and in coming months.

Moved:Michael Ravbar Seconded: Peter Close

"That the report be received."

Carried

INDUSTRIAL REPORTS

The Assistant State Secretary, Michael Ravbar commented that the Award Flow On matter was now in its final throws, and that he had taken over the matter from Chris Price. The witness evidence from our union, including expert witnesses, would all be finalised by mid March. The hearing dates for regional areas will be held in May with final hearings in June. While there is still a lot of work to be done on the case, and despite being kicked around for three and a half years we are in the final leg. Getting a decision is going to be a uphill outcome. However if there is ever going to be a time to move the award it is going to be in this current climate, with the current rates being paid in the construction market, especially the non-regulated housing area. The other one was the Local Government Award. Chris Price supplemented this saying things needed to move on again and at this stage there hasn't been much progress.

FURNITURE AWARD

The Assistant State Secretary Michael Ravbar reported that there were a couple of outstanding matters that employers were concerned about, however if we get resolution we are hopeful that we would have a new state based dated furniture award. Hopefully in the next couple of months we will have some positive outcomes with the particular matter, we are so close and yet so far.

OTHER MATTERS

The Assistant State Secretary Chris Price reported with an update of what was taking place statistically in 2004 for finalised wage claims. Again we had a reduction in claims with an extremely good effort in respect of members wage claims. A chart was provided to highlight were the money was being recovered for.

Moved:Michael Ravbar Seconded: Jim Hardy

"That the reports be received."

Carried

COST OF SERVICING INDUSTRY FUNDS

The State Secretary spoke about the ongoing problem of the union spending a lot of time and funds recovering claims with respect to BUSS (superannuation), CIPS and BERT. A document was presented to the Management Committee highlighting the cost to the union. Over the past twelve months we have been trying to make progress with the respective boards to be compensated in some form for all the activities that we are doing. The State Secretary reported that he had received board support from the BERT fund for compensation, however at this stage had received no formal response from CIPS and no response from BUSSQ. Therefore from 1st March, all wage complaints will be undertaken by the funds (with the exception of the BERT fund) themselves. It is important that members ring the administrators of the fund and not be referred to the Union.

Moved:Wallace Trohear Seconded: Greg MacClaren

"That the report be received."

Carried

BUIDLING INDUSTRY TASK FORCE

The State Secretary spoke about the proposed new laws that are coming in, and although they are going to be back dated, no one knew what the dates were going to be. It is important that we get the message out to the delegates and organisers; that we follow dispute settlement procedures and make sure that we try and resolve as many things on the job and not take strike activity. Again, what needs to happen is the promotion of this message to the messages, whether through t-shirts, updating the task force manual, etc. The union had undertaken a course with the delegates in December; however this issue would need to be given more focus especially with the proposed new laws to come through any day now with all the nasties attached with it.

Moved:Wallace Trohear Seconded: Peter Close

"That the report be received."

Carried

WORK COVER

A brief report was given to explain the change in the organisation of whose principle responsibility for WorkCover. The Assistant State Secretary Chris Price, reported on the campaign in the factories to improve Workplace Health and Safety and at the same time reduce the number of WorkCover claims which had increased in that particular sector of the market and, hopefully would deliver some real change. The result came out of the delegate convention which has been actioned by this union to improve health and safety in the workplace and reduce the number of WorkCover and workplace incidents.

Moved:Chris Price Seconded: David Matakovic

"That the report be received."

Carried

LEGAL MATTERS

EVENCO

The State Secretary reported that this matter is ongoing and reported to the new management committee members what this whole case was about.

TASKFORCE

The State Secretary reported that the matter had been set down for hearing on the 21st & 22nd July 2005 and again this was a long outstanding matter which was coming up for final hearings.

Moved:Wallace Trohear Seconded: Gordon McFarlane

"That the legal reports be received."

Carried

UNION ELECTIONS (VICE PRESIDENT STATE EXECUTIVE)

The Australian Electoral Commission was contacted in respect to calling for nominations for the positions of Vice President and State Executive. There were three nominations for both positions. The three nominations endorsed by the Electoral Commission were Laurie Genrich, Kevin Carroll, Bradley Daniels. The State Executive nominations endorsed by the Electoral Commission were Bradley Daniel, Robert Bostock and Russell Beattie.

Moved:Wallace Trohear Seconded: Gary Jurss-Lewis

"The State Management Committee congratulates the newly elected positions for the Vice Presidents of Kevin Carroll, Laurie Genrich and Bradley Daniels; and for the State Executive, Bradley Daniels, Robert Bostock and Russell Beattie."

Carried

WORKING WITH GOVERNMENT

The State Secretary reported with an update on the initiatives working with Government. He reported on some of the changes agreed to in respect of pre-qualification for government contracts, which were starting to come through the pipeline and be implemented through a tendering process. A lot of these changes will happen on the first of July. He also reported on what was happening with superannuation and also on workers compensation. The union delivered great changes in respect of the level of benefits and an increase of weeks of coverage from twenty-six(26) to thirty-nine (39). However, the government could perform a lot better and it is important that they lift their game and put the issue of code of conduct and resisting the Federal Governments take over the state system on the agenda.

Moved:Wallace Trohear Seconded: Bradley Daniels

"That the report be received."

Carried

HEALTH AND SAFETY NATIONAL REPORT

The Assistant State Secretary, Peter Close gave a detailed report a number of issues dealing with problems with cranes and other health and safety matters at the national level. He explained that the working group was a useful in setting policy and agendas at a national level and the importance of the outcomes of those meetings being reported, which had been lacking previously.

The Assistant Secretary, Chris Price gave a report about Workplace Health and Safety Queensland's proposed changes in the way Occupational Health and Safety (OHS) Certification training and assessment is delivered.

Moved:Peter Close Seconded: Paul Waters

"That the SMC regrets any proposed changes to the licensing arrangements for load shifting and cranes and calls on the State Government to leave licensing the way it is."

Carried

TRAINING

The Apprentice Master, Rob Cameron reported on how the CFMEU scholarship was performing, the very high standard of the recent intake, again making it very competitive. He gave a short report supplemented by Assistant State Secretary, Chris Price regarding the Civil Industry which is another positive move to increase the number of young trained and skilled workers for the civil industry.

Moved:Russell Beattie Seconded: Laurie Genrich

"That the report be received."

Carried

STATE PUBLIC SECTOR ENTERPRISE BARGAINING

The State Secretary went through a proposed model that had been developed by the senior officials of the Public Sector Unions. For this model to work, we need solidarity amongst the Public Sector Unions which has to be co-ordinated by the QCU. However, at this stage certain elements are not committing to the proposed model and seeing as QBuild and Main Roads are one of the two departments come up for renegotiation in the next few months we would need to proceed and look after the interests of our own members. The Assistant State Secretary Michael Ravbar reported in more detail on how the QBuild and Main Roads negotiations were going, however a lot of it was based on what was going to take place with the proposed model which was holding things up. However, this union and the membership in those areas would at some stage need to break away and go forward.

Moved:Wallace Trohear Seconded: Michael Ravbar

"That the report be received."

Carried

AWU

The State Secretary reported that this union was playing a pretty straight bat when it came to issues with the AWU, for example, Greenfield's etc in keeping people together as a union movement. However in recent time the actions of the AWU, especially with Eagles Cranes, Sleepyhead and their actions in Civil, mean that this union will need to be more proactive in targeting AWU areas. While giving them a little bit of the grief that they are giving us is not the way this union operates, when you have to fight you have to fight.

Moved:Wallace Trohear Seconded: Greg MacClaren

"That the report be received."

Carried

DELEGATES CONVENTION

The Assistant State Secretary Michael Ravbar reported that a number of decisions had been finalised from the convention. While not all items were actioned, the Senior Officers recently meet with the outcome being that the outstanding matters would be actioned over the next few months. It was also pointed out that there was an amendment to the issue dealing with smoking.

Moved:Michael Ravbar Seconded: Alan Poutney

"That the amendment be made to the smoke free clause on page 92 and reflect the decision of the delegate's convention."

Carried

WORK RIGHTS

The Assistant State Secretary gave a report, supplemented by the State Secretary, about how the union had been defending our work rights. This is especially important with other unions approaching members along with the changes in technology reducing our membership base. What was highlighted in the recent campaign, which will be a long term, ongoing campaign, was that some organisers and delegates were performing well in this area and others weren't. It was agreed that this issue be apart of the performance of an organiser and be recorded like their income.

Moved:Michael Ravbar Seconded: Laurie Genrich

"That the report be received."

Carried

CHARITY BALL

The Assistant State Secretary Michael Ravbar noted that the Charity Ball had been locked in for August 5th and that we would start getting things settled over the next few months.

Moved:Michael Ravbar Seconded: Steven Lord

"That the report be received."

Carried

COMMUNICATION – UNION PUBLICATION

The Assistant State Secretary reported on the need for us to be continually reviewing our journals and publication and lift our performance and get the message out there to members and was decided that Bernadette Maloney, a journalist with extensive experience come up here and review all our journal publications, in the near future.

Moved:Wallace Trohear Seconded: Alan Poutney

"That the report be received."

Carried

There being no further business, the meeting closed at 3pm.

Meeting of the State Executive of the
Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland,
Construction & General State Division
on Friday 17 May 2013 commencing at 3:00pm

Present: Steve Gaske, Michael Ravbar, Jade Ingham, Keith Murphy, Ian McKewin, Brad Daniel

The State Executive of the CFMEUQ, Construction and General Division notes:

- that the QCWDB is the counterpart federal body of the CFMEUQ, Construction and General Division;
- there has been a significant growth in the QCWDB's members in the Northern Territory;
- there is opportunity for further growth in the Northern Territory which is expected to be rapid;
- the Northern Territory members cannot be members of the CFMEUQ;
- that the QCWDB has advised the CFMEUQ that it seeks to ensure that it is able to effectively operate and is appropriately resourced;
- that the CFMEUQ currently collects the whole of the membership fee (inclusive of the Northern Territory component) and by administrative arrangement capitates to the CFMEU but has not to date "resourced" QCWDB;
- that there will be significant organising opportunities presented by the merger of the QCWDB with the Builders Labourers Divisional Branch that require the QCWDB (as the host for the merger) to be better, more effectively and more appropriately resourced;
- the significant number of dual members that are employed by National System Employees and must be represented by the QCWDB in the FWC;
- the following objects of the CFMEUQ:

> *"5. OBJECTS*
>
> *(a) The objects of the Union are to:*
>
> *(xi) advance the living and working conditions of workers and their families, and to assist kindred unions and other bodies having objects similar in whole or in part to the objects of the Union;*
>
> *(xiv) co-operate and maintain contact with members, other unions, labour bodies and socially responsible organisations in Queensland, Australia and overseas;*
>
> *(xiv) affiliate to, federate with, amalgamate with, or otherwise combine with any trade, industrial union or association, any political party or any other organisation having objects similar in whole or in part to the objects of the Union;*
>
> *(xxii) make financial provision for the carrying out of the objects;*

COM.0002.0003.9182

(xxviii) enter into contracts and agreements for the purpose of carrying out the objects of the Union; and/or

(xxix) do all such things as may be necessary or incidental to the carrying out of the objects of the Union."

- that the Newman LNP Government is seeking to restrict the legitimate rights and freedoms of the CFMEUQ to campaign for the industrial rights of its members and that those restrictions do not apply to QCWDB (inclusive of its members employed by National System Employees), which also industrially represents the dual members.

, and determines that it is appropriate for the CFMEUQ to make payment to the QCWDB of $1,500,000 to ensure the QCWDB's effective functioning and its ongoing representation of the dual members of the CFMEUQ/CFMEU and the Northern Territory members in the federal jurisdiction;

Moved: Keith Murphy
Seconded: Ian McKewin
Carried: Yes
Date: 17 May 2013

Meeting of the Branch Executive of the
Construction, Forestry, Mining and Energy Union, Construction and General Division,
Queensland Construction Workers' Divisional Branch
on Friday 17 May 2013 commencing at 3:00pm

Present: Steve Gaske, Michael Ravbar, Jade Ingham, Keith Murphy, Ian McKewin, Brad Daniel

a) The Branch Executive notes:

i) the growth of Union activities in the Northern Territory, and the need for the Divisional Branch to effectively operate, authority is sought for the Divisional Branch Secretary to open an account with the Commonwealth Bank of Australia in the name of the *Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Construction Workers Divisional Branch* – General Account.

Decision: "(1) That the Branch Executive determines the Divisional Branch Secretary open an account with the Commonwealth Bank of Australia in the name of the *Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Construction Workers Divisional Branch* - General Account.

(2) The signatories for the account are to be any 3 QCWDB Executive members or as otherwise provided for by the Divisional rules."

Moved: Keith Murphy
Seconded: Ian McKewin
Carried: Yes
Date: 17 May 2013

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 1 April 2021 at 12:00pm

---

Present: Michael Ravbar, Jade Ingham, Kane Lowth, Peter Close, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch, Mark Read

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 22 February 2021 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

The Chair called for disclosures from members:

Financial Matters

- Income and Expenditure Statement for the period ended 28 February 2021.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 28 February 2021.

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2021 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Steve Amies

COM.0001.0002.4421

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Peter Close

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 March 2021.

Decision: *"That the income from dues as at 15 March 2021 be received."*

Moved: Steve Amies Seconded: Dallas Ezzy

- Air-conditioning quote

The State Secretary reported on and tabled a quote received from Cosy Air-conditioning for two-part job encompassing the replacement of the package air conditioning equipment servicing the ground floor as well as the replacement of the package air conditioner located on the roof of the building servicing the top level plan conference space.

Decision: *"That the report be received and that the State Executive endorse the quote from Cosy Air conditioning"*

Moved: Steve Gaske Seconded: Ian McKewin

- Union Property

The State Secretary gave a detailed report on the union property located at 19-21 Campbell Street and gave an update on the development planning process. He advised that big decisions will need to be made around May/June this year. He further advised that to date the project was meeting its timelines and expenditure.

Decision: *"That the report and expenditure be received and endorsed."*

Moved: Dallas Ezzy Seconded: Peter Close

COM.0001.0002.4421_0003

Manufacturing Division

Dale Blackmore, Lawyer (Hall Payne Lawyers) was in attendance for this agenda item to take any questions from Executive members.

The State Secretary reported on the upcoming CFMEU – Manufacturing Division election.

Preamble

1. The State Divisional Executive notes that:

   (a) an election is to occur in the Manufacturing Division of the Construction, Forestry, Maritime, Mining and Energy Union ('**CFMMEU**');

   (b) Bluey Menon is intending to contest the office of Divisional Secretary in the election;

   (c) Bluey Menon has sought assistance from the CFMEUQ in relation to his campaign;

   (d) the Federated Furnishing Trade Society of Australasia (Queensland Branch) Union of Employees ('**FFTSQ**') was the registered organisation in Queensland which had the Federated Furnishing Trade Society of Australasia ('**FFTS**') as its counterpart federal body;

   (e) the FFTS amalgamated in March 1993 to become part of the (then) Construction, Forestry, Mining and Energy Union and, subsequently, became part of the Forestry Furnishing Building Products & Manufacturing Division ('**FFPD**') and its members were attached to the FFPD;

   (f) in January 1998 the FFTSQ amalgamated with other organisations to form the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland ('**CFMEUQ**');

   (g) the CFMEUQ has not had, and does not have, a separate section for those members who fall within Rule A7 Section A(e) of the CFMEUQ, Part A Rules ('**FFTSQ Members**');

   (h) the FFTSQ Members have, since the CFMEUQ was sectionalised following the amalgamations with FEDFAQ/QCEUE, and are presently attached, in accordance with the CFMEUQ's rules, to the State Construction and General Division;

   (i) the eligibility of the FFTSQ and the FFTS was significantly the same and the consequence of this was that the FFTSQ Members were members of both the CFMEUQ and the CFMEU;

   (j) the FFTSQ Members are now:

      (i) members of the CFMEUQ attached to the State Construction and General Division ('**State Division**'); and

      (ii) members of the CFMMEU attached to the Manufacturing Division;

   (k) the State Division, and its federal counterpart the Queensland Northern Territory Divisional Branch of the Construction and General Division, have a longstanding agreement with the (then) FFTS in relation to servicing FFTSQ Members in so far as the national entity required;

   (l) the State Division now:

      (i) collects the fee from the FFTSQ Members;

      (ii) provides:

         A organising staff;

         B secretarial services;

(p) there are currently federal (CFMMEU) elections underway for the leadership offices of the Manufacturing Division and its geographical/industry based Districts;

(q) there are FFTSQ Members intending to stand for, and contest, a number of offices in the elections of the Manufacturing Division, including Bluey Menon who is the FFTSQ Members representative on the State Divisional Council;

(r) the FFTSQ Members have a common purpose with those other members of the Manufacturing Division who are running against incumbent offices of the Manufacturing Division to effect change in the service and representation currently provided both in relation to Districts and in the Manufacturing Division, and they have determined to form a 'ticket' in the elections;

(s) in order for these FFTSQ Members, and those other members of the Manufacturing Division that form part of their 'ticket', to be able to contest these elections they will require resources;

(t) Bluey Menon, who is currently the WA, QLD and NT District Honorary President, will take a leave of absence from his employment in order to contest the election and that he intends to contest the significant office of Divisional Secretary against a longstanding incumbent officer;

(u) it is in the interest of the State Division to effect national change in the Manufacturing Division on behalf of these FFTS Members to effect better leadership and to assist in the election of the FFTS Members and their 'ticket'; and

(v) the State Division has sought advice, and has been advised, that it can direct resources of the State Division to support of those FFTSQ Members and those persons on the 'ticket' standing in the elections of the Manufacturing Division.

State Secretary, Michael Ravbar and State Assistant State Secretary Jade Ingham left the room and did not take part in any decision.

Decision: *The State Divisional Executive:*

(e) notes the recusal of the State Secretary and State Divisional Assistant Secretary (General);

(f) directs the State Secretary and State Divisional Assistant Secretary (General) to direct resources as necessary in support of those FFTS Members and those persons on the 'ticket' standing in the elections of the Manufacturing Division;

(g) notes that Bluey Menon will request leave without pay to contest the election and directs the State Secretary and State Divisional Assistant Secretary (General) to make payment from the CFMEUQ State Division of a weekly stipend to Bluey Menon to allow him to meet his financial obligations whilst contesting the election."

Moved: Steve Amies Seconded: Ian McKewin

Omnibus Bill

The State Secretary gave an update on the Morrison's Government Omnibus Bill and advised that the union campaign overall was successful as a majority of the bill was rejected. The only area that was successful for the government was the section on casuals, which only got up with the support of One Nation who sold Australian workers' out.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Peter Close

Health and Safety

The Secretary advised that the union is going to campaign later this year on improving the Workplace Health and Safety laws, regulations and policies. The Secretary spoke about the changes that the union would like to see implemented to improve and strengthen the current laws.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Union Activities (May Day/Memorial Day)

The State Secretary gave an update on union activities around the state for May Day and Workers Memorial Day. He advised that he was hoping for a big turnout given that the two events were cancelled last year due to Covid19.

Decision: *"That the report and expenditure be received."*

Moved: Steve Amies Seconded: Keith Murphy

General Business

The State Secretary reported on an appeal donation to the Building and Wood Workers International (BWI) and the Confederation of Trade Unions of Myanmar (CTUM) for their "M Strike Fund"

Decision: *"That the report be received and that the State Executive endorse a donation of $5000 to the Building and Wood Workers International (BWI) and the Confederation of Trade Unions of Myanmar (CTUM).*

Moved: Steve Gaske Seconded: Ian McKewin

There being no further business the meeting closed at 1:12pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 24-5-21

0237

COM.0001.0002.4421_0009

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 10 December 2020 at 10:30am

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 19 October 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jack Cummins Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 November 2020

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 November 2020.

The State Secretary gave an update on associated costs with the union's property located at 19-21 Campbell Street, Bowen Hills.

Decision: *"That the estimated income and expenditure statement for the period ended 30 November 2020 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Ian McKewin

COM.0001.0002.4421_0011

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Jack Cummins

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 30 November 2020.

Decision: *"That the income from dues as at 15 October 2020 be received."*

Moved: Jack Cummins Seconded: Dallas Ezzy

Reappointment of Temporary Organisers

The State Secretary noted the CFMEUQ temporary organisers as at Thursday 10 December 2020, Luke Gibson, Beau Seiffert, Grant White, Grant Harradine, Blake Hynes, Paul Dunbar, Chris Brodsky, Peter D'Arcy, Andrew Blakely, Paul Fitzpatrick, Mikey Davis and Kurt Pauls

Decision: *"The State Executive endorses the reappointment of the temporary officials in accordance with the rules."*

New Delegates Report

The State Secretary tabled the new delegates report for October and November 2020.

Decision: *"That the report be received"*

Moved: Dallas Ezzy Seconded: Peter Close

Union Elections

The State Secretary gave a lengthy report on the union elections process. He advised that union nominations open 17 November 2020 and close 8 December 2020.

Decision: *"That the report be received"*

Moved: Jack Cummins Seconded: Peter Close

State Election

The State Secretary reported on the new Ministerial portfolios under the newly elected Labor Government and advised that the union will be requesting meetings with the relevant Ministers.

Decision: *"That the report be received"*

Moved: Steve Gaske Seconded: Keith Murphy

Legal Matters

The State Secretary gave an update on the union's legal matters.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Jade Ingham

Organising

The State Secretary gave an update on organiser changes. He advised that 3 officials have resigned, Scott Vink, Justin Steele and Shaun Desmond. He advised that Josh Burling will be commencing with the union as an NT organiser along with four new organisers commencing with the union.

The Assistant Secretary supplemented the report.

AMAYDA

The State Secretary gave a lengthy report on CFMEU sponsorship for support of the Jeff Horn AMAYDA Leadership Development Program. He spoke about AMAYDA addressing the recent delegates meeting.

The State Secretary reported on a meeting held with Frank Mechler (Founder/ CEO AMAYDA) in relation to a potential partnership. The State Secretary further reported on AMAYDA and Jeff Horn Community Hubs that will start in Queensland in 2021 and spread nationally. The State Secretary advised that as part of the sponsorship AMAYDA will tailor an anti-bullying program for CFMEU members children.

Decision: *"That the report be received and that the State Executive endorse sponsorship of $50,000 plus GST in support of the Jeff Horn AMAYDA Leadership Development Program."*

Moved: Ian McKewin Seconded: Keith Murphy

There being no further business the meeting closed at 11:17am

COM.0001.0002.4421_0013

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roger Lupson

Date: 22-2-21

Meeting of the Construction, Forestry, Mining and Energy Union
Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 19 October 2020 at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy, Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 6 August 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Jack Cummins

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 September 2020

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 September 2020.

Decision: *"That the estimated income and expenditure statement for the period ended 30 September 2020 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

COM.0001.0002.4421_0015

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Keith Murphy

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 October 2020.

Decision: *"That the income from dues as at 15 October 2020 be received."*

Moved: Jack Cummins Seconded: Jade Ingham

- AMAYDA Donation

The State Secretary gave a lengthy report on CFMEU sponsorship for support of the Jeff Horn AMAYDA Leadership Development Program. The support of 80 students in the program will go directly to students to help skills, educate and train them on how to positively deal with stress negative bullying situations. The Secretary advised Executive members that Mick Robinson attended the launch of the program in Rockhampton at a community meeting. The Secretary further reported that a meeting has been scheduled this month with AMAYDA to discuss a potential partnership with AMAYDA.

Decision: *"That the report be received and that the State Executive endorse sponsorship of $16,000 plus GST in support of 80 school students in the Jeff Horn AMAYDA Leadership Development Program."*

Moved: Keith Murphy Seconded: Ian McKewin

- Purchase of Property

The State Secretary gave a detailed report on development opportunities for the union for property located at 19-21 Campbell Street, Bowen Hills.

The State Secretary reported on a meeting on 6 October 2020 with New Urban Villages regarding the developed options and associated interim Financial Modelling, Town Planning and Scoping assessment. The State Secretary tabled correspondence from Dowse Projects, along with an attached Build to Rent investment opportunity summary report from New Urban Villages.

A lengthy discussion occurred amongst Executive members regarding the proposal.

Decision: *"That the report be received and that the State Divisional Executive, having heard the report of the State Secretary determines to progress into Option 2 as reported in the New Urban Villages October Summary report.*

Moved: Jack Cummins Seconded: Ian McKewin

Delegates Convention

The State Secretary reported on the success of the CFMEU Delegates Convention held 16 – 18 September 2020 at the Hilton Hotel. He spoke about the professional and great service that the union received from the Hilton Hotel which also contributed to the success of the event. The State Secretary further reported on the resolutions that were endorsed at the convention, including existing policies and that the remaining resolutions that were not actioned will be tabled at the upcoming DBC/SDC meeting on 6 November 2020.

Decision: *"That the report be received and that the State Executive congratulate the CFMEU on a successful 2020 delegates convention and that the State Executive pass on their thanks to all staff involved in the successful organisation of the event."*

Moved: Keith Murphy Seconded: Jade Ingham

Qld/NT Elections

The State Secretary reported on the good result of the NT Election. He advised that CFMEU member, Chancey Peach was elected in the Gwoja electorate.

The State Secretary reported on the upcoming Qld Election and a discussion occurred in relation to support provided to candidates.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Peter Close

Union Elections

The State Secretary gave an update on union elections and reported that a date has still not been determined by the AEC. Correspondence was received from AEC advising that industrial elections will commence in October and November depending on the Tranche category of our union. The union is seeking clarification from AEC in relation to a commencement date.

Decision: *"That the report be received"*

Moved: Jack Cummins Seconded: Jade Ingham

Campaigns

- EBA

The State Secretary gave an update on the EBA Campaign and reported that the log of claims was tabled and endorsed at the Delegates Convention held in September 2020. The State Assistant Secretary supplemented the report.

.

- Tier 2

The State Secretary gave an update on the Tier 2 Campaign and advised Executive members that the campaign has been going well and that the campaign will be discussed at the Senior Officers planning days next year. The State Assistant Secretary supplemented the report.

- Procurement/Compliance

The State Secretary gave an update on the status of the Government's procurement policy and advised that the union has been meeting with the government up until they went into caretaker mode.

- Health and Safety

The State Secretary gave an update on Health and Safety matters. The President reported that the Government still has not finalised the low density board matter.

Decision: *"That the reports be received"*

Moved: Jack Cummins Seconded: Keith Murphy

General Business

The State Secretary advised Executive members that Organiser, John Tucker is retiring from the union and his farewell will be held on Friday 30 October 2020 at the union office. The State Secretary extended an invitation to Executive members to attend his farewell.

Decision: *"That the report be received and that on behalf of the State Executive, the CFMEU thanks John Tucker for all his contribution to the CFMEU and the union movement and wish John all the very best in his future endeavours."*

Moved: Ian McKewin Seconded: Jade Ingham

There being no further business the meeting closed at 2:47pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 10-12-20

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 6 August 2020 at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Steve Gaske, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 23 June 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Jack Cummins

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 June 2020

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 June 2020.

Decision: *"That the estimated income and expenditure statement for the period ended 30 June 2020 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in*

0251

COM.0001.0002.4421_0023

relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Ian McKewin

- Cross River Rail Campaign

The State Secretary spoke about the industrial campaign in relation to the Cross River Rail project and reported on the expenditure to date, including expenditure from Bossman.

Decision: *"That expenditure for the Cross River Rail campaign (including the invoice from Bossman) in be endorsed."*

- Purchase of Property

The State Secretary confirmed that on 17 March 2020 the Divisional Branch Executive of the Queensland Northern Territory Branch determined, amongst other matters, to return the Defence Fund back to the State Division. That return was not required to occur by a particular date.

The State Secretary reported he has acted in a prudential manner in assessing, with the assistance of internal advisors, a number of matters prior to the physical return of the funds, including:

- amendment to the Service Agreement to provide:
  - how the fund should be administered;
  - how the asset can be best protected but provide for growth;
  - ensuring that access to funds, when required, can occur in an appropriate time frame;
  - ongoing costs of the investment strategy; and
- ensuring the interests of the members are protected into the future via investment of the Defence Fund.

The State Secretary further reported that to ensure the protection of the joint members of the QNTDB/State Division, it is proposed that the Service Agreement be amended to:

- provide that the Defence Fund will be administered by the CFMEUQ, State Construction and General Division; and
- to ensure that it is continued to be used for the purpose in which it was created.

The State Secretary tabled a number of documents from Dowse Projects /IPSG/T&D Advisory and New Urban Villages which provided details on the properties to be purchased and the state of the property market in Queensland and Australia.

The State Secretary reported on the investment in the Property being a prudential way to ensure the interests of the members are protected into future by investing. Historically, expense from the Defence Fund has not as yet been required, and there is no immediate, or expected, need to call upon it.

Decision: *"The State Divisional Executive, having heard the report of the State Secretary determines to:*

(a) *accept the return of the Defence Fund to the State Divisional Fund;*

(b) *take on the burden of administering the Defence Fund; and*

(c) *directs the State Secretary to:*

(i) *seek an amendment to the Service Agreement to:*

A *ensure the growth of the Defence Fund is appropriately provided for; and*

B *facilitate administrative arrangements between the QNTDB and the Division in respect of the Defence Fund,*

for the protection of the interests of the joint members of the QNTDB/State Division; and

(ii) *confirm with the Divisional Branch Assistant Secretary the date that the Defence Fund will be returned.*

2. *The State Divisional Executive, having heard the report of the State Secretary, determines in respect of the Defence Fund, that:*

(a) *the deposits and residual purchase price of the property located at 21 Campbell St Bowen Hills, 19 Campbell St Bowen Hills, 26 Edgar St Bowen Hills, 30 Edgar St Bowen Hills and 11 Hazelmount St Bowen Hills ('**Property**') be paid for from the Defence Fund;*

(b) *the Property forms part of the Defence Fund;*

(c) *accretions to the Property are to be attributed to the Defence Fund;*

(d) *outgoings, maintenance and improvement of, or to, the Property be an expense of the Defence Fund;*

(e) *the accounts of the State Division make clear that the Property forms part of the Defence Fund; and*

(f) *in the event expenditure from the Defence Fund is required to be made, for the protection of the interests of the joint members of the QNTDB/State Division, then the Property may be dealt with to provide for that expenditure.*

Moved: Keith Murphy Seconded: Jack Cummins

- Proposed Union Dues

The State Secretary reported on membership dues and the proposal for the April 2021 term fees to remain the same as the October 2020 fees and that the October 2021 fees to increase 1.5% for T1, T8 and A1-A4 and 1% for T2, T3 and T7. The State Secretary tabled the proposed union dues for 2021.

Decision: *"That the State Executive endorse the proposed 2021 union dues.*

Moved: Ian McKewin Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 31 July 2020.

Decision: *"That the income from dues as at 31 July 2020 be received."*

Moved: Jack Cummins Seconded: Dallas Ezzy

Covid19

The State Secretary gave an update on Covid19 and reported about the impact on industry and the economy. A report was also given on the current border closures in Queensland.

The Divisional Branch Secretary further reported on materials and social media posts that the union has circulated amongst its membership.

Decision: *"That the report be received"*

Moved: Keith Murphy Seconded: Jack Cummins

Delegates Convention

The State Secretary gave an update on the Delegates Convention and advised that QT Hotel have reduced the maximum number of guests for its room size. He also advised that QT Hotel is now a quarantine hotel. The State Secretary advised that due to these issues we have cancelled the booking and the Convention will now be held at the Hilton Hotel, Brisbane.

Decision: *"That the report be received"*

Moved: Dallas Ezzy Seconded: Jade Ingham

State Election

The State Secretary gave an update on ALP matters and spoke about the upcoming State Election. The State Secretary spoke about the resolution passed at the March Executive meeting in relation to the union withdrawing its participation in the left of the ALP in Queensland.

Decision: *"That the report be received"*

Moved: Dallas Ezzy Seconded: Jade Ingham

Campaigns

- EBA

The State Secretary gave an update on the EBA Campaign and reported on the Government wages policy. He advised Executive members that the EBA will be discussed at the upcoming delegates convention.

The State Assistant Secretary supplemented the report.

- Tier 2

The State Secretary gave an update on the Tier 2 Campaign and advised Executive members that the campaign has been going well. The State Assistant Secretary supplemented the report.

A discussion occurred amongst Executive members in regards to licensing of developers.

- Procurement/Compliance

The State Secretary gave an update on the status of the Government's procurement policy and compliance unit.

- QLeave

The State Secretary reported on changes to the Qleave legislation in regards to an increase in the portable long service leave levy as at 1 July 2020. He further reported on Qld legislation passed for building and construction workers who are experiencing financial hardship due to Covid19. The changes allow registered workers, with at least five years of service to apply for payment of all, or part of their long service entitlement.

- Health and Safety

The State Secretary gave an update on Health and Safety matters, including changes that went through in July in regards to the Summary Offences Act.

Decision: *"That the reports be received"*

Moved: Jack Cummins Seconded: Steve Gaske

National Matters

The State Secretary advised Executive members that unfortunately the AEC has postponed all industrial elections due to Covid19 cases and increased restrictions.

- CFMMEU National Secretary Position

The State Secretary gave an update on CFMMEU National Matters including the CFMMEU National Secretary position. He advised that the number of divisions and the vast majority of the union do no longer support Michael O'Connor holding the position of National Secretary and that parts of the union were seeking to have change of the leadership of the National Union.

The State Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

CFMEU Women

The State Secretary reported on the union's first women's event that was held in July. He advised that it was a great turnout from a range of industries and that there is still work to be done to improve the working lives of our female members.

The State Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Keith Murphy

Prostate Cancer

The State Secretary gave an update on the Prostate Awareness program and advised Executive members that the launch will be held at Queens Wharf on 30 July 2020. The State Secretary also reported that the launch will also include information on the share the dignity campaign fundraiser that the union is supporting.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jack Cummins

There being no further business the meeting closed at 2:23pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kapel

Date: 19-10-20

COM.0001.0002.4421_0028

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 23 June 2020 at 12:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Steve Gaske, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 26 May 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Financial Statements

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2020.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2020 be received and endorsed.*

Moved: Ian McKewin Seconded: Jack Cummins

- Income and Expenditure Statement for the period ended 31 May 2020

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 May 2020.

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2020 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Ian McKewin

- Property

The State Secretary gave an update on the property purchased at 9 Hazelmount Street as endorsed at the last Executive meeting.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Jack Cummins

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 June 2020.

Decision: *"That the income from dues as at 15 June 2020 be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Renovations

The State Secretary gave an update to Executive members on the lift installation and building renovations.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Peter Close

Appointment of Temporary Organiser

The Secretary noted the CFMEU Qld/NT temporary organiser as of 23 June 2020, Michael Davis,

Decision: *That the State Executive endorses the reappointment of the temporary official, Michael Davis in accordance with the rules.*

Moved: Dallas Ezzy Seconded: Jack Cummins

Union Elections

The State Secretary reported on the union quadrennial elections and the proposed number of organisers for the upcoming union election.

Decision: *"That the report be received and that the State Executive determines that the number of Organisers to be elected at the quadrennial elections in 2020 be two."*

Moved: Jack Cummins Seconded: Keith Murphy

Covid19

The State Secretary reported on Covid19 and gave an update on the current impact on industry and the economy. He advised Executive members that it will be a standing agenda item. A discussion occurred amongst State Executive members regarding the pandemic.

Decision: *"That the report be received"*

Moved: Steve Gaske Seconded: Ian McKewin

National Matters

- CFMMEU National Secretary Position

The State Secretary gave an update on CFMEU National Matters including the CFMMEU National Secretary position. The State Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Dallas Ezzy

COM.0001.0002.4421_0033

General Business

- Cbus

The State Secretary reported on and tabled correspondence sent from the union to Steve Bracks (Chair Cbus) in regards to his public and disparaging comments about the trade union movement. Correspondence received in response from Steve Bracks was also tabled. A discussion occurred amongst Executive members in regards to inviting Mr Bracks to attend the delegates convention to apologise to delegates for his disparaging remarks.

The Assistant State Secretary supplemented the report.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Ian McKewin

- Dyson Heydon

A discussion occurred amongst Executive members around the recent Dyson Heydon sexual harassment complaints.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting closed at 1:15pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 6-8-20

0263

COM.0001.0002.4421_0035

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 26 May 2020 at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Steve Gaske, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Friday 3 April 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jack Cummins Seconded: Peter Close

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from State Executive members.

- Conflict of Interest

  Executive Member Steve Gaske declared a potential conflict of interest in regards to Cbus.

Financial Matters

- Financial Statements

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2020.

Shaun Lindeman, Partner, PFK accountants addressed the Executive regarding the Financial Statements for the year ended 31 March 2020 and took questions from the floor.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2020 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

On 26 May 2020, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed

the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2020.
The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.*

(f) *the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organisation: *State Secretary*
Date the officer most recently completed the training: *26 May 2018*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Peter Close Seconded: Keith Murphy

- Income and Expenditure Statement for the period ended 30 April 2020

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 April 2020

Decision: *"That the estimated income and expenditure statement for the period ended 30 April 2020 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Peter Close Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 May 2020.

Decision: *"That the income from dues as at 15 May 2020 be received."*

Moved: Steve Gaske Seconded: Ian McKewin

- Delegates

The State Secretary tabled a list of new delegates for the month of April for endorsement.

Decision: *"That the State Executive endorse the new delegates.*

Moved: Steve Gaske Seconded: Ian McKewin

0267 COM.0001.0002.4421_0039

- Property

The State Secretary reported and tabled a proposal from New Urban Villages in relation to properties at 19 & 21 Campbell Street, 26 & 30 Edgar Street and 11 Hazelmount Street. The State Secretary also reported on a number of proposed options in the proposal to get the best return out of the investment and suggested option 2. It was also reported that property is a relatively safe and long term investment compared to term deposits where current interest bearing investment accounts are providing low returns and likely to do so in the short to medium term.

The State Secretary further reported that a committee has been established comprising of the State Assistant Secretary, Governance Officer and himself to oversee the project.

The State Secretary tabled a proposed Heads of Agreement for consideration of the State Executive members. A lengthy discussion occurred amongst Executive members regarding the proposal.

The State Secretary further reported on property located at 9 Hazelmount Street, Bowen Hills.

Decision: *"That the report be received and that the State Executive endorse the purchase of properties at 19 & 21 Campbell Street, 26 & 30 Edgar Street and 11 Hazelmount Street. The State Executive also endorse that the State Secretary make an offer for the property located at 9 Hazelmount Street on behalf of the union. Further, that the State Executive endorse the State Secretary to sign the Heads of Agreement."*

Moved: Jack Cummins Seconded: Dallas Ezzy

- Renovations

The State Secretary gave an update to Executive members on the lift installation and building renovations.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Ian McKewin

Covid19

The State Secretary spoke about Covid19 and reported about the impact on industry and the economy. He advised Executive members that it will be a standing agenda item.

Decision: *"That the report be received"*

Moved: Dallas Ezzy Seconded: Jack Cummins

National Matters

- CFMMEU National Secretary Position

The State Secretary gave an update on National Matters. He reported on meetings held with the NEX and the Divisional Executive in regards to the CFMMEU National Secretary position and the loss of support for

Michael O'Connor in this position from the MUA and Construction Division. A lengthy discussion occurred amongst State Executive members regarding the CFMMEU National Secretary position.

Decision: *"That the report be received and that Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division Executive withdraws support for Michael O'Connor as National Secretary and calls on him to resign from that position immediately. Also, that the State Executive express for support for Christy Cain, MUA to be endorsed as his replacement."*

Moved: Ian McKewin Seconded: Peter Close
CARRIED UNANIMOUSLY

Union Rules/Election

The State Secretary reported on the union quadrennial elections.

Decision: *1. The State Divisional Executive determines:*

(a) that the number of State Divisional Assistant Secretaries to be elected at the quadrennial election in 2020 is three (3), being the:

(i) State Divisional Assistant Secretary (Painters);

(ii) State Divisional Assistant Secretary (Plasterers); and

(iii) State Divisional Assistant Secretaries (General);

(b) in accordance with rule 40(2)(ii)(A), that at the quadrennial election in 2020 the office of:

(i) State Divisional Assistant Secretary (Plasterers) be filled on a full-time basis;

(ii) State Divisional Assistant Secretaries (General) be filled on a full-time basis; and

(iii) State Divisional Assistant Secretary (Painters) be filled on an honorary basis;

(c) to consent to the proposed amendment to Part A Rule A37 providing for the counterpart federal body exemption as set out in Attachment 1.

Moved: Dallas Ezzy Seconded: Jack Cummins

Delegates Convention

The State Secretary gave an update on the Delegates Convention and advised that it is still scheduled to be held on 16-18 September 2020. Under the Covid19 regulations 100 people will be permitted for gatherings in public spaces from mid July.

Decision: *"That the reports be received"*

Moved: Ian McKewin Seconded: Jack Cummins

Cbus

Executive Member, Steve Gaske declared a conflict due to his employment at Cbus. Steve Gaske left the room and did not take part in any decision relating to Cbus and Steve Bracks.

The State Secretary reported on very public and disparaging comments about the trade union movement by Steve Bracks, Chair Cbus. A discussion occurred amongst Executive members regarding the comments.

Decision: *"That the report be received and that the State Executive having considered comments made by Steve Bracks (Chair Cbus) resolve that Mr Bracks position as Chair is untenable and hereby call for his resignation effective immediately. Also, that the future relationship between Cbus and the union be discussed at the upcoming delegates convention."*

Moved: Michael Ravbar Seconded: Keith Murphy

There being no further business the meeting closed at 2:23pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 23-6-20

A37. COUNTERPART FEDERAL BODY ELECTION EXEMPTION

a) The offices of the Union ('state office') that correspond with the offices of the counterpart federal body ('federal office'), due to the state office being similar to the federal office, are as follows:

federal office	state office
The CFMMEU, M&E Division, Qld District Branch (for this rule the 'Qld District')	**The Mining, Energy and Ports District**
Qld District President	District President
Qld District Executive Vice- President	District Executive Vice- President
Qld District Vice- President	District Vice-President
Qld District Secretary	District Secretary
Qld District Central Councillor	District Councillor
Qld District Board Member	District Representative

The CFMMEU, C&G Division, Queensland Northern Territory Divisional Branch	**The State Construction and General Division**
Divisional Branch President	State Divisional President
Divisional Branch Senior Vice-President	State Divisional Senior Vice-President
Divisional Branch Vice-President	State Divisional Vice-President
Divisional Branch Secretary	State Secretary
Divisional Branch Assistant Secretary (Plasterers)	State Divisional Assistant Secretary (Plasterers)
Divisional Branch Assistant Secretary (Painters)	State Divisional Assistant Secretary (Painters)
Divisional Branch Assistant Secretary (General)	State Divisional Assistant Secretary (General)
Divisional Branch Management Committee Member – South East Queensland	State Divisional Council Member – South East Queensland
Divisional Branch Management Committee Member – Regional Queensland	State Divisional Council Member – Regional Queensland

b) The offices of the State Construction and General Division ('state office') that correspond with the offices of the counterpart federal body ('federal office'), due to the state office being similar to the federal office, are as follows:

COM.0001.0002.4421_0043

The CFMMEU, Manufacturing Division, Queensland Northern Territory Western Australian District	The State Construction and General Division
District President	State Divisional Council Member – elected by, and from, those members eligible for membership under rule A7 section A(e)

c) The Union Secretary:

i) will make application for exemption from holding an election as soon as practicable following the declaration of a relevant election held under the *Fair Work (Registered Organisations) Act* (Cth) (the 'federal election') for the counterpart federal body; and

ii) will notify the membership of the Union or of a Division, as the case may be, of the making of the application for exemption, by means of a publication circulated to the relevant members free of charge;

iii) will seek, in the making of an application for exemption, that a state office set out in sub-rule (a) be filled by a person elected in the relevant federal election to the federal office that corresponds, as provided by this rule, with the state office; and

iv) if requested by the State Secretary of the State Construction and General Division to seek an exemption under sub-rule (d), will seek, in the making of an application for exemption, that the state office set out in sub-rule (b) be filled by a person elected in the relevant federal election to the federal office that corresponds, as provided by this rule, with the state office.

d) The State Executive of the State Construction and General Division may:

i) determine that an exemption will be sought in respect of the state office set out in sub-rule (b); and

ii) , if making a determination under paragraph (i), direct the State Secretary to request that the Union Secretary seek the application under sub-rule (c).

e) In the event of the exemption not being granted, or being only partially granted, the Union Secretary will as soon as practicable proceed to file the prescribed material required to be filed in relation to the holding of an election, or a relevant election, as the case may be, pursuant to these Union rules.

f) Without limitation to sub-rule (c) the Secretary of a Division may request that the Union Secretary take such steps as may be required in accordance with these Part A rules to make application for an exemption from election ballot.

g) A Divisional Secretary will do the things reasonably required by the Union Secretary to assist the Union Secretary in making the application for exemption from election ballot.

h) In the event of the exemption not being granted, or being only partially granted, a Divisional Secretary will promptly request the Union Secretary file the prescribed material required to be filed in relation to the holding of an election, or a relevant election, as the

case may be, pursuant to the Part B or C rules and the Union Secretary will promptly file that material.

i) The positions of the Mining, Energy and Ports District (the 'state position') that correspond with the positions of the Counterpart Federal Body of the respective Division (the 'federal position'), due to the state positions being similar to the federal positions, are as follows:

The CFMMEU, M&E Division, Qld District Branch (for this rule the "Qld District")	The Mining, Energy and Ports District
Qld District Lodge Delegates	District Lodge Delegates
Qld District Union Inspectors	District Union Inspectors
Qld District Lodge Committee Members Lodge Committee Members	Lodge Committee Members

j) The persons who fills the federal position will fill the state position set out in sub-rule (i) on, and from, the date that they are declared elected to the federal position.

k) The positions of the State Construction and General Division (the 'state position') that correspond with the positions of the Counterpart Federal Body of the respective Division (the 'federal position'), due to the state positions being similar to the federal positions, are as follows:

The CFMMEU, C&G Division, Queensland Northern Territory Divisional Branch	The State Construction and General Division
Divisional Branch Organisers	State Divisional Organisers

l) The State Executive of the State Construction and General Division may determine that the person who fills the federal position will fill the state position set out in sub-rule (k).

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 3 April 2020 at 9:30am

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Steve Gaske, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Wednesday 17 March 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Financial Matters

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 31 March 2020.

Decision: *"That the income from dues as at 31 March 2020 be received."*

Moved: Keith Murphy Seconded: Steve Gaske

- Membership Fees

The State Secretary reported on membership dues and the proposal for this terms fees (1 April 2020 – 30 September 2020) to remain the same for next term (1 October 2020 – 31 March 2021).

Decision: *"That the report be received and that the State Executive endorse that the CFMEU fees for the current term (1 April 2020 – 30 September 2020) remain the same for the term 1 October 2020 – 31 March 2021."*

Moved: Ian McKewin Seconded: Keith Murphy

- Delegates

The State Secretary tabled a list of new delegates for endorsement.

Decision: *"That the State Executive endorse the new delegates.*

Moved: Dallas Ezzy Seconded: Jack Cummins

- Property

The State Secretary gave an update on the settlement for the property purchase at 25 Campbell Street, Bowen Hills.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Dallas Ezzy

- Renovations

The State Secretary gave an update to Executive members on the building renovations for the office.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Ian McKewin

Covid19

The State Secretary spoke about Covid19 and the impact to date on industry and the economy. He advised Executive members that the union will explore a variety of payroll tax concessions announced by States and Territories.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Keith Murphy

Union Elections

The State Secretary reported on the union quadrennial elections and the proposed rule changes to be tabled at the Divisional Branch Council and State Divisional Council meetings.

The State Secretary spoke about the current number of elected organisers and the proposed criteria for determining the number of organisers for the upcoming union election. A discussion occurred in regards to the number of organisers to be elected in 2020.

Decision: *"That the report be received and that the State Executive determines that the number of Organisers to be elected at the quadrennial elections in 2020 be three."*

Moved: Ian McKewin Seconded: Peter Close

Delegates Convention/May Day/Workers Memorial Day

The State Secretary gave an update on the following union events:

- Delegates Convention

The State Secretary advised Executive members that due to restrictions on gatherings due to COVID19, the delegates convention has been postponed until 16 – 18 September 2020.

COM.0001.0002.4421_0051

- May Day

The State Secretary reported that May Day across the state was cancelled due to COVID19. He advised Executive that a video from the union leadership would be posted on facebook.

- Memorial Day

The State Secretary reported that the union will post a message on social media in commemoration of workers that have lost their lives.

Decision: *"That the reports be received"*

Moved: Dallas Ezzy Seconded: Jack Cummins

There being no further business the meeting closed at 10:08am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 26-5-20

COM.0001.0002.4421_0053

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 17 March 2020 at 3:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Steve Gaske, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Wednesday 11 March 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Steve Gaske

Financial Matters

- Purchase of Building

The State Secretary reported on the union purchasing a property at 25 Campbell Street, Bowen Hills. He informed State Executive of the price and the schedule of payments.

Decision: *"That the report be received and that the State Executive endorse that the union purchase the property at 25 Campbell Street, Bowen Hills"*

Moved: Peter Close Seconded: Jack Cummins

- Renovations

The State Secretary reported to Executive members about building renovations for the office including rooftop renovations, bathroom and kitchen renovations, a new front electronic sign and a lift for the building.

Decision: *"That the report be received and that the State Executive endorse the proposed renovations."*

Moved: Jack Cummins Seconded: Dallas Ezzy

- Budget 2021

The State Secretary tabled and spoke to the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division Budget criteria for 2021.

COM.0001.0002.4421_0055

Decision: *"That the report be received and that the State Executive endorse the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division Budget criteria for 2021."*

Moved: Keith Murphy Seconded: Steve Gaske

Decision: *"That the report be received"*

Moved: Dallas Ezzy Seconded: Steve Gaske

There being no further business the meeting closed at 3:48pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 3-4-20

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 11 March 2020 at 4:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Ian McKewin

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 6 February 2020 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jack Cummins Seconded: Steve Gaske

Governance

- Conflict of Interest

Divisional Branch Executive members, Dallas Ezzy and Steve Gaske and Minute Secretary, Jacqui Collie declared a potential conflict of interest in regards to the agenda item in relation to BUSSQ.

Financial Matters

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 29 February 2020.

Decision: *"That the estimated income and expenditure statement for the period ended 29 February 2020 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

COM.0001.0002.4421_0057

1. *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*
2. *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*
3. *State Secretary in making the Disbursements was authorised; and*
4. *Disbursements are authorised.*

Moved: Peter Close Seconded: Keith Murphy

- Proposed Union Dues 2020

The State Secretary reported on and tabled the proposed union dues for 2020.

Decision: *"That the report be received and that State Executive endorse the proposed union dues for 2020.*

Moved: Jack Cummins Seconded: Dallas Ezzy

ALP

The State Secretary spoke about ALP matters and reported on the four key issues for the union that need to be resolved including health and safety, procurement, developer licensing and public sector wages.

The Secretary reported on the disappointing preselection process for the Bundamba by election. A discussion occurred amongst Executive members in relation to the CFMEU withdrawing its active participation in the left faction of the ALP.

Decision: *"That the report be received and that State Executive endorse that the CFMEU withdraw from its active participation in the left faction of the Australian Labour Party.*

Moved: Jack Cummins Seconded: Peter Close

BUSSQ

State Executive member Dallas Ezzy declared a potential conflict of interest due to his employment with BUSSQ. State Executive member Steve Gaske also declared a potential conflict of interest due to his employment with Cbus. Jacqui Collie, also declared a potential conflict of interest due to her Directorship on the BUSSQ Board. Dallas Ezzy, Steve Gaske and Jacqui Collie left the room and did not take part in any decision relating to the sponsorship request.

The State Secretary gave a report on the future structure of BUSSQ including the possibility of a merge with another industry super fund or the Super Fund conglomerate structure.

COM.0001.0002.4421_0058

Decision: *"That the report be received and that the State Executive authorise the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland and the State Secretary to meet with the BUSSQ sponsors to investigate further the proposed merger of BUSSQ with other industry superannuation funds (including the super fund conglomerate structure)."*

Moved: Jack Cummins Seconded: Peter Close

There being no further business the meeting closed at 4:56pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 17-3-20

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 22 November 2019 at 2:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 12 November 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Steve Gaske

Relationship with Federal Union

The State Secretary gave a detailed report on the proposed Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.

Decision: *"The State Divisional Executive, noting the report of the State Secretary, the proposed Service Agreement (attached as 'A') and the obligations owed by the officers of the State Division to the dual members of the State Division and the QNTDB, resolves:*

1. *That the State Secretary:*
   - *(a) enter into the Service Agreement on behalf of the State Division;*
   - *(b) liaise with the Divisional Branch Assistant Secretary of the QNTDB in relation to, and resolve, any outstanding issues (providing any such resolution does not inherently change the nature and effect of the Service Agreement), for example those matters set out in the Schedule 1, 2 and 3 to the Service Agreement;*
   - *(c) be appointed as the State Division representative for the purposes of the Service Agreement; and*
   - *(d) upon the Service Agreement being accepted by the QNTDB take the steps necessary to effect the terms of the Service Agreement.*
2. *That the State Secretary obtain the consent of the Divisional Branch to the alteration of the employment arrangements in accordance with resolution 3 and 4 (below).*
3. *That the State Secretary, with the Divisional Branch Assistant Secretary:*

(a) *commence conducting meetings with employees and officials of the State Division (jointly employed with the QNTBD) to confirm the transfer to the State Division, under the Service Agreement, of the responsibility of satisfying their entitlements as employees;*

(b) *commence conducting meetings with specified employees and officials of the State Division (jointly employed with the QNTBD) to offer employment with the State Division only and to confirm that their entitlements will be taken up by the State Division; and*

(c) *upon the consent of each employee and official, take the steps necessary to effect the transfer to the State Division.*

4. *That the State Secretary, with the Divisional Branch Assistant Secretary:*

(a) *commence conducting meetings with employees of the QNTDB to confirm the transfer of their employment to the State Division and to confirm that their entitlements will be taken up by the State Division and will not be effected; and*

(b) *upon the consent of each employee to be transferred, take the steps necessary to effect the transfer to the State Division.*

5. *That the State Secretary report back to the next meeting of the State Executive in relation to the progress in effecting the Service Agreement.*

6. *That the State Secretary seek further determinations, as may be necessary to effect the terms of the Service Agreement and/or to respond to any issues raised by the QNTDB, from the State Executive by way of an out of session ballot.*

Moved: Dallas Ezzy Seconded: Keith Murphy

General Business

The State Secretary reported on meetings held with Senators in relation to the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019 and the Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019.*

Moved: Dallas Ezzy Seconded: Keith Murphy

There being no further business the meeting closed at 3:12pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

Initial: _____ Date: 6-2-202

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 12 November 2019 commencing at 3:30pm

---

Present: Michael Ravbar, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 5 September 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Keith Murphy

Financial Reports

- Income and Expenditure Statement for the period ended 31 October 2019

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the year ended 31 October 2019.

Decision: *"That the estimated income and expenditure statement for the period ended 31 October 2019 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Relationship with Federal Union

The State Secretary provided a report on why the union needed to make changes where necessary and in the best interests of the union and its members.

Decision:

1. *The Construction, Forestry, Maritime, Mining and Energy Union in respect of the Construction and General Division, Queensland Northern Territory Divisional Branch ('**QNTDB**') is the federal counterpart of the CFMEUQ C&G.*
2. *A significant number of the members of the QNTDB are eligible to be, and are, members of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland attached to the CFMEUQ C&G.*

Initial: _____ Date: 22/11/19

3. *A significant number of the members of the CFMEUQ C&G are eligible to be, and are, members of the Construction, Forestry, Maritime, Mining and Energy Union, attached to the QNTDB.*

4. *A significant number of the members of the QNTDB/CFMEUQ C&G are dual members ('**Dual Members**').*

5. *Prior to 2013, the CFMEUQ collected the whole of the membership fee for the Dual Members and, by administrative arrangement, made payment of the QNTDB's capitation on behalf of the QNTDB.*

6. *As a result of what was considered by the State Divisional Executive at its meeting on the 17 May 2013:*

   (a) to be a significant growth in the membership of the QNTDB in the Northern Territory;

   (b) to be significant organising opportunities presented by the merger of the (then) Queensland Construction Workers Divisional Branch with the Builders Labourers Divisional Branch that required the divisional branch to be better, more effectively and more appropriately resourced; and

   (c) the (then) Newman LNP Qld Government seeking to restrict, by oppressive legislation, the legitimate rights and freedoms of the CFMEUQ C&G to campaign for the industrial and other rights of its Dual Members,

   it was determined that it was in the best interests of the Dual Members for the CFMEUQ C&G make payment to the (then) Queensland Construction Workers Divisional Branch to ensure the effective functioning and its ongoing representation of the dual members of the CFMEUQ/CFMEU and the Northern Territory members in the federal jurisdiction.

7. *It was also determined, as it was considered to be in the best interests of the Dual Members at that time and for the reasons set out in paragraph 6, that the administrative and operational arrangements between the CFMEUQ C&G and the QNTDB were to be altered and that the QNTDB would become responsible for collecting the whole of the membership fee for the Dual Members and, by administrative arrangement, make payment to the QNTDB.*

8. *The State Divisional Executive considers, as a result of the current state of domestic construction and the likelihood of the Queensland Government significantly increasing its expenditure on state infrastructure and other building works, there is now the potential for significant growth in the members of the CFMEUQ C&G employed by the State and Local Governments in Queensland.*

9. *The State Divisional Executive notes the advice of the State Secretary that the QNTDB is not able to industrially represent the Dual Members employed by the State and Local Government in Queensland.*

10. *The State Divisional Executive considers that, since 2013, the CFMEUQ C&G has been inadequately resourced in respect of the Dual Members employed by the State and Local Government in Queensland.*

11. *The State Divisional Executive recognises that:*

    (a) the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed;

    (b) the growth of the membership in Northern Territory did not reach the expectation of the QNTDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work,

    with the consequence that the basis for the decisions made by the CFMEUQ C&G did not in fact transpire.

Initial: _____ Date: 22/11/192

12. *The State Divisional Executive considers that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the CFMEUQ C&G in Qld, to act in the best interests of the Dual Members.*

13. *In particular, the State Divisional Executive notes:*

    (a) the report of the State Secretary in relation to the effect of legislation being introduced that is designed to use up the resources of the Dual Members on dealing with matters that do not further their industrial interests; and

    (b) that the international community has made clear in the report of the International Centre for Trade Union Rights that the recent industrial legislation of the Morrison Coalition Government is inconsistent with the international labour obligations of Australia.

14. *The State Divisional Executive notes the advice received by the State Secretary that those restrictions do not apply to the CFMEUQ C&G.*

15. *The State Divisional Executive will, due to the matters set out above, namely:*

    (a) the permanent growth in the NT not being as expected;

    (b) the Newman Government being quickly and roundly defeated;

    (c) the expected growth in state infrastructure and employment; and

    (d) the draconian anti-worker legislation of the Morrison Coalition Government,

    amongst other things, require the alteration of the arrangements for the collection of the membership fee and the arrangements for resourcing the CFMEUQ C&G.

16. *The CFMEUQ will advise the QNTDB that it now intends to ensure that it effectively operates and is appropriately and adequately resourced.*

17. *The State Divisional Executive determines that the State Secretary advise the QNTDB:*

    (a) that the CFMEUQ C&G now intends to ensure that it effectively operates and is appropriately and adequately resourced to the benefit of the Dual Members; and

    (b) that there is significant benefit in the administrative arrangements between the CFMEUQ C&G and the QNTDB being reviewed to ensure effective delivery of resource for Dual Members and:

        (i) the CFMEUQ C&G and the QNTDB consider, as part of the review of the administrative arrangements, other ways to improve the effectiveness, and, as far as practicable, reduce unnecessary costs, of dual registration;

        (ii) the CFMEUQ C&G may take up further obligations that the QNTDB may require, in consideration for an alteration to the administrative arrangements, relating to, amongst other things:

            A staffing (including labour costs/requirements);

            B communication with members;

            C industrial representation and objectives;

            D access to advice;

            E industrial campaigning on professional issues;

            F industrial and other campaigning;

            G state campaigning;

0297
COM.0001.0002.4421_0069

H *community campaigning;*

I *national campaigning;*

J *political campaigning;*

K *training programs;*

L *health and safety initiatives;*

M *compliance obligations; and*

N *administration*

17.2. The State Divisional Executive directs the State Secretary to:

(a) *negotiate with the QNTDB and following those negotiations to prepare a draft service agreement to set out the arrangements between the QNTDB and the CFMEUQ C&G; and*

(b) *seek payment from the QNTDB to ensure the CFMEUQ C&G is presently able to effectively function and provide appropriate ongoing support to the Dual Members whilst the review is ongoing.*

Moved: Ian McKewin Seconded: Peter Close

There being no further business the meeting closed at 4:23pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 5 September 2019 commencing at 2:48pm

---

Present: Michael Ravbar, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 1 August 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Sponsorship Agreements

State Executive members Dallas Ezzy and Steve Gaske disclosed a potential conflict due to their employment with with BUSSQ and Cbus.

The State Secretary reported on various sponsorship agreements that the union has with various organisations.

Decision: *The State Divisional Executive determines that the State Construction & General Division will enter into agreements for the provision of sponsorship with the following organisations:*

(a) *Windsor Management Insurance Brokers Pty Ltd;*

(b) *BUSS (Queensland) Pty Ltd; and*

(c) *United Super Pty Ltd in its capacity as trustee for the Construction and Building Unions Superannuation Fund.*

The State Divisional Executive authorises and directs the State Secretary to do everything necessary to finalise and execute the sponsorship agreements.

Moved: Keith Murphy Seconded: Peter Close

- Operational Matters

The Divisional Branch Secretary spoke about revisiting the commercial relationship, services and resources between the State Construction & General Division and the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch (QNTDB) to protect the interests of the Dual members, the State Construction & General Division and the QNTDB.

Initial: _____ Date: 12-11-19

Decision: *The State Divisional Executive considers that:*

(d) *the commercial relationship between the State Construction & General Division and the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch (QNTDB) should be revisited and renegotiated to protect the interests of the Dual members, the State Construction & General Division and the QNTDB;*

(e) *the negotiations should cover the following matters:*

(i) *recognition of the provision of services as being the exchange for the State Construction & General Division not seeking that dual members pay fees to the State Construction & General Division;*

(ii) *the range of services to be provided to dual members;*

(iii) *the provision of greater financial support;*

(iv) *recognition of the need for the State registration to be preserved and protected;*

(v) *how respectively the QNTDB and the State Construction & General Division are to look after those members who are either not eligible or not attached in so far as the provision of the services are concerned;*

(vi) *ensuring that regular review of the arrangements occurs;*

(vii) *seek capital infusion; and*

(viii) *generally all and any arrangements that presently exist.*

(f) *the commercial relationship, if it can be successfully renegotiated, should be reduced to writing.*

In recognition of the 'reflective' nature of the committees that the discussions be transparent and adequately address the financial and other obligations owed by officers under the state IR legislation.

Moved: Jack Cummins Seconded: Peter Close

There being no further business the meeting closed at 3:28pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

Initial: _____ Date: 12-11-19

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 1 August 2019 commencing at 2:45pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 24 June 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jack Cummins Seconded: Dallas Ezzy

Financial Matters/Reports

- Income and Expenditure Statement for the period ended 30 June 2019

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the year ended 30 June 2019.

Decision: *"That the estimated income and expenditure statement for the period ended 30 June 2019 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting closed at 2:58pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 5/09/19

Initial: _____ Date: 5/9/19. 1

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 24 June 2019 commencing at 2:07pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 27 May 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Dallas Ezzy

Financial Matters/Reports

- Financial Statements

The State Secretary presented the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2019.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2019 be received and endorsed.*

Moved: Steve Gaske Seconded: Jack Cummins

- Income and Expenditure Statement for the period ended 31 May 2019

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the year ended 31 May 2019.

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2019 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting closed at 2:35pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 1-8-19

Initial: _____ Date: _____ 2

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 4 April 2019 commencing at 1:15pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Friday 8 February 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Peter Close

Financial Matters/Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the year ended 28 February 2019.

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2019 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Keith Murphy

There being no further business the meeting closed at 1:35pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 27-5-19

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 8 February 2019 commencing at 2:19pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 6 December 2018 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Ian McKewin

Financial Matters/Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the year ended 31 January 2019.

Decision: *"That the estimated income and expenditure statement for the period ended 31 January 2019 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Keith Murphy

- CFMEUQ Budget Criteria April 2019 – March 2020

The Divisional Branch Secretary reported on the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division Budget for April 2019 – March 2020 and tabled the Budget Criteria.

Decision: *"That the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division Budget Criteria for April 2019 – March 2020 be endorsed."*

There being no further business the meeting closed at 2:42pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 4-4-2019

Initial: RK Date: 4-4-2019

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 6 December 2018 commencing at 3:48pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 9 October 2018 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Ian McKewin

Financial Matters/Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division income and expenditure statement for the year ended 30 November 2018.

Decision: *"That the estimated income and expenditure statement for the period ended 30 November 2018 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Dallas Ezzy

General Business

Nil

There being no further business the meeting closed at 4:17pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 8-2-2019

Initial: _____ Date: 8-2-19

Appointment of Temporary Organiser

The Secretary noted the CFMEU Qld/NT temporary organiser as of 6 February 2020, Mikey Davis,

Decision: *That the State Executive endorses the reappointment of the temporary official in accordance with the rules.*

Moved: Dallas Ezzy Seconded: Ian McKewin

Relationship with Federal Union

The State Secretary tabled and gave a report on the proposed amendment to Schedule 1 of the Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.

Decision: *"The State Divisional Executive note the report of the State Secretary and endorse the proposed amendment to Schedule 1 of the Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.*

Moved: Dallas Ezzy Seconded: Keith Murphy

General Business

- The Divisional Branch Assistant Secretary spoke about the union purchasing water coolers for in the office and the union meeting rooms.

Decision: *That the State Executive endorses the union purchasing water coolers for the office and meeting rooms.*

There being no further business the meeting closed at 3:48pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Kayu Lupsk

Date: 11-3-2020

Initial: RJK. Date: 11-3-2020

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 6 February 2020 at 3:20pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Friday 22 November 2019 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Keith Murphy

Financial Matters

- Divisional Branch Executive Delegation

Decision: *The State Divisional Executive resolves under rule B20(f):*

(a) *that the following expenditure may be disbursed by the Secretary:*

(i) *recurrent expenditure;*

(ii) *budgeted expenditure;*

(iii) *specific expenditure; and*

(iv) *expenditure to a limit of $20,000; and*

(b) *that the State Secretary is to report expenditure incurred under this authority at the next ordinary meeting of the State Divisional Executive.*

- Income and Expenditure Statement for the period ended 31 December 2019

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the year ended 31 December 2019.

Decision: *"That the estimated income and expenditure statement for the period ended 31 December 2019 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Peter Close Seconded: Ian McKewin

Initial: IMK Date: 11-3-2020

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 9 October 2018 commencing at 4:20pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 21August 2018 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Peter Close

Financial Matters/Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division income and expenditure statement for the year ended 30 September 2018.

Decision: *"That the estimated income and expenditure statement for the period ended 30 September 2018 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Dallas Ezzy

General Business

Nil

There being no further business the meeting closed at 4:38pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 6TH-12-18

Initial: RK Date: 6-12-18

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 21 August 2018 commencing at 3:45pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland, Jack Cummins

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 25 June 2018 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Dallas Ezzy

Financial Reports

- Estimated Income and Expenditure Statement for the period ended 31 July 2018.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division for the period ended 31 July 2018.

Decision: *"That the estimated income and expenditure statement for the period ended 31 July 2018 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

General Business

Nil

There being no further business the meeting closed at 3:52pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 9-10-18.

Initial: RK Date: 9-10-18

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 25 June 2018 commencing at 1:58pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Wednesday 30 May 2018 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Peter Close

Financial Matters/Reports

- Financial Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2018.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2018 be received and endorsed.*

Moved: Keith Murphy Seconded: Steve Gaske

- Estimated Income and Expenditure Statement for the period ended 31 May 2018.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division for the period ended 31 May 2018.

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2018 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Keith Murphy Seconded: Dallas Ezzy

Initial: L.G.K. Date: 21-8-18

David Tagg, Head of Wholesale Investments CBA addressed the State Executive and gave an update on the union's portfolio performance for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division. Mr Tagg took questions from the State Executive members.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

General Business

Nil

There being no further business the meeting closed at 2:47pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roger Kpsch

Date: 21-8-18

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 30 May 2018 commencing at 2:42pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 29 March 2018 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Peter Close

Financial Matters/Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2018.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2018 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the State Executive.*

On 30 May 2018, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2018.
The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

Initial: RGK Date: 25-6-18

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.*

(f) *the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organisation: *State Secretary*
Date the officer most recently completed the training: *26 May 2017*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Jack Cummins Seconded: Peter Close

Delegates Convention

The State Secretary gave a report on the arrangements for the upcoming 33rd Delegates Convention scheduled for 7 & 8 June 2018.

Decision: *That the State Divisional Executive acknowledges:*

- *and congratulates the State Secretary on the arrangements for the Delegates Convention scheduled for 7 & 8 June 2018;*
- *that the delegates to the convention are all joint members of the State Division; and*
- *that consistent with custom and practice and the arrangements between the Divisional Branch and the State Division, the Divisional Branch has authorised the expenditure of funds for meeting the cost of the Delegates Convention.*

Moved: Jack Cummins Seconded: Peter Close

Initial: RJR Date: 25-6-18

May Day

The State Secretary reported on the success of the May Day activities throughout Queensland.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Peter Close

General Business

Nil

There being no further business the meeting closed at 3:12pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 25-6-18

Initial: _____ Date: 25-6-18

COM.0001.0002.4421_0099

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 29 March 2018 commencing at 12:59pm

---

Present: Michael Ravbar, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 1 February 2018 at 4:12pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin **Seconded:** Peter Close

Financial Reports

- Estimated Income and Expenditure Statement for the period ended 28 February 2018.

The State Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union for the period ended 28 February 2018.

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2018 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Budget Criteria

The State Secretary spoke about Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union Budget for 2018 and tabled the Budget Criteria.

Decision: *"That the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union Budget Criteria for 2018 be endorsed."*

Moved: Jack Cummins **Seconded:** Peter Close

Skylight Financial Solutions

The State Secretary reported on the proposal from Skylight Financial Solutions and the entering into a 2 year service agreement with the BERT fund. Skylight Financial Services has been established as a fully owned subsidiary of BUSSQ.

Executive member Peter Close declared a potential conflict of interest due to his employment with BERT.

Executive member, Dallas Ezzy declared a potential conflict of interest due to his employment with BUSSQ.

Executive member, Michael Ravbar declared a potential conflict of interest due to his BERT Directorship.

Michael Ravbar, Dallas Ezzy and Peter Close left the room and did not take part in any decision relating to the Skylight Financial Solutions proposal.

Decision: *"That the report be received and that the State Divisional Executive endorse the 2 year proposal from Skylight Financial Solutions."*

Moved: Steve Gaske Seconded: Ian McKewin

General Business

Nil

There being no further business the meeting closed at 1:37pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Wayne Lopez

Date: 30-5-18

Initial: PJC. Date: 30-5-18

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 1 February 2017 commencing at 4:12pm

---

Present: Michael Ravbar, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 7 December 2017 at 12:52pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Peter Close

Financial Reports

- Estimated Income and Expenditure Statement for the period ended 31 December 2017.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union for the period ended 31 December 2017.

Decision: *"That the estimated income and expenditure statement for the period ended 31 December 2017 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

General Business

Nil

There being no further business the meeting closed at 4:32pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 29/3/18

Initial: _____ Date: 29/3/18

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 21 September 2017 commencing at 3:12pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland, Jacqui Collie (Minute Secretary)

Apologies: Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 29 August 2017 at 2:00pm were presented to the Executive. An omission was identified in the minutes of the meeting of 29 August 2017 to show Andrew Sutherland as attending.

Decision: *"That the minutes of the meeting held 29 August 2016 be adopted as amended as a true and accurate record of the meeting.*

Moved: Ian McKewin Seconded: Jack Cummins

- Estimated Income and Expenditure Statement for the period ended 31 August 2017

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union for the period ended 31 August 2017.

Decision: *"That the estimated income and expenditure statement for the period ended 31 August 2017 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Ian McKewin

Union Elections

The Divisional Branch Secretary reported on the Construction, Forestry, Mining and Energy Union, Construction and General Divisional Executive Election and the intention of the Divisional Branch Divisional Branch Assistant Secretary (Plasterers), Andrew Sutherland to nominate for the office of Divisional Assistant Secretary of the Construction and General Division.

The Construction, Forestry, Mining & Energy, Industrial Union of Employees Queensland, State Construction and General Division ('the State Division') notes the intention of the State Divisional Assistant Secretary (Plasterers), Andrew Sutherland, to nominate for the office of Divisional Assistant Secretary of the Construction, Forestry, Mining and Energy Union, Construction and General Division.

The State Divisional Executive notes that:

(a) both offices are full-time offices, and that it has the power, with the consent of the incumbent, to change the office of State Divisional Assistant Secretary to an honorary office; and
(b) that Mr Sutherland consents (if declared elected) to the immediate alteration in his office.

Decision: *"The State Divisional Executive resolves that, conditional on Andrew Sutherland being elected to the office of Divisional Assistant Secretary, the full-time office of State Divisional Assistant Secretary (Plasterers) will immediately, from the happening of that event, become an honorary office."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Decision: *"The State Divisional Executive resolves that the State Divisional Executive resolves that in the absence of the State Secretary, the State Divisional Assistant Secretary (General) will be appointed as the Acting State Secretary and will act with the powers, and have the same obligations, as the State Secretary."*

Moved: Ian McKewin Seconded: Keith Murphy

General Business

Nil

There being no further business the meeting closed at 4:05pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 7-12-17

Initial: _____ Date: 7-12-17-2

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 7 December 2017 commencing at 12:52pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland, Jacqui Collie (Minute Secretary)

Apologies: Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on 21 September 2017 at 3:12pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record.*

Moved: Peter Close Seconded: Dallas Ezzy

- Estimated Income and Expenditure Statement for the period ended 30 November 2017.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union for the period ended 30 November 2017.

Decision: *"That the estimated income and expenditure statement for the period ended 30 November 2017 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Keith Murphy Seconded: Jack Cummins

General Business

Nil

There being no further business the meeting closed at 1:15pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 1-2-18

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 29 August 2017 commencing at 4:18pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary) ANDREW SOUTHERLAND. RGK.

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 31 July 2017 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Financial Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2017.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2017 be received and endorsed.*

- Estimated Income and Expenditure Statement for the period ended 31 July 2017

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union for the period ended 31 July 2017.

Decision: *"That the estimated income and expenditure statement for the period ended 31 July 2017 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division Union Construction and General Division be received and endorsed."*

Moved: Jack Cummins Seconded: Ian McKewin

General Business

Nil

Initial: RGK Date: 21-9-17

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Wayne Lyssel

Date: 21-9-17

There being no further business the meeting closed at 4:35pm

Initial: RJL Date: 21-9-17

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 31 July 2017 commencing at 4:25pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 16 June 2017 at 9:12am were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Peter Close

Financial Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2017.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 March 2017 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the State Executive.*

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial period to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial period to which the GPFR relates and since the end of that period:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organization including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *there have been no orders for inspection of financial records made by the Queensland Industrial Relations Commission under section 788 of the Act during the year.*

(f) *the organization has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organization: *State Secretary*
Date the officer most recently completed the training: *26 May 2017*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

- Estimated Income and Expenditure Statement for the period ended 30 June 2017

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 30 June 2017.

Decision: *"That the estimated income and expenditure statement for the period ended 30 June 2017 for the Construction, Forestry, Mining and Energy Industrial Union of Employees, Queensland State Construction and General Division be endorsed."*

Moved: Peter Close Seconded: Jack Cummins

Investment Policy

The Secretary reported on the Commonwealth Bank Investment policy and the policy was circulated to Executive members.

Decision: *"That the report be received and that the Executive endorse the investment policy."*

The Secretary presented a number of fixed interest options provided by the Commonwealth Bank.

Decision: *"That the report be received and that the Executive endorse the investment policy."*

Moved: Dallas Ezzy Seconded: Peter Close

Initial: RGK Date: 29-8-172

General Business

Nil

There being no further business the meeting closed at 4:53pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Hyde

Date: 29-8-17

Initial: CJK Date: 29-8-17

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on on Friday 16 June 2017 commencing at 9:12am

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Financial Reports

The State Secretary tabled the final Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 December 2016.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 December 2016 be received and endorsed.*

Moved: Jack Cummins Seconded: Ian McKewin

Investment Policy

The Divisional Branch Secretary reported on discussions with the Commonwealth Bank in relation to an investment policy with a purpose to establish governance framework that the union adopts in investing its capital. The Divisional Branch Secretary circulated the policy for feedback.

Decision: *"That the report be received and that the Executive endorse the investment policy. Further, that the Executive endorse Michael Ravbar and Jade Ingham as the two key decision makers to operate as both to sign/operate when providing instructions.*

Moved: Peter Close Seconded: Jack Cummins

Brisbane Property

The Divisional Branch Secretary gave an update on the report given at the last meeting on the property that the union was considering purchasing at 10-12 Campbell Street, Bowen Hills. He advised Executive that the union is not prepared to pursue the property based on the market value of others properties listed in the area.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

General Business

Nil

There being no further business the meeting closed at 9:22am

Royce Kupsch

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 17 May 2017 commencing at 4:55pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland State Construction & General Division held on Friday 31 March 2017 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Keith Murphy

Governance

- Conflicts of Interest

There were no potential conflicts of interest.

Financial Reports

The State Secretary tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 December 2016.

Decision: *That the financial statements for the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statement for the year ended 31 December 2016 be received and endorsed.*

Moved: Peter Close Seconded: Ian McKewin

State Divisional Executive Delegation

Decision: *The State Divisional Executive resolves under rule B20(f):*

(a) that the following expenditure may be disbursed by the State Secretary:
- *(i) recurrent expenditure;*
- *(ii) budgeted expenditure;*
- *(iii) specific expenditure; and*
- *(iv) expenditure to a limit of $20,000; and*

(b) that the State Secretary is to report expenditure incurred under this authority at the next ordinary meeting of the State Divisional Executive.

Moved: Jack Cummins Seconded: Dallas Ezzy

Brisbane Property

The Divisional Branch Secretary reported that the union is considering purchasing a property at 10-12 Campbell Street, Bowen Hills and advised that he will give a report back at the next Executive meeting.

Decision: "That the report be received."

Moved: Keith Murphy Seconded: Jack Cummins

General Business

Nil

There being no further business the meeting closed at 5:15pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 31 March commencing at 4:15pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 21 November 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Ian McKewin

Change of Office Holders

The Secretary reported that there are currently three casual vacancies, two having occurred as a result of the resignations of John Schieber, Antonio Floro as Elected Organisers and the other vacancy having arisen from the late withdrawal of Mr Menon as a candidate in the election. The Secretary advised that Andrew Temoho has also resigned, however he was not an elected officer. The Executive discussed reducing the number of elected organisers by the number of the current casual vacancies (i.e. reduce by 3 to 15).

Decision: *The State Divisional Executive determines that the number of organisers to be elected for the State Division is, on and from the 31st March 2017, 15 and there will be no elections held to fill the casual vacancies that previously existed in the position of State Divisional Organisers.*

Moved: Peter Close Seconded: Jade Ingham
Carried Unanimously

MCQ Election

The Divisional Branch Secretary reported on the conduct of the election for the Management Committee Qld of the CFMEUQ (the MCQ) and advised that nominations opened on 20 February 2017 and close midday 6 March 2017 and that each Union Officer will be elected by a collegiate electoral system. He advised that in accordance with the rules of the CFMEUQ, this is an election with the 2016 cycle:

Union President: C & G
Union Vice President: District
Union Secretary: District
Union Assistant Secretary: C& G

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Peter Close

Darwin Property

The Secretary advised Executive that the union has purchased a property in Darwin which settled 22 February 2017. The office opening was held on the night of the Darwin sub branch on Thursday 23 March 2017.Tenants in the office (hot desk) include BUSSQ, BERT/CIPS, BTF and ADSS.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

General Business

Nil

There being no further business the meeting closed at 4:35pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 21st November, 2016.

Present: Michael Ravbar, Jade Ingham, Andrew Sutherland, Peter Close, Royce Kupsch, Steve Gaske, Ian McKewin, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division, held on Thursday 22nd September, 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Ian McKewin

Financial Report:

The State Secretary presented the CFMEU Q estimated income and expenditure statement for the period ended 31 October, 2016.

Decision: *"That the Income and Expenditure report for the period ended 31 October 2016 be endorsed."*

Moved: Jade Ingham Seconded: Keith Murphy

General Business

Nil

There being no further business the meeting closed at 4:30pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 22 September 2016 commencing at 1:20pm

---

Present: Michael Ravbar, Jade Ingham, Andrew Sutherland, Peter Close, Royce Kupsch, Steve Gaske, Ian McKewin

Apologies: Keith Murphy

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division, held on Tuesday 7 June, 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Royce Kupsch Seconded: Peter Close

Income and Expenditure Statement

The State Secretary presented and explained the income of expenditure statement for the period ended 31 August 2016.

Decision: *"That the Income and Expenditure report for the period ended 31 August 2016 be endorsed."*

Moved: Andrew Sutherland Seconded: Peter Close

General Business

Nil

There being no further business the meeting closed at 4:35pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 7 June 2016 commencing at 1:20pm

---

Present: Michael Ravbar, Peter Close, Keith Murphy, Royce Kupsch, Steve Gaske

Apologies: Jade Ingham, Brad Daniels, Ian McKewin, Andrew Sutherland

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division, held on Wednesday 1 June, 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Keith Murphy

Financial Reports:

The State Secretary presented the financial accounts for the Construction, Forestry, Mining and Energy Union, Industrial Union of Employees, Queensland – Construction and General Division State Executive the financial reports for the period ended ?

Decision: *"That the Financial Report for the period ended ? be received.*

Moved: Steve Gaske Seconded: Peter Close

General Business

Nil

There being no further business the meeting closed at 1:30pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 1 June 2016 commencing at 5.10pm

---

Present: Michael Ravbar, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Royce Kupsch, Andrew Sutherland, Steve Gaske

Apologies: Brad Daniels

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on Thursday 24 March, 2016 at 2.35pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Keith Murphy

Financial Reports:

The State Secretary reported that a special Executive has been scheduled for Tuesday 7 June, 2016 at 12.30pm to deal with the accounts.

Decision: *"That the CFMEU accounts will be presented at the 7 June, 2016 Executive."*

Moved: Steve Gaske Seconded: Jade Ingham

General Business

Nil

There being no further business the meeting closed at 5.25pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 24 March 2016 commencing at 2:35pm

---

Present: Michael Ravbar, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Royce Kupsch , Andrew Sutherland

Apologies: Steve Gaske, Brad Daniels

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on Tuesday 24 November at 4:45pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Ian McKewin

Bank Guarantee

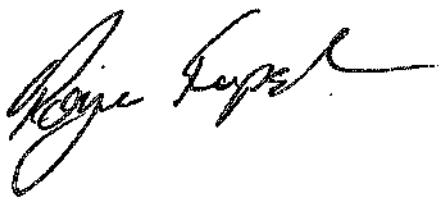
The State Secretary reported on Bank Guarantee documentation and the resolution passed by the QNTDB Executive.

Decision: *"That the report be received and that the CFMEUQ State Executive note the resolution endorsed by the QNTDB Executive."*

General Business

Nil

There being no further business the meeting closed at 2:45pm



Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland - Construction and General Division State Executive held on Tuesday 24 November 2015 commencing at 4:45pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin,Brad Daniels, Keith Murphy, Andrew Sutherland

Apologies: Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland - Construction & General Division, Queensland State Executive held on Wednesday 7 October 2015 at 12:45pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Jade Ingham

Financial Reports

The Divisional Branch Secretary produced to the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland - Construction and General Division Queensland State Executive the financial reports for the period ended 31 October 2015.

Decision: *"That the Financial report for the period ended 31October 2015 be received."*

Moved: Ian McKewin Seconded: Peter Close

There being no further business the meeting closed at 4:55pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 7 October 2015 commencing at 12:45pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 25 September 2015 at 3:15pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Keith Murphy

David Hanna Resignation

The State Secretary reported that since the Executive applied the use of rule 53 at the last meeting dated 25 September 2015 that David Hanna has responded in writing with a letter of resignation.

It was noted that the Queensland Northern Territory Divisional Branch Executive tabled and accepted the resignation of David Hanna from the QNTDB and that members who resign from the QNTDB are administratively treated as having also resigned from the Construction, Forestry, Mining and Energy Union of Employees, Queensland (CFMEUQ).

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Jade Ingham

Financial Reports

The State Secretary produced to the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division State Executive the financial reports for the period ended 30 September 2015.

Decision: *"That the Financial report for the period ended 30 September 2015 be received."*

Moved: Ian McKewin Seconded: Jade Ingham
CARRIED UNANIMOUSLY

General Business

Nil

There being no further business the meeting closed at 12:55pm

Royce Kupsch

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 25 September 2015 commencing at 3:15pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 4 August 2015 at 3:30pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Jade Ingham

David Hanna: Charges to be laid under Rule 53:

The State Secretary explained the process of charging David Hanna under Rule 53 for gross misbehaviour.

David Hanna is to be expelled and his membership to be removed from CFMEU records.

Decision: *"This Executive is responding to the many letters and phone calls from concerned members to terminate David Hanna for gross misbehaviour as per Rule 53 of the CFMEU constitution.*

The Executive recommend expulsion and removal of David Hanna's membership"

Moved: Ian McKewin Seconded: Steve Gaske
CARRIED UNANIMOUSLY

Decision: *"This Executive also recommends that all legal and ongoing costs for David Hanna's case be terminated forthwith.*

Moved: Keith Murphy Seconded: Brad Daniels
CARRIED UNANIMOUSLY

Union Rules

The Secretary explained that the union position of President was an elected paid position whilst David Hanna held that role as per the amalgamation agreement. The union's rules will now reflect the long term position that the President will revert back to an honorary position.

COM.0001.0002.4421_0143

Decision: *"That the Executive endorse the rule change."*

Moved: Michael Ravbar Seconded: Jade Ingham

Financial Reports

The State Secretary reported that the union has sold 366 Upper Roma Street Officers to the AMWU for $2.5 million.

The State Secretary produced to the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division State Executive the financial reports for the period ended 31 August 2015.

Decision: *"That the Financial report for the period ended 31 August 2015 be received."*

Moved: Michael Ravbar Seconded: Jade Ingham

General Business

Nil

There being no further business the meeting closed at 3:30pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 4 August 2015 commencing at 3:30pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Pearson, Peter Close (by telephone), Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 17 June 2015 at 3:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Royce Kupsch Seconded: Ian McKewin

Charges Under Rule 51:

(a) **David Hanna**
(b) **Mick Myles**

The State Secretary reported that the National office completed an investigation and advised of the resignation of Mick Myles effective 30 July 2015 and the resignation of David Hanna from all positions held at the Branch and National level effective 30 July 2015.

Decision: *"That the report be received and that the Divisional Branch Executive accept the resignation of Mick Myles and David Hanna from all positions held effective 30 July 2015."*

Moved: Ian McKewin Seconded: Peter Close

General Business

Nil

There being no further business the meeting closed at 3:50pm

Royce Kupsch

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 17 June 2015 commencing at 3:00pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Pearson, Peter Close, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: David Hanna

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 11 May 2015 at 3:50pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Keith Murphy

Financial Reports

The State Secretary reported on the financial report of the Construction, Forestry, Mining and Energy Union, Industrial Union of Employees Queensland – Construction and General Division.

Decision: *"That the financial statements for the year ended 31 December 2014 be endorsed and filed with the registry."*

Moved: Kane Pearson Seconded: Ian McKewin

General Business

Nil

There being no further business the meeting closed at 3:10pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 11 May 2015 commencing at 3:50pm

---

Present: Michael Ravbar, Jade Ingham, Kane Pearson, Ian McKewin, Keith Murphy, Royce Kupsch , Brad Daniels, Steve Gaske

Apologies: David Hanna, Peter Close

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 24 March 2015 at 4:30pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jade Ingham Seconded: Steve Gaske

Financial Reports

The State Secretary gave an update report on the Union's financial position and presented the Financial Accounts for the year ending 2014.

Decision: *"That the financial accounts of the Construction, Forestry, Mining and Energy Union, Industrial Union of Employees Queensland for 2014 be accepted and endorsed."*

Moved: Keith Murphy Seconded: Ian McKewin

General Business

Nil

There being no further business the meeting closed at 4:10pm

Royce Kupsch

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 24 March 2015 commencing at 4:30pm

---

Present: Michael Ravbar, David Hanna, Jade Ingham, Kane Pearson, Peter Close, Ian McKewin, Keith Murphy, Royce Kupsch , Brad Daniels, Steve Gaske

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 25 November 2015 at 4:20pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Jade Ingham

Appointments

With the written resignation of Peter Close in May 2014 from the position of Assistant State Secretary, it has been noted that Kane Pearson is now filling the roll of elected Assistant State Secretary and Peter Close holds the position of Executive member.

Decision: *"That Kane Pearson and Peter Close be appointed to the above positions as per the rules."*

Moved: Royce Kupsch Seconded: Brad Daniels

General Business

Nil

There being no further business the meeting closed at 4:45pm

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 25 November 2014 commencing at 4:20pm

---

Present: Michael Ravbar, Jade Ingham, Kane Pearson, Peter Close, Ian McKewin, Keith Murphy, Royce Kupsch (Acting President), Brad Daniels, Steve Gaske

Apologies: David Hanna

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 3 October 2014 at 1:15pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Jade Ingham

Financial Reports

The State Secretary explained that all the union assets are owned by CFMEUQ.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Steve Gaske

General Business

Nil

There being no further business the meeting closed at 4:35pm

Royce Kupsch

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 3 October 2014 commencing at 1:15pm

---

Present: Michael Ravbar, Jade Ingham, David Hanna, Kane Pearson, Peter Close, Ian McKewin, Keith Murphy

Apologies: Brad Daniels, Steve Gaske, Royce Kupsch

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 15 September 2014 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Keith Murphy

Financial Reports:

The State Secretary gave an update report on the Union's financial position.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting closed at 1:30pm

Royce Kupsch

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on 15 September 2014 commencing at 2:00pm

---

Present: Michael Ravbar, David Hanna, Jade Ingham, Kane Pearson, Steve Gaske, Brad Daniel, Keith Murphy, Ian McKewin, Royce Kupsch, Peter Close

Apologies: Nil

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on 28 July 2014 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jade Ingham Seconded: Peter Close

Administrative Arrangements

The following resolutions regarding administrative arrangements were presented to the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland- Construction and General Division State Executive:

Resolution 1 – Income

The State Executive notes that:

- there has for a very long time been arrangements in place between the CFMEU and its predecessors and the CFMEUQ and its predecessors for the sensible administration of the 2 entities so as to maximise membership benefit and avoid unnecessary cost by duplication;
- a number of amalgamations and mergers have occurred in Queensland that have had an effect on the way in which the CFMEUQ operates;
- the amalgamations that have occurred in the last 2 years have unified the state components of the CFMEU and have been with the:

  (a) CFMEUQ;
  (b) FEDFA;
  (c) QCEUE; and
  (d) BLF;

- the amalgamations were structured to reflect the arrangements that exist in the CFMEU and utilise a divisional structure (Construction and General/Miners);

- a merger occurred in the federal jurisdiction which resulted in the C & G Division representing all members in Queensland not otherwise attached to the Mining Division, with the exception of the FFPD members who are represented on an agency basis by the C & G Division;

- different structural arrangements have also been necessary to provide for the representation of the Northern Territory members who are also attached to the C & G Division and the Divisional Branch was renamed the Queensland Northern Territory Divisional Branch ("the C&G Divisional Branch");

- the State Construction and General Division ("the State Division") of the CFMEUQ has substantially the same membership as the C&G Divisional Branch;

- the general position of the C&G Divisional Branch in the last few years, and which takes into account the unification of the state counterparts of the CFMEU, was to create uniformity by emphasising the Federal identity of the CFMEU, not just between the members of the former BLF and Building Workers Division Branches in Queensland, but particularly with the Northern Territory members;

- the State Division recognises that the C&G Divisional Branch and the CFMEU consider it both appropriate and desirable that the contributions of Joint Members be administered by Divisional Branches and not state counterparts, as the CFMEU is streamlining its operations around Australia to move to a greater federal focus, more defined identity and to respond to Government and Employer attacks in a more cohesive way;

- due to the State Division having significantly the same membership as the C&G Divisional Branch ("Joint Members") with the exceptions of the FFTS/Northern Territory members, administrative practices have been implemented to avoid overlap, inefficiencies and unnecessary cost;

- structural/administrative arrangements have also been implemented by the State Division in conjunction with the C&G Divisional Branch due to:

  (a) the significant growth in the number of members of the C&G Divisional Branch in the Northern Territory;
  (b) the significant majority of Joint Members being national system employees;
  (c) the significant majority of members of the former BLF are national system employees;
  (d) the continued decline in the state industrial systems around Australia as the Howard amendments to the industrial relations system has taken hold;
  (e) the attack on workers in Queensland by the Newman Government;
  (f) the unmeritorious attack on Queensland union structures by Bleije/Newman; and
  (g) the stripping of employees from Queensland government services;

- recognition of these factors and the appropriateness of utilising the CFMEU as the more relevant overarching structure, that can accommodate the needs of the Joint Members into the future, has required the administrative process, inclusive of the:

  (a) payment of subscriptions and levies;

(b) employment of staff;
(c) training of officials;
(d) engagement of agents/suppliers; and
(e) purchase of plant and equipment,

to occur in the C & G Divisional Branch as opposed to using the state union as previously occurred;

- the State Division has, through its officers, confirmed to the C & G Divisional Branch that the preferred approach of the State Division is to operate in a cohesive way through the C & G Divisional Branch by streamlining to the extent possible the administrative arrangements between the 2 entities, provided that compliance must be effected in relation to the state registered union so that the ability of the state registered union to continue to represent members in the state commission is ensured;

- the joint members are only to pay one set of contributions which the C & G Divisional Branch will collect and the rules of the state union will provide that members of the State Division who are financial in the CFMEU and are attached to the C & G Divisional Branch are not required to pay a further fee,

- the State Division will also ensure its rules provide for similar structures to the C & G Divisional Branch and that an exemption from election can be obtained by the State Division so that the officers who hold corresponding offices will be the same;

- the officers of the C & G Divisional Branch have confirmed that a priority of the administrative arrangements will be to ensure the continued existence and ongoing compliance of the state registered entity; and

- it is appropriate to formalise the arrangements between the State Division and the C & G Divisional Branch in writing.

<u>Decision:</u> *"The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative arrangements in place between the State Division and the C&G Divisional Branch, for:*

(a) subscription fees to be paid to, and collected by, the C & G Divisional Branch;
(b) levies to be collected by the C & G Divisional Branch;
(c) employees to be engaged by the C & G Divisional Branch;
(d) employees/joint employees to be administered by the C & G Divisional Branch;
(e) agents/suppliers to be engaged by the C & G Divisional Branch;
(f) finances/administration to be conducted by the C & G Divisional Branch; and
(g) membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorises the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch."

Resolution 2 – Grants

The State Executive notes that:

- as part of the restructuring of administrative arrangements between the State Division and the C & G Divisional Branch to ensure effective operations, the administration of the existing BERT apprenticeship scheme grants was transferred by the State Division to the C & G Divisional Branch, on the basis that the C & G Divisional Branch act as the agent for the State Division for the purposes of discharging the grant and to fulfil its obligations with respect to its grant funding;

- commencing in 2013 BERT grants for the apprenticeship scheme are made to the C & G Divisional Branch and not the State Division; and

- the State Secretary confirmed that it is best practice for the administrative and financial activities relating to the grants to be delivered by the C & G Divisional Branch, and consequently agreed to act as the agent of the State Division for the purposes of effecting the grants.

Decision: *"The State Executive resolves that the State Division confirms the appointment of the C&G Divisional Branch as the agent for the purpose of assisting the State Division to fulfil its obligations with respect to its BERT grant funding for apprentices, and confirms and adopts the State Secretary's administrative decision to do so."*

Resolution 3 – Maintenance of property

The State Executive notes that:

- the State Division has, for a number of years, agreed that the C & G Divisional use the State Division's property for the benefit of Joint Members;

- the maintenance of the properties of the State Division is a continuing expense of the State Division;

- the previous administrative arrangements in place between the C & G Divisional Branch and either the CFMEUQ (prior to 1.5.13) and the State Division, as the case may be, provided that the CFMEUQ/State Division collected the membership subscriptions of Joint Members who were required to only pay a single subscription;

- due to the change in the structural/administrative arrangements, this is no longer the situation and the State Division no longer has a direct source of funds derived from membership subscriptions;

- consequently the State Division must seek payment from the C & G Divisional Branch to defray the costs associated with ownership/maintenance of its property which the C & G Divisional Branch uses;

- in exchange for the payment the State Division will provide a license (or other appropriate arrangement) to the C & G Divisional Branch to use its property held in the State Division's divisional fund; and

- it is appropriate for the State Secretary to enter into an agreement with the C & G Divisional Branch to provide for the license or other arrangement.

Decision: *"The State Executive authorises the State Secretary, on behalf of the State Division, to enter into a written agreement with the C & G Divisional Branch which provides for payments to be made from the C & G Divisional Branch to the State Division for the C & G Divisional Branch's continued use of the State Division's properties."*

Resolution 4 – GST

The State Executive notes that:

- administrative arrangements are in place which require a number of transactions to be made between the State Division and the C & G Divisional Branch;

- the C & G Divisional Branch and the State Division:

  (a) are both registered for GST;
  (b) have the same tax periods as each other;
  (c) account for GST on the same basis as each other;
  (d) are not a member of any other GST groups; and
  (e) do not have any registered GST branches;

- if the State Division and C & G Divisional Branch were to register as a GST Group, transactions between the State Division and C & G Divisional Branch would not treated as taxable sales or purchases; and

- it is appropriate for this matter to be investigated by the State Secretary.

Decision: *"1. The State Executive directs the State Secretary to investigate forming a GST Group with the C & G Divisional Branch in accordance with the A New Tax System (Goods and Services Tax) Act 1999.*

2. The State Executive directs the State Secretary to:
(a) seek specific advice as to the accounting treatment of GST Groups; and
(b) report to a subsequent meeting of the State Executive about the advantages and disadvantages of forming a GST Group."

Resolution 5 – Defence Fund

The State Executive notes that:

- the State Division's defence fund has been transferred to the Branch Fund of the C & G Divisional Branch where it has been used for, and is to be used for, the purpose of defending joint members;
- the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C & G Divisional Branch;
- the transfer is also consistent with the matters noted in relation to resolution 1; and
- the actions of the State Secretary in transferring the funds are endorsed.

Decision: *"The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established."*

Resolution 6 – Accrued Employee Entitlements

The State Executive notes that:

- the State Division's accrued employee entitlements have been transferred to the divisional branch fund of the C & G Divisional Branch where it has been used for, and is to be used for, the purpose of payment of accrued entitlements to the Joint Employees and/or former employees of the CFMEUQ/State Division;
- the transfer is consistent with the matters noted in relation to resolution 1;
- the arrangements need to be regularised to ensure that the interests of the State Division are protected by way of an enforceable indemnity; and
- the actions of the State Secretary in transferring the funds are endorsed .

Decision: *"The State Executive endorses, and confirms, the decision of the State Secretary to transfer the accrued employee entitlements to the C & G Divisional Branch to be used for the payment of the accrued employment entitlements of Joint Employees or former employees of the CFMEUQ/State Division."*

Resolution 7 – Other administrative arrangements

The State Executive notes that:

- other aspects of the administrative arrangements, including those relating to the employment of joint staff, full-time officials, utilisation of plant and equipment and

the provision of membership services are appropriate to be dealt with by way of a written agreement, and may not presently be the subject of an agreement.

Decision: *"The State Secretary is directed to negotiate with the Divisional Branch Secretary of the C & G Divisional Branch and the C & G Divisional Branch to ensure all administrative arrangements, not otherwise specifically dealt with in resolutions 1-6, are the subject of a written agreement."*

Decision: *"That the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division endorse the resolutions."*

Moved: Brad Daniel Seconded: Steve Gaske

Financial Reports:

The State Secretary reported to the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division on the financial reports.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Steve Gaske

There being no further business the meeting closed at 2:30pm

3-10-14

Meeting of the State Executive of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland – Construction and General Division Monday 28 July 2014 commencing at 2:00pm

Present: Michael Ravbar, Jade Ingham, Kane Pearson. Steve Gaske, Brad Daniel, Keith Murphy, Ian McKewin, Royce Kupsch

Apologies: David Hanna

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland held on Friday 9 May 2014 at 2:00pm were presented to the Executive.

Decision: "That the previous minutes are a true and correct record."

Moved: Keith Murphy Seconded: Steve Gaske

Financial Reports:

The State Secretary reported on the CFMEU, Industrial Union of Employees, Queensland-Construction and General Division financial reports for the period ended 30 June 2014.

Decision: "That the report be received."

Moved: Brad Daniel Seconded: Keith Murphy

General Business:

Nil

There being no further business, the meeting closed at 2:15pm.

15-9-14
David Hanna

S:\Minutes\STATEEXC\minutes CFMEUQ State Executive 280714.docx

COM.0001.0002.4421_0171

Meeting of the Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland State Executive Meeting on 9 May 2014 commencing at 2:00pm

---

Present: Michael Ravbar, David Hanna, Jade Ingham, Kane Pearson, Steve Gaske, Royce Kupch, Brad Daniels, Keith Murphy, Ian McKewin, Royce Kupsch

Apologies: Peter Close

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland held on 25 March 2014 at 2pm were presented to the Executive.

Decision: "That the previous minutes are a true and correct record."

Moved: Ian McKewin Seconded: Brad Daniels

Financial Statements 2013

The Construction, Forestry, Mining & Energy Union, Industrial Union of Employees Queensland Financial Statements for the year ended 31 December 2013 were presented to the Executive.

Decision: "That the Financial Statements for the year ended 31 December 2013 be endorsed"

Moved: Keith Murphy Seconded: Steve Gaske

There being no further business, the meeting closed at 2.15pm

Meeting of the State Executive of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland on Tuesday 25th March 2014 commencing at 2:00pm

---

Present: Michael Ravbar, Peter Close, Jade Ingham, Steve Gaske (Chair), Ian McKewin, Bradley Daniel, Keith Murphy, Kane Pearson, Royce Kupsch

Apologies: David Hanna

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland held on Monday 25th November 2013 at 1:00pm were presented to the Executive.

Decision: "That the previous minutes are a true and correct record."

Moved: Ian McKewin Seconded: Brad Daniel

There being no further business, the meeting closed at 2:10pm

COM.0001.0002.4421_0175

COM.0001.0002.4409

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Wednesday 30 May 2018 commencing at 1:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 29 March 2018 at 11:00am were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 29 March 2018 be adopted as a true and correct record.*

Moved: Peter Close Seconded: Dallas Ezzy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No revisions were declared.

- Disclosure of Remuneration

The Divisional Branch Secretary, Michael Ravbar and Assistant Divisional Branch Secretary Jade Ingham disclosed to the Executive remuneration received as a result of being a Board member.

"The Divisional Branch Executive notes the disclosure of the amount of remuneration each officer who holds a directorship was paid during the period 1 April 2017 – 31 March 2018. The Divisional Branch Executive acknowledges that the QNTDB will be paid the directors' fees in respect of those directorships and that the officers are paid the superannuation contributions which the Company is not permitted at law to pay to the QNTDB. The following officers have disclosed the amount of remuneration to be paid during the period of 1 April 2017 – 31 March 2018."

Officer	**Superannuation Contributions**
Michael Ravbar, Divisional Branch Secretary	$8,880
Jade Ingham, Divisional Branch Assistant Secretary	$7,188

Moved: Peter Close Seconded: Ian McKewin

- Conflict of Interest

There was no conflict of interest noted.

Initial: JI Date: 25-6-18

0405

COM.0001.0002.4409_0002

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Financial Matters/Reports

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 May 2018.

Decision: *"That the income from dues as at 15 May 2018 be received."*

Moved: Peter Close Seconded: Ian McKewin

- Financial Statements

Shaun Lindeman, Partner, PFK accountants addressed the Executive regarding the audited accounts and took questions from the floor.

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2018.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2018 be received and endorsed and that the Divisional Branch Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

On 30 May 2018, the Committee of Management of the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2018.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the General Manager;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

0406

COM.0001.0002.4409_0003

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the RO Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or Commissioner; and*

vi. *where any order for inspection of the financial records has been made by the Registered Organisations Commission under section 273 of the RO Act, there has been compliance.*

(f) *No revenue has been derived from undertaking recovery of wages activity during the reporting period.*

This declaration is made in accordance with a resolution of the Committee of Management.

0407

Moved: Jack Cummins Seconded: Dallas Ezzy

EBA Campaign

- Building

The Divisional Branch Assistant Secretary, Jade Ingham gave an update on the progress of EBAs.

- Local Government

The Divisional Branch Secretary gave an update on the Local Government EBAs.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

COM.0001.0002.4409_0004

Union Campaigns

The Divisional Branch Secretary gave an updated report on the following campaigns:

- Health and Safety
- Procurement

Decision: *"That the reports be received."*

Moved: Steve Gaske Seconded: Keith Murpy

Delegates Convention

The Divisional Branch Secretary gave a report on the arrangements for the upcoming 33rd Delegates Convention scheduled for 7 & 8 June 2018.

Decision: *That the Divisional Branch Executive:*

- *acknowledges and congratulates the Divisional Branch State Secretary on the arrangements for the Delegates Convention scheduled for 7 & 8 June 2018;*
- *notes that the delegates to the convention are all joint members of the Divisional Branch; and*
- *consistent with custom and practice and the arrangements between the Divisional Branch and the State Division, authorises the expenditure of funds for meeting the cost of the Delegates Convention.*

Moved: Dallas Ezzy Seconded: Jack Cummins

May Day

The Divisional Branch Secretary reported on the success of the May Day activities throughout Queensland.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Peter Close

General Business

- Nil

There being no further business the meeting the meeting closed at 2:38pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roger Kupsch

Date: 25-6-18

0408

COM.0001.0002.4409_0005

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 29 March 2018 commencing at 11:00am

Present: Michael Ravbar, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 1 February 2018 at 2:00pm were presented to the Executive.

Decision: *"That the minutes of the meeting held 1 February 2018 be adopted as a true and correct record.*

Moved: Peter Close Seconded: Dallas Ezzy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No revisions were declared.

- Conflict of Interest

Divisional Branch Executive members Peter Close, Dallas Ezzy and Michael Ravbar declared a potential conflict of interest in regards to the Skylight and Financial Solutions proposal.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Ian McKewin

Financial Matters/Reports

- Estimated Income and Expenditure Statement for the period ended 28 February 2018.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 28 February 2018 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch.

0409

COM.0001.0002.4409_0006

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2018 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be received and endorsed."*

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Jack Cummins

Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 March 2018.

Decision: *"That the income from dues as at 15 March 2018 be received."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Budget Criteria

The Divisional Branch Secretary spoke about the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget for 2018 and tabled the Budget Criteria.

Decision: *"That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria for 2018 be endorsed."*

Moved: Keith Murphy Seconded: Ian McKewin

Organising

The Divisional Branch Secretary reported that new temporary organisers had now commenced with the union:

- Craig Davidson
- Anthony Harding
- Blake Hynes
- Paul Dunbar
- Grant Harradine

0410

COM.0001.0002.4409_0007

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

Campaign Levy

The Divisional Branch Secretary gave a report on the proposed ACTU Campaign Levy and the upcoming campaign. He advised Executive that the levy would be paid in two instalments.

Decision: *"That the Divisional Branch Executive having heard and considered the report of the Divisional Branch Secretary resolves and authorises the Divisional Branch Secretary to contribute $65 per member to the ACTU change the rules campaign commencing immediately until the next Federal election. Further, that the Divisional Branch Secretary be authorised to make these disbursements in two instalments from the Defence Fund."*

Moved: Keith Murphy Seconded: Ian McKewin

EBA Campaign

- Building

The Divisional Branch Secretary gave an update on the progress of EBA's.

- Local Government

The Divisional Branch Secretary reported on the status of Local Government Agreements.

Decision: *"That the reports be received."*

Moved: Andrew Sutherland Seconded: Keith Murphy

Union Campaigns

The Divisional Branch Secretary gave an updated report on the following campaigns:

- Health and Safety
- Procurement

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Steve Gaske

Apprenticeship Scholarship Report

The Divisional Branch Secretary spoke about the Apprenticeship Scholarship Report 2018. He advised the Divisional Branch Executive that Ross Davidson will be commencing in Rob Cameron's role, as Training Coordinator due to Rob's retirement. The report was tabled by the Divisional Branch Secretary.

0411

COM.0001.0002.4409_0008

The report recommended that the scheme moves forward with a new structure and a proposal for two less co-ordinators.

Decision: *"That the report be received and that the Divisional Branch Executive authorises the Divisional Branch Secretary to implement the Apprenticeship Scholarship 2018 Report."*

Moved: Ian McKewin Seconded: Peter Close

Skylight Financial Solutions

The Divisional Branch Secretary reported on the proposal from Skylight Financial Solutions and the entering into a 2 year service agreement with the BERT fund. Skylight Financial Services has been established as a fully owned subsidiary of BUSSQ.

Divisional Branch Executive member Peter Close declared a potential conflict of interest due to his employment with BERT.

Divisional Branch Executive member, Dallas Ezzy declared a potential conflict of interest due to his employment with BUSSQ.

Divisional Branch Executive member, Michael Ravbar declared a potential conflict of interest due to his BERT Directorship.

Michael Ravbar, Dallas Ezzy and Peter Close left the room and did not take part in any decision relating to the Skylight Financial Solutions proposal.

0412

Decision: *"That the report be received and that the Divisional Branch Executive endorse the 2 year proposal from Skylight Financial Solutions."*

Moved: Steve Gaske Seconded: Ian McKewin

Delegates Convention

The Divisional Branch Secretary gave an update on preparations for the 33rd Biennial delegate's convention to be held 7 & 8 June 2018 at the Sofitel Brisbane.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Peter Close

CFMEU/MUA/TCFUA Amalgamation

The Divisional Branch Secretary reported that the Fair Work Commission (FWC) has approved the formation of the new union and that the new union will be up and running from March 27 2018.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Jack Cummins

COM.0001.0002.4409_0009

Oaky North Dispute

The Divisional Branch Secretary gave an update on the oaky north dispute and advised that there has been an application from Glencore to terminate the agreement and that the agreement was going to be put to the workers for another vote. The Divisional Branch Secretary reported that it was likely that this vote was to be accepted by the workers as it was supported by the union.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Andrew Sutherland

Legal Matters

The Divisional Branch Secretary gave an update on the following legal matters:

- Hollands settlement
- Universal Cranes
- Susan Menso Case
- Watpac Case
- Hutchinson Builders Case

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Andrew Sutherland

General Business

- Gunnedah Fight Night

The Divisional Branch Secretary reported on a sponsorship request for the Gunnedah Fight Night

Decision: *"That the sponsorship request be deferred until the fight is confirmed."*

Moved: Keith Murphy Seconded: Peter Close

There being no further business the meeting the meeting closed at 12:57pm.

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 30-5-18.

Initial: RGK Date: 30-5-18

0413

COM.0001.0002.4409_0010

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 1 February 2018 commencing at 2:00pm

Present: Michael Ravbar, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 7 December 2018 at 11:30am were presented to the Executive.

Decision: *"That the minutes of the meeting held 7 December 2018 be adopted as amended as a true and accurate record of the meeting.*

Moved: Ian McKewin Seconded: Jack Cummins

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. The Divisional Branch Secretary reported that he is no longer Director on the CIPS board and that Jacqui Collie is his replacement.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Ian McKewin

- Governance general matters

The Divisional Branch Secretary reported that the Queensland office of the mining division have been informed they are currently under review by the Registered Organisations Commission.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Andrew Sutherland

0414

COM.0001.0002.4409_0011

Senior Officers Responsibilities

The Divisional Branch Secretary reported on the following change of leadership, roles and responsibilities within the organisation:

Bluey Menon is now the Southern Coordinator for all construction (except SEQ), local and state government, offsite/fixed establishment (including floor layers) for regional Queensland.
Kane Lowth is now the Northern Coordinator for all construction, local and state government, offsite/fixed establishment and major projects in regional Queensland and the Northern Territory.
Tony Stott's role will now be responsible for compliance.

A report was given by the Divisional Branch Secretary on the appointment of four new temporary organisers, Blake Hynes, Paul Dunbar, Anthony Harding & Craig Davidson.

In relation to administration the Divisional Branch Secretary advised that Brendan Murphy will temporary be moved from accounts into IR to assist with the processing of EBAs and that the union will be advertising for a digital campaigns & Communications Officer in the near future.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Jack Cummins

Organising

The Divisional Branch Secretary reported on changes to organiser's areas. The Assistant Divisional Branch Secretary supplemented the report.

State Election Outcome

The Divisional Branch Secretary reported on the outcome of the State Election and reported on the ministerial portfolios.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Peter Close

EBA Campaign

- Building

The Divisional Branch Secretary gave an update on the progress of EBA's and their code compliance. The Assistant Divisional Branch Secretary, Jade Ingham supplemented the report.

- Local Government

The Divisional Branch Secretary reported on the status of Local Government Agreements.

Decision: *"That the reports be received."*

Moved: Andrew Sutherland Seconded: Jack Cummins

Initial: AT Date: 29/5/18

0415

COM.0001.0002.4409_0012

Union Campaigns

The Divisional Branch Secretary gave a report on the following campaigns:

- Health and Safety
- Procurement
- QLeave
- Major Projects
- QBCC Reforms

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Financial Matters/Reports

- Estimated Income and Expenditure Statement for the period ended 31 December 2017.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 31 December 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch.

Decision: *"That the estimated income and expenditure statement for the period ended 31 December 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be received and endorsed."*

0416

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Peter Close

Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 January 2018.

Decision: *"That the income from dues as at 15 January 2018 be received."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Initial: _____ Date: 29/3/18

COM.0001.0002.4409_0013

IR Matters

Divisional Branch Secretary gave a report on the following IR matters:

- Procurement
- FIFO
- Industrial Manslaughter
- QBCC

Delegates Convention

The Divisional Branch Secretary gave an update on preparations for the 33rd Biennial delegate's convention to be held 7 & 8 June 2018 at the Sofitel Brisbane.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Ian McKewin

CFMEU/MUA Amalgamation

The Divisional Branch Secretary gave an update on the amalgamation and advised that the application for amalgamation will be heard by the FWC on February 2.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Jade Ingham

Oaky North Dispute

The Divisional Branch Secretary gave an update on the oaky north dispute and advised that there has been an application from Glencore to terminate the agreement.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Peter Close

Donations

- Claire Murray: The Hidden Story

As per the address given at the bi-monthly delegates meeting held at 7:00am, 1 February 2018, the Divisional Branch Secretary spoke about the tragic Claire Murray Story and sponsorship request for donations to contribute to the documentary.

Decision: *"That the report be received and that the Divisional Branch Executive endorse a donation of $100,000 for contribution to the Claire Murray Story."*

Moved: Ian McKewin Seconded: Jack Cummins

0417

COM.0001.0002.4409_0014

General Business

- Universal Cranes

Executive member, Peter Close advised that the universal cranes legal matter is going to be back in the courts next week.

- David Hanna Committal hearing

The Divisional Branch Secretary reported that David Hanna's committal hearing for the document destruction case will be heard on 9 March and six officers and staff have been summons to appear as witnesses.

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Peter Close

There being no further business the meeting the meeting closed at 4:10pm.

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

0418

COM.0001.0002.4409_0015

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 7 December 2017 commencing at 11:30am

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland. Jacqui Collie (Minute Secretary)

Apologies: Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 21 September 2017 at 1:00pm were presented to the Executive.

Decision: *"That the minutes of the previous meeting are a true and correct record.*

Moved: Peter Close Seconded: Ian McKewin

Finance and Governance

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed. No revisions were declared.

- Conflict of Interest

Executive member Peter Close declared a potential conflict in regards to a sponsorship request from Marton Bears.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

State Election

The Divisional Branch Secretary gave an update on the results of the Qld State Election and advised that Labor has 47 seats declared with 2 seats still in doubt.

The Divisional Branch Secretary reported on the union third party campaign and thanked everyone for their contribution during the campaign.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Peter Close

0419

COM.0001.0002.4409_0016

EBA Campaign

The Assistant Divisional Branch Secretary gave an EBA update and advised that the agreement is code compliant.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Financial Matters

- Estimated Income and Expenditure Statement for the period ended 30 November 2017.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 30 December 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch.

Decision: *"That the estimated income and expenditure statement for the period ended 30 December 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be received and endorsed."*

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Peter Close Seconded: Dallas Ezzy

Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 30 November 2017.

Decision: *"That the income from dues as at 30 November 2017 be received."*

Moved: Ian McKewin Seconded: Keith Murphy

- Accountant Position

The Divisional Branch Secretary advised Executive members of discussions regarding the union's accountant, Hemal Patel and the proposal for his employment to be jointly funded with the CFMEU – Construction & General National Office and that Hemal would no longer be on the Qld/NT divisions payroll.

Initial: RGK Date: 1-2-18

0420

COM.0001.0002.4409_0017

The Divisional Branch Secretary further advised that the National Divisional Executive endorsed the proposal based on a six-month probationary period.

Decision: *"That the report be received and that Divisional Branch Executive endorse the proposal."*

Moved: Jade Ingham Seconded: Peter Close

IR Matters

The Divisional Branch Secretary reported on various IR matters including the good policy work developed by the union. The Divisional Branch Secretary spoke about the All Trades Qld decision ruled on 27 November 2017 and about it being a huge win for apprentices and trainees over Queensland. He advised that the union had already received registrations from current and former apprentices in all kinds of trades and non- trades.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Keith Murphy

Federal Matters

- Proper Use of Worker Benefits Bill

The Divisional Branch Secretary reported that the Proper Use of Worker Benefits Bill was referred in October to a Senate Committee which is due to report in November.

- Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill

The Divisional Branch Secretary reported that the Turnbull Government's anti-worker, anti-democratic "Ensuring Integrity" Bill was opposed in the lower house and that the bill will be referred to the senate next year.

Decision: *"That the reports be received."*

Moved: Jade Ingham Seconded: Keith Murphy

CFMEU/MUA Amalgamation

The Divisional Branch Secretary gave an update on the CFMEU/MUA Amalgamation.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Jade Ingham

Superannuation Changes

The Divisional Branch Secretary spoke on the announcement from the Turnbull Government for a Royal Commission into banks and the Turnbull Government's attack on unions and industry super funds.

0421

COM.0001.0002.4409_0018

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

- Donations

The Divisional Branch Secretary tabled a request from Marton Bears rugby league team for tournament sponsorship.

Executive member Peter Close declared a potential conflict of interest due to a working relationship with the Coach.

Peter Close left the room and did not take part in any decision relating to the sponsorship.

Decision: *"That the report be received and that the Divisional Branch Executive endorse a donation of $2701.16 for sponsorship of the Marton Bears masters rugby league team."*

Divisional Branch Executive member, Peter Close returned to the meeting.

- Movember Foundation

The Divisional Branch Secretary spoke about sponsorship for the Movember foundation in support of Ron Monaghan who is battling prostate cancer.

Decision: *"That the report be received and that the Divisional Branch Executive endorse a donation of $2,000 for the Movember Foundation."*

Moved: Dallas Ezzy Seconded: Ian McKewin

- Oaky North Dispute

The Divisional Branch Secretary spoke about the resolution endorsed at the CFMEU National Conference for Branches to donate $20,000 in support of the oaky north dispute.

Decision: *"That the report be received and that the Divisional Branch Executive endorse the donation of $20,000."*

Moved: Jade Ingham Seconded: Peter Close

General Business

- Rize Qld

The Divisional Branch Assistant Secretary reported that Rize Qld is seeking support for a domestic violence documentary (road show) called "Resilience". The Divisional Branch Assistant Secretary advised that a request from Rize Qld would be formally made.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Jack Cummins

0422

COM.0001.0002.4409_0019

- Universal Cranes Update

That the Divisional Branch Secretary reported on the how the universal crane case was proceeding before courts.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Dallas Ezzy

There being no further business the meeting closed at 12:47pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roger Kupsch

Date: 1-2-18

0423

COM.0001.0002.4409_0020

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 21 September 2017 commencing at 1:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Andrew Sutherland. Jacqui Collie (Minute Secretary)

Apologies: Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 29 August 2017 at 2:00pm were presented to the Executive. An omission was identified in the minutes of the meeting of 29 August 2017 to show Andrew Sutherland as attending.

Decision: *"That the minutes of the meeting held 29 August 2016 be adopted as amended as a true and accurate record of the meeting.*

Moved: Ian McKewin Seconded: Jack Cummins

Finance and Governance

The Chair called for disclosures from members:

Material Personal Interest: Peter Close gave to the members of the Executive a standing notice that he is a Director of ADSS. This standing notice is recorded in the Standing Notice Register.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Union Elections

The Divisional Branch Secretary reported on the Construction, Forestry, Mining & energy Union Construction & General Division Divisional Executive Election and the intention of the Divisional Branch Assistant Secretary (Plasterers), Andrew Sutherland to nominate for the office of Divisional Assistant Secretary of the Construction and General Division.

0424

COM.0001.0002.4409_0021

The Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch ('the QNTDB') notes the intention of the Divisional Branch Assistant Secretary (Plasterers), Andrew Sutherland, to nominate for the office of Divisional Assistant Secretary of the Construction and General Division.

The Divisional Branch Executive notes that:

(a) both offices are full-time offices, and that it has the power, with the consent of the incumbent, to change the office of Divisional Assistant Secretary to an honorary office; and

(b) that Mr Sutherland consents (if declared elected) to the immediate alteration in his office.

Decision: *"The Divisional Branch Executive resolves that, conditional on Andrew Sutherland being declared elected to the office of Divisional Assistant Secretary, the full-time office of Divisional Branch Assistant Secretary (Plasterers) will immediately, from the happening of that event, become an honorary office."*

Moved: Peter Close Seconded: Keith Murphy

Decision: *"The Divisional Branch Executive resolves that in the absence of the Divisional Branch Secretary, the Divisional Branch Assistant Secretary (General) will fulfil the office and perform the duties of the Divisional Branch Secretary."*

Moved: Dallas Ezzy Seconded: Keith Murphy

0425

National Campaign Levy

The Divisional Branch Secretary reported on the current campaign levy structure conducted by the National Office and that we had agreed to pay as long as we were involved in the process of the campaign plan. To date, we have not been involved.

Decision: *"That subject to seeking legal advice the Divisional Branch Executive endorse that the CFMEU Qld/NT Branch discontinue payment of the campaign levy to the National office. Also, that in the future our Branch be involved in approval of any campaign plan and its expenditure."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Financial Matters

- Estimated Income and Expenditure Statement for the period ended 31 August 2017.

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 31 August 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch.

Decision: *"That the estimated income and expenditure statement for the period ended 31 August 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be received and endorsed."*

Initial: RGK Date: 7-12-17

COM.0001.0002.4409_0022

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Ian McKewin

Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 September 2017.

Decision: *"That the income from dues as at 15 September 2017 be received."*

Moved: Peter Close Seconded: Ian McKewin

IR Matters

Divisional Branch Secretary gave a report on the following IR matters:

- Procurement
- FIFO
- Industrial Manslaughter
- QBCC

FFPD/CFMEU Integration

The Divisional Branch Secretary gave an update on the proposed FFPD/CFMEU Integration.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Jade Ingham

Organising

The Divisional Branch Secretary gave an update on Organisers and areas and reported that Organiser Beau Seiffert will assist Kurt Pauls in civil construction and Organiser Grant White will be helping out in Jody Moses areas whilst he recovers from his stroke.

0426

COM.0001.0002.4409_0023

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Jo McDonald/Frank O'Grady/Tom Roberts

The Divisional Branch Secretary reported on changes to the National Office in regards to the retirement of Jo McDonald and the departure of Frank O'Grady and Tom Roberts and that a farewell dinner has been organised for Thursday 5 October 2017.

Decision: *"That the report be received and that the Divisional Branch Executive endorse a gift of $2500 each for Jo McDonald. Frank O'Grady and Tom Roberts.*

Moved: Ian McKewin Seconded: Peter Close

Receipt Books

The Divisional Branch Secretary tabled the Unrecovered receipt books as at 12 September 2017.

Decision: *"That receipt book be cleared off.*

Moved: Jack Cummins Seconded: Keith Murphy

There being no further business the meeting closed at 3:00pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roger Rupert

Date: 7-12-17

0427

COM.0001.0002.4409_0024

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 29 August 2017 commencing at 2:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)
ANDREW SUTHERLAND left.

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 31 July 2017 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record.*

Moved: Jack Cummins Seconded: Keith Murphy

Finance and Governance

The material personal interest standing notices were reviewed. No revisions were declared.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Ian McKewin Seconded: Peter Close

Corrupt Benefits Bill & Ensuring Integrity Bill

The Divisional Branch Secretary welcomed Senior CFMEU National Legal Officer, Tom Roberts to the meeting. Tom gave a detailed report on the Corrupt Benefits Bill and the Ensuring Integrity Bill introduced by the Turnbull Government.

Audited Accounts 2017

The Divisional Branch Secretary presented the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2017.

Decision: *That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2017 be received and endorsed.*

Moved: Keith Murphy Seconded: Dallas Ezzy

Initial: left. Date: 21-9-17

0428

COM.0001.0002.4409_0025

- Estimated Income and Expenditure Statement for the period ended 31 July 2017

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 31 July 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch.

Decision: *"That the estimated income and expenditure statement for the period ended 31 July 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be received and endorsed."*

Moved: Jack Cummins Seconded: Ian McKewin

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Steve Gaske Seconded: Dallas Ezzy

Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 August 2017.

Decision: *"That the income from dues as at 15 August 2017 be received."*

Moved: Andrew Sutherland Seconded: Peter Close

National Conference and CFMEU Divisional Executive Election

The Divisional Branch Secretary reported on CFMEU- C& G Division National Conference to be held from 9 – 13 October 2017 in Perth. A report was also given on the CFMEU Divisional Executive election and a report was given on the union ticket.

The Divisional Branch Secretary also advised that a farewell for National President Joe McDonald will be held on Friday 13 October 2017.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Jack Cummins

Initial: AGK. Date: 21-9-17

0429

COM.0001.0002.4409_0026

ABCC/Building Code

The Divisional Branch Secretary gave an update on the ABCC and the Federal Code legislation.

The Divisional Branch Assistant Secretary supplemented the report and gave an update on EBA negotiations.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Dallas Ezzy

Due to time restraints, the meeting closed at 4:16pm with unfinished business to be carried over to the next meeting.

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

0430

COM.0001.0002.4409_0027

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 31 July 2017 commencing at 2:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 16 June 2017 at 8:00am were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Dallas Ezzy

Finance and Governance

The Chair called for declarations from members:

Material Personal Interest: Michael Ravbar gave to the members of the Executive a standing notice that his wife is employed at ADSS. This standing notice is recorded in the Standing Notice Register.
Material Personal Interest: Peter Close gave to the members of the Executive a standing notice that he is employed by BERT. This standing notice is recorded in the Standing Notice Register.
Material Personal Interest: Steve Gaske gave to the members of the Executive a standing notice that he is employed by Cbus. This standing notice is recorded in the Standing Notice Register.
Material Personal Interest: Dallas Ezzy gave to the members of the Executive a standing notice that he is employed by BUSSQ. This standing notice is recorded in the Standing Notice Register.
Material Personal Interest: Michael Ravbar and Jade Ingham gave to the members of the Executive a standing notice that they are Directors of BERT, CIPS and BEWT. This standing notice is recorded in the Standing Notice Register.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Steve Gaske Seconded: Jack Cummins

Audited Accounts 2017

The Divisional Branch Secretary presented the final Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2017.

0431

COM.0001.0002.4409_0028

Decision: *That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2017 be received and endorsed and that the Divisional Branch Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

That the Committee of Management declares that in its opinion:

a) *the financial statements and notes comply with the Australian Accounting Standards;*
b) *the financial statements and notes comply with the reporting guidelines of the General Manager;*
c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;*
d) *there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and*
e) *during the financial year to which the GPFR relates and since the end of that period:*
   i. *meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and*
   ii. *the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and*
   iii. *the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and*
   iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and*
   v. *where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and*
   vi. *where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance;*
f) *In relation to recovery of wages activity:*
   (i) no revenue has been derived from undertaking recovery of wages activity during the reporting period.

Moved: Dallas Ezzy Seconded: Royce Kupsch

- Estimated Income and Expenditure Statement for the period ended 30 June 2017

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 30 June 2017.

Decision: *"That the estimated income and expenditure statement for the period ended 30 June 2017 for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be endorsed."*

Moved: Peter Close Seconded: Jack Cummins

Initial: [signature] Date: 29-8-17

0432

COM.0001.0002.4409_0029

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Dallas Ezzy Seconded: Steve Gaske

Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 July 2017.

Decision: *"That the income from dues as at 15 July 2017 be received."*

Moved: Dallas Ezzy Seconded: Peter Close

Union Dues

The Divisional Branch Secretary reported on the proposed union dues for 2018.

Decision: *"That the proposed union dues for 2018 be received and endorsed."*

Moved: Keith Murphy Seconded: Dallas Ezzy

Investment Policy

The Divisional Branch Secretary reported on the Commonwealth Bank Investment policy and the policy was circulated to Executive members.

Decision: *"That the report be received and that the Executive endorse the investment policy."*

Moved: Peter Close Seconded: Steve Gaske

Wage Claims

The Divisional Branch Assistant Secretary, Jade Ingham reported on the status of wage claims. A report was also given on the history of EBA issues surrounding certain companies. The Divisional Branch Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Initial: LGK Date: 29-8-17

0433

COM.0001.0002.4409_0030

CIPS

The Divisional Branch Secretary reported on an upcoming board matter that the shareholders had to make before the next CIPS boarding meeting on 8 August 2017. This matter and decision was in regards to supporting or rejecting the CIPS new disbursement policy.

Executive Members Michael Ravbar and Jade Ingham declared a potential conflict of interest in terms of the Committee members discussing the disbursement policy as both Executive Members are Directors on the CIPS Board . Michael Ravbar and Jade Ingham left the meeting room and did not take part in any decision relating to the CIPS disbursement.

Decision: *"That the Divisional Branch Executive endorse and support the CIPS disbursement policy".*

Moved: Ian McKewin Seconded: Steve Gaske

Divisional Branch Executive members Michael Ravbar and Jade Ingham returned back to the meeting.

ABCC/Code

The Divisional Branch Secretary gave an update on the ABCC and the Federal Code legislation and the ongoing campaign in regards to the legislation and the Senate Disallowance.

A discussion occurred amongst Executive regarding the code.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Peter Close

QCU

The Divisional Branch Secretary reported regarding the union's disaffiliation to the QCU and reported that the QCU have been advised of this decision.

Decision: *"That the report be received".*

Moved: Royce Kupsch Seconded: Jack Cummins

IR Matters

The Divisional Branch Secretary gave an update on the following IR matters:

- Procurement
- Labour Hire
- Industrial Manslaughter

Decision: *"That the reports be received".*

Moved: Andrew Sutherland Seconded: Peter Close

0434

COM.0001.0002.4409_0031

Organising/Staffing matters

The Divisional Branch Secretary advised the Executive of the following changes:

- Grant White has commenced at the union on Monday 10 July 2017.
- Beau Seiffert will commence with the union on Monday 7 August and will be replacing Mark Bryers in traffic management.
- Jo James has moved into the IR area and Emma Eaves has commenced at the union to replace Jo in accounts.

Decision: *"That the report be received".*

Moved: Ian McKewin Seconded: Dallas Ezzy

Integration

The Divisional Branch Secretary reported on negotiations and issues of the amalgamation of the CFMEU/MUA/TCFUA.

The Divisional Branch Secretary also gave an update on the proposed FFPD and CFMEU – C& G Integration.

Decision: *That the report be received.*

Moved: Peter Close Seconded: Royce Kupsch

General Business

The President tabled correspondence received from Asbestos Disease Support Society (ADSS) regarding sponsorship for the Charity Race Day.

Divisional Branch Secretary, Michael Ravbar declared a conflict of interest in terms of the sponsorship request as his wife is employed at ADSS. The Divisional Branch Secretary, Michael Ravbar left the meeting room and did not take part in any discussion or decision in relation to this request.

Decision: *That the Divisional Branch Executive endorse the sponsorship request of $7000 for the ADSS Charity Race Day."*

Moved: Jack Cummins Seconded: Keith Murphy

There being no further business the meeting closed at 4:23pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 29-8-17

0435

COM.0001.0002.4409_0032

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 16 June 2017 commencing at 8:00am

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Wednesday 17 May 2017 at 1:30pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Dallas Ezzy

Governance

- Conflict of Interest

There were no potential conflicts of interest.

- Credit Cards

The CFMEU credit card statements were presented to Executive members.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Jack Cummins Seconded: Keith Murphy

Financial Reports/Accounts

The Divisional Branch Secretary presented the final Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 December 2016.

Decision: *That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31 December 2016 be received and endorsed.*

Moved: Dallas Ezzy Seconded: Jack Cummins

0436

COM.0001.0002.4409_0033

CFMEU Policy Document

The Divisional Branch Secretary tabled the updated internal CFMEU Policy Document and distributed the document to Executive members.

Decision: *"That the CFMEU Policy document be received and endorsed."*

Moved: Ian McKewin Seconded: Steve Gaske

Budget 2018

The Divisional Branch Secretary tabled and spoke to the CFMEU Budget Criteria for 2018.

Decision: *"That the CFMEU Budget Criteria for 2018 be received and endorsed."*

Moved: Keith Murphy Seconded: Jack Cummins

Union Dues

The Divisional Branch Secretary reported on the proposed union dues.

Decision: *"That the proposed union dues be received and endorsed."*

Moved: Peter Close Seconded: Dallas Ezzy

Administration

The Divisional Branch Secretary advised that Hemal Petal will be commencing at the union on Monday 3 July 2017 as the new Accountant.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Ian McKewin

General Business

- Sponsorship Requests

The Divisional Branch Secretary reported on a sponsorship request from the Gold Coast Basketball under 14's Girls Waves National team to sponsor the Queensland National Titles in October.

Decision: *"That another proposal in relation to the sponsorship amount be presented at the next State Executive meeting for its consideration."*

Moved: Peter Close Seconded: Ian McKewin

0437

COM.0001.0002.4409_0034

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Wednesday 17 May 2017 commencing at 1:30pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Friday 31 March 2017 at 12:30pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Keith Murphy

Governance

- Conflict of Interest

There were no potential conflicts of interest.

- Credit Cards

The CFMEU credit card statements were presented to Executive members.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Steve Gaske Seconded: Peter Close

Financial Reports/Accounts

The Divisional Branch Secretary tabled the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 December 2016.

Decision: *That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31 December 2016 be received and endorsed and that the Divisional Executive Declares in its opinion:*

a) the financial statements and notes comply with the Australian Accounting Standards;
b) the financial statements and notes comply with the reporting guidelines of the General Manager;
c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and

0438

COM.0001.0002.4409_0035

e) during the financial year to which the GPFR relates and since the end of that year:

i. meetings of the committee of management were held in accordance with the rules of the organisation including the rules of a branch concerned; and

ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and

iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act; and

iv. where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a manner consistent with each of the other reporting units of the organisation; and

v. where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act, that information has been provided to the member or General Manager; and

vi. where any order for inspection of financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance

Moved: Keith Murphy Seconded: Steve Gaske

Divisional Branch Executive Delegation

Decision: The Divisional Branch Executive resolves:

(a) that the following expenditure may be disbursed by the Divisional Branch Secretary:

(i) recurrent expenditure;

(ii) budgeted expenditure;

(iii) specific expenditure; and

(iv) expenditure to a limit of $20,000; and

(b) that the Divisional Branch Secretary is to report expenditure incurred under this authority at the next ordinary meeting of the Divisional Branch Executive.

Moved: Ian McKewin Seconded: Peter Close

Estimated Income and Expenditure Statement for the period ended 31 March 2017

The Divisional Branch Secretary tabled the Estimated Income and Expenditure Statement for the period ended 31 March 2017 and the Income from Dues as at 30 April 2017.

Decision: "That the income from dues as at 30 April 2017 and the estimated income and expenditure statement for the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch be endorsed."

Moved: Keith Murphy Seconded: Steve Gaske

0439

COM.0001.0002.4409_0036

Divisional Branch Executive Endorsement Resolution

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Dallas Ezzy

QCU

The Divisional Branch Secretary reported regarding the union's affiliation to the QCU, this was followed by a discussion amongst Executive members. Ros McLennan, QCU General Secretary and Michael Clifford, QCU Assistant Secretary addressed the Executive regarding the benefits of remaining affiliated to the QCU. The Divisional Branch Secretary thanked the leadership of the QCU for attending the meeting and advised that this matter will be on the agenda for the State Executive meeting on the 16th June for a decision as to whether the CFMEU continues its affiliation with the QCU.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Keith Murphy

Organising

The Divisional Branch Secretary gave a report on Officials and advised the Executive of the following changes:

- Marty Albert and Luke Gibson have commenced Organisers with the union.
- Doug Spinks will be relocating to Darwin in the first week of June to commence as the the Indigenous Trainer.
- Tony Kong will be commencing as a Trainer.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

Delegates Meeting

The Divisional Branch Secretary reported that Sally McManus, ACTU Secretary, Stephen Smyth and new timber worker members will be guests at the upcoming Delegates meeting in June.

0440

COM.0001.0002.4409_0037

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Jade Ingham

Building Code

The Divisional Branch Secretary gave an update on the Federal Building Code and the Senate campaign. The Divisional Branch Secretary advised that there is a National Rally to be held on 20 June 2017 against the Turnbull Government's War on Workers'.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Steve Gaske

ROC

The Divisional Branch Secretary spoke about some of the reporting requirements of the ROC and advised that the union is in the process of updating its policies which will be tabled at the State Executive meeting on the 16th June.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

0441

National Matters

The Divisional Branch Secretary gave an update on National Matters including the integration of the MUA/TCFUA/CFMEU and the proposed FFPD/CFMEU C & G Integration.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Jack Cummins

Labour Hire

The Divisional Branch Secretary gave an update on Labour Hire.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

Health and Safety

The Divisional Branch Secretary reported that the CFMEU and BTG have provided a submission to the Best Practice Review of Workplace Health and Safety Qld and advised that there is still no announcement by the Qld Government on timeframes for the introduction of Industrial Manslaughter legislation.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Ian McKewin

COM.0001.0002.4409_0038

Brisbane Property

The Divisional Branch Secretary reported that the union is considering purchasing a property at 10-12 Campbell Street, Bowen Hills and advised that he will give a report back at the next Executive meeting.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Jack Cummins

Administration

The Divisional Branch Secretary advised that LeiLei is no longer working for the union and that Hemal Petal will be commencing at the union on Monday 3 July 2017 as the new Accountant.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Ian McKewin

General Business

- Sponsorship Requests

Executive Member, Jack Cummins reported on a sponsorship request from delegate Ryan Whakaruru for the Gold Coast Basketball Girls Wave Nationals team.

Divisional Branch Secretary, Andrew Sutherland reported on a sponsorship request from member Craig Slater for Walkagainst.com.

Decision: *"That the sponsorship requests be referred to the Executive meeting on the 16th June 2017."*

Moved: Jade Ingham Seconded: Keith Murphy

- Myrtleford Workers

The Divisional Branch Secretary, Jade Ingham reported that Myrtleford workers at Carter Holt Harvey have been locked out for 4 weeks and that workers are under extreme financial pressure and are seeking financial assistance.

Decision: *"That the report be received and that the State Executive endorse a donation of $7125 to the Myrtleford workers at Carter Holt Harvey."*

Moved: Jack Cummins Seconded: Dallas Ezzy

There being no further business the meeting closed at 4:55pm

0442

COM.0001.0002.4409_0039

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 31 March 2017 commencing at 12:30pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Jack Cummins, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 21 November 2016 at 2:10 pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Ian McKewin

Financial Reports/Accounts

The Divisional Secretary reported on the recent amendment to the rules of the CFMEU – C& G to the financial year of the organisation to commence on 1 April each year and end on 31 March the year immediately following.

The Divisional Branch Secretary reported on the proposed rule change to amend rules of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland.

Currently the rules provides that the financial year commences on 1 January and ends 31 December. The Divisional Branch Secretary advised that an amendment to the rule would provide for the same financial year as the CFMEU C & G.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

Financial Reports

The Divisional Branch Secretary produced the "year to date income from dues compared to budget" document as at 15 March 2017.

The Divisional Branch Secretary produced the financial report for the period ended 28 February 2017 to the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Executive

Decision: *"That the income from dues report and the financial report for the period ended 28 February 2017 be received."*

Moved: Ian McKewin Seconded: Steve Gaske

0443

COM.0001.0002.4409_0040

IR Matters

The Divisional Branch Secretary gave a report on the following IR Matters:

- IR Bill
- Labour Hire
- FIFO

National Matters

- MUA/TCFUA/CFMEU Integration

The Divisional Branch Secretary gave an update on the negotiations and current issues of the amalgamation of the FFPD and TCFUA and gave an update on the amalgamation of the CFMEU and MUA.

- FFPD/CFMEU C & G Integration

The Divisional Branch Secretary reported about discussions surrounding the merging of FFPD and CFMEU- C & G Division.

- SA Branch

The Divisional Branch Secretary reported on the SA matter and the current issues with the Branch. The Secretary advised that Dean Hall and himself are undertaking a review of the Branch and were in SA in January for a few days to try and assist with the Branch's issues and that they will be going back in March to provide further assistance.

0444

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

EBA Matters

The Divisional Branch Assistant Secretary reported on the following matters:-

- Tier 2 & 3 Building campaign in South East Qld is on hold along with the EBA campaign.
- Hutchinson Builders
- Lend Lease dispute lasted for 3 weeks with an unfortunate outcome, before the EBA could be executed the code was implemented.

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Health and Safety

- Industrial Manslaughter/Regulator

The Divisional Branch Secretary gave an update on the industrial manslaughter legislation and the best practice audit of work health and safety laws by the Qld Government. Tim Lyons is the independent reviewer supported by

COM.0001.0002.4409_0041

Decision: *"That the CFMEU State Executive is questioning the value for money and what the union gets out of being affiliated to the Queensland Council of Unions (QCU) and therefore like the recent decision of other unions is considering disaffiliating from the QCU"*

Moved: Ian McKewin Seconded: Keith Murphy

- Youth Crew Committee

The Divisional Branch Secretary reported on the successful launch of the Youth Crew Committee and the first meeting held on 10 March 2017 with 42 in attendance.

The Divisional Branch Assistant Secretary, Jade Ingham supplemented the report.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Peter Close

- Foundation House

The General Secretary reported on a request from NSW in regards to financial assistance with the cost of a roof repair for Foundation House.

Decision: *"That the Divisional Branch Secretary seek further information in regards to contributions from other Branches and report back at the next State Executive meeting. "*

0445

Moved: Andrew Sutherland Seconded: Steve Gaske

- Sponsorship request

The Divisional Branch Secretary reported on a sponsorship request from U13 Lions team for the Kanga cup tournament in Canberra.

Decision: *"That the Divisional Branch Executive endorse a donation of $1500 for the U13 Lions team for the Kanga cup tournament in Canberra"*

Moved: Keith Murphy Seconded: Peter Close

There being no further business the meeting closed at 4:03pm

COM.0001.0002.4409_0042

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 21 November 2016 commencing at 2:10pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Keith Murphy, Andrew Sutherland, Steve Gaske, Ian McKewin

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 22nd September, 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Peter Close

Financial Reports:

The Divisional Branch Secretary reported that the Union is in a good financial position and the year to date figures show we are ahead of budget and will retain a healthy surplus for the year 2016. Legal fees are high for the year 2016.

Decision: *"That the income from dues report as at 15 November 2016 and the financial report for the period ended 31 October 2016 be received."*

Moved: Keith Murphy Seconded: Andrew Sutherland

Union Elections:

The Divisional Branch Secretary gave a report on the union elections:

- Qld/NT Divisional Branch Council is in election phase with the ballot closing this Friday.
- Bluey Menon is being challenged by a woman from Western Australia for the National FFPD position.
- The Victorian Branch and South Australian Branch of the CFMEU both have challenges and are in election phase.
- The Divisional Branch Secretary reported that the NSW FFPD division propose to represent the QLD/NT workers of the Clothing, Textile and Footwear Union.

0446

COM.0001.0002.4409_0043

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Peter Close

Resolution:

"The Qld Executive of the C & G Division condemns the proposal of the NSW FFPD Division representing the TCFUA members in Queensland. We seek that the Secretary our Division send a letter to our National Executive condemning the decision of the WA FFPD/TCFUA and the extraordinary waste of union resources in servicing TCFUA Qld Workers from NSW.

This representation and coverage should remain in the hands of the Qld/NT Branch of the CFMEU and we will challenge this proposal".

Moved: Jade Ingham Seconded: Steve Gaske

ABCC:

The Divisional Branch Secretary reported that the Turnbull Government will present the ABCC bill into the Upper House this week. This bill is designed to damage the CFMEU and hurt workers in a number of industries. The Divisional Branch Secretary also explained the Family First and One Nation *High Court* issues. There is a lot of horse trading and deals being discussed by the different Senators on this ABCC issue.

0447

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Andrew Sutherland

Federal Building Code:

The Divisional Branch Secretary explained that this code proposal is running in conjunction with the ABCC bill. Our negotiated enterprise agreements are being held up in Fair Work and not being approved because of the 2014 F ding Code and the proposal of a retrospective application.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Jade Ingham

IR Matters:

The Divisional Branch Secretary reported on the following matters :-

1. Qld Industrial Relations Bill is coverage for Public Sector and Local Government workers and will be debated in Parliament.

2. Labour Hire was debated at the ALP Conference with proposal for legislation to restrict the use of labour hire for workers.

3. Changes to "FIFO" employment arrangements with a Bill to be presented into Parliament. This Bill will enforce worker friendly arrangements and support local workers in the regions with drive in provisions.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Keith Murphy

Asbestos Awareness Programme:

The Divisional Branch Secretary reported that our asbestos awareness programme is going very well and we have educated 874 workers to date with another 1500 workers to be educated on the identification of asbestos products over the next 10 months. Our asbestos course finally received national recognition with Cert 4 approval, which is good news for our course because it is the only one in Qld that has national accreditation.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Jade Ingham

EBA Matters:

The Divisional Branch Assistant Secretary reported on the following matters:-

1. The Lend Lease agreement has been negotiated and voted up by the workers. The document is being held up in Fair Work waiting on code assessment. This agreement delivers the best wages and conditions in Queensland.

2. The Tier 2 & 3 Building Campaign in South East Queensland is going well. Although we have not signed any agreements in this section, the campaign is improving safety standards and raising awareness with the workers on these projects. The builders involved so far are South City Construct, McNab & Rimfire.

3. We are in dispute with Hutchinson Builders over their *non- compliance* arrangements to their EBA. Hutchinson Builders have imposed legal injunctions on the CFMEU. Safety is also in decline on Hutchinson Builders' sites and the company health and safety representatives are doing good work on this issue with their "I" audits. We have engaged legal proceedings against Hutchinson Builders over breach of agreement matters and excessive hours.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Peter Close

Industrial Manslaughter:

The Divisional Branch Secretary reported on the 2 deaths of workers on a site at Eagle Farm and the 4 fatalities at Dreamworld. The Qld Regulator really under performed on these issues. There was a public rally outside the ALP State Conference calling for "industrial manslaughter charges" to be introduced for legislation. There was overwhelming support at the ALP conference for this proposal and a Bill to be introduced into Parliament. The Premier has responded well on this issue. The Qld Police are also becoming active regarding this issue.

COM.0001.0002.4409_0044

0448

COM.0001.0002.4409_0045

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

ALP Conference:

The Divisional Branch Secretary reported on the ALP State Conference and explained that we were active and introduced debate around the following topics:-

- "Industrial Manslaughter" and other Health and Safety matters
- FIFO
- Labour hire
- Industrial Relations
- Strong Procurement clauses

We have made good progress on these 5 issues.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

0449

Bert Training Fund:

The Divisional Branch Secretary reported that there will be an internal review of the BERT Training Fund and the Board will be disbanded. The BTF Board will be replaced by a Committee consisting of Rob Cameron (CFMEU) & Ron Monaghan (represent the unions on the new committee). Jason Stein and David Jenkinson from BTF will no longer be required on the CTC, with Ron Monaghan and John Crittall being their replacements. The restructure will be finalised by February, 2017. There is also a committee of 3, Michael Ravbar, John Crittall and Gary O'Halloran to find a new General Manager for the BERT Fund, hopefully by March next year.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Steve Gaske

Dan Wilson:

The Divisional Branch Secretary discussed the matter dealing with Delegate Dan Wilson.

Decision: "This Executive, after hearing the report from the Secretary and Assistant Secretary, accept the explanation and outcome that Delegate Dan Wilson has been disciplined and counselled around this issue. Any more of this behaviour will not be tolerated and Dan Wilson has had his final warning".

Moved: Jade Ingham Seconded: Andrew Sutherland

COM.0001.0002.4409_0046

General Business:

a. **Movember**:

The Divisional Branch Secretary reported on the Movember Foundation and the fund raising request for Ron Monaghan.

Decision: *"That the Executive endorse a donation of $2000 for the Movember foundation in support of Ron Monaghan"*

Moved: Ian McKewin Seconded: Steve Gaske

b. **Shopfitting**:
Keith Murphy asked how the Union is going securing agreements in the Shopfitting section as Westfields Chermside is fast approaching fit out of tenancies.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Steve Gaske

There being no further business the meeting closed at 4.10pm.

0450

COM.0001.0002.4409_0047

Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch
meeting of the Executive held on Thursday 22 September 2016 commencing at 12.30pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Andrew Sutherland, Ian McKewin, Peter Close, Steve Gaske

Apologies: Keith Murphy

Previous Minutes:

The minutes of the meeting of the Construction, Forestry, Mining & Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 7 June 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Royce Kupsch Seconded: Peter Close

Financial Statements

The Divisional Branch Secretary presented the financial statements for the Construction, Forestry, Mining & Energy Union, Construction & General Branch, Queensland Northern Territory Divisional Branch for the year ended 31 December 2015.

Decision: *"That the financial statements for the year ended 31 December 2015 be endorsed."*

Moved: Ian McKewin Seconded: Steve Gaske

Income and Expenditure Statement:

The Divisional Branch Secretary presented and explained the income of expenditure statement for the period ended 31 August 2016.

Decision: *"That the Income and Expenditure report for the period ended 31 August 2016 be endorsed."*

Moved: Andrew Sutherland Seconded: Peter Close

Elections

- **Union**

The Divisional Branch Secretary reported on the union election and advised nominations close on Friday 23 September. He advised that the electoral commission is running out of NSW and that there has been a lot more administration than previous elections.

0451

COM.0001.0002.4409_0048

The Divisional Branch Secretary acknowledged and thanked Tom Smith during his time on the State Executive and advised the Executive that a special acknowledgment will be presented to Tom at the upcoming apprentice awards night.

The Divisional Branch Secretary reported on the union election in SA and advised that there is a challenge against the Secretary. He further advised that there is going to be an audit of the SA Branch and that Andrew Sutherland and Elias Spernovasilis will be involved in the audit process.

The Divisional Branch Secretary advised that Bluey Arturo is nominating for a position in the FFPD of district delegate to Divisional Conference (Queensland, Northern Territory, Western Australian District)

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Peter Close

- NT Election

The Divisional Branch Secretary reported on the outstanding result of the NT election. He advised that the union provided extra bodies for NT unions. The union contributed towards a TV advertisement under the banner of NT unions. The result left the CLP with only 2 seats, including Giles losing his own seat. The union is now trying to grow the left in the NT and prepare for successful future NT ALP Conferences.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

- State Conference

The Divisional Branch Secretary reported on the meeting with Industrial Relations Minister, Grace Grace that was held on 21 September 2016. He advised Executive on the motions that the union is submitting to conference for inclusion in the ALP platform.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Peter Close

ABCC

The Divisional Branch Secretary reported that the Turnbull Government will be seeking, lobbying and doing any deals to get the support of the cross benchers in the Senate. We were able to get a Senate Inquiry which will be held on the 4 October to report on the 14 October 2016. The union is doing its best to get the cross benchers to oppose the Bill.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Ian McKewin

0452

COM.0001.0002.4409_0049

IR Matters

- IR Bill

The Divisional Branch Secretary reported that the IR Bill goes before the Qld Parliament in the first week of November and hopefully it will become law at the end of that month.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Peter Close

- Labour Hire

The Divisional Branch Secretary reported that this issue is not at where the union wants it, i.e. licensing and regulation of labour hire. The union will continue to apply pressure on labour in coming months to move in this area.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Steve Gaske

- FIFO

The Divisional Branch Secretary advised that the proposed laws are to be changed in November. The devil will be in the detail. The government has announced the end of 100% FIFO and workers will have the choice returned to them.

0453

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Andrew Sutherland

Workplace Impairment Policy & Asbestos Awareness Program

The Divisional Branch Secretary reported that both programs are going well and that Phil Blair will be going on the ADSS Board replacing Bud Neiland's position on the board.

A discussion occurred among the State Executive about BERT Training and BEWT administrating the scheme.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Steve Gaske

Building EBA Campaign

The Assistant Divisional Branch Secretary advised that the campaign is going okay, with more subbies signing up. The next big campaign will be Lend Lease.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

COM.0001.0002.4409_0050

Federal Building Code

The Divisional Branch Secretary reported that the major obstacle at the moment for agreements going through is with the intervention of the FWBC blocking agreements with use of the 2013 code. The union has taken legal action to defend our agreements and take on the FWBC.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Peter Close

Legal Matters

- AFP Raid

The Divisional Branch Secretary advised on the decision that was handed down in August in relation to the raid and that the AFP won the argument that they had the right to do what they did and the union won in respect to Legal Privilege.

- ROE

The Divisional Branch Secretary reported that the union has a lot of cases before the courts. Most of them are trivial but the FWBC are attacking the union and officials by trying to get the decisions of the courts to have the permits removed. This is big legal expenditure for the union.

- MUA High Court Decision

The Divisional Branch Secretary reported that this is a great win by the MUA against the Turnbull Government ministerial regulations by Michaelia Cash to allow unfettered use of 457 visa workers. High court said that the federal government changes were illegal and employers could not use them.

Decision: *"That the legal reports be received."*

Moved: Jade Ingham Seconded: Peter Close

General Business

Peter Close spoke abut the BERT budget in relation to merchandise and reported that BERT will be distributing a fishing shirt to delegates.

The Divisional Branch Secretary reported on a matter in relation to PFG.

The Divisional Branch Secretary advised that Stuart Maxwell's partner is ill with Mesothelioma and that the will Branch send a message of support to Stuart during this difficult time.

Decision: *"That the reports be received."*

Moved: Royce Kupsch Seconded: Andrew Sutherland

There being no further business the meeting closed at 4:22pm.

0454

COM.0001.0002.4409_0051

Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch
Special meeting of the Executive held on 7 June 2016 commencing at 12.30pm

---

Present: Michael Ravbar, Peter Close, Keith Murphy, Royce Kupsch, Steve Gaske

Apologies: Jade Ingham, Brad Daniels, Ian McKewin, Andrew Sutherland

Previous Minutes:

The minutes of the meeting of the Construction, Forestry, Mining & Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch Executive held on Wednesday 1 June 2016 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Peter Close

Financial Reports

The Divisional Branch Secretary presented the financial statements for the Construction, Forestry, Mining & Energy Union, Construction & General Branch, Queensland Northern Territory Divisional Branch for the year ended 31 December 2015. The Divisional Branch Secretary explained that the legal fees are up and well over budget for the year as a result of a very active FWBC pursuing the Union.

Decision: *"That the financial statements for the year ended 31 December 2015 be endorsed."*

Moved: Keith Murphy Seconded: Steve Gaske

Income and Expenditure:

The Divisional Branch Secretary presented and explained the income of expenditure document. This document shows a surplus for the period to 30 April 2016.

Decision: *"That the Income and Expenditure report as explained by the Divisional Branch Secretary be endorsed."*

Moved: Keith Murphy Seconded: Peter Close

General Business

Nil

There being no further business the meeting closed at 1.15pm.

0455

COM.0001.0002.4409_0052

**Meeting of the Construction, Forestry, Mining and Energy Union
strial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 1 June 2016**

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Keith Murphy, Andrew Sutherland

Apologies: Brad Daniels

Previous Minutes:

The minutes of the State Executive of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland – Construction and General Division held on Thursday 24 March 2016 at 12pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jade Ingham Seconded: Keith Murphy

CARRIED UNANIMOUSLY

Business Arising from Minutes:

1. Jade Ingham reported that the Motor Neurone Disease Fundraiser raised $42,000 with the CFMEU boat raffle attributing for $24,000 of the total. Jade Ingham and Peter Turner presented the cheque for $42,000 to the Motor Neurone Disease Society.

2. Jade Ingham also reported that the $1,500 donation to the Bracken Ridge Aboriginal Boxing Club will be spent on purchasing protective equipment.

Financial Reports:

The State Secretary reported that the financial accounts have not been finalised. A special Executive has been scheduled for Tuesday 7 June at 12.30pm to deal with the accounts.

Decision: *"That the CFMEU accounts will be presented at the 7 June Executive."*

Moved: Peter Close Seconded: Steve Gaske

0456

COM.0001.0002.4409_0053

Other Financial Matters:

The State Secretary also reported that the Union is in a good financial position regarding our income from dues. The industry is very busy and we are 5.3% ahead of budget for the period and membership is up by 3%.

Decision: *"That the CFMEU dues report will be received."*

Moved: Andrew Sutherland Seconded: Jade Ingham

Federal Election:

The State Secretary reported that we are half way through an eight (8) week campaign. The Queensland CFMEU is very busy organising twelve (12) electoral seats in Queensland and Northern Territory. We have also conducted a number of campaign launches in Brisbane, Darwin, Cairns, Townsville to empower our Delegates and members to be active during the election campaign. We will also assist the "Lazarus" Party. Polling in Qld/NT shows that workers are resonating with Labor.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

0457

IR Matters:

Local Government:

The CFMEU is recommending that three (3) separate awards are required for Local Government employees and enterprise bargaining for these workers is about to commence after a three (3) year wage freeze.

IR Reform:

All Union Secretaries are happy with the proposed changes submitted by the "Palaszczuk" Government.

Labour Hire:

We are all aware that labour hire is a direct threat to worker job security. There will be public hearings conducted in Regional Queensland starting next week to address this problem.

FIFO:

Although the State Government agreed to serious changes to FIFO arrangements, there has been no future work done at this stage.

COM.0001.0002.4409_0054

Workplace Impairment Policy:

The State Secretary reported that Ross Davidson is doing a good job implementing the CFMEU policy. We produced a DVD supporting the Policy, with workers telling their story and narrated by our Delegate Caine Ansell. MBQ is attempting to white ant our Impairment policy and other builders are attempting to develop their own similar policies. We have also provided financial support for some of our members undergoing rehabilitation.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

Organising:

The State Secretary reported that Shaun Taylor has resigned from the CFMEU and we have engaged Josh Burling as the replacement Organiser in Darwin working with Rolly Cummins. We have employed Brendon Vogel on a Joint Venture with other Party's to improve the ALP Left faction and raise Union profile in the Northern Territory. This is a six (6) month project. The Union is recruiting for a new full time accountant to be employed shortly. We are also seeking a new IR Officer to replace Roseanne Huskie.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

0458

Asbestos Awareness:

The State Secretary reported that our Asbestos Awareness Programme is going well and the target of 1,000 workers (800 commercial and 200 domestic) should be reached in 4-6 weeks. Phil Blair is doing well with the delivery of the programme and once again the MBQ is interfering with our programme and trying to stifle our delivery.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Peter Close

Building EBA Campaign:

The State Secretary reported that the Federal Government proposed changes that the Fair Work Commission will no longer process the approval of agreements now the Fair Work Building Commission will deliver the approval of the agreements process. Nigel Hadgkiss' office will deliver the deeming process to ensure the content of agreements does not contradict the prohibited content or the code (if coalition wins on 2 July).

COM.0001.0002.4409_0055

The Assistant Secretary, Jade Ingham supplemented this report saying we have approximately 300 agreements approved or are at the Fair Work Commission. The Union is currently negotiating two (2) National Agreements with Lend Lease and Probuild.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Andrew Sutherland

Legal Matters:

- AFP Raid
- Right of Entry
- High Court Challenge
- Flick Judgement

The State Secretary gave an up to date report on all these matters.

Other Legal Issues:

The State Secretary informed the Executive that with respect to the Justin Steel, Andrew Sutherland and Michael O'Connor cases, all charges have been dropped.

0459

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Peter Close

General Business:

The State Secretary reported on the following:

- Bill Wallace has decided to retire and leave BERT & CIPQ. John Shenfield is the temporary General Manager.
- The CFMEU Mining Division Leadership Steve Smythe, Mitch Hughes and Tim White are all being challenged for their positions with the Mining Division Union elections.
- The Delegates Convention proceedings were reported as coming together well and approximately 200 to attend and plenty of resolutions to debate.
- The Assistant Secretary, Jade Ingham spoke about the Andrew Vickers letter to the ALP about Joanne Miller's treatment.

- The President, Royce Kupsch spoke about the relationship developing with the Palaszczuk Government in particular with Minister Graces' office in relation to Health and Safety improvements and changes. Royce explained that there are a number of reference groups looking at reintroducing regulations to the building industry including hoists, asbestos and excavations.

There being no further business the meeting closed at 5.05pm.

COM.0001.0002.4409_0056

0460

COM.0001.0002.4409_0057

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 24 March 2016 commencing at 12:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Keith Murphy, Andrew Sutherland

Apologies: Brad Daniels, Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 24 November 2015 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Ian McKewin

Royal Commission

The Divisional Branch Secretary gave a report on the Royal Commission and advised that the CFMEU is starting to get documents returned that were provided during the Commission hearings.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

Financial Reports

The Divisional Branch Secretary reported on the financial reports for the period ended 29 February 2016.

Decision: *"That the income from dues report as at 15 March 2016 and the financial report for the period ended 29 February 2016 be received."*

Moved: Peter Close Seconded: Ian McKewin

Federal Government

The Divisional Branch Secretary reported supplemented the report given by National Secretary, Michael O'Connor at the Biennial delegates meeting held this morning on the upcoming Federal Election.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Peter Close

0461

COM.0001.0002.4409_0058

IR Matters

- Local Government

The Divisional Branch Secretary reported that Unions and Government won the appeal in the Industrial Court and advised that there is still a lot to work out with the State Government on what is the best path forward for the awards and enterprise bargaining.

- IR Review

The Divisional Branch Secretary gave an update on the IR Review and advised that the Review is going fine but the rewriting of the new IR act has been slow. The timetable has been pushed out to mid-October.

- Labour Hire

The Divisional Branch Secretary advised that the Labour Hire Inquiry has been announced and submissions are due by the end of the month. The CFMEU is putting in a combined and detailed submission. Public hearings have been allocated around Queensland and will start around June.

- FIFO

The final report is good and the government is dropping 100% FIFO which is a major win for the unions. There is still a lot of work to be done in the detail on how the new FIFO arrangement will work on major projects and mine sites.

Decision: *"That the IR reports be received."*

Moved: Jade Ingham Seconded: Keith Murphy

Workplace Impairment Policy

The Divisional Branch Secretary gave an update on the Workplace Impairment Policy and reported that the new training programs are nearly finalised. Having to pull back from the MBQ but still pushing forward with the builders and subcontractors. The program should be fully operational in April.

Decision: *"That the report be received."*

Moved: Andrew Sutherland Seconded: Peter Close

Asbestos Awareness Program

The Divisional Branch Secretary gave an update on the Asbestos Awareness Program and that the contract will be signed from 4 April 2016. The Divisional Branch Secretary advised that 800 members need to be signed over the next 3 months.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Ian McKewin

0462

COM.0001.0002.4409_0059

Building EBA Campaign

The Divisional Branch Assistant General Secretary, Jade Ingham gave an update on the EBA campaign.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Legal Matters

- AFP Raid

The Divisional Branch Secretary spoke about the AFP raid on the Brisbane office and advised that the Lawyers think the case went well and that the decision should be handed down fairly quickly.

- Right of Entry

The Divisional Branch Secretary reported on the terrible decision handed down by Judge Vasta in relation to CFMEU official, Scott Vink.

- High Court Challenge

The Divisional Branch Secretary reported on the High Court Challenge and advised that the CFMEU won the case but the matter had to be remitted back to the Full Court who heard the matter in the first place. This is going to be interesting in that the 3 judges would not be happy in the judgement being rejected by the High Court.

0463

- Flick Judgement

The Divisional Branch Secretary reported that the Flick Judgement case was heard last in 2015 and February this year and advised that we are still waiting on the decision from the Full Bench.

- Other Legal Matters

The Divisional Branch Secretary gave an update on other legal matters in relation to union officials, including Justin Steele, Andrew Sutherland and Travis O'Brien.

Decision: *"That the reports on legal matters be received."*

Moved: Jade Ingham Seconded: Ian McKewin

General Business

- BLF Room

A discussion occurred among the Divisional Branch Executive regarding the honour board in the BLF room.

Decision: *"That the honour board in the BLF Room be edited to remove David Hanna's name".*

COM.0001.0002.4409_0060

Moved: Keith Murphy Seconded: Peter Close
CARRIED UNANIMOUSLY

- Bank Guarantees

The Divisional Branch Secretary advised that the Bank Guarantee documentation (received from the bank) has incorrect details.

Decision: "*The Divisional Branch Executive notes that a guarantee has been provided by the Divisional Branch as part of the settlement in relation to Bechtel arising out of the litigation brought by Bechtel against the CFMEU.*

The Commonwealth Bank in providing the Bank Guarantee, despite having been provided with the correct ABN, has utilised the ABN of the CFMEUQ and the not QNTDB.

The Executive resolves:

That the QNTDB indemnifies the CFMEUQ against any liability that may arise out of the Bank Guarantee".

Moved: Peter Close Seconded: Ian McKewin

- Football Club

The Divisional Branch Secretary reported on the sponsorship request from Palm Beach Currumbin Australian Football Club Inc (PBCAFC).

Decision: *"That the QNTDB Executive endorse a donation of $1,500 for the Palm Beach Currumbin Australian Football Club Inc."*

Moved: Jade Ingham Seconded: Ian McKewin

- Fijian Appeal

The Divisional Branch President reported on the funds raised for the Fijian Appeal and advised that a 40 foot container full with much needed supplies for the Fijian communities will soon be loaded by CFMEU rank and file members, delegates and officials.

Decision: *"That the report be received."*

Moved: Michael Ravbar Seconded: Andrew Sutherland

- MND Fundraiser in support of Peter Turner

The Divisional Branch Assistant Secretary, Jade Ingham reported on the MND Bowl for Mobility fundraiser that is being held on 17 April 2016 in support of Peter Turner who has been diagnosed with Motor Neurone Disease (MND).

0464

COM.0001.0002.4409_0061

Decision: *"That the report be received and that the QNTDB executive endorse the MND Fundraiser to be held on 17 April 2016 and endorse that the CFMEU purchase tickets for staff wishing to attend the Fundraiser in support of delegate Peter Turner and the MND Foundation."*

Moved: Michael Ravbar Seconded: Andrew Sutherland

- Rize Up Donation

The Divisional Branch Assistant Secretary, Jade Ingham reported on the resolution and commitment of $1,000 by each of the State Branches given at the CFMEU C & G Division National Conference regarding a donation to the domestic violence support group – Rize Up.

Decision: *"That the report be received and that the QNTDB Executive endorse the donation of $1,000 to the domestic violence support group – Rize Up and that correspondence be forwarded to State Branches regarding the donation."*

Moved: Jade Ingham Seconded: Keith Murphy

- Boxing Club at Bracken Ridge

The Divisional Branch Assistant Secretary reported on a sponsorship request of $1,500 from Cain Ansell in regards to an upcoming fight at the Aboriginal boxing club at Bracken Ridge.

Decision: *"That the report be received and that the QNTDB Executive endorse the donation of $1,500 to the Aboriginal Boxing club at Bracken ridge, subject to the Divisional Branch Assistant Secretary seeking further information and consulting with the Divisional Branch Secretary in relation to the sponsorship package."*

Moved: Ian McKewin Seconded: Andrew Sutherland

- ADSS

A discussion occurred among Divisional Executive members regarding ARDSSQ membership.

Decision: *"That a list be provided to the Divisional Branch Secretary of delegates that are not members of ADSS."*

Moved: Keith Murphy Seconded: Andrew Sutherland

There being no further business the meeting closed at 2:30pm

0465

COM.0001.0002.4409_0062

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 24 November 2015 commencing at 2:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin,Brad Daniels, Keith Murphy, Andrew Sutherland

Apologies: Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Wednesday 7 October 2015 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Jade Ingham

Financial Reports

The Divisional Branch Secretary produced to the Construction, Forestry, Mining & Energy Union, Construction and General Division Queensland Northern Territory Divisional Branch Executive the financial reports for the period ended 31 October 2015.

The Divisional Branch Secretary also reported that there is a contract on the Gladstone property.

Decision: *"That the income from dues and the Financial report for the period ended 31 October 2015 be received."*

Moved: Ian McKewin Seconded: Peter Close

Royal Commission

The Divisional Branch Secretary gave an update on the Royal Commission and reported on the Australian Federal police raid on the Brisbane office. The Divisional Branch Secretary advised that the CFMEU has obtained a federal court injunction in relation to the warrant and that the matter has been listed for further hearing for December 7. Good result for the union at this stage.

Union Rule Change

The Divisional Branch Secretary explained Rule 43 and the proposed amendment.

Decision: *"That the Divisional Branch Executive resolves to amend rule 43 by deleting rule 43 (l)."*

Moved: Peter Close Seconded: Andrew Sutherland

0466

COM.0001.0002.4409_0063

Federal Government

The Divisional Branch Secretary reported on the Abbott-Turnbull leadership change and what this means for Labor at the next election.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Peter Close

IR Matters

The Divisional Branch Secretary reported on the following IR issues with the State Government:

- Local Government
- IR Review
- Labour Hire

Decision: *"That the report be received."*

Moved: Brad Daniels Seconded: Ian McKewin

Workplace Impairment Policy

The Divisional Branch Secretary reported on the CFMEU Workplace Impairment Policy for the building and construction industry. The policy is supported by the QMBA and was launched on the 9 October at the CFMEU (Construction) National Conference. The Divisional Branch Secretary further reported on the Federal Government Building Code (Fitness for Work/Alcohol and Other Drugs in the Workplace) that will be implemented next year.

The Divisional Branch Assistant Secretary supplemented the Branch Secretary's report. A discussion occurred among Executive members regarding blanket or random testing and QMBA's position.

The Divisional Branch Assistant Secretary reported that a meeting with the building trade unions will be scheduled to discuss the policy.

Decision: *"That the report be received and that CFMEU Divisional Branch Executive endorse in principle CFMEU's proposal in regards to testing subject to seeking clarification from the QMBA regarding whether testing will be blanket or random."*

Moved: Keith Murphy Seconded: Ian McKewin

Building EBA Campaign

The Divisional Branch Assistant Secretary gave an update on the current status of EBAs. He reported that we by the end of next week there should be 75 agreements certified.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Andrew Sutherland

Legal Matters

The Divisional Branch Secretary gave an update on the following legal matters:

0467

COM.0001.0002.4409_0064

- Suing individual worker
- Right of entry
- High Court Challenge
- Flick judgement

Decision: *"That the report be received."*

Moved: Brad Daniels Seconded: Royce Kupsch

Movember Donation

The Divisional Branch Secretary reported on the Movember Foundation and support for former QCU Secretary Ron Monaghan.

Decision: *"That the Divisional Executive endorse a donation of $5000 for the Movember Foundation."*

Moved: Brad Daniels Seconded: Royce Kupsch

General Business

The Divisional Branch President reported on discriminatory conduct provisions under the Act and to seek legal opinion in regards to pursuing individuals who obstruct HSR's to their detriment.

Divisional Branch Executive member, Ian McKewin reported on a settlement offered for a Lend Lease employee in relation to a dispute regarding living away from home allowance.

0468

Decision: *"That the report be received."*

Moved: Brad Daniels Seconded: Peter Close

There being no further business the meeting closed at 4:40pm.

COM.0001.0002.4409_0065

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Wednesday 7 October 2015 commencing at 11:45am

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Friday 25 September 2015 at 1:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Peter Close Seconded: Keith Murphy
CARRIED UNANIMOUSLY

David Hanna Resignation

The Divisional Branch Secretary reported that since the Executive applied the use of rule 53 at the last meeting dated 25 September 2015 that David Hanna has responded in writing with a letter of resignation (see attached).

Three resolutions were discussed.

Decision: *"That the Divisional Branch Executive notes Mr Hanna's immediate resignation from the QNTDB (Queensland & Northern Territory Divisional Branch) and accepts that resignation."*

Moved: Keith Murphy Seconded: Ian McKewin
CARRIED UNANIMOUSLY

Decision: *"That the Divisional Branch Executive directs the Divisional Branch Secretary, noting Mr Hanna's immediate resignation and advice previously provided to the Executive in relation to Section 171A, to remove David Hanna from the register of members.*

Moved: Steve Gaske Seconded: Brad Daniels
CARRIED UNANIMOUSLY

Decision: *"This Divisional Branch Executive directs the Divisional Branch Secretary to write to the CFMEU Federal Secretary, Michael O'Connor and recommend that any future application for membership by David Hanna should be referred to the National Executive.*

Moved: Peter Close Seconded: Jade Ingham
CARRIED UNANIMOUSLY

Royce Kupsch

0469

COM.0001.0002.4409_0066

Financial Reports

The Divisional Branch Secretary explained the budget figures show a small surplus with income for our apprentice schemes. There has been a welcome improvement in income from dues and membership increase over the last 2 weeks showing in the August/September period. We expect more legal expenditure before xmas.

Decision: *"That the income from dues report and the financial report for the period ended 30 September 2015 be received."*

Moved: Brad Daniels

Seconded: Steve Gaske
CARRIED UNANIMOUSLY

General Business

Nil

There being no further business the meeting closed at 12:45pm.

0470

COM.0001.0002.4409_0067

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 25 September 2015 commencing at 1:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Peter Close, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 4 August 2015 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Brad Daniels

Royal Commission

The Divisional Branch Secretary gave a report on the Royal Commission in Queensland over the past 2 weeks. The first week the Commission's focus was all about David Hanna's house. Week 2 questioning was about the reported mass destruction of documents. This cross examination included officers, office staff and training staff. The union personnel conducted themselves very well to the barrage of questioning.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

David Hanna: Charges to be laid under Rule 53:

The Divisional Branch Secretary explained the process of charging David Hanna under Rule 53 for gross misbehaviour.

David Hanna is to be expelled and his membership to be removed from CFMEU records.

Decision: *"This Executive is responding to the many letters and phone calls from concerned members to terminate David Hanna for gross misbehaviour as per Rule 53 of the CFMEU constitution.*

The Executive recommend expulsion and removal of David Hanna's membership"

Moved: Ian McKewin Seconded: Steve Gaske
CARRIED UNANIMOUSLY

Decision: *"This Executive also recommends that all legal and ongoing costs for David Hanna's case be terminated forthwith.*

Moved: Keith Murphy Seconded: Brad Daniels
CARRIED UNANIMOUSLY

0471

COM.0001.0002.4409_0068

Federal Government

The Divisional Branch Secretary reported on the Turnbull/Abbott change of leadership. IR Minister, Eric Abetz has been replaced by Michaelia Cash who is not a supporter of the CFMEU (she will be a problem). The FWBC has been extremely active.

Malcolm Turnbull will breathe some new life into the Liberal Federal Government and blame Tony Abbott for his mistakes.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Royce Kupsch

Ben Loakes

The Divisional Branch Assistant Secretary, Jade Ingham informed the Executive that "Bechtel" are seeking $30 million from the CFMEU for damages during the EBA Campaign. Ben Loakes has been named as a respondent in this case. We have been approached by Ben Loakes via his partner, Sara McGuire for the CFMEU to assist with his legal representation.

Decision: *"That the Executive endorses the legal support for Ben Loakes to be included in the Bechtel v CFMEU legal case."*

Moved: Ian McKewin Seconded: Keith Murphy

0472

ALP Conference

The Divisional Branch Secretary reported on the ALP State Conference held 23-24 August 2015. There were no ground breaking issues. However, the "China Free Trade Agreement" was debated.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Jade Ingham

General Business

1. Steve Gaske raised Sonny issue.
2. Peter Close raised the conversation between David Hanna and Leo Skourdoumbis and its content.
3. Sponsorship Jason Jennings great cycle challenge.

Decision: *"That the Executive endorse sponsorship of $1000 to the Jason Jennings Great Cycle challenge."*

Moved: Ian McKewin Seconded: Brad Daniels

Decision: *"That the Executive endorse sponsorship of $1000 to the "Rise up domestic victim support group."*

Moved: Jade Ingham Seconded: Keith Murphy

Royce Kupsch

There being no further business the meeting closed at 3:10pm.

COM.0001.0002.4409_0069

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 4 August 2015 commencing at 2:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Pearson, Peter Close (by telephone), Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 17 June 2015 at 1:30pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Keith Murphy

Charges Under Rule 51:
(a) David Hanna
(b) Mick Myles

The Divisional Branch Secretary reported that the National office completed an investigation and advised of the resignation of Mick Myles effective 30 July 2015 and the resignation of David Hanna from all positions held at the Branch and National level effective 30 July 2015.

Decision: *"That the report be received and that the Divisional Branch Executive accept the resignation of Mick Myles and David Hanna from all positions held effective 30 July 2015."*

Moved: Ian McKewin Seconded: Peter Close

Financial Reports

The Divisional Branch Secretary presented the estimated Income and Expenditure Statement for the period ended 30 June 2015.

Decision: *"That the financial statements be received as true and correct.*

Moved: Keith Murphy Seconded: Ian McKewin

Industry Funds

The Divisional Branch Secretary reported the new deeds for the BERT fund had now been signed.

Decision: *"That the report be received."*

Moved: Brad Daniel Seconded: Steve Gaske

Royce Kupsch

0473

COM.0001.0002.4409_0070

Royal Commission

The Divisional Branch Secretary reported on the recent hearing in Canberra and the Royal Commission generally.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Ian McKewin

ALP Conference

The Divisional Branch Secretary reported on the recent National Conference and advised that the State conference is coming up at the end of August.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Kane Pearson

Campaigns

The Divisional Branch Secretary reported on the following campaigns:

- CHaFTA
- Visa Workers
- Taxation
- Unsafe building products
- Insolvency in the Construction industry

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Royce Kupsch

General Business

The Divisional Branch Secretary reported on the Ben Loakes Unfair dismissal case and advised that Ben's application was unsuccessful.

The Divisional Branch Secretary reported on the passing of Rohan Webb's wife.

Decision: *"That the reports be received and that the Divisional Branch Executive donate $2500 for the family of Rohan Webb."*

Moved: Royce Kupsch Seconded: Ian McKewin

There being no further business the meeting closed at 3:30pm.

0474

COM.0001.0002.4409_0071

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Wednesday 17 June 2015 commencing at 1:30pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Pearson, Peter Close, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: David Hanna

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 11 May 2015 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Keith Murphy

Presiding President

Decision: *"In accordance with rule 48F (ii), the Queensland Northern Territory Divisional Branch Executive determines that Royce Kupsch, a Divisional Branch Senior Vice-President, preside at meetings of the Divisional Branch during the absence on leave of the Divisional Branch President."*

Moved: Michael Ravbar Seconded: Jade Ingham

Decision: *"In accordance with rule 48F (iii), the Queensland Northern Territory Divisional Branch Executive determines that Royce Kupsch, a Divisional Branch Senior Vice-President, be given, in the absence of the Divisional Branch President, the duties and responsibility of calling all meetings, including meetings under rule 42(p), of the Divisional Branch."*

Moved: Michael Ravbar Seconded: Jade Ingham

Charges

The Secretary advised the Executive that the charges that have been made against union President, David Hanna and Qld State Organiser, Mick Myles. These charges have been presented to the Federal office of the CFMEU (Michael O'Connor's office) for investigation. On the 13 July a recommendation shall be presented back the CFMEU Qld/NT office.

Decision: *"The meeting of the Divisional Branch Executive notes that:*

a) *Michael Ravbar, Jade Ingham, Keith Murphy, Ian McKewin, Royce Kupsch, Kane Pearson, Peter Close, Steve Gaske, and Brad Daniels being members of the Queensland Northern Territory Divisional Branch Executive have at the meeting of the Executive held on the 17th June 2015 requested that a special meeting of the Queensland Northern Territory Divisional Branch Executive be held at 16 Campbell Street, Bowen Hills on the 20th July at 1:00pm for the purposes of determining the charges brought against David Hanna and Mick Myles, on Wednesday 17th June 2015, of gross misbehaviour and gross neglect of duty.*

0475

COM.0001.0002.4409_0072

b) *Royce Kupsh has, pursuant to his duties and pursuant to the request of Michael Ravbar, Jade Ingham, Keith Murphy, Ian McKewin, Royce Kupsch, Kane Pearson, Peter Close, Steve Gaske and Brad Daniels called a special meeting of the Queensland Northern Territory Divisional Branch Executive to be held at 16 Campbell Street, Bowen Hills on the 20th July 2015 at 1:00pm for the purposes of determining the charges brought against David Hanna and Mick Myles, on Wednesday 17th June 2015, of gross misbehaviour and gross neglect of duty.*

That the Divisional Branch Executive directs the Divisional Branch Secretary to notify David Hanna and Mick Myles of the time and place of holding the special meeting.

Moved: Michael Ravbar Seconded: Jade Ingham

Financial Reports

The Divisional Branch Secretary reported on the financial reports of the Construction, Forestry, Mining and Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch. The Divisional Branch Secretary went through in detail and noted that the accounts show a profit for the year 2014 of $300 000. Income from dues is running at 5.8% but running slightly behind 2015 budget.

Decision: *"That the financial statements for the year ended 31 December 2014 be endorsed."*

Moved: Peter Close Seconded: Ian McKewin

The Divisional Branch Secretary explained that there has been some accounting issues with the Construction, Forestry, Mining & Energy, Queensland Builders Labourers Divisional Branch Accounts for many years but was pleased to advise that errors have been rectified and accounts are now in order.

0476

Decision: *"That the financial statement for the period ended 31 January 2014 be endorsed."*

Moved: Keith Murphy Seconded: Steve Gaske

The Divisional Branch Secretary then advised that all the accounts will now go up on our CFMEU website for 28 ays.

Royal Commission

The Divisional Branch Secretary reported on CBUS and Brian Parker issues and that the Royal Commission hearings will move to Canberra for a 3 week period.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Kane Pearson

BERT

The Divisional Branch Secretary informed the Committee on the transition from QMCA to MBA for employer ownership of BERT. There has been an issue regarding the GST refund. The CFMEU and Plumbers union have been finalised but the BLF has an issue with signatories on the GFC credit account.

Decision: *"That the Executive authorises the Divisional Branch Secretary to add extra signatories to this account."*

Moved: Keith Murphy Seconded: Kane Pearson

COM.0001.0002.4409_0073

The Divisional Branch Secretary reported regarding the BERT constitution and owner shares (unions).

Decision: *"That the report be received and that Hall Payne Lawyers review the BERT Constitution"*

Moved: Jade Ingham Seconded: Ian McKewin

Donations

The Divisional Branch Secretary spoke about the "Whitelion" appeal to support disadvantaged youth.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

Legal Matters

A report was given by the Divisional Branch Secretary about current legal matters.

Decision: *"To donate $2000 to the Whitelion Appeal."*

Moved: Jade Ingham Seconded: Peter Close

General Business

Keith Murphy raised an issue where a CFMEU member made a money withdrawal from a Bank of Queensland teller machine for $500 and no money was dispensed. Bank of Queensland advised that it would take 28 days to get his money back.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

There being no further business the meeting closed at 2:58pm.

0477

COM.0001.0002.4409_0074

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 11 May 2015 2015 commencing at 2:00pm

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Pearson, Ian McKewin, Steve Gaske, Brad Daniels, Keith Murphy

Apologies: David Hanna, Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 24 March 2015 at 2:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Jade Ingham Seconded: Steve Gaske

Financial Reports

The Divisional Branch Secretary reported on the Financial Reports and presented accounts up until the end of April 2015. He reported that at the next meeting he will present to the federal accounts of the CFMEU for the year ending 2014.

Decision: *"That the report be received and that the accounts of the CFMEU be accepted and endorsed."*

Moved: Royce Kupsch Seconded: Brad Daniels

Royal Commission

A report was given by the Divisional Branch Secretary on the Royal Commission and the ABCC Bill being debated in the Senate.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Kane Pearson

WorkCover

The Divisional Branch Secretary reported on changes to WorkCover and associated meetings that have been attended.

Decision: *"That the report be received."*

Moved: Brad Daniels Seconded: Steve Gaske

0478

COM.0001.0002.4409_0075

IR Reforms

The Divisional Branch Secretary reported on the current ALP State Government's reversal proposal to Campbell Newman's anti-worker legislation and Health and Safety.

The report was supplemented by Royce Kupsch regarding problems with the current and proposed legislation.

Decision: *"That the report be received"*

Moved: Kane Pearson Seconded: Keith Murphy

FIFO

A report was received by the Divisional Branch Secretary on FIFO and the important issues that our membership are facing, he further reported on the composition of the FIFO committee and how talks are going with State Government. The report was supplemented by Jade Ingham about fixes to FIFO.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

Legal Matters

A report was given by the Divisional Branch Secretary about current legal matters.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Steve Gaske

Ben Loakes Matter

report was given by the Divisional Branch Secretary about Ben Loakes unfair dismissal case.\

Decision: *"That the report be received."*

Moved: Brad Daniels Seconded: Steve Gaske

Organising

The Divisional Branch Secretary reported regarding new organisers, Justin Steele, Paul Taylor and Kurt Pauls commencing work with the union.

Decision: *"That the report be received"*

Moved: Royce Kupsch Seconded: Brad Daniels

0479

COM.0001.0002.4409_0076

Workers' Memorial Day and May Day 2015

A report was given by the Divisional Branch Secretary on Workers' Memorial Day and May Day 2015. Awards were won by CFMEU for best journal and best multi-workplace campaign (LGRAW). It was also reported that Regional areas also had good attendance.

Decision: *"That the report be received."*

Moved: Kane Pearson Seconded: Steve Gaske

Outstanding Receipt Books

A report was given by the Divisional Branch Secretary about outstanding receipt books.

Decision: *"That the reports be received and that the uncovered receipt books be cleared off."*

Moved: Ian McKewin Seconded: Brad Daniels

General Business

- A report was given by the Divisional Branch Secretary on the recent flooding.
- Current WHS industry issues were discussed.

Decision: *"That the reports be received."*

Moved: Keith Murphy Seconded: Steve Gaske

There being no further business the meeting closed at 3:45pm.

0480

COM.0001.0002.4409_0077

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 24 March 2015 commencing at 2:00pm

Present: Michael Ravbar, David Hanna, Jade Ingham, Kane Pearson, Ian McKewin, Steve Gaske, Royce Kupsch, Brad Daniels, Peter Close, Keith Murphy

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 25 November at 1:00pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Kane Pearson Seconded: Keith Murphy

Ben Loakes Matter

The Secretary gave an up to date report on this matter. This matter will be before the court next week with Michael Ravbar, Jade Ingham and Kane Pearson required to give evidence.

The following resolution was tabled and debated:

Decision: *"That the Divisional Branch Executive are all in favour of this resolution and that the Divisional Branch Executive notes:*

(a) Ben Loakes was elected as an Organiser on 8 November 2012;

(b) the Divisional Branch Executive resolved to remove Ben Loakes from office on 25 November 2014 in accordance with the Divisional rules;

(c) the Divisional Branch Council heard the review of the Divisional Branch Executive's decision and resolved to confirm the decision of the Divisional Branch Executive on 20 February 2015;

(d) Ben Loakes' dismissal from office creates a casual vacancy in the office of Organiser; and

(e) the Divisional Branch Executive has the power to appoint a financial member to the vacant office of Organiser for the remainder of the term, in accordance with rule 38(cc) of the Divisional rules.

0481

COM.0001.0002.4409_0078

The Divisional Branch Executive resolves to appoint Jody Moses to the office of Organiser in accordance with rule 38(cc) of the Divisional rules."

Moved: *Ian McKewin* *Seconded:* *Steve Gaske*

Appointments

With the written resignation of Peter Close in May 2014 from the position of Divisional Branch Assistant Secretary, it has been noted that Kane Pearson is now filling the roll of elected Divisional Branch Assistant Secretary and Peter Close holds the position of Executive member.

Decision: *"That Kane Pearson and Peter Close be appointed to the above positions as per the rules."*

Moved: Royce Kupsch Seconded: Brad Daniels

Financial Reports:

The Divisional Branch Secretary reported on the following financial matters:

1. Budget Criteria (presented with amendments, superannuation and legal fees)
2. Income from Dues, slightly behind budget
3. Proposed 2015 union dues.

Decision: *"That the report be received"*

Moved: Keith Murphy Seconded: Jade Ingham

Royal Commission

The Divisional Branch Secretary gave an in depth report on the next phase of the Abbott Government Royal Commission into the building industry. The Royal Commission will be focusing on Superannuation funds (Cbus, First Super) and many other issues. There will be further attacks on the CFMEU during the year.

The Master Builders Association is campaigning for a reinvigorated ABCC and is pressuring the independent senators to support this. The Senate will be voting on this matter during this week in Parliament.

Decision: *"That the report be received"*

Moved: Royce Kupsch Seconded: Ian McKewin

Qld Election

The Divisional Branch Secretary reported that the Labor party winning Government in Queensland with the support of independent Peter Wellington is a great result for the CFMEU and our members.

There was a 19.9% swing to Labor in the seats we campaigned in and an overall swing of 14% across all seats in Queensland. We have been in discussions with the Palaszczuk Government on the issues of Local Government laws, WorkCover and Labour Day being returned to May. Other issues for our members are FIFO and Health and Safety.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Peter Close

0482

COM.0001.0002.4409_0079

Legal Matters

The Divisional Branch Secretary reported that we have reached a settlement on all the outstanding matters with Lend Lease including the Ian McKewin issue.

We also have legal issues with Bechtel to deal with.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Royce Kupsch

Organising

The Secretary reported that both Mark O'Brien and Dennis Mitchell have resigned. We have employed 2 new Organisers, Kurt Pauls and Paul Taylor with Justin Steel to also start with the CFMEU in late April. Kurt and Justin will be construction organisers with Paul looking after LGA and offsite.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Keith Murphy

Building EBA

The new 2015-2019 agreement has been endorsed by the delegates and also by our members at job meetings. Organisers have been given responsibilities of the different trades to follow up for signing. Documents are ready for signing.

0483

Decision: *"That the report be received"*

Moved: Keith Murphy Seconded: Royce Kupsch

dustry Funds

The Divisional Branch Secretary reported that the Queensland Major Contractors Association is seeking to be no longer the 50% employer owner of BERT. This should happen around May. Master Builders Association will be the new owners. The next proposed step is to bring BER, BERT training and CIPS together.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Kane Pearson

Health and Safety

The Divisional Branch Secretary reported on the following issues:

1. Workplace Impairment Testing

The CFMEU will be supporting and rolling out drug, alcohol and fatigue impairment testing and education training on sites. The ACT Branch of the CFMEU has a programme we will use.

2. Asbestos Training

We will have a clause in our agreements for Asbestos Awareness training. Once again the ACT CFMEU Branch have a 4 hour course we will utilise.

COM.0001.0002.4409_0080

3. Mates in Construction

There is money available from QLeave available for industry training and Jorgen Gullestrup from MIC will be negotiating to access these funds.

Decision: *"That the report be received"*

Moved: Kane Pearson Seconded: Ian McKewin

General Business

1. Plumbers Union Elections
   - Brad O'Carroll v Gary O'Halloran
2. Sponsorship requests
- Beerwah Bulldogs Footy Club $1000
- Wynnum Manly Juniors $3000

Decision: *"That the Executive endorses the Divisional Branch Secretary to deal with those requests"*

Moved: Keith Murphy Seconded: Steve Gaske

There being no further business the meeting closed at 4:25pm.

0484

COM.0001.0002.4409_0081

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 25 November 2014 commencing at 1:00pm

Present: Michael Ravbar, Jade Ingham, Kane Pearson, Steve Gaske, Royce Kupsch (Acting President), Brad Daniels, Peter Close, Ian McKewin, Keith Murphy

Apologies: David Hanna

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 3 October 2014 at 12:30pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Ian McKewin

Staffing Matters

The Divisional Branch Secretary gave a report on the situation regarding elected organiser Ben Loakes and the discharge of his obligations.

The Divisional Branch Secretary spent considerable time going through in detail the charges made against Ben Loakes and the process in accordance with rules of the CFMEU.

The Divisional Branch Secretary left the meeting at 1:30pm.

The Divisional Branch Executive then considered the material before it with respect to each charge and the esponse from Ben Loakes to each charge.

Decision:

The Divisional Branch Executive, having considered all of the evidence before it, and on the balance of probabilities at the requisite standard (as advised by the Divisional Branch Secretary), determines that:

(a) Ben Loakes is found guilty of the following charges:

i) he did not attend job sites within his organising area as directed by his Co-ordinator and/or the Assistant Secretary;
ii) he did not attend and perform his duties within his organising area as directed by his Co-ordinator and/or the Assistant Secretary and/or as required by the rules of the Division;
iii) he did not file any right of entry notices for relevant job sites and/or filed insufficient right of entry notices;
iv) he falsely and dishonestly advised Divisional Officers that he was in attendance at relevant job sites when he was not;
v) he failed to follow Union Policy in relation to the filing of entry notices;
vi) complaints from members have been received in relation to his failure to attend their workplace;

0485

COM.0001.0002.4409_0082

vii) complaints from delegates have been received in relation to his failure to attend their workplace; and

viii) he has failed to return member's calls which has resulted in complaints by members and delegates.

(b) resulting from the findings that Ben is guilty of these charges, that he is in breach of Rule 48 and has failed to visit shops and jobs as required and to cooperate with shop and job stewards as directed by the Divisional Branch Executive through the Senior Officers.

(c) that Ben Loakes is, as an officer, guilty of a substantial breach of the Union's rules, guilty as an officer of gross misbehaviour and gross neglect of his duty.

(d) the matters of which he has been found guilty amount to a significant breach of his duty and the obligations he owed, as an officer, to members and that he be forthwith dismissed from the office of elected organiser.

(e) despite it not being an emolument to which he is entitled arising from the office of organiser, to pay the balance of the four (4) weeks payment that the Divisional Branch Secretary stated would be paid.

(f) the union equipment, i.e. vehicle, computers, Ipad, receipt book, bank books, camera etc. (list provided by State office) be surrendered on Wednesday 26/11/14. 2 Officers will be present at the Gladstone CFMEU property on Wednesday (26/11/14) morning to collect those items. This decision will be notified to Ben Loakes this afternoon Tuesday 25/11/14. The union house will be vacated and left in good order by Wednesday 3/12/14.

0486

Moved: *Ian McKewin* *Seconded:* *Brad Daniels*
CARRIED UNANIMOUSLY

The Divisional Branch Secretary then re-joined the Executive at 2:50pm to hear the decision of the CFMEU C&G Qld/NT State Executive led by the Acting President.

Other staffing matters:

The Secretary reported that the unions legal team, Travis O'Brien and Alex Cousner have both resigned from their employment. We will be looking for a new legal person next year, the in the mean time Charles Massey and Luke Tiley our managing our legal matters.

We are also looking to employ a new office junior. This junior will start work in the new year.

Decision: *"That the report be received"*

Moved: Brad Daniels Seconded: Steve Gaske

Financial Reports:

The Divisional Branch Secretary circulated the financial accounts.

Income from dues is at 11.5% above budget for 2014 year. This is a good financial position to be in for the end of the year.

The Secretary explained the income and expenditure tables. The CFMEUQ owns the assets of the Union.

COM.0001.0002.4409_0083

The Divisional Branch Secretary explained that our affiliation fees are up substantially because of our financial position Income from Dues". The 2014 State Delegates Convention ran over budget and our legal fees are well over budget for 2014 because of Royal Commission etc. and the use of Hall Payne Lawyers for our in-house legals.

Decision: *"That the report be received"*

Moved: Jade Ingham Seconded: Peter Close

Royal Commission

The Divisional Branch Secretary gave a very in depth report on the Royal Commission and explained that the Royal Commission Recommendation is expected on Friday 28/11/14. This decision will say all sorts of nasty things about the CFMEU and will recommend that 7 CFMEU officials be charged and other unions, i.e. HSU will have no issues.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Brad Daniels

David Hanna

The Secretary gave a report on David's motorcycle accident and an update on how his injuries are.

Decision: *"That the Executive wishes David a quick recovery and hope to see him back at work as soon as possible."*

Moved: Kane Pearson Seconded: Keith Murphy

Legal Matters

The Divisional Branch Secretary reported on the Unions legal matters and reported that some cases have not been handled well. Also, that this union may be liable for compensation for some of those cases.

Decision: *"That the Executive gives authority for the Divisional Branch Secretary to settle those matters as required."*

Moved: Jade Ingham Seconded: Ian McKewin

Building Industry Log of Claims

The Divisional Branch Secretary reported that the last delegates meeting endorsed the interim claim now the documents are being drafted, ready to roll out. Some sectors of the industry are ready to negotiate.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Keith Murphy

Union Charities

The Secretary reported that ARDSSQ Äsbestos Related Disease Support Society Queensland"is the Unions charity and on top of the fund raising work we currently do for ARDSSQ. We are looking to supply vending machines on construction sites to make donations to ARDSSQ for product sold through the vending machines.

0487

COM.0001.0002.4409_0084

Decision: *"That the report be received"*

Moved: Kane Pearson Seconded: Brad Daniels

Workplace Health and Safety Week

The Divisional Branch Secretary reported that WH&S month went very well with 28 site visits and spoke to 5000 construction workers. The feedback from delegates and members was that the meetings and information was well received. WH&S Queensland did not attend any meetings, however, WorkCover did participate in some meetings and were supportive of the unions work.

Decision: *"That the report be received"*

Moved: Royce Kupsch Seconded: Kane Pearson

Qld State Election

The Secretary reported that we will be combining our efforts and finances with the CFMEU Mining Division and the CFMEU National Office for the 2015 Qld State Election. We have been working with Clive Palmer (PUP) and Bob Katter and the ALP. We will target 11 seats in Queensland. Campaign issues will include LGRAW, Jobs for Queenslanders, FIFO, WorkCover and Health and Safety. We will also utilise billboards, TV ads, regional papers and phone polling.

Decision: *"That this Executive authorises the Secretary to finance the 2015 Queensland Election Campaign."*

Moved: Keith Murphy Seconded: Ian McKewin

Auditing Issues

The Secretary reported on the union's audit recommendations.

1. Brian Baker outstanding $500, write this off.
2. Tiago Cardim, missing receipt book, write off
3. Ben Horner, missing receipt book, write off
4. Gareth Stogman, missing receipt book, write off
5. Luke Ward, missing receipt book, write off
6. Peter Van der Mere, missing receipt book, write off
7. Nurses Union Rockhampton, missing receipt book, write off

Decision: *"That this Executive authorises the write off of the missing $500 of the missing receipt books."*

Moved: Steve Gaske Seconded: Jade Ingham

General Business

Nil

There being no further business the meeting closed at 4:15pm.

0488

COM.0001.0002.4409_0085

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 3 October 2014 commencing at 12:30pm

Present: Michael Ravbar, Jade Ingham, David Hanna, Kane Pearson, Peter Close, Ian McKewin, Keith Murphy

Apologies: Brad Daniels, Steve Gaske, Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 15 September 2014 at 2:25pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Keith Murphy

Financial Reports:

The Divisional Branch Secretary reported that we are 13.97% over budget and that if we can maintain this rate until November it will be a very good year financially for the union. Our legal expenses are way over budget.

CFMEU Qld & NT

The Secretary explained this is our operating account. Expenditure is up through increases in affiliation fees, audit and integration, convention expenses, legal fees, Local Government Campaign expenses, additional Townsville staff member (Charmaine Bullon), Printing and Stationary. Those items are over budget. BERT compliance fees have not been paid yet and grant for Royce Kupsch has not been paid yet.

CFMEU Q:

The State Secretary explained that this is the assets of the union account. CBUS and ARDSSQ have not paid their rent yet. The State Secretary explained the CFMEUQ Accounts.

Decision: *"That the report be received"*

Moved: Keith Murphy Seconded: Jade Ingham

The Divisional Branch Secretary gave a report on the following matters:

1. Royal Commission
2. ABCC
3. Building EBA Log of Claims
4. Health and Safety Week
5. National Conference
6. ALP State Conference

0489

COM.0001.0002.4409_0086

Decision: *"That the reports be received"*

Moved: Kane Pearson Seconded: Keith Murphy

There being no further business the meeting closed at 1:10pm

0490

COM.0001.0002.4409_0087

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 15 September 2014 commencing at 2:25pm

Present: Michael Ravbar, David Hanna, Jade Ingham, Kane Pearson, Steve Gaske, Brad Daniel, Keith Murphy, Ian McKewin, Royce Kupsch, Peter Close

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 28 July 2014 at 2:20pm were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Royce Kupsch Seconded: Keith Murphy

QBLDB Finances

The following resolutions regarding QBLDB finances were presented to the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive:

Resolution 1 – Presentation of QBLDB accounts

The Divisional Branch Executive declares that:

1. the former Divisional Branch Secretary of the Queensland Builders' Labourers Divisional Branch ("the QBLDB") notified the management committee of the Queensland Northern Territory Divisional Branch ("the QNTDB") on 15 September 2014 as follows:
   a. the management committee of the QBLDB met on 25 March 2014 and authorised the former Divisional Branch Secretary of the QBLDB to sign the committee of management for the year ending 31 December 2013;
   b. the former Divisional Branch Secretary of the QBLDB provided the full report (inclusive of the committee of management statement) for the year ending 31 December 2013 to the members of the QBLDB on 25 March 2014;
   c. the full reports were prepared on the basis of the best available information; and
   d. the full report for the year ending 31 December 2013 was not presented to a meeting of the QBLDB prior to 1 February 2014 when the merger with the QBTDB took effect; and

2. the full report of the QBLDB for the year ending 31 December 2013 was presented to a meeting of the management committee of the QNTDB on 15 September 2014.

0491

COM.0001.0002.4409_0088

Resolution 2 – QBLDB certificate for 2013

The Divisional Branch Executive authorises the Divisional Branch Secretary to:

1. sign the designated officer's certificate for the QBLDB for the year ending 31 December 2013 in the following terms:

    - *I am an Officer authorised by resolution of the management committee of the Queensland Northern Territory Divisional Branch ("the QNTDB") to lodge these documents;*
    - *the documents lodged herewith are copies of the full report for the Queensland Builders Labourers Divisional Branch ("the QBLDB") for the period ended 31 December 2013 referred to in s.268 of the Fair Work (Registered Organisations) Act 2009;*
    - *I am informed that the management committee of the QBLDB met on 25 March 2014 to approve the accounts;*
    - *I am informed that the full report was provided to members of the QBLDB on 25 March 2014;*
    - *the QBLDB merged with the QNTDB on 1 February 2014 and became the merged QNTDB;*
    - *I am informed that the full reports of the QBLDB for the year ended 31 December 2013 were not presented to the management committee of the QBLDB prior to the merger being effected; and*
    - *the full report was presented to a meeting of the management committee of the QNTDB on 15 September 2014 in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.*

2. lodge the full reports and designated officer's certificate for the QBLDB for the year ending 31 December 2013.

Resolution 3 – Accounts for January 2014

Preamble

The Divisional Branch Executive notes that the QBLDB

1. prepared full reports for the year ending 31 December 2013;
2. merged with the QNTDB on and from 1 February 2014; and
3. has not prepared accounts for the period from 1 January 2014 to 31 January 2014.

Decision: *"1. The Divisional Branch Executive directs the Divisional Branch Secretary to:*
(a) prepare the accounts for the QBLDB for the period from 1 January 2014 to 31 January 2014;
(b) present the accounts in accordance with the rules and the Fair Work (Registered Organisations) Act for approval; and
(c)take all other steps necessary to ensure the Divisional Branch complies with its reporting obligations as a reporting unit."

0492

COM.0001.0002.4409_0089

Decision: *"That the CFMEU Construction and General Division Queensland Northern Territory Divisional Branch endorse the resolutions."*

Moved: Royce Kupsch Seconded: Ian McKewin

Administrative Arrangements

The following resolutions regarding administrative arrangements were presented to the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive:

Resolution 1 – Accrual accounting

Preamble

The C&G Divisional Branch Executive notes:

(a) the reporting unit has historically recognised membership subscriptions as income on the date on which payment was received (the cash basis);
(b) the accrual basis recognises the financial effects of transactions or other events in the financial years in which they occur, to the extent that those financial effects can be recognised, irrespective of whether cash has been received or paid;
(c) by reporting membership subscriptions on the accrual basis, the income is recognised in the year that the subscription relates to, rather than when it is received;
(d) the Fair Work Commission ("FWC") has requested that membership subscriptions be reported on the accrual basis, in accordance with the Australian Accounting Standards; and
(e) the C&G Divisional Branch Secretary agreed to the request of the FWC and the financial reports for the year ending 31 December 2013 were prepared on an accrual basis.

0493

Decision: *"The C&G Divisional Branch Executive confirms and adopts the administrative decision of the C&G Divisional Branch Secretary to comply with the request of the FWC and to use the accrual basis for reporting membership subscriptions for the financial reports commencing from the 2013 financial year".*

Resolution 2 – Income

Preamble

The C&G Divisional Branch Executive notes:

1. A number of amalgamations unifying the CFMEU state counterpart have occurred in Queensland with the effect that different structural arrangements have been adopted for the operations of the:
   (a) CFMEUQ;
   (b) FEDFA;
   (c) QCEUE; and
   (d) BLF.

2. The general position that the C&G Divisional Branch has adopted in the last few years, and which takes into account the unification of the state counterparts, is to create uniformity by maximizing the Federal identity of the CFMEU, not just between the members of the former BLF and Building Workers Division Branches in Queensland, but also with the Northern Territory members.

COM.0001.0002.4409_0090

3. The merger of the Qld Divisional Construction Branches has also occurred in the federal jurisdiction which has meant that different structural arrangements were necessary for the continued operation of the C&G Divisional Branch.

4. The State Construction and General Division ("the State Division") of the CFMEUQ has substantially the same membership as the C&G Divisional Branch ("Joint Members") with some exceptions in relation to the FFTS and Northern Territory members, which has resulted in administrative practices being adopted to avoid overlap and unnecessary cost.

5. Structural and administrative arrangements have also been implemented in recognition of the fact that:
   (a) there has been significant growth in the number of members of the C&G Divisional Branch in the Northern Territory;
   (b) the significant majority of Joint Members are now national system employees; and
   (c) the significant majority of members of the former BLF are national system employees.

6. The C&G Divisional Branch also recognises that the National Division and National Union consider it appropriate that the membership subscriptions of Joint Members be administered by C&G Divisional Branches and not counterpart State Unions, as the CFMEU streamlines its operations around Australia to move to a greater federal focus, and it is appropriate for the C&G Divisional Branch to support the Division and the National Union.

7. Recognition of these factors and the appropriateness of utilising the Federal Union as the more relevant overarching structure, that can accommodate the needs of the Joint Members into the future, requires the administrative process, inclusive of the payment of subscriptions, to be effected in the C&G Divisional Branch as opposed to utilising the State Union as previously occurred.

8. The State Division has, through its officers, confirmed that the preferred approach of the C&G Divisional Branch is also the preferred approach of the State Division.

9. The C&G Divisional Branch Secretary considers it is appropriate to formalise these arrangements in writing with the State Division and the C&G Divisional Branch wishes that he do so.

0494

<u>Decision:</u> *"The C&G Divisional Branch Executive authorises the C&G Divisional Branch Secretary to establish agreements that reflect the administrative arrangements in place between the C&G Divisional Branch and the State Division with the:*

(a) subscription fees to be paid to the C&G Divisional Branch;
(b) finances/administration to be conducted by the C&G Divisional Branch;
(c) membership services to be delivered through the C&G Divisional Branch,

and to liaise with the State Secretary of the State Division as to the terms of the arrangements.

The C&G Divisional Branch Executive authorises the C&G Divisional Branch Secretary, on behalf of the C&G Divisional Branch, to enter into written agreements with the State Division, once the C&G Divisional Branch Secretary is satisfied that the agreements provide for appropriate administrative arrangements in accordance with the preamble to this resolution between the C&G Divisional Branch and the State Division."

COM.0001.0002.4409_0091

Resolution 3 – Grants

Preamble

(a) As part of the restructuring of administrative arrangements between the State Division and the C&G Divisional Branch to ensure effective operations, the administration of the existing BERT apprenticeship grants was transferred by the State Division to the C&G Divisional Branch, with the C&G Divisional Branch to act as the agent for the State Division.

(b) Commencing in 2013 the BERT grants are made to the C&G Divisional Branch and not the State Division.

(c) The C&G Divisional Branch Executive notes that the State Executive of the State Division has appointed the C&G Divisional Branch as agents of the State Division for the purpose of assisting the State Division to fulfil its obligations with respect to its grant funding.

(d) The C&G Divisional Branch Secretary confirmed that it is best practice for the administrative and financial activities relating to the grants to be delivered by the C&G Divisional Branch, and consequently agreed to act as the agent of the State Division for the purposes of effecting the grants.

Decision: *"The C&G Divisional Branch Executive resolves that the C&G Divisional Branch accepts appointment as the agent of the State Division for the purpose of assisting the State Division to fulfil its obligations with respect to its BERT grant funding for apprentices, and confirms and adopts the C&G Divisional Branch Secretary's administrative decision to do so."*

0495

Resolution 4 – Maintenance of property

Preamble

(a) The State Division has, for a number of years, agreed that the C&G Divisional Branch use the State Division's property for the benefit of Joint Members.

(b) The maintenance of the properties of the State Division is an expense of the State Division.

(c) The previous administrative arrangements in place between the C&G Divisional Branch and the CFMEUQ (as it was) and the State Division, as the case may be, provided that the CFMEUQ/State Division collected the membership subscriptions of Joint Members who were required to only pay a single subscription.

(d) Due to the change in the structural/administration arrangements, this is no longer the situation and the State Division no longer has the direct access to the funds derived for membership subscriptions.

(e) Consequently the State Division seeks a contribution from the C&G Divisional Branch to defray the costs associated with ownership and maintenance of its property which is utilised by the C&G Divisional Branch.

(f) In exchange for the contribution the State Division will provide a licence to the C&G Divisional Branch to use the property.

COM.0001.0002.4409_0092

Decision: *"The C&G Divisional Branch Executive authorises the C&G Divisional Branch Secretary, on behalf of the C&G Divisional Branch, to enter into a written agreement with the State Division which provides for relevant payments to be made from the C&G Divisional Branch to the CFMEUQ for the C&G Divisional Branch's continued use of the State Division's properties."*

Resolution 5 – GST

Preamble

(a) Administrative arrangements are in place which require a number of transactions to be made between the State Division and the C&G Divisional Branch.

(b) The C&G Divisional Branch and the State Division:
- (i) are both registered for GST;
- (ii) have the same tax periods as each other;
- (iii) account for GST on the same basis as each other;
- (iv) are not a member of any other GST groups; and
- (v) do not have any registered GST branches.

If the State Division and C&G Divisional Branch were to register as a GST Group, transactions between the State Division and C&G Divisional Branch would not treated as taxable sales or purchases.

Decision: *"1. The C&G Divisional Branch Executive directs the C&G Divisional Branch Secretary to investigate forming a GST Group with the State Division in accordance with the A New Tax System (Goods and Services Tax) Act 1999.*

2. The C&G Divisional Branch Executive directs the C&G Divisional Branch Secretary to:

(a) seek specific advice as to the accounting treatment of GST Groups; and

(b) report to a subsequent meeting of the C&G Divisional Branch Executive about the advantages and disadvantages of forming a GST Group."

0496

Resolution 6 – Defence Fund

The C&G Divisional Branch Executive notes that:

- the State Division's defence fund has been transferred to the Branch Fund of the C&G Divisional Branch where it has been used for, and is to be used for, the purpose of defending joint members;
- the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C&G Divisional Branch;
- the transfer is also consistent with the matters noted in relation to resolution 2;
- the C&G Divisional Branch Executive acknowledges the purpose for which the funds were transferred and the purpose for which the fund was established; and
- the C&G Divisional Branch Executive acknowledges that the fund will only be used for that purpose.

Decision: *"The C&G Divisional Branch Executive accepts the decision of the State Secretary to transfer the fighting fund to the C&G Divisional Branch and agrees to use the fund in accordance with the purpose for which it was established."*

COM.0001.0002.4409_0093

Resolution 7 – Accrued Employee Entitlements

The C&G Divisional Branch Executive notes that:

- the State Division's accrued employee entitlements have been transferred to the C&G Divisional Branch fund of the C&G Divisional Branch where it has been used for, and is to be used for, the purpose of payment of accrued entitlements to the Joint Employees and/or former employees of the CFMEUQ/State Division;
- the transfer is consistent with the matters noted in relation to resolution 2;
- the C&G Divisional Branch Executive acknowledges the purpose for which the accrued employee entitlements were transferred;
- the C&G Divisional Branch Executive acknowledges that the money held for the purpose of accrued employee entitlements will only be spent for that purpose; and
- the arrangements need to be regularised to ensure that the interests of the State Division are protected by way of an enforceable indemnity and the C&G Divisional Branch Executive understands the purpose for which the entitlements were transferred;

Decision: *"The C&G Divisional Branch Executive accepts the decision of the State Secretary to transfer the accrued employee entitlements to the C&G Divisional Branch and agrees to only use the money held for the purpose of accrued employee entitlements to pay accrued employee entitlements of Joint Employees or former employees of the CFMEUQ/State Division."*

Resolution 8 – Other administrative arrangements

Preamble

The C&G Divisional Branch Executive considers that other aspects of the administrative arrangements, including those relating to the employment of joint staff, full-time officials, utilisation of plant and equipment and provision of membership services are appropriate to be dealt with by way of a written agreement, and may not presently be the subject of an agreement.

Decision: *"The C&G Divisional Branch Secretary is directed to negotiate with the State Secretary and the State Division to ensure all administrative arrangements, not otherwise specifically dealt with in resolutions 2-7, are the subject of a written agreement."*

Decision: *"That the CFMEU Construction and General Division Queensland Northern Territory Divisional Branch endorse the resolutions."*

Moved: Brad Daniel Seconded: Steve Gaske

Financial Reports:

The Divisional Branch Secretary reported on the CFMEU Construction and General Division Queensland Northern Territory Divisional Branch financial reports.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Steve Gaske

0497

COM.0001.0002.4409_0094

Requests for Sponsorship

The Divisional Branch Secretary reported on sponsorship requests from Ipswich Little Athletics Club and Calamvale Special School. The Divisional Branch Executive agreed to sponsor their requests.World Skills CFMEU Contestants was also discussed.

Decision: *"That the CFMEU Construction and General Division Queensland Northern Territory Divisional Branch Executive endorse the sponsorship requests from the Ipswich Little Athletics Club and Calamvale Special School."*

Moved: Jade Ingham Seconded: Steve Gaske

The Divisional Branch Secretary reported on the Community Event "Carols Under the Stars".

Decision: *"That the CFMEU Construction and General Division Queensland Northern Territory Divisional Branch Executive endorse sponsorship of $15,000 to the community event, Carols under the Stars"*

Moved: Ian McKewin Seconded: Peter Close

Union House Property

The Divisional Branch Secretary reported on the Union House property at Roma Street.

Decision: *"That the report be received"*

Moved: Brad Daniel Seconded: Keith Murphy

There being no further business the meeting closed at 3:30pm

3-10-14

0498

COM.0001.0002.4409_0095

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 28 July 2014 commencing at 2:20pm

Present: Michael Ravbar, Jade Ingham, Kane Pearson, Steve Gaske, Royce Kupch, Brad Daniels, Keith Murphy, Ian McKewin, Royce Kupsch

Apologies: David Hanna

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Friday 9 May 2014 at 2:10pm were presented to the Executive.

Decision: "That the previous minutes are a true and correct record with the following amendment:

Moved: *Keith Murphy* *Seconded:* *Ian McKewin"*

Moved: Ian McKewin Seconded: Jade Ingham

Financial Reports:

The Divisional Branch Secretary reported on the CFMEU Construction and General Division Qld and NT Divisional Branch financial reports for the period ended 30 June 2014.

Decision: "That the report be received"

Moved: Royce Kupsch Seconded: Steve Gaske

Auditor:

The Divisional Branch Secretary reported on the engagement of an Auditor.

Decision: "That the Executive endorse the engagement of PKF Hacketts Audit"

Moved: Brad Daniels Seconded: Keith Murphy
CARRIED UNANIMOUSLY

26/8/14 O.K.

0499

COM.0001.0002.4409_0096

Royal Commission

A report was given by the Divisional Branch Secretary on the Royal Commission.

Decision: "That the report be received"

Moved: Jade Ingham Seconded: Peter Close

Temporary & Accountability Legislation

The Divisional Branch Secretary reported on the State Government's repeal of the Political Expenditure Balloting provisions. Good outcome for the union movement and democracy in this State.

Decision: "That the report be received"

Moved: Ian McKewin Seconded: Royce Kupsch

Legal Matters

A report was given by the Divisional Branch Secretary on current union legal matters.

Decision: "That the report be received and that Executive endorsed the Legal Services Tender's Committee recommendation for Hall Payne Lawyers to be union lawyers subject to the endorsement of the Mining and Energy Division"

Moved: Keith Murphy Seconded: Brad Daniels
CARRIED UNANIMOUSLY

0500

State Matters

A report was given by the Divisional Branch Secretary about issues with the current State Government. Main areas are FIFO, WorkCover and Health and Safety.

Decision: "That the report be received"

Moved: Kane Pearson Seconded: Royce Kupsch

Right of Entry

A report was given by the Divisional Branch Secretary on current Right of Entry issues.

Decision: "That the report be received"

Moved: Brad Daniels Seconded: Ian McKewin

Delegates Convention

A report was given on the successful Delegates Convention by the Divisional Branch Secretary.

Decision: "That the report be received"

COM.0001.0002.4409_0097

Moved: Steve Gaske Seconded: Peter Close

Campaigns

- National
- Shopfitters
- Local Government

A report was given by the Divisional Branch Secretary on current campaigns.

The Assistant Divisional Branch Secretary gave a report on the Local Government campaign.

Decision: "That the report be received"

Moved: Royce Kupsch Seconded: Jade Ingham

There being no further business the meeting closed at 4:00pm

0501

COM.0001.0002.4409_0098

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 9 May 2014 commencing at 2:15pm

Present: Michael Ravbar, David Hanna, Jade Ingham, Kane Pearson, Steve Gaske, Royce Kupch, Brad Daniels, Keith Murphy, Ian McKewin, Royce Kupsch

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 25 March 2014 at 2:10pm were presented to the Executive.

Decision: "That the previous minutes are a true and correct record."

Moved: Keith Murphy Seconded: ~~Keith Murphy~~ Ian McKewin MR.

Financial Reports:

CFMEU Construction and General Division Qld and NT Divisional Branch.

State Secretary reported pretty much what we budgeted for the year we have achieved.

Assets:

Townsville asset needs to be addressed as in pool has crack that needs to be fixed. The State Secretary reported that the market is not that flash in Townsville.

Need to elect David Hanna as President so he can become signatory for cheques to be signed.

State Secretary reiterated revenue in this organisation always picks up toward the end of the year.

Amalgamation effective 1 May 2014.

Decision: "That the report be received"

Moved: Kane Pearson Seconded: Jade Ingham

0502

COM.0001.0002.4409_0099

Financial Statements 2013

The Construction, Forestry, Mining & Energy Union, Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 December 2013 were presented to the Executive.

Decision: "That the Financial Statements for the year ended 31 December 2013 be endorsed"

Moved: Keith Murphy Seconded: Steve Gaske

Royal Commission:

State Secretary reported that it has been a busy month getting ready for the Royal Commission. Talk up positive aspects of union working with Miners and Furniture Trades. Legal team happy with positioning in Qld.

Decision: "That the report be received"

Moved: Bradley Daniels Seconded: Royce Kupsch

State Branch Election

State Secretary reported on an election on the 6th June.

Resolved:

Decision: "That Divisional Branch Executive, being the Divisional Branch Committee of the Construction and General Division, Qld and NT Divisional Branch determines to nominate the following full time Officers set out in Column A of the Divisional Branch to seek election for the Officers set out in Column B.

A	B
David Hanna	State Senior Vice President
Michael Ravbar	State Secretary
Jade Ingham	State Joint Vice President"

Moved: Kane Pearson Seconded: Royce Kupsch

Right of Entry:

Hadkiss causing havoc on sites. FWBC and FWC working in tandem but very slow.4 Officials under scrutiny over right entry. Lot of work to do in this area. The upside is membership see us having a go to still represent them.

Decision: "That the report be received"

Moved: Kane Pearson Seconded: Jade Ingham

0503

COM.0001.0002.4409_0100

Delegates Convention:

Resolutions all done. Getting them done and dusted today. 260 Delegates confirmed for convention. Everything going as planned.

Decision: "That the report be received"

Moved: Ian McKewin Seconded: Bradley Daniel

Campaigns:

The Divisional Branch Secretary reported on the following campaigns:

Local Government

State Secretary reported that a van to lead campaign for spreading the message to Local Government workers about what's coming at them in the future. Shirts, flyers, Delegates training all to be utilised in this fight against this anti-union Government.

Shopfitters

State Secretary reported that it is getting pretty intense with Westfield ramping up action with them at Garden City. Meetings with Irvine determined they are wishy washy at best with compliance.

Decision: "That the report be received"

Moved: Royce Kupsch Seconded: Jade Ingham

General Business

Secretary reported that the farewell for Laurie Genrich was held on Thursday 8 May. It was a good day held by all at the Boo.

Ian McKewin's sacking on the spot by Lend-Lease has been reversed by our legal strategy. Fight is not over yet.

Secretary reported as general business State Government is attacking apprentice's wages. The Secretary contributed $5000 towards defence of these young workers entitlements.

No further business meeting closed at 4:00pm

There being no further business the meeting closed at 4:00pm

0504

COM.0001.0002.4409_0101

Meeting of the Branch Executive of the
Construction, Forestry, Mining and Energy Union,
Construction and General Division,
Queensland Northern Territory Divisional Branch
on Tuesday 25th March, 2014 commencing at 2:10pm

Present: Michael Ravbar, Peter Close, Jade Ingham, Steve Gaske (Chair), Ian McKewin, Bradley Daniel, Keith Murphy, Kane Pearson, Royce Kupsch

Apologies: David Hanna

Previous Minutes:

The minutes of the Branch Executive of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Construction Workers Divisional Branch held on Monday 25th November 2013 at 1.20pm were presented to the Executive.

Decision: "That the previous minutes are a true and correct record."

Moved: Bradley Daniel Seconded: Keith Murphy

Financial Reports:

The Divisional Branch State Secretary presented and explained the financial accounts. We have had a good start to 2014 with income but our expenditure (legal bills) has been very high. We will be moving to a system called accrual accounting because of an order from the Abbott Government through Fair Work Australia. This shift in accounting will show a poor start for 2014 but will do catch up figures later in the year to then show the current figures.

Decision: "That the report be received"

Moved: Ian McKewin Seconded: Kane Pearson

Royal Commission:

The Divisional Branch State Secretary reported on the 2014 Royal Commission to be headed by Ex Judge Dyson Heydon. This case will commence on April 9 and will mostly be run out of Sydney and will take approximately one whole year. The purpose of this Royal Commission will be to dirty up the CFMEU then in the lead up to a Federal Election make the ALP look bad in the process. We will run with one legal team for the whole of the CFMEU and Tony Maher will be spokesman.

Decision: "That the report be received"

Moved: Kane Pearson Seconded: Jade Ingham

0505

COM.0001.0002.4409_0102

BLF/CFMEU Amalgamation:

The Divisional Branch Secretary reported that the amalgamation process is 90% finalised and has been well accepted by all Delegates and the members. Just waiting for the 60 day appeal period to expire then the Commission will finalise the process. All staff and the organisers are working well in their new environment. All organisers and staff will be on the CFMEU payroll as of 1 April 2014. There has been some issues around direct debit but have now been sorted. Peter Close will be resigning his employment with the CFMEU on 6 June and moving on so all his union responsibilities will have to be redirected to other Senior Officials.

Decision: "That the report be received"

Moved: Ian McKewin Seconded: Keith Murphy

Right of Entry:

1. **Health and Safety**

The Divisional Branch Secretary reported that the Queensland State Newman Government is legislating that union officials will have to provide 24 hours' notice to Builders to investigate Health and Safety complaints and breaches. This will encourage Health and Safety standards to deteriorate on sites. These changes will take effect by April. The CFMEU will continue to represent our members Health and Safety concerns. This is a good issue to campaign on.

0506

2. **Industrial**

The Federal Government is looking at processes to restrict access to our members and access to job sites. We will have some major issues with some our official's entry permits. The Abbott Government will attack all our Right of Entry permits in order to restrict our ability to gain access to our members and weaken the CFMEU. Nigel Hadgkiss is an evil operator and a liar.

Decision: "That the report be received"

Moved: Ian McKewin Seconded: Royce Kupsch

ABCC& Federal Matters:

The Divisional Branch State Secretary reported that the FWBC inspectors have been very active across the Country and have lots of issues against CFMEU and its officials.

There is a proposal for the CFMEU, Michael O'Connor's "FFPD" Division to fully integrate into our Construction and General Division Nationally.

There are also discussions for another National organiser in Dave Noonan's National office.

The National CFMEU conference will be held in Sydney this year.

Decision: "That the report be received"

Moved: Keith Murphy Seconded: Jade Ingham

COM.0001.0002.4409_0103

Delegates Convention:

The 31st State Delegates Convention will be held on 5 & 6 July. As usual we need to push organisers and delegates for more job resolutions. Our guest speakers will be Michael O'Connor and Dave Noonan. Convention and Function will be held at the Brisbane Convention Centre, Southbank. So far we have 147 Delegates registered and we also have new delegates awards to be presented during the 2 days.

Decision: "That the report be received"

Moved: Royce Kupsch Seconded: Bradley Daniel

Lend Lease:

The Divisional Branch Secretary reported on the 2 week court case with Lend lease and we are waiting on the final submissions. Lend Lease industrial attitude has already turned with the Abbott Government political persuasion.

Decision: "That the report be received"

Moved: Jade Ingham Seconded: Keith Murphy

Campaigns:

The Divisional Branch Secretary reported on the following campaigns:

0507

1. **Local Government**

There have been major changes to Industrial Relations in Queensland by the Newman State Government. The maximum allowable pay rise for Government employees is 2½ %, there are also job security clauses and protections removed and no payroll deductions for union dues. This is an excellent campaigning opportunity to attack the Newman Government.

2. **Shopfitters**

The CFMEU is pursuing a National Agreement with Westfield design and Construction for their shopping Centres Brookfield Multiplex. Indooroopilly shopping Centre is the perfect example of sham contracting with every avoidance of superannuation and awards possible. Retail construction is going to go crazy over the next few years.

3. **Union Protection**

The Divisional Branch Council has authorised a $10 levy on each 6 month ticket to raise $10 million over the next 3 years to help defend the Union from the attacks by the Abbott Government and the Heydon Royal Commission. The National Union is providing assistance to the South Australia Branch to help them get back on their feet. The dues contributions across the Country in all Branches will be adjusted to match the Queensland dues contribution rate.

Decision: "That the report be received"

Moved: Jade Ingham Seconded: Ian McKewin

COM.0001.0002.4409_0104

Political:

The Divisional Branch Secretary reported that Travis O'Brien is having a run for the State Seat of Brisbane and Travis is going head to head against Grace Grace for that position. Grace is supported by the Electrical Trade Union.

Decision: "That the report be received"

Moved: Kane Pearson Seconded: Ian McKewin

General Business:

Sponsorship Requests:

1. Brothers Rugby League Darwin $2000
2. Waterford Rugby League $2000
3. Kane Pearson's Waterford Mustangs

We are prepared to support the Community i.e. junior football clubs with jerseys, water bottles and shade pop ups to get the CFMEU brands out there.

Decision: "That we agree to the sponsorship requests"

Moved: Michael Ravbar Seconded: Ian McKewin

0508

There being no further business the meeting closed at 4:10pm

Special Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 24 July 2024 commencing at 7:00am

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Ian McKewin, Mark Read, Steve Amies, Steve Gaske, Peter Close, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Keith Murphy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 25 June 2024 and the minutes of the meeting held on Thursday 18 July 2024 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 25 June 2024 and Thursday 18 July 2024 be adopted as a true and correct record"*

Moved: Ian McKewin Seconded: Steve Gaske

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

Steve Amies, Executive Member declared a conflict in regard to agenda item - Financial matters in relation to the Cross River Rail Hardship Fund.

Financial Matters

- State Construction and General Division Cross River Rail Hardship Fund

Executive member, Steve Amies declared a conflict of interest due to his role as delegate at Cross River Rail. He did not participate in any discussion or decision in relation to the resolution.

The State Divisional Executive noted that members of the State Division and/or their dependants are experiencing financial hardship and/or distress as a result of their participation in industrial action.

Decision: *The State Divisional Executive resolves as follows:*

1) In this resolution:

*a) **Eligible Member** means a person who:*

i) Is a member of the State Division for the purpose of Part B of the Union Rules; and

COM.0001.0002.4422

ii) *Has participated in taking industrial action and provided support at the picket at Cross River Rail Project; and*

iii) *Is experiencing hardship and/or distress.*

b) *All other terms have the meaning given by Part B of the Union Rules.*

2) *The State Division is to establish a special fund, to be known as the: "Cross River Rail Hardship Fund" ('**Hardship Fund**')*

3) *The purpose of the Hardship Fund shall be relieving Eligible Members or any of the Eligible Member's dependants from hardship and/or distress.*

4) *The State Divisional Executive shall cause to have opened an account in a financial facility for the purpose of holding the monies comprising the Hardship Fund.*

5) *The name of such account shall be the: "Construction, Forestry, Mining & Energy Industrial Union of Employees, Queensland, Construction & General State Division – Cross River Rail Hardship Fund" account **(Hardship Fund Account)**.*

6) *Until the Hardship Fund Account has been established, the monies comprising the Hardship Fund shall be accounted for separately to the remainder of the State Divisional Fund or such other monies as the State Division controls.*

7) *The State Divisional Executive authorises the transfer of monies from the Compulsory Levy Defence Fund to the Hardship Fund.*

8) *The State Division may invite members (whether financial or otherwise) or other persons to contribute to the Hardship Fund.*

9) *Contributions to the Hardship Fund may be received by any means, including direct debit, payroll deduction and authorisation to deduct.*

10) *The State Divisional Executive will provide such authority to establish such facilities as are necessary to receive those contributions to the Hardship Fund.*

11) *The State Divisional Executive may at its discretion, upon application from an Eligible Member, make a payment to that Eligible Member for the purpose of relieving the Eligible Member or any of the Eligible Member's dependants from hardship and/or distress.*

12) *In making its determination as to whether to make a payment pursuant to this resolution, the State Divisional Executive has full discretion as to its satisfaction in relation to the making of a payment, including whether the preconditions for doing so exist.*

13) *The State Divisional Executive may delegate any or all of its functions or powers under this resolution to an Officer of the State Division on any terms that it determines.*

14) *If the State Divisional Executive delegates any of its functions or powers under this resolution, it may provide guidance to that Officer in relation to how those functions or powers are to be exercised, including how any discretion is to be exercised.*

15) *The State Secretary will cause to have records kept of any payments made into or out of the Hardship Fund, as well as any other records that are required to be kept to comply with auditing or statutory requirements.*

16) *Provided that if the monies are not expended from the Cross River Rail Hardship Fund, once the Cross River Rail dispute concludes those monies are to be transferred to the Compulsory Levy Defence Funds.*

Moved: Ian McKewin Seconded: Steve Gaske

‘

Decision: *The State Executive approves to open a new Business Society Cheque Account for:*

Construction Forestry Mining & Energy, Industrial Union of Employees QLD State Construction & General Division
ABN: 12 898 529 251

The signatories for the new account will be:
Michael Ravbar
Jade Ingham
Steve Gaske
Keith Murphy

Moved: Dallas Ezzy Seconded: Mark Read

- Union Property

The State Secretary gave a detailed update on our investments with a number of union properties.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Steve Amies

Delegates Convention

The State Secretary gave an update on the delegates convention including current number of delegates registered and guest speakers scheduled from 31 July – 2 August 2024 at the RACV.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Ian McKewin

General Business

The State Secretary tabled a sponsorship request from Townsville Walkabouts Rugby League Team.

Decision: *"That the report be received and that the State Executive endorse the sponsorship request of $5000 for the Townsville Walkabouts Rugby League Team."*

Moved: Dallas Ezzy Seconded: Mark Read

There being no further business the meeting closed at 7:28am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Klepsch.

Date: 9-8-24.

COM.0001.0002.4422_0005

Special Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 18 July 2024 commencing at 3:00pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Keith Murphy, Ian McKewin, Mark Read, Steve Amies, Steve Gaske, Peter Close, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 25 June 2024 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Mark Read Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Proposed union fees 2025

The State Secretary discussed a proposed slight amendment to the union dues presented at the last Executive meeting. The proposed changes were tabled for discussion.

Decision: *"That the report be received and that the State Executive endorsed the proposed union dues for 2025."*

Moved: Dallas Ezzy Seconded: Mark Read

- Union Property

The State Secretary gave a detailed report on an investment opportunity in regards to properties at 8 and 12 Jamieson Street, Bowen Hills. The finances of the union were discussed in detail.

Decision: *That the report be received and that the CFMEUQ Executive endorse that the State Secretary submit an offer on the two properties at 8 and 12 Jamieson Street with the objective to purchase both properties.*

Moved: Steve Amies Seconded: Keith Murphy

COM.0001.0002.4422_0007

Delegates Convention

The State Secretary gave an update on the delegates convention scheduled from 31 July – 2 August 2024 at the RACV.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Peter Close

There being no further business the meeting closed at 3:58pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Impey

Date: 24-7-24

0517

COM.0001.0002.4422_0009

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 25 June 2024 commencing at 1:00pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Keith Murphy, Ian McKewin, Mark Read, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Steve Amies, Steve Gaske, Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 28 May 2024 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Mark Read

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

Financial Matters

- Financial Statements for the year ended 31 March 2024

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2024.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2024 be received and endorsed.*

Moved: Keith Murphy Seconded: Mark Read

- Income and Expenditure Statement for the period ended 31 May 2024

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 May 2024.

COM.0001.0002.4422_0011

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2024 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Ian McKewin Seconded: Dallas Ezzy

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Mark Read Seconded: Ian McKewin

- Proposed Union Dues 2025

The State Secretary tabled and spoke to the proposed union dues for 2025. A discussion occurred amongst Executive members regarding the dues.

Decision: *"That the report be received and that the State Executive endorsed the proposed union dues for 2025."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 June 2024.

Decision: *"That the income from dues as at 15 June 2024 be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

- Union Rules/Election

The State Secretary reported on the union quadrennial elections.

Decision: *The State Divisional Executive determines:*

(e) *in accordance with rule B15(k) that the office of State Divisional President is to be held on an honorary basis;*

(f) *in accordance with rule B15(h) and (i) that there are to be three (3) State Divisional Assistant Secretaries as follows:*

COM.0001.0002.4422_0013

(i) *State Divisional Assistant Secretary (Painters) which is to be held on an honorary basis;*

(ii) *State Divisional Assistant Secretary (Plasterers) which is to be held on a full-time basis; and*

(iii) *State Divisional Assistant Secretary (General) which is to be held on a full-time basis;*

(g) *that there are to be no elected Organisers; and*

(h) *that this resolution applies to the 2024 Quadrennial Election and all future quadrennial election unless determined otherwise by the State Divisional Executive or State Divisional Council.*

Moved: Ian McKewin Seconded: Mark Read

Campaigns

The State Secretary gave a report on the following campaigns:

- AWU/Civil
- Health and Safety Review
- Cross River Rail

Decision: *"That the reports be received."*

Moved: Mark Read Seconded: Keith Murphy

Delegates Convention

The State Secretary gave an update on the delegates convention scheduled for Wednesday 31 July – Friday 2 August 2024.

General Business

The State Secretary gave a report on the proposed office renovations. He advised that the union was getting design and quotes and that the renovations would be completed in three stages. He further advised Executive members that ADSS were moving out of the building.

There being no further business the meeting closed at 2:38pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 18-7-24

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 28 May 2024 commencing at 1:00pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Keith Murphy, Steve Amies, Ian McKewin, Steve Gaske, Mark Read, Dallas Ezzy, Peter Close, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 16 May 2024 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Mark Read Seconded: Steve Amies

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

Peter Close, Executive Member declared a conflict in regard to agenda item - Financial matters in relation to Danger Sun Overhead.

Financial Matters

- Financial Statements for the year ended 31 March 2024

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2024.

Shaun Lindeman PKF accountants addressed the Executive regarding the Financial Statements for the year ended 31 March 2024 and took questions from the floor.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2022 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

On 28 May 2024, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2024.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.*

(f) *the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organisation: *State Secretary*
Date the officer most recently completed the training: *12 May 2020*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Steve Amies Seconded: Keith Murphy

- Union Property

The State Secretary gave an update on the offer made on the property at 16 Jamieson Street, Bowen Hills. He advised that the seller has agreed to the proposed offer and that the union is just finalisng and clarifying some minor amendments to the contract.

Decision: *"That the report be received and that the CFMEU Executive authorise the State Secretary to progress with the purchase of the property at 16 Jamieson Street, Bowen Hills.*

Moved: Ian McKewin Seconded: Steve Gaske

- Danger Sun Overhead

The State Secretary gave a report on Danger Sun Overhead and their request to purchase a union vehicle. A discussion occurred amongst Executive members regarding the matter. Executive Member, Peter Close declared a conflict of interest due to his position as Chair on the Danger Sun Overhead Board. He did not participate in any discussion or decision in relation to the request.

Decision: *"That the report be received and that the CFMEU Executive endorse a general donation of $10,000 to Danger Sun Overhead. Also, that the Executive endorse that Danger Sun Overhead purchase a used vehicle from the union with a market value of $34,500."*

Moved: Keith Murphy Seconded: Dallas Ezzy

Campaigns

- AWU/Civil

The State Secretary gave an update on the BMD campaign. He gave a detailed report on the industrial, legal and media components of the campaign. The Assistant State Secretary, Jade Ingham supplemented the report about the recent campaign activities with BMD.

The State Secretary gave a comprehensive update on the Cross River Rail campaign. The Assistant State Secretary supplemented the report and gave an update on where the EBA negotiations were at and reported on meetings held with CPB Cross River Rail workers.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Ian McKewin

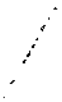
- Health and Safety Review

The State Secretary gave an update on the Health and Safety Review and advised Executive members that the Government had narrowed some of the legislation and advised that the legislation does not capture developers which the union has been campaigning for.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Keith Murphy

COM.0001.0002.4422_0021



There being no further business the meeting closed at 2:18pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Rayce Kupsh

Date: 25-6-24

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 16 May 2024 commencing at 1:00pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Keith Murphy, Steve Amies, Ian McKewin, Steve Gaske, Mark Read, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 18 March 2024 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Steve Gaske

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There were no conflicts of interest registered.

Financial Matters

- Income and Expenditure Statement for the period ended 30 April 2024

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 April 2024.

Decision: *"That the estimated income and expenditure statement for the period ended 30 April 2024 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Mark Read

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

COM.0001.0002.4422_0025

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Ian McKewin

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 30 April 2024.

Decision: *"That the income from dues as at 30 April 2024 be received."*

Moved: Steve Gaske Seconded: Keith Murphy

The State Secretary gave a lengthy report on property at 16 Jamieson Street, Bowen Hills and tabled detailed information about the property. A lengthy discussion occurred amongst Executive members regarding the property. The State Secretary advised that the union had made an offer of $2.65m. The State Secretary gave an update on the progress of the union's other properties on Campbell Street. The State Secretary further reported on the 'related party' balances between the CFMEUQ and the QNTDB and took questions from the floor.

Decision: *"That the report be received and that the CFMEU Executive authorise the State Secretary to progress with the offer and purchase (if viable) the property at 16 Jamieson Street, Bowen Hills. Further that the State Executive endorse if required that the QNTDB transfer funds to the CFMEUQ to purchase the property.*

Moved: Steve Amies Seconded: Ian McKewin

Campaigns

- AWU/Civil

The State Secretary gave an update on the BMD Campaign. He spoke about the industrial, legal and media components of the campaign, including the federal court orders that were made against the union on the 15th May.

The Assistant State Secretary, Jade Ingham supplemented the report and spoke about the campaign Nationally.

The State Secretary gave an update on the Cross River Rail campaign and spoke about the injunction. A length discussion occurred amongst Executive members.

The National Secretary, Zach Smith was in attendance and supplemented the report.

COM.0001.0002.4422_0027

-

- Health and Safety Review

The State Secretary reported on the Health and Safety Review and advised that some of the changes are disappointing, in particular in relation to Section 81(3) of the Act. He further advised that the government has agreed to include industrial manslaughter provisions in the Act capture developers which is what the union has been campaigning for.

The State Secretary gave a debrief on the success of Workers Memorial Day for Brisbane and the Gold Coast.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Steve Gaske

The State Secretary gave a detailed report on the following campaigns and advised that they will be the main focus of the Qld/NT Branch for 2024:

- AWU
- EBA (Building)
- Developer Licencing
- Civil
- Health and Safety Review
- Procurement (Policy and Compliance)
- Cross River Rail
- Manufacturing
- Governments (Qld & NT)

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Steve Gaske

General Business

- HARA-SV funding

The State Secretary reported on a service provided by The Centre for Women called Healing and Recovery After Sexual Violence (HARA-SV). He advised that HARA-SV is funded from donations from organisations which enables the employment of a specialist to support people are referred to the program as a crisis response to sexual violence and assualt.

Decision: *"That the reports be received and that the State Executive endorse a contribution of $21,000 to the Centre for Women & Co for the Healing and Recovery after Sexual Violence service."*

Moved: Steve Amies Seconded: Keith Murphy

- Palm Beach Currumbin Football Club

The State Secretary gave an update on the Palm Beach Currumbin Football club sponsorship arrangement and advised of the next instalment payable.

COM.0001.0002.4422_0029

Decision: *"That the report be received and that the State Executive ratify the next instalment of $4000 for the Palm Beach Currumbin Football Club sponsorship.*

Moved: Ian McKewin Seconded: Dallas Ezzy

There being no further business the meeting closed at 3:28pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Rayce Kupsch

Date: 28-5-24

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 18 March 2024 commencing at 2:00pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Keith Murphy, Steve Amies, Ian McKewin, Steve Gaske, Mark Read, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 29 January 2024 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There were no conflicts of interest registered.

- Union Rules

The State Secretary gave an updated and detailed report on the Asbestos Disease Support Society (ADSS) and he tabled a proposed resolution to address the concerns in regards to the conduct of Andrew Ramsay in relation to his conduct that has had a detrimental effect on the union.

A lengthy discussion occurred among Executive members.

Decision: "That the report be received and that the State Executive endorse that the State Secretary and President meet with Andrew Ramsay to discuss the issues raised and discussed in relation to his conduct."

Moved: Mark Read Seconded: Dallas Ezzy

Financial Matters

- Income and Expenditure Statement for the period ended 29 February 2024

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 29 February 2024.

COM.0001.0002.4422_0033

Decision: *"That the estimated income and expenditure statement for the period ended 29 February 2024 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Keith Murphy Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 January 2024.

Decision: *"That the income from dues as at 15 January 2024 be received."*

Moved: Mark Read Seconded: Dallas Ezzy

Campaigns

The State Secretary gave a detailed report on the following campaigns and advised that they will be the main focus of the Qld/NT Branch for 2024:

- AWU
- EBA (Building)
- Developer Licencing
- Civil
- Health and Safety Review
- Procurement (Policy and Compliance)
- Cross River Rail
- Manufacturing
- Governments (Qld & NT)

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Steve Gaske

General Business

- Flood Victims

The Assistant State Secretary, Kane Lowth reported on members that have been affected by Cyclone Jasper in December 2023.

Decision: *"That the report be received and that the State Executive endorse financial assistance of $5000 to CFMEU members Ben Cathelwood and Lachy Johnston to assist with the impact of the damaged caused by Cyclone Jasper in December 2023 in Cairns."*

Moved: Keith Murphy Seconded: Steve Amies

- Deception Bay Boxing Club

The Assistant State Secretary, Jade Ingham tabled a sponsorship request from member Damian Smith to assist in the rebuilding of the Deception Bay Boxing Club.

Decision: *"That the report be received and that the State Executive endorse sponsorship of $5000 to the Deception Bay Boxing Club."*

Moved: Mark Read Seconded: Steve Amies

- Newtown Lions

The State Secretary tabled sponsorship options requested from Newton Lions rugby league club for the upcoming season of the TRL competition.

Decision: *"That the report be received and that the State Executive endorse sponsorship of $5000 (Gold Sponsorship) to the Newton Lions Rugby League Club."*

Moved: Steve Gaske Seconded: Keith Murphy

There being no further business the meeting closed at 3:03pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 16-5-24

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 29 January 2024 commencing at 1:30pm

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Keith Murphy, Steve Amies, Ian McKewin, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Kane Lowth, Peter Close, Mark Read

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Friday 8 December 2024 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The Assistant State Secretary, Jade Ingham tabled information and gave an update to a declaration in regard to a protracted dispute with his insurer and repairs to his family home.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There were no conflicts of interest registered.

- Senior Officers Responsibilities

The State Secretary provided a detailed report on the responsibilities of Senior Officers and discussed changes in administration. The State Secretary reported on the recruitment of new staff, including an additional IR/Legal Officer and a new staff member in the membership. He further advised that the union has advertised for a junior position in membership.

The State Secretary also gave an update on changes regarding Senior Officer's representation on boards. He reported on some of the main changes which included the impending appointment of the Assistant State Secretary, Jade Ingham to the Mates In Construction Board. The State Secretary further reported that the Assistant State Secretary, Jade Ingham will also be Chair of the BERT board, succeeding John Crittall, the previously Master Builders Representative.

COM.0001.0002.4422_0039

Furthermore, the State Secretary announced the promotion of Dylan Howard to the position of Coordinator and advised that in this capacity, Dylan will oversee a civil campaign that the union is currently undertaking.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Steve Amies

Organising

The Assistant State Secretary, Jade Ingham provided a comprehensive report on organiser areas and highlighted changes within the organising team, including new organisers Paul Ivan, Eben Cox, Trevor Sinclair, Cody Budgeon and Hayden Turner.

Additionally, the State Secretary announced that Tim Jarvis will succeed Mick Booth as the BERT Workforce Development Manager following Booth's retirement in August. It was also noted that Paul Taylor is set to retire this year while the President, Royce Kupsch will be commencing at CIPS as a coordinator.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

Financial Matters

- Income and Expenditure Statement for the period ended 31 December 2023

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 December 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 December 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Gaske Seconded: Mark Read

State Divisional Executive Delegation

The State Divisional Executive has the power to delegate authority to the State Secretary to authorise payments under rule B20(f).:

The State Divisional Executive may delegate authority to the State Secretary to authorise payments, provided that such delegation can relate to:

(i) recurrent expenditure; and/or

(ii) budgeted expenditure; and/or

(iii) specific expenditure; and/or

(iv) expenditure to a limit.

Decision: *The State Divisional Executive resolves under rule B20(f):*

(a) that the following expenditure may be disbursed by the State Secretary:

(i) recurrent expenditure;

(ii) budgeted expenditure;

(iii) specific expenditure; and

(iv) expenditure to a limit of $30,000; and

(b) that the State Secretary is to report expenditure incurred under this authority at the next ordinary meeting of the State Divisional Executive.

Moved: Dallas Ezzy Seconded: Steve Amies

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 January 2024.

Decision: *"That the income from dues as at 15 January 2024 be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- 2025 Budget Criteria

The State Secretary tabled and spoke to the 2025 Budget Criteria for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division.

Decision: *"That the report be received and the State Divisional Executive endorse the 2024 Budget Criteria for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division."*

Moved: Steve Amies Seconded: Keith Murphy

Campaigns

The State Secretary gave a detailed report on the following campaigns and advised that they will be the main focus of the Qld/NT Branch for 2024:

- AWU
- EBA (Building)
- Developer Licencing
- Civil

- Health and Safety Review
- Procurement (Policy and Compliance)
- Cross River Rail
- Manufacturing
- Governments (Qld & NT)

Decision: *"That the reports be received."*

Moved: Keith Murphy Seconded: Steve Amies

Administration Matters

The State Secretary gave a detailed report of various administrative matters and expenditure taking place in 2024 including:

- IT matters
- phone systems
- Computer software upgrades
- Membership Upgrade
- Property
- Staffing

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Dallas Ezzy

General Business

- **Asbestos Disease Support Society**

The State Secretary provided a comprehensive report on the recent issues within the Asbestos Disease Support Society (ADSS) highlighting its dysfunctional state and significant governance problems. The State Secretary informed Executive about the anticipated actions of the union in the upcoming weeks and months. The State Secretary spoke about the DBC ballot and expressed that hopefully there would be a resolution that prioritises the welfare of both the union's members and the society's.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Ian McKewin

There being no further business the meeting closed at 3:08pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kospel.

Date: 18-3-24

COM.0001.0002.4422_0045

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 8 December 2023 commencing at 11:00am

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Lowth, Keith Murphy, Steve Amies, Ian McKewin, Mark Read, Steve Gaske, Peter Close, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Friday 11 August 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Mark Read

Governance

- Disclosures

The Chair called for disclosures from members.

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There were no conflicts of interest registered.

Financial Matters

The State Secretary presented a proposition for the construction of a CFMEU conference centre on the newly acquired land at 12 Campbell Street. The State Secretary also discussed alternative proposals and options for the comprehensive development of the three sites located at 12, 14, and 16 Campbell Street.

Rodney Moyle, the Managing Director Architect from Nettletontribe architects, presented to the Executive members the initial concept plans for the CFMEU conference centre. Following his presentation, Mr. Moyle

left the meeting, and a lengthy discussion occurred amongst the Executive members regarding the proposal and potential funding arrangements for the project.

The State Secretary advised Executive that the estimated cost for the project is approximately $20 million. Additionally, the State Secretary proposed that Dean Hall be employed to oversee the project.

Decision: *"That the State Executive endorse the Secretary to proceed with the development and any other associated works, including costings of 12 Campbell Street in regards to the overall development of 12-16 Campbell Street, Bowen Hills. Further, that the State Executive endorse that Dean Hall be the project manager for the project.*

Moved: Ian McKewin Seconded: Steve Amies

- Income and Expenditure Statement for the period ended 30 November 2023

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 November 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 30 November 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Gaske Seconded: Mark Read

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as 30 November 2023.

Decision: *"That the income from dues as at 30 November 2023 be received."*

Moved: Keith Murphy Seconded: Steve Amies

Campaigns

- Health and Safety Review

The State Secretary reported that following recent rallies the union successfully achieved improvements in certain aspects of the Health and Safety Legislation. Despite this progress the State Secretary advised that substantial efforts are required in the upcoming months to ensure that the Government honours its commitment. He also reported that the union has achieved a significant outcome with the government agreeing to a review of the Health and Safety regulator scheduled to commence in early February 2024. He further advised that there were some outstanding matters that the union were still campaigning on.

- Cross River Rail

The Assistant State Secretary gave a lengthy report on the ongoing campaign to achieve a new agreement for the whole of the site and to include the union as part of the agreement for the first time. He advised that if negotiations fail, the union will be taking protected industrial action early in the new year.

- Silica

The State Secretary reported on the successful campaign that the CFMEU has been involved in for the ban of engineered stone. He advised that the ban was likely to occur with a meeting of the Federal and State Governments to be held on the 13th December 2023. He further advised that in the interim, the union achieved a commitment from a number of retail giants to ban the stone. Additionally, the State Government has committed to enforce the ban.

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

General Business

There being no further business the meeting closed at 11:45am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 29-1-24

COM.0001.0002.4422_0051

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 11 August 2023 commencing at 9:30am

---

Present: Michael Ravbar, Royce Kupsch, Jade Ingham, Kane Lowth, Keith Murphy, Steve Amies, Ian McKewin, Mark Read, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Peter Close, Dallas Ezzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 19 June 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Amies Seconded: Keith Murphy

Governance

- Disclosures

The Chair called for disclosures from members.

Governance

The Chair called for disclosures from members:

The Assistant State Secretary, Jade Ingham tabled and gave an update to a declaration in regards to a protracted dispute with his insurer and repairs to his family home, The Assistant State Secretary gave a detailed report on the background and timeline of the works and advised Executive members that the works have been completed. Evidence of payment to the contractor was provided by the Assistant State Secretary to the State Executive.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to the agenda item (General Business) in relation to the ADSS Race Day.

Financial Matters

- Income and Expenditure Statement for the period ended 31 July 2023

COM.0001.0002.4422_0053

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 July 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 July 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Ian McKewin Seconded: Mark Read

Decision:

- Income from Dues

The State Secretary tabled and reported on the income from dues as 31 July 2023.

Decision: *"That the income from dues as at 31 July 2023 be received."*

Moved: Keith Murphy Seconded: Steve Gaske

- Proposed Union Dues 2024

The State Secretary spoke to the tabled proposed union dues for 2024 and a discussion occurred amongst Executive members.

Decision: *"That the proposed union dues for 2024 be endorsed."*

Moved: Mark Read Seconded: Steve Amies

- Personal Payment Orders

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests as he has a personal interest in the decision. He left the room and did not participate in any discussion or decision in relation to the request.

The State Divisional Executive notes the following:

1. On 27 July 2023, Judge Vasta in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union (BBQ Case)* [2023] FedCFamC2G 668 declared that Michael Ravbar contravened the *Fair Work Act 2009* (Cth) on two occasions and, as a result, ordered that he pay two penalties totalling $9,320.00;
2. In respect of each of those penalties, Mr Ravbar must not:
   (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
   (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Mr Ravbar must comply with the orders.

4. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**) has received advice from Hall Payne Lawyers, confirming that:

   (a) the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**) is a separate legal entity to the CFMMEU;

   (b) the CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court; and

   (c) consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).

5. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.

6. The State Assistant Secretary has confirmed that the State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:

   (a) advancing the interests of members;

   (b) advancing the living and working conditions of workers and their families;

   (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and

   (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

7. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

   B70. DONATIONS/LOANS/GRANTS

   (a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.

   (b) Payments may be made for the purpose of relieving members who are in distress.

   (c) No member who has been less than 3 months in the State Division will be eligible for assistance.

   (d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.

   (e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding $1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:

   (i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and

   (ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,

   and has approved the making of the loan, grant or donation.

8. Michael is a member of the State Union, and the State Union is well known for looking after members. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

9. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.

10. Michael is absent from both deliberation of the request and voting to approve/reject the request.

Decision: *The State Divisional Executive, noting the report given and that it has the power under rule B70 of the Part B Rules, directs that a donation be made to Michael Ravbar of $9,320.*

Moved: Keith Murphy Seconded: Steve Amies

- Property Update

The State Secretary gave an update of recent property acquisitions in Jeay Street and 12 Campbell Street. He also gave an update on the Build to Rent project and how the retendering was going.

Decision: *"That the report be received and that the State Executive endorse expenditure to date."*

Moved: Mark Read Seconded: Steve Gaske

Campaigns

- Super Profit Tax (Housing Policy)

The State Secretary reported on the union's Super Profits Tax campaign. The union is calling on the Federal government to introduce a new tax on exorbitant company profits in order to address the housing crisis. He further reported on the success of Zach's speech to the National Press Club.

- AWU

The State Secretary gave an update on the AWU campaign. The Assistant State Secretary gave a detailed supplementary report.

- EBA Building

The State Secretary reported that the EBA activity has been high, and the union has received a positive response to the EBA.

The Assistant State Secretary supplemented the report.

- TMR

The State Secretary reported that there are still numerous problems over the compliance of the TMR EBA and reported on other issues. He further reported that even though there is new management, issues still exist within the Department.

COM.0001.0002.4422_0059

- Health and Safety Review

The State Secretary reported that the State Government response to the unions proposals to modernise and strengthen the health and safety laws is poor and that it is likely to campaign against the Government.

- Cross River Rail

The State Secretary reported on the activity over health and safety issues at Cross River Rail. He reported on the recent fatality of Nash on the project. He advised Executive that the union was making progress with CPB and the government to address the massive amount of problems on the job.

- Community Protest

The State Secretary reported that the community protest was successful, and the parties were reaching an agreement.

- Silica

The State Secretary reported on the silica campaign and advised that there will be a rally next week to campaign for a total ban on the product in Australia.

Decision: *"That the reports be received."*

Moved: Steve Amies Seconded: Ian McKewin

Union Rules

The State Secretary gave a report on the proposed rules changes in relation to the impending demerger of the Mining and Energy Division from the CFMMEU and to the renaming of the CFMMEU to the CFMEU following the demerger.

He advised that as a consequence of those changes in the federal jurisdiction, it is necessary to make some "housekeeping" changes in the State Union's rules – CFMEUQ (Part A), that will reflect the changes.

1. *Decision:* *That the Divisional Executive consent to rule A37 being deleted, and the following be inserted in lieu:*

A37. COUNTERPART FEDERAL BODY ELECTION EXEMPTION

(a) For this rule the words and phrases in column A have the meaning set out opposite in column B:

A	*B*
CFMEU	*The Construction, Forestry and Maritime Employees Union*
MEU	*Mining and Energy Union*

COM.0001.0002.4422_0061

(b) *The offices of the Union ('state office') that correspond with the offices of the counterpart federal body ('federal office'), due to the state office being similar to the federal office, are as follows:*

federal office	*state office*
The MEU, Qld District Branch (for this rule the 'Qld District')	*The Mining, Energy and Ports District*
Qld District President	*District President*
Qld District Senior Vice-President	*District Executive Vice-President*
Qld District Vice-President	*District Vice-President*
Qld District Secretary	*District Secretary*
Qld District Central Councillor	*District Councillor*
Qld District Board Member	*District Representative*

The CFMEU, C&G Division, Queensland Northern Territory Divisional Branch	*The State Construction and General Division*
Divisional Branch President	*State Divisional President*
Divisional Branch Senior Vice-President	*State Divisional Senior Vice-President*
Divisional Branch Vice-President	*State Divisional Vice-President*
Qld & NT Construction Workers Divisional Branch Vice-President	*State Divisional Vice-President*
Divisional Branch Secretary	*State Secretary*
Divisional Branch Assistant Secretary (Plasterers)	*State Divisional Assistant Secretary (Plasterers)*
Divisional Branch Assistant Secretary (Painters)	*State Divisional Assistant Secretary (Painters)*

COM.0001.0002.4422_0063

Divisional Branch Assistant Secretary (General)	*State Divisional Assistant Secretary (General)*
Divisional Branch Management Committee Member – South East Queensland	*State Divisional Council Member- South East Queensland*
Divisional Branch Management Committee Member – Regional Queensland	*State Divisional Council Member – Regional Queensland*

(c) The offices of the State Construction and General Division ('state office') that correspond with the offices of the counterpart federal body ('federal office'), due to the state office being similar to the federal office, are as follows:

The CFMEU, Manufacturing Division, Queensland Northern Territory Western Australian District	*The State Construction and General Division*
Divisional Branch President	*State Divisional Council Member – elected by, and from, those members eligible for membership under rule A7 section A(e)*

(d) The Union Secretary:

(i) will make application for exemption from holding an election as soon as practicable following the declaration of a relevant election held under the Fair Work (Registered Organisations) Act (Cth) (the 'federal election') for the counterpart federal body; and

(ii) will notify the membership of the Union or of a Division, as the case may be, of the making of the application for exemption, by means of a publication circulated to the relevant members free of charge;

(iii) will seek, in the making of an application for exemption, that a state office set out in sub-rule (b) be filled by a person elected in the relevant federal election to the federal office that corresponds, as provided by this rule, with the state office; and

(iv) if requested by the State Secretary of the State Construction and General Division to seek an exemption under sub-rule (e), will seek, in the making of an application for exemption, that the state office set out in sub-rule (c) be filled by a person elected in the relevant federal election to the federal office that corresponds, as provided by this rule, with the state office.

(e) The State Executive of the State Construction and General Division may:

(i) determine that an exemption will be sought in respect of the state office set out in sub-rule (c); and

(ii) if making a determination under paragraph (i), direct the State Secretary to request that the Union Secretary seek the application under sub-rule (d).

(f) In the event of the exemption not being granted, or being only partially granted, the Union Secretary will as soon as practicable proceed to file the prescribed material required to be filed in relation to the holding of an election, or a relevant election, as the case may be, pursuant to these Union rules.

(g) Without limitation to sub-rule (d), the Secretary of a Division may request that the Union Secretary take such steps as may be required in accordance with these Part A rules to make application for an exemption from election ballot.

(h) A Secretary of a Division will do the things reasonably required by the Union Secretary to assist the Union Secretary in making the application for exemption from election ballot.

(i) In the event of the exemption not being granted, or being only partially granted, a Secretary of a Division will promptly request the Union Secretary file the prescribed material required to be filed in relation to the holding of an election, or a relevant election, as the case may be, pursuant to the Part B or C rules and the Union Secretary will promptly file that material.

(j) The positions of the Mining, Energy and Ports District (the 'state position') that correspond with the positions of the counterpart federal body (the 'federal position'), due to the state positions being similar to the federal positions, are as follows:

The MEU, Qld District Branch (for this rule the 'Qld District')	*The Mining, Energy and Port District*
Qld District Lodge Delegates	*District Lodge Delegates*
Qld District Union Inspectors	*District Union Inspectors*
Qld District Lodge Committee Members Lodge Committee Members	*Lodge Committee Members*

(k) The persons who fills the federal position will fill the state position set out in sub-rule (j) on, and from, the date that they are declared elected to the federal position.

(l) The positions of the State Construction and General Division (the 'state position') that correspond with the positions of the counterpart federal body of the respective Division (the 'federal position'), due to the state positions being similar to the federal positions, are as follows:

The CFMEU, C&G Division, Queensland Northern Territory Divisional Branch	*The State Construction and General Division*

Divisional Organisers	*Branch State Divisional Organisers*

(m) The State Executive of the State Construction and General Division may determine that the person who fills the federal position will fill the state position set out in sub-rule (l).

2. *That the Divisional Executive consent to new rule A64 being inserted:*

A64

(a) For this rule the words and phrases in column A have the meaning set out opposite in column B:

A	***B***
Certification Date	*the date of registration of the MEU or the certification of the change of name of the CFMMEU to the CFMEU whichever is the later*
CFMEU	*Construction, Forestry and Maritime Employees Union*
CFMMEU	*Construction, Forestry, Maritime, Mining and Energy Union*
MEU	*Mining and Energy Union*

(b) The purpose of this rule is to provide for the transition of the State Construction and General Division and the Mining, Energy and Ports District as respective sections of the CFMMEU to respectively becoming a section of the CFMEU and the MEU.

(c) Rule A37 will have effect up to the day immediately preceding the Certification Date with references to the CFMEU and to the MEU being references to the CFMMEU.

(d) Rule A37 will have effect according to its terms on, and from, the Certification Date.

3. *That the State Secretary is requested to do all things necessary to progress the amendment of the Part A rules.*

Moved: Ian McKewin Seconded: Steve Gaske

General Business

- ADSS Sponsorship Request

Correspondence from the Asbestos Disease Support Society requesting sponsorship for its Annual Charity Race Day was tabled.

The State Secretary declared a conflict of interest due to his wife, Kay Ravbar being employed at the Society. He left the room and did not participate in any discussion or decision in relation to the sponsorship request.

0577 COM.0001.0002.4422_0069

The President spoke to the sponsorship request.

Decision: *"That the correspondence be received and that the State Executive endorse a donation of $8000 + GST to the Asbestos Disease Support Society (+ GST) .*

Moved: Steve Amies Seconded: Ian McKewin

- Sponsorship Request

The State Secretary tabled a request from member Noel Barrett seeking sponsorship for an under 16 Aboriginal and Torres Strait Islander Rugby League team from Townsville to travel to QMC in Redcliffe.

Decision: *"That the report be received and that the State Executive endorse a donation of $5,000 to long term financial member Noel Barrett for an under 16 Aboriginal and Torres Strait Islander Rugby League team from Townsville to travel to QMC in Redcliffe.*

Moved: Keith Murphy Seconded: Steve Gaske

- MIC Charity Lunch

The State Secretary tabled sponsorship request from Mates in Construction with packages available to support their fundraising lunch.

Decision: *"That the report be received and that the State Executive endorse that the union purchase a table of 10 ($3,000 plus GST) to the Mates in Construction Charity Lunch.*

Moved: Steve Amies Seconded: Steve Gaske

Executive member Mark Read thanked Executive members on behalf of member Kahu Paewai whose son was diagnosed with Duchenne Muscular Dystrophy (DMD) for the donation of $2500.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jade Ingham

There being no further business the meeting closed at 11:03am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roye Kupsch

Date: 8-12-23.

0579

COM.0001.0002.4422_0071

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 19 June 2023 commencing at 1:00pm

---

Present: Michael Ravbar, Jade Ingham (Chair), Kane Lowth, Keith Murphy, Dallas Ezzy, Steve Amies, Ian McKewin, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch, Mark Read, Peter Close, Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 30 May 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Steve Amies

Governance

- Disclosures

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 31 May 2023

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 May 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Ian McKewin Seconded: Dallas Ezzy

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Keith Murphy

- Financial Statements for the year ended 31 March 2023

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2023.

Shaun Lindeman PKF accountants addressed the Executive regarding the Financial Statements for the year ended 31 March 2023 and took questions from the floor.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2023 be received and endorsed.*

Moved: Ian McKewin Seconded: Steve Amies

- Income from Dues

The State Secretary tabled and reported on the income from dues as 15 May 2023.

Decision: *"That the income from dues as at 15 June 2023 be received."*

Moved: Kane Lowth Seconded: Ian McKewin

Campaigns

- AWU

The State Secretary gave an update on the campaign and the Assistant State Secretary, Jade Ingham supplemented the report. The State Secretary reported on meetings that have occurred Nationally with the AWU.

- EBA Building

The State Secretary reported on the success of the EBA campaign and that members had endorsed the claim. He further advised that the union will soon commence with the processing of the agreements.

- TMR

The State Secretary gave an update on a number of TMR matters including the TMR wage theft issues. He advised that a new Director-General and Deputy Director General have commenced along with other management who are all aware of the non-compliance and wage theft issues. He spoke about how these issues are a test for TMR's new management in how the matter is dealt with.

- Health and Safety Review

The State Secretary gave an update on the Qld Health and Safety review and reported that the state government is considering a number of the unions proposals to improve health and safety laws and regulations, and that the union should have some idea in September as to whether the proposals are accepted by the Government.

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Keith Murphy

Training

The State Secretary reported on the substantial increase of apprentices to be trained over the next four years by the union. He further reported on the expansion of the union's training initiative to include mental health and gender equity training and that new trainers have been employed to facilitate the training.

Decision: *"That the report be received."*

Moved: Kane Lowth Seconded: Ian McKewin

General Business

The State Secretary tabled the request as discussed at the May Executive meeting from financial member Kahu Paewai whose son was diagnosed with Duchenne Muscular Dystrophy (DMD).

Decision: *"That the report be received and that the State Executive endorse a donation of $2,500 to financial member Kahu Paewai for research/treatment for his son who is diagnosed with Duchenne Muscular Dystrophy (DMD).*

There being no further business the meeting closed at 2:33pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 11-8-23

COM.0001.0002.4422_0077

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 30 May 2023 commencing at 2:00pm

---

Present: Michael Ravbar, Royce Kupsch, Kane Lowth, Dallas Ezzy, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Jacqui Collie (Minute Secretary)

Apologies: Peter Close, Jade Ingham, Keith Murphy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Wednesday 29 March and Friday 5 May 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Mark Read Seconded: Steve Amies

Governance

- Disclosures

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 April 2023

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 April 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 30 April 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Mark Read Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Steve Gaske

- Financial Statements for the year ended 31 March 2023

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2022.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2022 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the Committee of Management*

On 30 May 2023, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2023.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.*

(f) *the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organisation: *State Secretary*
Date the officer most recently completed the training: *12 May 2020*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

This declaration is made in accordance with a resolution of the Committee of Management".

Moved: Ian McKewin Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as 15 May 2023.

Decision: *"That the income from dues as at 15 May 2023 be received."*

Moved: Steve Amies Seconded: Dallas Ezzy

- Union Property

The State Secretary gave an update on union property including the recent purchase at 21 Jeays Street which is due to be settled on 26 June 2023. He also reported that negotiations are still occurring with the doggy day care property next door.

- Personal Payment Orders

The State Secretary and President determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests.

Assistant State Secretary, Kane Lowth spoke to the request.

The State Divisional Executive notes the following:

1. On 23 October 2019 and 16 March 2023, Justice Collier in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union (The Bruce Highway Caloundra to Sunshine Upgrade Case)(No 2)* [2019] FCA 1737 and in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union (The Bruce Highway Caloundra to Sunshine Upgrade Case)(No 3)* [2023] FCA 219:
   (a) declared that Kurt Pauls contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Kurt pay a penalty of $30,000.00;
   (b) declared that Beau Seiffert contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Beau pay a penalty of $25,000.00;
   (c) declared that Te Albert contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Te pay a penalty of $3,500.00;
   (d) declared that Blake Hynes contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Blake pay a penalty of $15,000.00;
   (e) declared that Luke Gibson contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Luke pay a penalty of $7,000.00;
   (f) declared that Matthew Parfitt contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Matthew pay a penalty of $10,000.00; and
   (g) declared that Royce Kupsch contravened the *Fair Work Act 2009* (Cth) and, as a result, ordered that Royce pay a penalty of $3,500.00.
2. In respect of each of those penalties, the officials must not:
   (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
   (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. The officials must comply with the orders.
4. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**) have advice from Hall Payne Lawyers, confirming that:
   (a) the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**) is a separate legal entity to the CFMMEU;
   (b) the CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court; and
   (c) consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).
5. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.
6. The State Assistant Secretary has confirmed that the State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
   (a) advancing the interests of members;

(b) advancing the living and working conditions of workers and their families;

(c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and

(d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

7. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

> ***B70. DONATIONS/LOANS/GRANTS***
> *(a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
> *(b) Payments may be made for the purpose of relieving members who are in distress.*
> *(c) No member who has been less than 3 months in the State Division will be eligible for assistance.*
> *(d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
> *(e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding $1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
> *(i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
> *(ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,*
> *and has approved the making of the loan, grant or donation.*

8. Each of the officials are members of the State Union, and the State Union is well known for looking after members. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

9. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.

10. Michael and Royce were absent from both deliberation of the request and voting to approve/reject the request.

Deliberations

-

Decision: The State Divisional Executive, noting the report given and that it has the power under rule B70 of the Part B Rules, directs the State Secretary to make a donation to:

(e) Kurt Pauls of $30,000.00;

(f) Beau Seiffert of $25,000.00;

(g) Te Albert of $3,500.00;

(h) Blake Hynes of $15,000.00;

(i) Luke Gibson of $7,000.00;

(j) Matthew Parfitt of $10,000.00; and

(k) Royce Kupsch of $3,500.00.

Moved: Steve Amies Seconded: Ian McKewin

Campaigns

- AWU

The State Secretary gave an update on the campaign and the Assistant State Secretary supplemented the report.

- EBA Building

The State Secretary spoke about the EBA Campaign and the mass meetings in regard to the log of claims and the member's endorsement. The Assistant State Secretaries supplemented the report.

- TMR

The State Secretary reported on a number of TMR issues regarding its old and new EBA. The State Secretary also spoke about TMR's non-compliance of BPIC and advised that these issues have been raised with the Government. The Assistant State Secretary, Kane Lowth supplemented the report and spoke about TMR wage theft issues.

- Health and Safety Review

The State Secretary reported on the recommendations from the Health and Safety Review. He advised Executive members that even though there were some improvements, other recommendations were disappointing and that there were a lot of recommendations from the blue-collar unions that were not adopted. He advised Executive that the union will keep campaigning and lobbying the government to ensure that our proposals are accepted and that we achieve better outcomes for our members.

- Developer Licencing

The State Secretary advised Executive members that the final report from the Developer Licencing Review had been released. The State Secretary further advised Executive members that the government will now conduct a regulatory impact statement.

Decision: *"That the reports be received."*

Moved: Steve Amies Seconded: Ian McKewin

ALP State Conference Mackay

The State Secretary advised that the union is sending a delegation to the ALP state conference that is being held in Mackay from 2 – 4 June 2023 and that the union has submitted over 20 amendments to the ALP platform plus a few motions.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Dallas Ezzy

General Business

- Donation request

The State Secretary tabled a donation request from member Samantha Lumsden. He advised that Samantha and Barb Philp (both members) are participating in the Cancer Council Mystery Box Rally to raise funds for the Cancer Council. A discussion occurred amongst Executive members regarding the request.

Decision: *"That the report be received and that the State Executive endorse the donation request from members Samantha Lumsden and Barbara Philip of $2,720 to raise funds for the Cancer Council."*

Moved: Ian McKewin Seconded: Steve Amies

- Sponsorship Request

The State Secretary tabled a sponsorship request from Palm Beach Currumbin football club and a discussion occurred amongst Executive members regarding the details of the sponsorship.

Decision: *"That the report be received and that the State Executive ratify the sponsorship request of $4,000 from Palm Beach Currumbin Football Club.*

Moved: Steve Gaske Seconded: Dallas Ezzy

- Donation Request

Executive member Ian McKewin spoke about a request from member Kahu Paewai whose son was diagnosed with Duchenne Muscular Dystrophy (DMD). A discussion occurred amongst Executive members regarding seeking clarity around the request.

Decision: *"That the report be received and that the request be tabled at the next State Executive meeting.*

Moved: Mark Read Seconded: Ian McKewin

There being no further business the meeting closed at 3:29pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Mayce Kupsch

Date: 19-6-23.

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 29 March 2023 commencing at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Keith Murphy, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy, Kane Lowth

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 6 February 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Steve Gaske

Governance

- Disclosures

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 28 February 2023.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 28 February 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Peter Close Seconded: Mark Read

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as 15 March 2023.

Decision: *"That the income from dues as at 15 March 2023 be received."*

Moved: Mark Read Seconded: Keith Murphy

- Townsville Property and Campbell Street Property Development

The State Secretary gave an update on the recent purchase and renovations to the Townsville property at 402 Flinders Street, Townsville and advised Executive members that the union has shown an interest in the doggy day care property next door at Bowen Hills and if the union is successful in obtaining the property that it will be converted in a massive meeting space to accommodate the growth of HSR and delegate meetings.

The State Secretary reported that the union will be renovating the office to include a union merchandise shop.

The State Secretary gave a further update on the Campbell Street Property Development and advised that the union has received a letter of offer from CDL.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Peter Close

National Rally

The State Secretary reported on the national rally to abandon the Fair Work Ombudsman as workers deserve a regulator which deals with key issues affecting them. He advised that the rally will be held on Wednesday 5 April at 11:00am, at Queens Gardens followed by a march to Waterfront Place. He further advised that there will also be a rally in Cairns on Grafton Street.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

COM.0001.0002.4422_0096

Campaigns

- AWU

The State Secretary gave an update on the AWU campaign and advised that the campaign has the support of other CFMEU branches.

The Assistant State Secretary supplemented the report.

- EBA (Building)

The Assistant State Secretary gave an update on the Building EBA including timeframes for endorsement from members. A lengthy discussion occurred amongst Executive members regarding the new EBA.

- QBuild

The State Secretary gave an update on the Qbuild campaign and advised that the union was successful in its campaign and that the Qld Government has approved extra funding for additional tradespersons and apprentices with a plan to rebuild QBuild.

- BPIC

The State Secretary gave an update on ongoing issues in regard to BPIC within certain government departments.

- Health and Safety Review

The State Secretary reported that the Health and Safety Review has not had any progress since the taskforce completed its consultations and report in December.

Decision: *"That the reports be received."*

Moved: Steve Amies Seconded: Peter Close

General Business

- NAWIC

The State Secretary reported on public comments made last year from the National Association of Women in Construction (NAWIC) outlining its concerns in relation to the Albanese's government's announcement to abolish the ABCC. He advised that the union has been seeking an apology which the union received in writing over the weekend.

- Solidarity action with striking French Workers

Executive member Steve Amies spoke about a rally that has been scheduled in support of the workers in France that have waged a historic struggle against the Macron government's most recent neo-liberal reforms. He advised that the rally is scheduled for Tuesday 4 April 2023 at 12:00pm.

- CFMEU scholarship

The State Secretary spoke to Executive members in regards to the decision arising out of the 2022 delegates convention in regards to a CFMEU scholarship. The CFMEU State Secretary recommended that member Joseph Stark be put forward to be offered a CFMEU scholarship.

Decision: *"That the reports be received and that the CFMEU Executive endorse that member Joe be offered a CFMEU scholarship to the value of $10,000 - $15,000."*

Moved: Steve Gaske Seconded: Jade Ingham

- Personal Payment Orders

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests as he has a personal interest in the decision. He left the room and did not participate in any discussion or decision in relation to the request.

That the State Divisional Executive notes the following:

1. On 30 January 2023, Justice Collier in *Fair Work Ombudsman v Albert & Ors* [2023] FCA 220 declared that Michael Ravbar and Blake Hynes contravened section 500 of the *Fair Work Act 2009* (Cth). As a result, the Federal Court ordered that Michael pay a penalty of $7,000.00 and Blake pay a penalty of $12,000.
2. In respect of those penalties, Michael and Blake must not:
   (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and
   (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Michael and Blake must comply with the orders.
4. Having been made aware of these orders, the State Assistant Secretary of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**) sought advice from Hall Payne Lawyers.
5. Hall Payne Lawyers has confirmed that:
   (a) the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**) is a separate legal entity to the CFMMEU;
   (b) the CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court; and
   (c) consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).
6. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.
7. The State Assistant Secretary has confirmed that the State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:
   (a) advancing the interests of members;

(b) advancing the living and working conditions of workers and their families;

(c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and

(d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

8. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

> ***B70. DONATIONS/LOANS/GRANTS***
> *(a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
> *(b) Payments may be made for the purpose of relieving members who are in distress.*
> *(c) No member who has been less than 3 months in the State Division will be eligible for assistance.*
> *(d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
> *(e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding $1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
> *(i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
> *(ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,*
> *and has approved the making of the loan, grant or donation.*

9. Michael and Blake are members of the State Union, and the State Union is well known for looking after members. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

10. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.

11. Michael is absent from both deliberation of the request and voting to approve/reject the request as he has a personal interest in the decision.

Decision: The State Divisional Executive, noting the report given and that it has the power under rule B70 of the Part B Rules, directs the State Assistant Secretary to make a donation to:

(e) Michael Ravbar of $7,000; and

(f) Blake Hynes of $12,000.

Moved: Keith Murphy Seconded: Steve Amies

There being no further business the meeting closed at 2:58pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roque Kupsch

Date: 30-05-23

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 6 February 2023 commencing at 1:30pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Kane Lowth, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 10 January 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Mark Read

Governance

- Disclosures

The Chair called for disclosures from members:

The Assistant State Secretary, Jade Ingham tabled and spoke to a declaration in regard to a protracted dispute with his insurer about whether he is covered by his insurance policy; demolition and repairs to his family home, incidental costs of his family home being unliveable and issues with contractors engaged by his insurer to perform work on their behalf. The Assistant State Secretary gave a detailed report on the background and timeline of the dispute.

The State Secretary supplemented the report and advised Executive that the union has received legal advice in regards to domestic procurement.

- Material Personal Interests

The material personal interest standing notices were reviewed.

No revisions were declared by State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to an agenda item (ReachOut) in general business as he is participating in the fundraiser.

Financial Matters

- Income and Expenditure Statement for the period ended 31 January 2023.

COM.0001.0002.4422_0101

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 January 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 January 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Mark Read Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Mark Read Seconded: Ian McKewin

- Income from Dues

The State Secretary tabled and reported on the income from dues as 31 January 2023.

Decision: *"That the income from dues as at 31 January 2023 be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Personal Payment Orders

Correspondence addressed to the State Secretary from temporary organisers, Beau Seiffert and Blake Hynes in regard to request for financial assistance was tabled.

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests. He left the room and did not participate in any discussion or decision in relation to the request.

The President and Assistant State Secretary, Jade Ingham spoke to the request.

Dale Blackmore, Hall Payne Lawyers was in attendance and addressed Executive members on Personal Payment Orders and the State Divisional Executive noted the following:

1. On 30 January 2023, Justice Collier in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union* [2023] FCA 36 declared that Beau Seiffert and Blake Hynes

contravened section 500 of the *Fair Work Act 2009* (Cth). As a result, the Federal Court ordered that Beau pay a penalty of $24,000.00 and Blake pay a penalty of $12,000.

2. In respect of those penalties, Beau and Blake must not:

   (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and

   (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.

3. Beau and Blake must comply with the orders and, to enable them to do so, they have requested financial assistance from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**). The request has been provided to all members of the State Divisional Executive on the condition that each member keep the information disclosed by Beau and Blake confidential.

4. The State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:

   (a) advancing the interests of members;

   (b) advancing the living and working conditions of workers and their families;

   (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and

   (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

5. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

   B70. DONATIONS/LOANS/GRANTS

   (a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.

   (b) Payments may be made for the purpose of relieving members who are in distress.

   (c) No member who has been less than 3 months in the State Division will be eligible for assistance.

   (d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.

   (e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding $1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:

   (i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and

   (ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,

   and has approved the making of the loan, grant or donation.

6. Beau and Blake are members of the State Union and have been for significantly longer than the three months required. Beau and Blake have made requests for a payment by the State Union to relieve them of the distress caused by the penalty. Beau and Blake have set out the particulars of this distress to enable the State Divisional Executive to make a decision.

- Health and Safety Review

The State Secretary reported that the government taskforce to review the WHS legislation finished its public consultations and report in December. The State Secretary also gave an update on the unions national campaign to ban silica called stop this killer stone campaign.

- Procurement (Policy and Compliance)

The State Secretary updated Executive members regarding the Government Procurement policies and BPIC. He advised that it was progressing some areas but in other areas there were still challenges with the implementation across some Government departments.

- Cross River Rail

The State Secretary reported that the union will continue with the campaign against CPB. He advised that the project is behind schedule and the costs have blown out between 4-6 billion.

- Voice to Parliament

The State Secretary gave a detailed report on what activities the union is doing to support a referendum to get the Voice to Parliament up at the end of the year. He advised that the union's initial focus is to educate and raise awareness of why this referendum is important and needs to be successful.

- Governments Qld/NT

The State Secretary reported that the union would be particularly active against the State Labor Governments in regard to a number of outstanding issues that they have not honoured or have failed to implement.

- Organising

The State Secretary reported on new temporary organiser additions. He advised that Hoani Edwards will be an onsite organiser at the Gold Coast and Ryan Whakaruru is the new organiser for offsite. He further reported that the union is still have difficulties finding an organiser for Townsville.

The Assistant State Secretary supplemented the report.

- Roles/Areas

The Assistant State Secretary reported on changes to organiser areas. He advised that there have been significant changes to organiser areas and responsibilities.

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Administration Matters

- IT matters

The State Secretary reported that the union has almost finalised a huge investment and capital outlay in the upgrade to the union's membership system.

- Computer software upgrades

The State Secretary reported that all the computer software upgrades have been completed and that the union will also be upgrading landline phones.

Decision: *"That the reports be received."*

Moved: Steve Gaske Seconded: Ian McKewin

General Business

- Starlight Super Swim Challenge
- Mater International Women's Day Fun Run
- ReachOut

- Starlight Super Swim Challenge

The State Secretary reported that organisers Dylan Howard, Dennis Mitchell and Matthew Vonhoff have a team participating in the starlight super swim challenge to raise much needed funds for sick kids.

Decision: *"That the report be received and that the State Executive endorse a donation of $2500 to organisers Dylan Howard, Dennis Mitchell and Matthew Vonhoff participating in the starlight super swim challenge fundraiser raising funds for sick kids."*

- Mater International Women's Day Fun Run

The State Secretary reported that the union has organised a team of approximately 35 participants in the Mater International Women's Day Fun being held on Sunday 12 March 2023 to raise funds to support women with breast cancer.

Decision: *"That the report be received and that the State Executive endorse a donation of $5000 to the CFMEU team participating in the International Women's Day Fun Run raising funds to support women with breast cancer."*

- ReachOut

The State Secretary declared a conflict of interest due to his participation in the ReachOut fundraising challenge. He did not participate in any discussion or decision in relation to the fundraising initiative.

The Assistant State Secretary advised that the State Secretary will be participating in the ReachOut fundraising initiative to raise money to prevent youth suicide.

Decision: *"That the report be received and that the State Executive endorse a donation of $2500 to the State Secretary for the Reachout fundraising initiative to prevent youth suicide.*

Moved: Ian McKewin Seconded: Keith Murphy

General Business

There being no further business the meeting closed at 3:22pm

COM.0001.0002.4422_0105

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 29-3-2023

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 10 January 2023 commencing at 11:30am

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Kane Lowth (via teleconference), Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy (via teleconference) Jacqui Collie (Minute Secretary)

Apologies: Peter Close, Steve Amies, Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 21 November 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Mark Read

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared by State Executive members.

- Conflict of Interest

Financial Matters

- Income and Expenditure Statement for the period ended 30 November 2022

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 November 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 30 November 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Mark Read Seconded: Ian McKewin

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 December 2022.

Decision: *"That the income from dues as at 15 December 2022 be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Townsville Property and Related Parties

The State Secretary gave a detailed report on property in Townsville (402 Flinders Street, Townsville) that the union is interested in purchasing for $ 1.15 million. The State Secretary gave a lengthy report on the 'related party' balances between the CFMEUQ and the QNTDB and took questions from the floor.

Decision: *The Executive resolves, noting the report of the State Secretary:*

1) *That CFMEUQ transfers the financial investments of $5.8M to the QNTDB to settle the related party balance of $3.5M.*
2) *QNTDB transfers $2.3M in cash to CFMEUQ for the difference between the financial investment and related party loan balance ($5.8M less $3.5M).*
3) *CFMEUQ can utilise the $2.3M funds to purchase the investment property in Townsville.*

Further, the CFMEUQ Executive endorses that the State Secretary submit an offer on the Townsville Property at 402 Flinders Street.

Moved: Ian McKewin Seconded: Keith Murphy

General Business

There being no further business the meeting closed at 12:34pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 6/2/23.

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 21 November 2022 commencing at 11:00am

---

Present: Michael Ravbar, Royce Kupsch, Kane Lowth, Peter Close, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Wednesday 14 September 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

Financial Matters

- Income and Expenditure Statement for the period ended 31 August 2022.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 October 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 31 October 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Amies Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Mark Read Seconded: Peter Close

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 November 2022.

Decision: *"That the income from dues as at 15 November 2022 be received."*

Moved: Steve Gaske Seconded: Dallas Ezzy

Developer Review

The State Secretary gave an update on the developer review in Queensland. He advised that a report has been released for further consultation with stakeholders. He advised that submissions are due Friday 16 December 2022 and that the union will be providing a submission.

The State Secretary also reported that Jade was not reappointed to the QBCC Board and that there is no union representation on the new board.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Steve Amies

Rally (9 November)

The State Secretary gave a brief report on the successful rally held 9 November regarding non- compliance to the government's procurement policy.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Safety Review

The President gave a report on Health and Safety matters including the review of the Work Health and Safety Act. A lengthy-discussion occurred regarding issues with the Labor Government concerning health

COM.0001.0002.4422_0110

and safety and other matters that would have a detrimental effect on workers in Queensland. Executive members discussed a campaign against the labor government.

Decision: *"That the report be received and that the State Executive endorse that the union campaign against the State Government with a spend of up to one million dollars."*

Moved: Dallas Ezzy Seconded: Steve Gaske

General Business

- Partnership Proposal from Rochedale Rovers FC

The State Secretary tabled a partnership proposal from a staff member in regards to Rochedale Rovers FC. A lengthy discussion occurred regarding Rochedale Rovers and its proposal and future sponsorship proposals.

Decision: *"That the State Executive do not support the partnership proposal offered by Rochedale Rovers FC and that the union develop a policy regarding sponsorship requests."*

Moved: Keith Murphy Seconded: Peter Close

- Sponsorship Request – Stephen O'Donohue

The State Secretary tabled a sponsorship request from member Stephen O'Donohue regarding rugby league sponsorship for next years Murri Rugby League competition.

Decision: *"That the State Executive endorse a donation of $5,000 for the Murri Rugby League competition."*

Moved: Mark Read Seconded: Ian McKewin

- Movember Foundation

The State Secretary reported on the Movember foundation annual event to raise awareness of men's health issues, such as prostate cancer. He advised that the union has been donating to the event in honour of union stalwart, Ron Monaghan who passed away from prostate cancer.

Decision: *"That the State Executive endorse a donation of $1,000 for Movember Foundation annual event."*

Moved: Royce Kupsch Seconded: Ian McKewin

General Business

The State Secretary thanked Executive members for all their hard work and contribution in 2022 and wished Executive members a Merry and Safe Xmas.

COM.0001.0002.4422_0111

There being no further business the meeting closed at 12:16pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 10/1/23

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Wednesday 14 September 2022 commencing at 10:50am

---

Present: Michael Ravbar, Royce Kupsch, Kane Lowth, Peter Close, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 6 September 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Mark Read Seconded: Steve Amies

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

Financial Matters

- Income and Expenditure Statement for the period ended 31 August 2022.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 August 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 31 August 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Gaske Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

COM.0001.0002.4422_0113

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 31 August 2022.

Decision: *"That the income from dues as at 31 August 2022 be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

- Request from member for release of financial distress

Correspondence addressed to the State Secretary from temporary organiser, Beau Seiffert regarding relief of his financial distress was tabled.

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the request. He left the room and did not participate in any discussion or decision in relation to the request.

The President and Assistant State Secretary, Kane Lowth spoke to the request.

The State Divisional Executive notes the following:

1. On about 16 June 2022, Justice Logan in *Australian Building and Construction Commissioner v Construction, Forestry, Maritime, Mining and Energy Union (the Titan Cranes Case)* [2022] FCA 774 declared that Beau Seiffert contravened section 52(c) of the *Building and Construction Industry (Improving Productivity) Act 2016* (Cth).
2. As a result, the Federal Court ordered that Beau pay a penalty of $30,000.00 and in respect of 50% of that penalty, Beau must not:
   (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**) to pay to him, or his financial benefit, any money or financial benefit referable to the payment of the penalty; and
   (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.
3. Beau must comply with the order and, to enable him to do so, he has requested financial assistance from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**). The request has been provided to all

members of the State Divisional Executive on the condition that each member keep the information disclosed by Beau as to his financial affairs confidential.

4. The State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:

   (a) advancing the interests of members;

   (b) advancing the living and working conditions of workers and their families;

   (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and

   (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

5. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

> ***B70. DONATIONS/LOANS/GRANTS***
> *(a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.*
> *(b) Payments may be made for the purpose of relieving members who are in distress.*
> *(c) No member who has been less than 3 months in the State Division will be eligible for assistance.*
> *(d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.*
> *(e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding $1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:*
> *(i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and*
> *(ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,*
> *and has approved the making of the loan, grant or donation.*

6. Beau is a member of the State Union and has been for significantly longer than the three months required. Beau has made a request for a payment by the State Union to relieve him of the distress caused by the financial hardship that would be imposed upon him by the payment of 50% of the penalty. Beau has set out the particulars of this financial hardship to enable the State Divisional Executive to make a decision.

7. The State Union is well known for looking after members who require its assistance. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

8. The State Union is a division of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**), which is a separate legal entity to the CFMMEU. The CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court.

9. The State Secretary has sought legal advice from Hall Payne Lawyers in relation to the effect of the Federal Court order on the operations of the State Union.

10. Hall Payne Lawyers have confirmed that '*...the CFMEUQ is a separate legal entity and was not a party to the Titan Cranes Case and, as a consequence, the Federal Court could not impose such*

an order on the CFMEUQ (nor, on our understanding of the findings, was such an order intended)...'.

11. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.

12. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.

13. The State Secretary has decided to abstain from both deliberation of the request and voting to approve/reject the request.

Hall Payne Lawyers, Dale Blackmore addressed Executive members regarding the request and took questions from the floor.

Decision: *"The State Divisional Executive, noting the report given and the request for financial assistance under rule B70 of the Part B Rules, directs the State Secretary to make a donation to Beau Seiffert of $15,000 in order to relieve him of the distress caused by the financial hardship that would be imposed upon him by the payment of 50% of the penalty".*

Moved: Ian McKewin Seconded: Keith Murphy

There being no further business the meeting closed at 11:35am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 21/11/22

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 6 September 2022 commencing at 1:00pm

---

Present: Michael Ravbar, Royce Kupsch, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham, Kane Lowth, Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 21 June 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Steve Gaske

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to the agenda item (Financial Matters) in relation to the ADSS Race Day.

State Secretary, Michael Ravbar and Executive member, Dallas Ezzy declared a conflict in regards to the agenda item BUSSQ.

State Secretary, Michael Ravbar declared a conflict in regards to the agenda item BERT.

Financial Matters

- Income and Expenditure Statement for the period ended 31 July 2022.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 July 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 31 July 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Amies Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Mark Read Seconded: Keith Murphy

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 31 August 2022.

Decision: *"That the income from dues as at 31 August 2022 be received."*

Moved: Steve Gaske Seconded: Dallas Ezzy

- ADSS Sponsorship Request

Correspondence from the Asbestos Disease Support Society requesting sponsorship for its Annual Charity Race Day was tabled.

The State Secretary declared a conflict of interest due to his wife, Kay Ravbar being employed at the Society. He left the room and did not participate in any discussion or decision in relation to the sponsorship request.

The President spoke to the sponsorship request.

Decision: *"That the correspondence be received and that the State Executive endorse a donation of $8000 to the Asbestos Disease Support Society (+ GST).*

Moved: Steve Amies Seconded: Dallas Ezzy

- Corporate Fighter Brisbane Charity Fight Night

The State Secretary reported on a sponsorship request from delegate Liam O'Doherty regarding a charity fight night, with proceeds being donated to Rize Up.

Decision: *"That the report be received and that the State Executive endorse a donation of $3000 to the Charity Fight Night.*

Moved: Steve Amies Seconded: Dallas Ezzy

- Hornets Donation

The State Secretary reported and tabled a donation request from Australian Football sporting club, Aspley Hornets.

Decision: *"That the report be received and that the State Executive endorse the sponsorship proposal from Aspley Hornets of $30 000 (ex GST) for a two year period."*

Moved: Dallas Ezzy Seconded: Mark Read

- Union Property

The State Secretary gave a detailed report and took questions from the Executive on the property development project for 19-27 Campbell Street. He advised that CBRE have been engaged for implementation of the capital raising process. The State Secretary gave an update on recent meetings held with the Property Development Control. Group and further reported on the expenses to date.

Decision: *"That the report be received and that expenditure to date be endorsed.*

Moved: Keith Murphy Seconded: Steve Amies

Proposed Changes to Constitutions

- BUSSQ

The State Secretary declared a conflict of interest due to his Directorship on the BUSSQ Board and Executive Member Dallas Ezzy declared a conflict of interest due to his employment with BUSSQ. They did not participate in any discussion or decision in relation to the constitution changes.

The State Secretary reported on proposed changes to the BUSS (Queensland) Pty Ltd Constitution including clauses regarding dispute resolution and information sharing.

Decision: *"That the report be received and that the State Executive endorse that the constitution of BUSS Queensland) is amended as marked in Annexure A – July 2022 – Consolidated Constitution of BUSS (Queensland) Pty Ltd".*

Moved: Ian McKewin Seconded: Steve Amies

COM.0001.0002.4422_0119

- BERT Fund No 2 Trust (Trust)

The State Secretary declared a conflict of interest due to his Directorship on the BERT Board. He did not participate in any discussion or decision in relation to the proposed trust deed changes for BERT Fund No 2 and BEWT Trust.

The State Secretary reported on and tabled special resolution of Active Sponsors of BERT Fund No 2 Trust (Trust) in regards to an amendment of clause 6.1 of the Trust Deed to provide that subject to the terms of any industrial instrument which applies to the relevant member, a participating employer must pay the trustee within 15 days after the end of each month an amount equal to the minimum contribution for each member for each week of service in respect of which contributions are payable.

Decision: *"That the report be received and that the State Executive endorse the tabled special resolution of Active Sponsors of BERT Fund No 2 Trust (Trust)."*

Moved: Mark Read Seconded: Keith Murphy

- BEWT (Trust)

The State Secretary reported on and tabled special resolution of Active Sponsors of Building Employees Welfare Trust (Trust) in regards to the Company (in its capacity as trustee) to amend clause 3.1 of the Trust Deed to provide that every Employer must pay the trustee, or as directed by it, within *15 days* after the end of each month the Contribution calculated in accordance with clause 3.2 of the Trust Deed.

Decision: *"That the report be received and that the State Executive endorse the tabled special resolution of Active Sponsors of BEWT Trust (Trust)."*

Moved: Ian McKewin Seconded: Steve Gaske

Delegates Convention

The State Secretary reported on the success of the recent delegates convention held from the 17-19 August 2022. He advised that he had received positive feedback from the delegates.

Decision: *"That the report be received.*

Moved: Steve Gaske Seconded: Keith Murphy

Government Procurement

The State Secretary reported on the recent TMR rally and Government Procurement rallies which was against the state government for not following its own BPIC policy and also to campaign for a wag rise for TMR workers employed directly.

Decision: *"That the report be received.*

Moved: Steve Amies Seconded: Ian McKewin

COM.0001.0002.4422_0120

- WHS Review

The State Secretary that the review of the Qld WHS Act has been announced by the government and that the union is currently drafting a submission with the Building Trades Group.

Decision: *"That the report be received.*

Moved: Steve Gaske Seconded: Mark Read

Delegates Convention

The State Secretary gave an update on planning for the delegates convention including registration numbers to date which is being held on 17-19 August 2022.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Ian McKewin

Workplace Health and Safety Review

The State Secretary reported that the Queensland Government will be conducting a review into the WHS Act. He advised that no date as been set yet and there is still not public announcement from the government. The union may need to lobby the Minister to progress the review.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Steve Gaske

Superannuation

The State Secretary gave an update on superannuation matters including management changes that have made at APRA. He advised that the Chair of APRA recently resigned.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Amies

There being no further business the meeting closed at 2:08pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 10/9/22

COM.0001.0002.4422_0121

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 21 June 2022 commencing at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Mark Read, Ian McKewin, Keith Murphy, Steve Gaske, Kane Lowth, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 24 May 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Steve Amies

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to the agenda item (Financial Matters) in relation to the CEO Sleepout.

Financial Matters

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2022.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2022 be received and endorsed.*

Moved: Steve Amies Seconded: Mark Read

MK 6-9-2022

COM.0001.0002.4422_0123

- Income and Expenditure Statement for the period ended 31 May 2022.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 May 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Ian McKewin Seconded: Mark Read

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 June 2022.

Decision: *"That the income from dues as at 15 June 2022 be received."*

Moved: Kane Lowth Seconded: Keith Murphy

- CEO Sleepout

The Assistant State Secretary, Jade Ingham reported on the annual Vinnies CEO Sleepout which involves participants committing to raising a minimum amount of funds to Vinnies to help change the lives of Australian's experiencing homelessness and advised that the State Secretary will be participating in this years fundraising event. He further advised that the State Secretary will spend an extra night/s for every $5000 raised.

The State Secretary declared a conflict of interest and left the room and did not participate in any discussion or decision in relation to the sponsorship request.

JGK 6-9-2022.

COM.0001.0002.4422_0124

Decision: *"That the State Executive endorse a donation of $5000 to the State Secretary's Vinnies CEO Sleepout challenge.*

Moved: Ian McKewin Seconded: Mark Read

Union Property

The State Secretary gave a detailed report and took questions from the Executive on the property development project for 19-27 Campbell Street. The State Secretary gave an update on recent meetings held with the Property Development Control. Group and further reported on the expenses to date.

The State Assistant Secretary reported on the findings from the evaluation of Tenders received in response to request for tender for the property and advised that Watpac is the preferred tenderer.

Decision: *"That the report be received and that expenditure to date be endorsed.*

Moved: Steve Gaske Seconded: Steve Amies

Delegates Convention

The State Secretary gave an update on planning for the delegates convention including registration numbers to date which is being held on 17-19 August 2022.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Peter Close

Government Procurement

The State Secretary gave an update on Government Procurement and matters concerning BPICS including challenges implementing it across some Government departments, particularly in TMR and Education.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Workplace Health and Safety Review

The State Secretary reported that the Queensland Government will be conducting a review into the WHS Act. He advised that no date as been set yet and there is still not public announcement from the government. The union may need to lobby the Minister to progress the review.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Steve Gaske

MF 6-9-2022

COM.0001.0002.4422_0125

Developer Licencing

The State Secretary gave an update on the Queensland Developer Licencing review. He reported that the review was progressing slowly and that it will not be finalised by at least the end of October 2022.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Amies

QBuild

The State Secretary reported that the Qld government has not finalised its approval by Treasury to the increase in QBuild workforce and workload for the next five years. A lot of work still has to be undertaken and to get government to approve it.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting closed at 2:12pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 6-9-2022

COM.0001.0002.4422_0126

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 24 May 2022 commencing at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Peter Close, Mark Read, Ian McKewin, Keith Murphy, Steve Gaske, Kane Lowth, Steve Amies, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Friday 11 March 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Steve Amies

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

Financial Matters

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2022.

Shaun Lindeman PKF accountants addressed the Executive regarding the Financial Statements for the year ended 31 March 2022 and took questions from the floor.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2022 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the Committee of Management*

On 24 May 2022, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2022.

COM.0001.0002.4422_0127

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.*

(f) *the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organisation: *State Secretary*
Date the officer most recently completed the training: *26 May 2018*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Steve Amies Seconded: Keith Murphy

A lengthy discussion occurred amongst Executive members.

Decision: *"That the report be received and that expenditure to date be endorsed. Further that the State Executive endorsed:*

1. *The Tender Evaulation Report*
2. *Of its recommendation to award Besix Watpac preferred tenderer status.*
3. *To commence negotiations with Besix Watpac to maximise value for money for the CFMEU and finalise a contract for the D & C Contract."*

Moved: Peter Close Seconded: Dallas Ezzy

Delegates Convention

The State Secretary gave an update on planning for the delegates convention including registration numbers to date which is being held on 17-19 August 2022.

Developer Licencing

The State Secretary gave an update on the Queensland Developer Licencing review and advised State Executive members that the union has submitted a submission to the committee. The State Secretary advised that this issue will start to get the momentum in late July, with the panel providing their final report at the end of September.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

Government Procurement

The State Secretary reported that there had been some positive changes dealing with the PQC listing before tenders for government work and changes to government contracts with better compliance clauses. The State Secretary advised that the general policy is good but there are still challenges implementing it across government.

Workplace Health and Safety Review

The State Secretary reported on the Qld Workplace Health and Safety Review which was due to commence at the end of June. He advised that the Government should announce the review shortly, along with who is overseeing it and when it must report back to the government.

QBuild

The State Secretary reported that QBuild is advancing in the right direction but still not quite there yet in regards to obtaining CBRC and treasury support to meet the target of 1200 field staff and 300 apprentices.

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Peter Close

COM.0001.0002.4422_0131

General Business

- The State Secretary tabled a sponsorship request from the Brothers rugby league club 2022 in support of the Humpty Dumpty Foundation fundraiser which support heart machines for new born baby's in the Northern Territory.

Decision: *"That the State Executive endorse the sponsorship request of $6000 to the Brothers rugby league club in support of the Humpty Dumpty Foundation fundraiser."*

Moved: Steve Amies Seconded: Dallas Ezzy

- The State Secretary tabled a sponsorship request of $1500 from All Star Boxing for club sponsorship for 2022.

Decision: *"That the State Executive endorse the sponsorship request of $1500 to All Star Boxing for club sponsorship for 2022.."*

Lismore Members

Assistant State Secretary, Kane Lowth gave a report on financial members who were impacted by the recent flooding event. A discussion occurred amongst Executive members in regards to providing financial support.

Decision: *"That the State Executive endorse the financial support for financial members, Mark Virtue, Craig Virtue, Dean Pagotto and Robert Scofield for the amount of $10,000 and support for financial member Greg Brown for the amount of $2,500."*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting closed at 2:59pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 21/6/22

COM.0001.0002.4422_0133

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Friday 11 March 2022 commencing at 3:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Mark Read, Ian McKewin, Keith Murphy, Steve Gaske, Kane Lowth, Steve Amies, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 3 February 2022 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

Executive member, Dallas Ezzy declared a conflict in regards to the agenda item (General Business) in relation to BUSSQ.

Financial Matters

- Income and Expenditure Statement for the period ended 28 February 2022.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 28 February 2022.

Decision: *"That the estimated income and expenditure statement for the period ended 28 February 2022 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Amies Seconded: Keith Murphy

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Dallas Ezzy

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 28 February 2022.

Decision: *"That the income from dues as at 28 February 2022 be received."*

Moved: Keith Murphy Seconded: Mark Read

- 2023 Budget Criteria

The State Secretary tabled and spoke to the 2023 Budget Criteria for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division.

Decision: *"That the report be received and the State Divisional Executive endorse the 2023 Budget Criteria for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division."*

Moved: Dallas Ezzy Seconded: Ian McKewin

- Missing Receipt Book

A statutory declaration from Dean Mattas in relation to an ex delegate, Jamie Vanselow's missing receipt book was tabled.

Decision: *"That the missing receipt book of Jamie Vanselow be cleared off by State Executive."*

Moved: Dallas Ezzy Seconded: Steve Amies

COM.0001.0002.4422_0137

- Union Property

The State Secretary reported that after many months of waiting, the union property development was approved on 4 March 2022. He advised that the union was now entering the next phase of the development and that a decision would need to be made in the near future on what the union was going to do with the project, whether the union stays in or it exits from the project.

Decision: *"That the report be received and that expenditure to date be endorsed."*

Moved: Ian McKewin Seconded: Steve Gaske

General Business

The State Secretary gave an update on BUSSQ matters and reported on proposed changes to clause 55 of the constitution of BUSS (Queensland) Pty Ltd.

Decision: *"That the report be received and that State Executive approve the changes to clause 55 of the Constitution of BUSS (Queensland) Pty Ltd as follows:*

- *Changing the existing clause 55 to clause 55.1*
- *Appending clause 55.2 which reads:*
  If, on the winding up of the company, there remain any assets after the satisfaction of all debts and liabilities, any such assets:
  (a) Must not be paid or distributed among the members; and
  (b) Must be paid or applied into the Scheme, the successor fund or the trustee of its successor fund.

Moved: Ian McKewin Seconded: Keith Murphy

There being no further business the meeting closed at 3:52pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roya Lupse

Date: 24-5-22

COM.0001.0002.4422_0139

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 3 February 2022 commencing at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Mark Read, Ian McKewin, Keith Murphy, Steve Gaske, Kane Lowth, Steve Amies, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 2 December 2021 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Steve Gaske

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of Interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 31 December 2021.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 December 2021

Decision: *"That the estimated income and expenditure statement for the period ended 31 December 2021 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Mark Read Seconded: Ian McKewin

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in*

COM.0001.0002.4422_0141

relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Amies Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 31 January 2021

Decision: *"That the income from dues as at 31 January 2022 be received."*

Moved: Keith Murphy Seconded: Peter Close

- Union Property

The State Secretary gave a detailed report and took questions from the Executive on the property development project for 19-27 Campbell Street. The State Secretary gave an update on recent meetings held with the Property Development Control. Group. He further reported on the expenses to date. He advised Executive Members that unfortunately the union is still waiting on approval of the Development Application. A discussion occurred amongst Executive members regarding the project.

Decision: *"That the report be received and that expenditure to date be endorsed."*

Moved: Mark Read Seconded: Keith Murphy

- IT Matters

The State Secretary reported on major upgrades over the coming months across all the Divisional Branches. The upgrades will include the unions IT software, membership and phone system. The State Secretary reported that it will be a significant expense.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Steve Amies

2021 Year Review

- Senior Officer Responsibilities

The State Secretary gave an update on Senior Officer Responsibilities and advised that the biggest change within the organisation was in the area of health and safety and also the President.

COM.0001.0002.4422_0142

He further advised Executive members that Kurt Pauls will commence in the Health and Safety role. The State Secretary went through in great detail all of the senior officer responsibilities.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Amies

Membership

The State Secretary reported that the union had overall growth for 2021 and did especially well in the offsite/manufacturing area. The State Secretary gave a detailed report on the following areas of membership:

- Growth
- Construction
- Offsite/Manufacturing
- Regional Queensland

The Assistant State Secretary supplemented the report.

Decision: *"That the reports be received."*

Moved: Keith Murphy Seconded: Mark Read

Organising

The State Secretary gave a lengthy report which was supplemented by the Assistant State Secretary regarding the changes to organisers in certain areas, including providing more organising resources on the ground.

Decision: *"That the reports be received."*

Moved: Peter Close Seconded: Steve Amies

Campaigns

The State Secretary gave detailed reports on the following campaigns:

- Health and Safety
- Procurement (Policy & Compliance)
- Tier 2
- EBA
- Cross River Rail
- QBCC Reform
- QBuild
- Workers' Compensation
- Workers' Capital (Super)
- Roles/Areas

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Mark Read

There being no further business the meeting closed at 2:15pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Lloyd Lupton

Date: 11-3-22

0652

COM.0001.0002.4422_0144

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Thursday 2 December 2021 commencing at 11:00am

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Kane Lowth, Steve Amies, Peter Close, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 12 October 2021 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Ian McKewin Seconded: Mark Read

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

The State Secretary, Michael Ravbar advised Executive members that he has been appointed on the BUSSQ Board from 3 November 2021.

No other revisions were declared from the State Executive members.

- Conflict of Interest

Dallas Ezzy disclosed that he is an employee of BUSSQ and declared a conflict in relation to BUSSQ constitution change.

Financial Matters

- Income and Expenditure Statement for the period ended 31 October 2021.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 October 2021.

Decision: *"That the estimated income and expenditure statement for the period ended 31 October 2021 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Amies Seconded: Keith Murphy

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 30 November 2021.

Decision: *"That the income from dues as at 30 November 2021 be received."*

Moved: Mark Read Seconded: Dallas Ezzy

- Union Property

The State Secretary gave a detailed report on the property development project for 19-27 Campbell Street, and gave an update on meetings held with the Property Development Control. Group. He further reported on the expenses to date. He advised Executive Members that the union is still waiting on approval of the Development Application.

Decision: *"That the report be received and that expenditure to date be endorsed."*

Moved: Keith Murphy Seconded: Steve Gaske

Men & Co

The State Secretary gave a report on the union's new workplace-focused pilot program, Harness and spoke about the successful launch of the project held on 23 November 2021 at The Star, Gold Coast.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Mark Read

Developer Licensing

The State Secretary gave an update on the proposed Developer Licensing review from the State Government.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Keith Murphy

QBCC

The State Secretary gave an update on issues occurring with QBCC and informed the Executive that a new CEO should be appointed around Christmas time.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

QBuild

The State Secretary gave an update on the proposed changes to increasing the number of QBuild workers and apprentices. He advised that the proposed changes are positive but had not at this stage been supported by Treasury.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

State Matters

Executive member, Dallas Ezzy declared a potential conflict of interest due to being employed at BUSSQ. He did not participate in any discussion or decision in relation to the agenda item.

The State Secretary gave an update on BUSSQ Matters and advised Executive members on proposed changes to the BUSSQ constitution.

Decision: *That the report be received and that State Executive endorse the proposed changes to the constitution.*

Moved: Ian McKewin Seconded: Keith Murphy

There being no further business the meeting closed at 12:07pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 3-2-22

COM.0001.0002.4422_0147

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 12 October 2021 commencing at 3:25pm

---

Present: Michael Ravbar, Jade Ingham, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Kane Lowth, Steve Amies, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 16 August 2021 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Mark Read Seconded: Dallas Ezzy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 September 2021.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 September 2021.

Decision: *"That the estimated income and expenditure statement for the period ended 30 September 2021 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Amies Seconded: Dallas Ezzy

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in*

COM.0001.0002.4422_0149

relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Steve Gaske

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 30 September 2021

Decision: *"That the income from dues as at 30 September be received."*

Moved: Mark Read Seconded: Dallas Ezzy

- Union Property

The State Secretary gave a lengthy report on the property development project for 19-27 Campbell Street, Bowen Hills and reported on the expenses to date. He advised Executive Members that the Development Application approval is imminent.

Decision: *"That the report be received and that expenditure to date be endorsed."*

Moved: Dallas Ezzy Seconded: Ian McKewin

State Matters

- QBuild

The State Secretary gave an update on the campaign against the State Government to support and increase the current number of workers either directly and/or as apprentices by 2024. The Assistant State Secretary, Kane Lowth supplemented the report.

COM.0001.0002.4422_0151

- Developer Licencing

The State Secretary gave an update on the status of developer licencing in Queensland, in particular in regards to the composition of the panel. He advised that the state government has been slow in progressing this reform and that the government has reported that the reform could take over twelve months to implement.

- Procurement

The State Secretary gave an update on procurement and advised that there has been significant progress with the government on this matter. He reported on issues regarding the proposed compliance unit.

- Qleave

The State Secretary gave an update on Qleave matters including the appointment of Brett Bassett as the new General Manager.

- Local Government

The State Secretary reported on local government matters. He gave an update on the progress of EBA's.

The State Secretary further reported on the Townsville city council successful outcome in regards to the legal action from the Council against the CFMEU.

The State Secretary spoke about the CCC targeting workers in local government for industrial relations issues. The Assistant State Secretary, Kane Lowth supplemented the report.

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

General Business

The State Secretary gave a report on BUSSQ matters including representation on the BUSSQ Board.

Decision: *That the report be received and that State Executive endorse that Michael Ravbar nominate as the Construction, Forestry, Mining and Energy Union Industrial Union of Employees representative on the BUSSQ Board.*

Moved: Ian McKewin Seconded: Keith Murphy

There being no further business the meeting closed at 3:58pm

COM.0001.0002.4422_0153

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 2-12-21

COM.0001.0002.4422_0155

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Tuesday 29 June 2021 at 1:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Kane Lowth

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Monday 24 May 2021 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Steve Gaske Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Financial Statements

The State Secretary spoke to and tabled the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division Financial Statements for the year ended 31 March 2021.

Cameron Bradley and Ricky Naliman, PKF accountants addressed the Executive regarding the Financial Statements for the year ended 31 March 2021 and took questions from the floor.

Decision: *That the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division financial statements for the period ended 31March 2021 be received and endorsed and that the State Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

On 29 June 2021, the Committee of Management of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland State Construction & General Division ("Union") passed

the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2021.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Registrar;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Registrar duly made under section 787 of the Act, that information has been provided to the member or Registrar; and*

vi. *where any order for inspection of financial records has been made by the Queensland Industrial Relations Commission under section 788 of the Act, there has been compliance.*

(f) *the organisation has complied with the requirements under section 741 of the Act, Financial Management Training, and in so doing confirm the following:*

Officer's Name: *Michael John Ravbar*
Role in the organisation: *State Secretary*
Date the officer most recently completed the training: *26 May 2018*
Training package: *Union Governance*
Provider: *Australian Council of Trade Unions*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Keith Murphy Seconded: Dallas Ezzy

- Income and Expenditure Statement for the period ended 31 May 2021.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 May 2021.

Decision: *"That the estimated income and expenditure statement for the period ended 31 May 2021 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Steve Amies Seconded: Peter Close

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 June 2021.

Decision: *"That the income from dues as at 15 June be received."*

Moved: Dallas Ezzy Seconded: Keith Murphy

- Union Policies

The State Secretary tabled and spoke to the updated policies and procedures for the state union.

Decision: *"That the policies and procedures for the State Union be received and endorsed."*

Moved: Steve Gaske Seconded: Peter Close

COM.0001.0002.4422_0159

- Union Property

The State Secretary reported that the development application and other works were proceeding but the State Executive will soon need to make financial decisions in regards to the property and the investments for the union.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Manufacturing

The State Secretary gave an update on the Manufacturing election. He also gave an update on the legal matters against the Manufacturing Division associated with the campaign.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Keith Murphy

State Matters

- QBuild

The State Secretary gave an update on Qbuild and the union's campaign to bring the work back to the State Government in house and advised that unfortunately the Government is more focused on contracting the work out.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Mark Read

- ALP State Conference

The State Secretary reported on the ALP State Conference held 5- 6 June 2021 at the Brisbane Convention Centre.

The State Secretary further reported on the union's amendment's to the ALP platform which were adopted at the Conference.

- Developer Licensing

The State Secretary gave an update on Developer Licencing reforms and advised that the Government have been slow in progressing the reforms.

- Procurement

The State Secretary gave an update on the Government's Procurement Policy.. He advised that the union is making small inroads on some government projects with good outcomes for workers but there are still matters that need to be resolved in relation to in implementing the government's BPICS.

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Legal Matters

The State Secretary gave an update on the union's current legal matters.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Peter Close

Industry Funds

The State Secretary reported on a number of changes that were occurring with the funds including changes to management at BERT. He also reported on government legislation that has been introduced for superannuation funds (Your Future. Your Super) and advised on the impact of the legislation on our funds.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Steve Amies

Superannuation

The State Secretary spoke about the consolidation of the superannuation industry through mergers to expand their services and strengthen their capabilities while keeping costs down for members.

The State Secretary reported on discussions with Damien Wills, CEO of BUSSQ in relation to BUSSQ looking at merger partners to enable the fund to gain scale and support better retirement outcomes for members. He reported that this would give members access to more choices, services and support to achieve their retirement goals. The State Secretary advised that he would advise delegates at the next bi-monthly meeting of the merger activities occurring and other changes that will effect Superannuation entitlements. The issue of upcoming mergers will need to be taken up with the members at respective workplaces as it is their money.

COM.0001.0002.4422_0161

Decision: *"That the report be received and that the State Executive endorse that the CFMEU will consider all merger opportunities for the best financial outcome of members."*

Moved: Steve Amies Seconded: Peter Close

Mates in Construction

The State Secretary reported on matters regarding Mates in Construction with the organisation making a number of significant changes to its business, management and board changes and who it represents. The union was confident that these changes which were implemented will be supported by all in the construction industry.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Steve Gaske

Skylight

The State Secretary reported that the Skylight business will need big changes for it to be viable in the future. The State Secretary spoke about the proposed changes.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Mark Read

There being no further business the meeting closed at 2:53pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 16-8-2021

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 24 May 2021 at 2:00pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Kane Lowth, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Thursday 1 April 2021 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Dallas Ezzy Seconded: Steve Amies

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 April 2021.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 30 April 2021.

Decision: *"That the estimated income and expenditure statement for the period ended 30 April 2021 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Keith Murphy Seconded: Steve Amies

COM.0001.0002.4422_0163

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Gaske Seconded: Mark Read

- Income from Dues

The State Secretary tabled and reported on the income from dues as at 15 May 2021.

Decision: *"That the income from dues as at 15 May 2021 be received."*

Moved: Mark Read Seconded: Ian McKewin

- Union Property

The State Secretary gave a detailed report, including expenditure on the union property located at 19-21 Campbell Street and gave an update on the development approval process including timelines. The architectural design report was circulated to Executive members.

The State Assistant Secretary, Jade Ingham supplemented the report.

Decision: *"That the report and expenditure for the union property be received and endorsed."*

Moved: Dallas Ezzy Seconded: Ian McKewin

National Matters

The State Secretary gave an update on the Manufacturing election and reported on Bluey Menon's campaign. He further reported on the legal matters against the Manufacturing Division associated with the campaign, including NSW members being removed from the roll.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Keith Murphy

COM.0001.0002.4422_0164

State Matters

The Divisional Branch Secretary gave an update on the following State Government matters:

- Government Procurement
- Developer Licensing
- Review of the Industrial Relations Act
- Health and Safety Matters and the WHS Act
- CCC

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Dallas Ezzy

EBA Campaign

The State Secretary gave an update on the EBA campaign in building construction and local government and advised that there are still a lot of outstanding agreements to do.

The State Assistant Secretaries supplemented the report.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Health and Safety

The State Secretary gave an update on Health and Safety Matters.

Decision: *"That the report be received."*

Moved: Mark Read Seconded: Steve Amies

Union Activities (May Day/Memorial Day)

The State Secretary gave an update on the success of the union activities around the state for May Day and Workers Memorial Day.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Keith Murphy

There being no further business the meeting closed at 3:35pm

COM.0001.0002.4422_0165

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Regina Lepore

Date: 29-6-2021

0674

COM.0001.0002.4422_0166

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Wednesday 14 September 2022 commencing at 10:30am

Present: Michael Ravbar, Royce Kupsch, Kane Lowth, Peter Close, Dallas Bizzy, Ian McKewin, Keith Murphy, Mark Read, Steve Gaske, Steve Annies, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 6 September 2022 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 6 September 2022 be adopted as a true and correct record.*

Moved: Dallas Bizzy Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

1 - Income and Expenditure Statement for the period ended 31 August 2022

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 August 2022.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 August 2022 be received and endorsed."*

Moved: Steve Annies Seconded: Dallas Bizzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

Initial: Date: 21/11/22

COM.0001.0002.4410

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Steve Anties

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as 31 August 2022.

Decision: *"That the income from dues as 31 August 2022 be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

General Business

There being no further business the meeting the meeting closed at 10:50am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 21/11/22

Initial: _____ Date: 21/11/22 2

COM.0001.0002.4410_0003

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 6 September 2022 commencing at 2:10pm

Present: Michael Ravbar, Royce Kepsch, Dallas Ezzy, Ian McKewin, Keith Murphy, Mark Read, Steve Gaske, Steve Annies, Jacqui Collie (Minute Secretary)

Apologies: Jade Ingham, Kane Lowth, Peter Closo

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 21 June 2022 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 21 June 2022 be adopted as a true and correct record.*

Moved: Steve Annies Seconded: Mark Read

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 31 July 2022

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 July 2022.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 July 2022 be received and endorsed."*

Moved: Steve Annies Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

Initial: _____ Date: 14/9/22

COM.0001.0002.4410_0005

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Steve Amies

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as 31 August 2022.

Decision: *"That the income from dues as 31 August 2022 be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

National Matters

- ABCC

The Divisional Branch Secretary gave an update on what the intentions of the federal government is in relation to making changes to the ABCC and advised that it is proposed to shift the power of the ABCC to the Fair Work Commission. He further updated Executive members that most of the building code has been deleted.

- CFMEU – National C & G Division

The Divisional Branch Secretary gave an update on national matters including the replacement for Dave Noonan (C & G National Secretary) who is looking at retiring within the next twelve months.

- CFMMEU National Conference

The Divisional Branch Secretary advised Executive members that the CFMMEU National Conference will be held at the Crown Conference Centre in Melbourne on the 23 and 24 November 2022 and that the union will be sending a small delegation.

Decision: *"That the reports be received."*

Moved: Steve Amies Seconded: Keith Murphy

Initial: _____ Date: 14/9/22

General Business

There being no further business the meeting the meeting closed at 2:47pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Roger Kupa

Date: 14/9/22

Initial: RGK Date: 14/9/22 3

COM.0001.0002.4410_0007

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 21 June 2022 commencing at 2:13pm

Present: Michael Ravbar, Jade Ingham , Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Mark Read, Steve Gaske, Steve Annies, Kane Lowth, Jacqui Collie (Minute Secretary)

Apologies: Dallas Izzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 24 May 2022 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 24 May 2022 be adopted as a true and correct record.*

Moved: Dallas Izzy Seconded: Ian McKewin

Governance

The Chair called for disclosures from members.

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Financial Statements

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2022.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2021 be received and endorsed.*

Moved: Mark Read Seconded: Steve Gaske

Initial: AJK Date: 6-9-2022

COM.0001.0002.4410_0009

- Income and Expenditure Statement for the period ended 31 May 2022

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 May 2022.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 May 2022 be received and endorsed."*

Moved: Steve Amies Seconded: Ian McKewin

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as 15 June 2022.

Decision: *"That the income from dues as at 15 June 2022 be received."*

Moved: Peter Close Seconded: Steve Amies

National Matters

- ABCC

The Divisional Branch Secretary gave an update on what the intentions of the federal government in relation to making changes to the ABCC and the Code.

Decision: *"That the report be received."*

Moved: Kane Lowth Seconded: Ian McKewin

Initial: RJK Date: 6-9-2022

COM.0001.0002.4410_0010

Manufacturing Division

The Divisional Branch Secretary reported on a dispute between our Branch and the Manufacturing Division concerning relevant timber workers eligibility. The Divisional Branch Secretary gave some background to the dispute and a discussion occurred amongst Executive members.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Peter Close

General Business

There being no further business the meeting the meeting closed at 2:45pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

Initial: _____ Date: 6-9-2023

COM.0001.0002.4410_0011

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 24 May 2022 commencing at 3:00pm

Present: Michael Ravbar, Jade Ingham , Peter Close, Ian McKewin, Keith Murphy, Mark Read, Steve Gaske, Steve Annies, Kane Lowth, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on 11 March 2022 were presented to the Executive.

Decision: *"That the minutes of the meeting held on 11 March 2022 be adopted as a true and correct record*

Moved: Dallas Ezzy Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

Financial Statements

The Divisional Branch Secretary spoke to and tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2022.

Shaun Lindeman, PKF accountants addressed the Executive regarding the Divisional Branch Financial Statements for the year ended 31 March 2022 and took questions from the floor.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31 March 2022 be received and endorsed and that the Divisional Branch Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

Initial: Date: 24/6/22

S:\Administration\Minutes\Executive\Minutes CFMEU Branch Exec 24052022.docx

COM.0001.0002.4410_0013

On 24 May 2022, the Committee of Management of the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2022.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act),*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the RO Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or Commissioner, and*

vi. *where any order for inspection of the financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Steve Gaske Seconded: Steve Amies

- Income and Expenditure Statement for the period ended 30 April 2022.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 April 2022.

Initial: Date 21-6-22 2

S:\Administration\Minutes\Executive\Minutes QCWCH Branch Exec 210622.Docx

COM.0001.0002.4410_0015

Decision. *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 April 2022 be received and endorsed."*

Moved: Dallas Ezzy Seconded: Mark Read

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised*

Moved: Keith Murphy Seconded: Ian McKewin

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 May 2022.

Decision: *"That the income from dues as at 15 May 2022 be received."*

Moved: Dallas Ezzy Seconded: Mark Read

Federal Election

The Divisional Branch Secretary spoke about the Federal Election result and the union's activity across the Branches.

A lengthy discussion took place amongst Executive members regarding the election outcome.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Steve Gaske

National Conference

The Divisional Branch Secretary gave a report on the CFMEU Construction and General National Conference that was held from 27 March 2022 – 1 April 2022.

Decision. *"That the report be received."*

Initial: Date: 21-6-22

General Business

There being no further business the meeting the meeting closed at 3:55pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

Initial: _____ Date: 21/6/22 4

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 11 March 2022 commencing at 3:53pm

Present: Michael Ravbar, Jade Ingham , Royce Kupsch, Ian McKewin, Keith Murphy, Mark Read, Steve Gaske, Steve Amies, Kane Lowth, Dallas Ezzy, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 3 February 2022 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 3 February 2022 be adopted as a true and correct record.*

Moved: Ian McKewin Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 28 February 2022.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 28 February 2022.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 28 February 2022 be received and endorsed."*

Moved: Dallas Ezzy Seconded: Steve Amies

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Ian McKewin

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 28 February 2022.

Decision: *"That the income from dues as at 28 February 2022 be received."*

Moved: Mark Read Seconded: Kane Lowth

- CFMEU Qld/NT 2023 Budget Criteria

The Divisional Branch Secretary tabled and spoke to the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch 2023 Budget Criteria.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch 2023 Budget Criteria be received and endorsed."*

Moved: Dallas Exey Seconded: Ian McKewin

National Conference

The Divisional Branch Secretary reminded Executive members that the National Conference has been confirmed from 27 March - Friday 1 April 2022. The Divisional Branch Assistant Secretary, Jade Ingham supplemented the report.

Decision: *"That the reports be received."*

Moved: Keith Murphy Seconded: Ian McKewin

General Business

There being no further business the meeting the meeting closed at 4:32pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____ Initial: _____ Date: _____

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 3 February 2022 commencing at 2:15pm

Present: Michael Ravbar, Jade Ingham , Royce Kupsch, Ian McKewin, Keith Murphy, Mark Read, Steve Gaske, Steve Amies, Kane Lowth, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 2 December 2021 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 2 December 2021 be adopted as a true and correct record.*

Moved: Steve Amies Seconded: Mark Read

Governance

The Chair called for disclosures from members:

No revisions were declared from the State Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 31 December 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 December 2021.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 December 2021 be received and endorsed."*

Moved: Ian McKewin Seconded: Steve Amies

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund*

Initial: CJK Date: 11-3-22

('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Mark Read Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 January 2022.

Decision: *"That the income from dues as at 31 January 2022 be received."*

Moved: Keith Murphy Seconded: Kane Lowth

National Matters

- Federal Election

The Divisional Branch Secretary gave a report on the Branch's proposed federal election campaign for the upcoming Federal Election Campaign which would likely be a third party campaign.

- De-amalgamation (union coverage)

The Divisional Branch Assistant Secretary reported that the Miners Union had been negotiating with the Construction and General Division over many months and had reached an in principle agreement on coverage but were not prepared to change the union rules but give an undertaking. The Divisional Branch Secretary further reported that the matter would likely be heard as an appeal before the full court of the federal court in early March.

- National Conference

The Divisional Branch Secretary advised Executive members that the National Conference has been confirmed from 27 March – Friday 1 April 2022. He reported on the union's delegation that will be attending the conference, which includes conference delegates, youth members, indigenous members and female and rank and file members.

The Divisional Branch Assistant Secretary, Jade Ingham supplemented the report.

Decision: *"That the reports be received."*

Moved: Keith Murphy Seconded: Ian McKewin

General Business

There being no further business the meeting the meeting closed at 2:33pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 11-3-22

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 2 December 2021 commencing at 12:08pm

Present: Michael Ravbar, Jade Ingham , Royce Kupsch, Ian McKewin, Keith Murphy, Mark Read, Dallas Ezzy, Steve Gaske, Steve Amies, Kane Lowth, Peter Close, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 12 October 2021 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 12 October 2021 be adopted as a true and correct record.*

Moved: Steve Amies Seconded: Dallas Ezzy

Governance

The Chair called for disclosures from members:

The Divisional Branch Secretary, Michael Ravbar advised Executive members that he has been appointed on the BUSSQ Board from 3 November 2021.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 September 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 October 2021.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 October 2021 be received and endorsed."*

Moved: Keith Murphy Seconded: Steve Amies

Initial: Date: 3-2-22

COM.0001.0002.4410_0027

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised, and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Peter Close

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 30 November 2021.

Decision: *"That the income from dues as at 30 November 2021 be received."*

Moved: Steve Annies Seconded: Mark Read

National Matters

- Federal Election

The Divisional Branch Secretary reported on a financial request from member Geoff Williams who is the Labor candidate in the upcoming federal election for the seat of Wide Bay.

Decision: *"That the report be received and that the Divisional Branch Executive endorse a donation of $10,000 to the Labor Candidate for Wide Bay, Geoff Williams subject to the Divisional Branch Secretary meeting with the candidate."*

Moved: Keith Murphy Seconded: Dallas Fizzy

- Legal Matters

The Divisional Branch Secretary gave an overview of significant legal matters that were before the courts and the consequences to the union.

0702

COM.0001.0002.4410_0028

- National Conference

The Divisional Branch Secretary advised Executive members that the National Conference has been rescheduled at this stage from and 27 March - Friday 1 April.

The Divisional Branch Assistant Secretary, Jade Ingham supplemented the report.

Decision: *"That the reports be received."*

Moved: Peter Close Seconded: Ian McKewin

General Business

The Divisional Branch Secretary thanked Executive members for all their hard work and support throughout 2021 and on behalf of the union wished them all a safe and Merry Xmas.

There being no further business the meeting the meeting closed at 12:58pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 3-2-22

Initial: _____ Date: 3-2-22

COM.0001.0002.4410_0029

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 12 October 2021 commencing at 4:00pm

Present: Michael Ravbar, Jade Ingham (Chair) , Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Kane Lowth, Peter Close, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 16 August 2021 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 16 August 2021 be adopted as a true and correct record.*

Moved: Steve Gaske Seconded: Dallas Ezzy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Income and Expenditure Statement for the period ended 30 September 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 September 2021.

Decision. *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 September 2021 be received and endorsed."*

Moved: Ian McKewin Seconded: Steve Amies

Initial: Date: 2-12-21

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 30 September 2021.

Decision: *"That the income from dues as at 30 September 2021 be received."*

Moved: Mark Read Seconded: Ian McKewin

National Matters

The State Secretary reported that the National Union (C&G Division) election results had been declared and congratulated Jade Ingham on his re-election as National President.

The Assistant State Secretary, Jade Ingham supplemented the report and gave an update on national rule changes including the rule change for Christy Cain to be appointed as National (C&G Secretary) as Dave Noonan is currently acting in the role.

The State Secretary reported on the decision from the FWC opposing the Mining Division demerger application. He advised Executive members that the Mining Division is appealing the decision.

The Assistant State Secretary supplemented the report and gave a report on a meeting held with the Mining Division and the C & G division.

The State Secretary reported on the Manufacturing Division election results and advised that Bluey Menon was unsuccessful in his nomination as Secretary and that Michael O'Connor had been re-elected as Secretary.

Decision: *"That the report be received."*

Moved: Steve Arnies Seconded: Dallas Ezzy

Initial: Date: 2-12-21 2

S:\Admin\Minutes\Executive\Minutes QCMDB Branch Exec 171021.Doc

COM.0001.0002.4410_0033

General Business

There being no further business the meeting the meeting closed at 4:38pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 2-12-24

Initial: _____ Date: 2-12-24

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 29 June 2021 commencing at 2:55pm

Present: Michael Ravbar, Jade Ingham (Chair) , Ian McKewin, Keith Murphy, Dallas Bezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Kane Lowth

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 24 May 2021 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 24 May 2021 be adopted as a true and correct record.*

Moved: Ian McKewin Seconded: Dallas Bezzy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Financial Statements

The Divisional Branch Secretary spoke to and tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2021.

Cameron Bradley and Ricky Naliman, PKF accountants addressed the Executive regarding the Divisional Branch Financial Statements for the year ended 31 March 2021 and took questions from the floor.

Decision: *On 29 June 2021, the Committee of Management of the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory*

Initial: [signature] Date: 16-8-2021

Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2021.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the RO Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or Commissioner; and*

vi. *where any order for inspection of the financial records has been made by the Fair Work Commiss... under section 273 of the RO Act, there has been compliance.*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Steve Gaske Seconded: Dallas Ezry

- Income and Expenditure Statement for the period ended 30 May 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 May 2021.

Initial: RLK Date: 16-8-2021 2

S:\Administration\Minutes Executive\Minutes CFMEU Branch Exec 290621.Docx

COM.0001.0002.4410_0038

He reported that this would give members access to more choices, services and support to achieve their retirement goals. The Divisional Branch Secretary advised that he would advise delegates at the next bi-monthly meeting of the merger activities occurring and other changes that will effect Superannuation entitlements. The issue of upcoming mergers will need to be taken up with the members at respective workplaces as it is their money.

Decision: *"That the report be received and that the Divisional Branch Executive endorse that the CFMMU will consider all merger opportunities for the best financial outcome of members."*

Moved: Steve Annies Seconded: Peter Close

General Business

There being no further business the meeting the meeting closed at 3:43pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 16-8-2021

Initial: _____ Date: 16-8-2021 4

S:\Administration\Minutes\Committee\Minutes CCWDB Branch Exec 290821.Docx

COM.0001.0002.4410_0039

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 May 2021 be received and endorsed."*

Moved: Ian McKewin Seconded: Keith Murphy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements,*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Dallas Ezzy Seconded: Steve Amies

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 June 2021.

Decision: *"That the income from dues as at 15 June 2021 be received."*

Moved: Peter Close Seconded: Jade Ingham

National Matters

The Divisional Branch Secretary reported on ongoing matters affecting the National Union which was the de-amalgamation application and the ongoing restructuring of the National Office.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Keith Murphy

Superannuation

The Divisional Branch Secretary spoke about the consolidation of the superannuation industry through mergers to expand their services and strengthen their capabilities while keeping costs down for members.

The Divisional Branch Secretary reported on discussions with Damien Wills, CEO of BUSSQ in relation to BUSSQ looking at merger partners to enable the fund to gain scale and support better retirement outcomes for members.

Initial: KGK Date: 16-8-22 1 3

S:\Administration\Minutes\Branch\Minutes QCWNH Branch Exec 290521 Doc

COM.0001.0002.4410_0040

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 24 May 2021 commencing at 3:35pm

Present: Michael Ravbar, Jade Ingham (Chair) , Kane Lowth, Ian McKewin, Keith Murphy, Dallas Eezy, Steve Gasku, Steve Anies, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 1 April 2021 were presented to the Executive.

vision: *"That the minutes of the meeting held on Thursday 1 April 2021 be adopted as a true and correct record.*

Moved: Dallas Eezy Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

The State Secretary declared a conflict in regards to a sponsorship request from the Asbestos Disease Support Society (ADSS) Annual Charity Race Day.

Financial Matters

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

- Income and Expenditure Statement for the period ended 30 April 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 April 2021.

Initial: Date: 24 / 6 / 2021

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 April 2021 be received and endorsed."*

Moved: Steve Gaske Seconded: Keith Murphy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised, and*

(d) *Disbursements are authorised.*

Moved: Dallas Fizzy Seconded: Ian McKewin

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 May 2021.

Decision: *"That the income from dues as at 15 May 2021 be received."*

Moved: Steve Annies Seconded: Kane Lowth

National Matters

The Divisional Branch Secretary gave an update on the Manufacturing election and reported on Blucy Menon's campaign. He further reported on the legal matters against the Manufacturing Division associated with the campaign, including members being removed from the roll.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Mark Read

General Business

General Business

Correspondence from the Asbestos Disease Support Society requesting sponsorship for its Annual Charity Race Day was tabled.

COM.0001.0002.4410_0042

The Divisional Branch Secretary declared a conflict of interest due to his wife, Kay Ravbar being employed at the Society. He left the room and did not participate in any discussion or decision in relation to the sponsorship request.

Decision: *"That the correspondence be received and that the State Executive endorse a donation of $8060 to the Asbestos Disease Support Society (+ GST)."*

Moved: Steve Gaske Seconded: Dallas Ezzy

There being no further business the meeting the meeting closed at 4:37pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Kay Ravbar

Date: 29-6-2021

Initial: KR Date: 29-6-2021 3

S:\Administration\Minutes\Executive\Min...ns CCWCS Branch Exec 290621.Doc

COM.0001.0002.4410_0043

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 1 April 2021 commencing at 1:15pm

Present: Michael Ravbar, Jade Ingham (Chair), Peter Close , Kane Lowth, Ian McKewin, Keith Murphy, Dallas Ezzy, Steve Gaske, Steve Amies, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch, Mark Read

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 22 February 2021 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 22 February 2021 be adopted as a true and correct record.*

Moved: Steve Amies Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

- Income and Expenditure Statement for the period ended 28 February 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 28 February 2021.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 28 February 2021 be received and endorsed."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Peter Close

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 March 2021.

Decision: *"That the income from dues as at 15 March 2021 be received."*

Moved: Kane Lowth Seconded: Keith Murphy

National Matters

The Divisional Branch Secretary reported about how the de-merger case was going and was likely to occur over the rest of the year. This Branch will fight to prevent the demerger from happening and protect our fight hard to protect our coverage.

Decision: *"That the report be received".*

Moved: Ian McKewin Seconded: Dallas Ezzy

There being no further business the meeting the meeting closed at 2:12pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 24-5-21

Initial: _____ Date: 24-5-21

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 22 February 2021 commencing at 3:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close , Ian McKewin, Keith Murphy, Mark Read, Dallas Ezzy, Steve Gaske, Steve Annies, Peter Close, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 10 December 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 10 December 2020 be adopted as a true and correct record.*

Moved: Dallas Ezzy Seconded: Keith Murphy

Governance

The Divisional Branch Secretary advised that Union Regulation & Governance will be a standing agenda item and that under the Fair Work Act office holders whose duties relate to financial management are required to undertake approved training within 6 months of taking office. He advised that Jacqui Collie will organise training for members.

The President also informed members of their obligations in relation to disclosures and conflicts of interest.

It was noted that the union takes it governance and always has extremely serious. The union has a designated officer and are very proud of the governance of this Branch.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded. Keith Murphy

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Initial: [signature] Date: 1-3-21

Financial Matters/Reports

- Income and Expenditure Statement for the period ended 31 January 2021.

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 January 2021.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 January 2021 be received and endorsed."*

Moved: Dallas Fizzy Seconded: Peter Close

Decision *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements,

(c) Divisional Branch Secretary in making the Disbursements was authorised: and

(d) Disbursements are authorised.

Moved: Ian McKewin Seconded: Steve Annles

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 February 2021.

Decision: *"That the income from dues as at 15 February 2021 be received."*

Moved: Keith Murphy Seconded: Mark Read

- CFMEU Qld/NT 2022 Budget Criteria

The Divisional Branch Secretary tabled and spoke to the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch 2022 Budget Criteria.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch 2022 Budget Criteria be received and endorsed."*

Moved: Steve Gaske Seconded: Mark Read

Initial: ZEK Date: 4-2-21

Reappointment of Temporary Organisers

The Divisional Branch Secretary noted the CFMEU temporary organisers as at February 2021; Andy Blakely, Beau Seiffert, Chris Brodsky, Dean Mattas, Dean Rielly, Dennis Mitchell, Grant Harradine, Grant White, Luke Gibson, Josh Burling, Matthew Vonhoff, Paul Fitzpatrick, Peter D'Arcy, Blake Dynes.

Decision: *"The Committee endorses the reappointment of the temporary officials in accordance with the rules."*

Moved: Steve Amies Seconded: Dallas Ezzy

Union Elections

The Divisional Branch Secretary reported on the outcome of the recent Branch Elections and that the whole team was elected unopposed. The Divisional Branch Secretary said it was a great honour and privilege that the team put forward had the endorsement of the membership. He further reported on the election outcomes in other States, with some still being finalised. However, it was important to note that there was no challenges anywhere across the C & G Division which again was a huge endorsement of all the hard work that the CFMEU has done over the years.

Decision: *"That the report be received"*

Moved: Steve Clarke Seconded: Mark Read

National Matters

The Divisional Branch Secretary gave an update on the changes to the National Office since the resignation of Michael O'Connor. He advised that Christy Cain has now taken the position of National Secretary even though the FWC has not approved the rule change to endorse him in that role in an official capacity. Also, he reported that the Mining Division had done a deal with Christian Porter to introduce new laws allowing unions to demerge. So far, the ACTU and the ALP have supported the new laws and our union will campaign and get them to reconsider their positions. This union will do whatever it takes to try and keep the whole CFMMEU together right up until the members of the mining division vote on whether to demerge or not.

Decision: *"That the report be received".*

Moved: Ian McKewin Seconded: Dallas Ezzy

There being no further business the meeting the meeting closed at 4:32pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 1-4-21

Initial: RJK Date: 1-4-21

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 10 December 2020 commencing at 11:18am

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close (via phone), Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 19 October 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 19 October 2020 be adopted as a true and correct record.*

Moved: Dallas Ezzy Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

Financial Matters/Reports

- Income and Expenditure Statement for the period ended 30 November 2020

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 November 2020.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 November 2020 be received and endorsed."*

Moved: Keith Murphy Seconded: Peter Close

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ("Disbursements") for the period from the last meeting of the Divisional Branch Executive that the:*

Initial: _____ Date: 22-2-21

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Ian McKewin Seconded: Jack Cummins

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 30 November 2020.

Decision: *"That the income from dues as at 30 November 2020 be received."*

Moved: Keith Murphy Seconded: Jade Ingham

Reappointment of Temporary Organisers

The Divisional Branch Secretary noted the CFMEU temporary organisers as at Thursday 10 December 2020, Luke Gibson, Beau Seiffert, Grant White, Grant Harradine, Blake Hynes, Paul Dunbar, Chris Brodsky, Peter D'Arcy, Andrew Blakely and Paul Fitzpatrick.

Decision: *"The Committee endorses the reappointment of the temporary officials in accordance with the rules."*

Moved: Peter Close Seconded: Jack Cummins

New Delegates Report

The Divisional Branch Secretary tabled the new delegates report for October and November 2020.

Decision: *"That the report be received"*

Moved: Jade Ingham Seconded: Ian McKewin

Union Elections

The Divisional Branch Secretary gave a report on the union elections process. He advised that union nominations open 17 November 2020 and close 8 December 2020.

Decision: *"That the report be received"*

Moved: Steve Gaske Seconded: Jack Cummins

Initial: _____ Date: 22-2-21 2

S:\Admin\Info For Minutes\Executive\Minutes CCWCB Branch Exec 01220.Docx

COM.0001.0002.4410_0057

National Matters

The Divisional Branch Secretary gave an update on CFMMEU National matters. He reported that the National Secretary had resigned, however there was still a lot to be done in regards to try and keep the union together as a couple of divisions had indicated that they were thinking of and prepared to walk away from the amalgamated union. The Divisional Branch Secretary reported on the governance of the CFMMEU.

The Assistant Divisional Branch Secretary supplemented the report.

Decision: *"That the report be received".*

Moved: Ian McKewin Seconded: Peter Close

There being no further business the meeting the meeting closed at 11:47am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Greg Kops

Date: 22-2-21

Initial: LGK Date: 22-2-21

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 19 October 2020 commencing at 2:50pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close (via phone), Ian McKewin, Keith Murphy, Jack Cummins, Jacqui Collie (Minute Secretary)

Apologies: Dallas Izzy, Steve Gaske

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 6 August 2020 were presented to the Executive

Decision: *"That the minutes of the meeting held on Thursday 6 August 2020 be adopted as a true and correct record.*

Moved: Keith Murphy Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

Financial Matters/Reports

- Income and Expenditure Statement for the period ended 30 September 2020

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 September 2020.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 September 2020 be received and endorsed."*

Moved: Keith Murphy Seconded: Jack Cummins

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

Initial: RJK Date: 10-12-20

COM.0001.0002.4410_0061

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Jack Cummins Seconded: Ian McKewin

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 October 2020.

Decision: *"That the income from dues as at 15 October 2020 be received."*

Moved: Jade Ingham Seconded: Peter Close

Delegates Convention

The Divisional Branch Secretary reported on the success of the CFMEU Delegates Convention held 16 – 18 September 2020 at the Hilton Hotel. He spoke about the professional and great service that the union received from the Hilton Hotel which also contributed to the success of the event. The State Secretary further reported on the resolutions that were endorsed at the convention, including existing policies and that the remaining resolutions that were not actioned will be tabled at the upcoming DBC/SDC meeting on 6 November 2020.

Decision: *"That the report be received and that the Divisional Branch Executive congratulate the CFMEU on a successful 2020 delegates convention and that the Executive pass on their thanks to all staff involved in the successful organisation of the event."*

Moved: Ian McKewin Seconded: Keith Murphy

Decision: *"That the reports be received"*

Moved: Jack Cummins Seconded: Steve Caske

Union Elections

The Divisional Branch Secretary gave an update on union elections and reported that a date has still not been determined by the AEC. Correspondence was received from AEC advising that industrial elections will commence in October and November depending on the Tranche category of our union. The union is seeking clarification from AEC in relation to a commencement date.

Decision: *"That the report be received"*

Moved: Jade Ingham Seconded: Ian McKewin

Initial: RJK Date: 10-12-20 2

COM.0001.0002.4410_0063

National Matters

- CFMMEU National Secretary Position

The Divisional Branch Secretary gave an update on CFMMEU National Matters including the CFMMEU National Secretary position. He gave an update on the recent NEC meeting and reported that at this stage the National Secretary is not resigning and looks like there will be an investigation into the finances and governance of the National Office plus a need to make a number of National rule changes.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

General Business

The Divisional Branch Secretary advised Executive members that Organiser, John Tucker is retiring from the union and his farewell will be held on Friday 30 October 2020 at the union office. The Divisional Branch Secretary extended an invitation to Executive members to attend his farewell.

Decision: *"That the report be received and that on behalf of the Divisional Branch Executive, the CFMEU thanks John Tucker for all his contribution to the CFMEU and the union movement and wish John all the very best in his future endeavours."*

Moved: Ian McKewin Seconded: Jade Ingham

There being no further business the meeting the meeting closed at 3:18pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Kayne Lupat

Date: 10-12-20

Initial: RGK Date: 10-12-20

COM.0001.0002.4410_0065

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 6 August 2020 commencing at 2:25pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close (via phone), Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 23 June 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 23 June 2020 be adopted as a true and correct record.*

Moved: Steve Gaske Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

Financial Matters/Reports

- Income and Expenditure Statement for the period ended 30 June 2020

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 June 2020.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 June 2020 be received and endorsed."*

Moved: Keith Murphy Seconded: Jack Cummins

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Keith Murphy Seconded: Keith Murphy

- Purchase of Property

The Divisional Branch Secretary discussed the resolution of 17 March 2020 to return the Defence Fund to the State Division, which return had not been required to occur by a particular date.

The Divisional Branch Secretary confirmed that the CFMEUQ, State Construction and General Division has today determined to accept the return of the Defence Fund and take on the burden of administering the Fund.

The Divisional Branch Secretary confirmed that monies paid by the Northern Territory Members in accordance with the Defence Fund levy will remain in the QNTDB Fund and will not be returned to the State Division. Any future monies paid by the Northern Territory Members will be placed in the QNTDB Fund to ensure the protection of the interests of the Northern Territory Members of the QNTDB.

The Divisional Branch Secretary proposed that the Service Agreement be amended to facilitate administrative arrangements between the QNTDB and the State Division in respect of monies paid by the Northern Territory Members in accordance with the Defence Fund levy to ensure the protection of the interests of the Northern Territory Members.

To ensure the protection of the joint members of the QNTDB/State Division, the Divisional Branch Secretary also proposed that the Service Agreement be amended to:

- provide that the Defence Fund will be administered by the CFMEUQ, State Construction and General Division; and
- to ensure that it is used for the purpose in which it was created, such purpose being having been maintained by the QNTDB when it had the role of administering the fund.

The Divisional Branch Secretary reported that the State Construction and General Divisional Executive has, with a view to protecting the value of the asset determined to invest a significant part of the Defence Fund in commercial real property in the Bowen Hills corridor. The investment will be effected in a way that will allow access to funds in the event the Defence Fund is called upon.

The Divisional Branch Secretary confirmed that, in his view, the decision of the State Construction and General Divisional Executive is a prudential way to ensure the interests of the members are protected into the future through investment.

Decision: *The Divisional Branch Executive:*

(a) *endorses the report of the Divisional Branch Secretary;*

(b) *notes the decision of the State Construction and General Divisional Executive to invest the Defence Fund in a way that provides prudential assurance; and*

(c) *directs the Divisional Branch Assistant Secretary to:*

(i) *seek an amendment to the Service Agreement to facilitate administrative arrangements between the QNTDB and the State Division in respect of monies paid by Northern Territory Members in accordance with the Defence Fund levy;*

(ii) *seek an amendment to the Service Agreement to:*

A *ensure the growth of the Defence Fund is appropriately provided for; and*

B *facilitate administrative arrangements between the QNTDB and the State Division in respect of the Defence Fund,*

for the protection of the interests of the joint members of the QNTDB/State Division; and confirm with the State Division the date that the Defence Fund will be returned.

Moved: Dallas Ezzy Seconded: Keith Murphy

- Proposed Union Dues

The Divisional Branch Secretary reported on membership dues and the proposal for the April 2021 term fees to remain the same as the October 2020 fees and that the October 2021 fees to increase 1.5% for T1, T8 and A1-A4 and 1% for T2, T3 and T7. The Divisional Branch Secretary tabled the proposed union dues for 2021.

Decision: *"That the Divisional Branch Executive endorse the proposed 2021 union dues.*

Moved: Jack Cummins Seconded: Peter Close

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 July 2020.

Decision: *"That the income from dues as at 31 July 2020 be received."*

Moved: Jack Cummins Seconded: Peter Close

Covid19

The Divisional Branch Secretary gave an update on Covid19 and reported about the impact on industry and the economy. A report was also given on the current border closures in Queensland.

The Divisional Branch Secretary further reported on materials and social media posts that the union has circulated amongst its membership.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Steve Gaske

Delegates Convention

The Divisional Branch Secretary gave an update on the Delegates Convention and advised that QT Hotel have reduced the maximum number of guests for its room size. He also advised that QT Hotel is now a quarantine hotel.

The Divisional Branch Secretary reported that we have cancelled our booking at QT and have booked the Hilton Hotel.

Decision: *"That the report be received"*

Moved: Jack Cummins Seconded: Keith Murphy

Campaigns

- EBA

The Divisional Branch Secretary gave an update on the EBA Campaign and reported on the Government wages policy. He advised Executive members that the EBA will be discussed at the upcoming delegates convention.

The Divisional Branch Assistant Secretary supplemented the report.

- Tier 2

The Divisional Branch Secretary gave an update on the Tier 2 Campaign and advised Executive members that the campaign has been going well. The State Assistant Secretary supplemented the report.

A discussion occurred amongst Executive members in regards to licensing of developers.

- Procurement/Compliance

The Divisional Branch Secretary gave an update on the status of the Government's procurement policy and compliance unit.

- QLeave

The Divisional Branch Secretary reported on changes to the Qleave legislation in regards to an increase in the portable long service leave levy as at 1 July 2020. He further reported on Qld legislation passed for building and construction workers who are experiencing financial hardship due to Covid19. The changes allow registered workers, with at least five years of service to apply for payment of all, or part of their long service entitlement.

- Health and Safety

The Divisional Branch Secretary gave an update on Health and Safety matters, including changes that went through in July in regards to the Summary Offences Act.

Decision: *"That the reports be received"*

Moved: Jack Cummins Seconded: Steve Gaske

National Matters

- Union Elections

The Divisional Branch Secretary advised Executive members that unfortunately the AEC has postponed all industrial elections due to Covid19 cases and increased restrictions.

- CFMMEU National Secretary Position

The Divisional Branch Secretary gave an update on CFMMEU National Matters including the CFMMEU National Secretary position. He advised that the number of divisions and the vast majority of the union do no longer support Michael O'Connor holding the position of National Secretary and that parts of the union were seeking to have change of the leadership of the National Union.

The Divisional Branch Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Dallas Ezzy

CFMEU Women

The Divisional Branch Secretary reported on the union's first women's event that was held in July. He advised that it was a great turnout from a range of industries and that there is still work to be done to improve the working lives of our female members.

The Divisional Branch Secretary and President supplemented the report.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Keith Murphy

Prostate Cancer

The Divisional Branch Secretary gave an update on the Prostate Awareness program and advised Executive members that the launch will be held at Queens Wharf on 30 July 2020. The State Secretary also reported that the launch will also include information on the share the dignity campaign fundraiser that the union is supporting.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jack Cummins

General Business

There being no further business the meeting the meeting closed at 3:38pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Ray Kupsch

Date: 19-10-20.

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 23 June 2020 commencing at 1:20pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 26 May 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 26 May 2020 be adopted as a true and correct record.*

Moved: Dallas Ezzy **Seconded:** Keith Murphy

Governance

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

Financial Matters/Reports

- Financial Statements

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2020.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2020 be received and endorsed.*

Moved: Dallas Ezzy **Seconded:** Steve Gaske

- Income and Expenditure Statement for the period ended 31 May 2020

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 31 May 2020.

Initial: Date: 6-8-20 1

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 May 2020 be received and endorsed."*

Moved: Keith Murphy Seconded: Jack Cummins

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Keith Murphy

- NT Election Budget

The Divisional Branch Secretary reported on the upcoming NT election scheduled for 22 August 2020. He further reported on the candidates that the union will be supporting and advised Executive members that there are new electoral laws for the Northern Territory.

The Divisional Branch Secretary spoke about the Queensland Northern Territory Divisional Branch Budget Criteria that was tabled at the March Divisional Branch Executive meeting in regards to the NT election budget of $60 000 and discussed with Executive members the proposal to increase the budget to $100 000.

Decision: *"That the report be received and that the Divisional Branch Executive endorse that the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria for the NT be increased to $100 000."*

Moved: Dallas Ezzy Seconded: Ian McKewin

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 June 2020.

Decision: *"That the income from dues as at 15 June 2020 be received."*

Moved: Jack Cummins Seconded: Peter Close

Union Elections

The Divisional Branch Secretary reported on the union quadrennial elections and the proposed number of organisers for the upcoming union election.

Decision: *"That the report be received and that the Divisional Branch Executive determines that the number of Organisers to be elected at the quadrennial elections in 2020 be two."*

Moved: Steve Gaske Seconded: Dallas Ezzy

Covid19

The Divisional Branch Secretary gave an update on Covid19 and reported about the impact on industry and the economy. He advised Executive members that it will be a standing agenda item.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Steve Gaske

National Matters

- CFMMEU National Matters

The Divisional Branch Secretary gave an update on CFMEU National matters, including matters associated with the CFMMEU National Secretary position.

The Divisional Branch Assistant Secretary supplemented the report.

Decision. *"That the report be received"*

Moved: Jack Cummins Seconded: Keith Murphy

General Business

- Cbus

The Divisional Branch Secretary reported on and tabled correspondence sent from the union to Steve Bracks (Chair Cbus) in regards to his public and disparaging comments about the trade union movement. Correspondence received in response from Steve Bracks was also tabled. A discussion occurred amongst Divisional Branch Executive members in regards to inviting Mr Bracks to attend the delegates convention to apologise to delegates for his disparaging remarks.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received"*

Moved: Steve Gaske Seconded: Jack Cummins

Initial: RGK Date: 6-8-20 3

- Dyson Heydon

A discussion occurred amongst Divisional Branch Executive members around the recent Dyson Heydon sexual harassment complaints.

Decision: *"That the report be received"*

Moved: Jade Ingham Seconded: Ian McKewin

General Business

There being no further business the meeting the meeting closed at 2:27pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Dyson Heydon

Date: 6-8-20

Initial: [signature] Date: 6-8-20

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 26 May 2020 commencing at 2:25pm

Present: Michael Raybar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Friday 3 April 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Friday 3 April 2020 be adopted as a true and correct record.*

Moved: Jack Cummins Seconded: Ian McKewin

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

  Executive Member Steve Gaske declared a potential conflict of interest in regards to Cbus.

Financial Matters

- Financial Statements

The Divisional Branch Secretary spoke to and tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2020.

Shaun Lindeman, Partner, PFK accountants addressed the Executive regarding the Divisional Branch Financial Statements for the year ended 31 March 2020 and took questions from the floor.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2020 be received and endorsed and that the Divisional Branch Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

On 26 May 2020, the Committee of Management of the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2020.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Commissioner;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the RO Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or Commissioner; and*

vi. *where any order for inspection of the financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.*

This declaration is made in accordance with a resolution of the Committee of Management.

- Income and Expenditure Statement for the period ended 30 April 2020

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement account for the period ended 30 April 2020.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 April 2020 be received and endorsed."*

Initial: [signature] Date: 23-6-20 2

S:\Administration\Minutes\Executive\Minutes CCWDB Branch Exec 260620 Cont

COM.0001.0002.4410_0082

Moved: Jack Cummins Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Keith Murphy

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 March 2020.

Decision: *"That the income from dues as at 15 May 2020 be received."*

Moved: Ian McKewin Seconded: Steve Gaske

- Renovations

The State Secretary gave an update to Executive members on the lift installation and building renovations.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Ian McKewin

Covid19

The Divisional Branch Secretary spoke gave an update on Covid19 and reported about the impact on industry and the economy. He advised Executive members that it will be a standing agenda item.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Jack Cummins

National Matters

- CFMMEU National Secretary Position

The Divisional Branch Secretary gave an update on National Matters. He reported on meetings held with the NEC and the Divisional Executive in regards to the CFMMEU National Secretary position and the loss of support for Michael O'Connor in this position from the MUA and Construction Division. A lengthy discussion occurred amongst Divisional Branch Executive members regarding the CFMMEU National Secretary position.

Decision: "That the report be received and that the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive withdraws support for Michael O'Connor as National Secretary and calls on him to resign from the position immediately. Also, that the Divisional Branch Executive expresses its support for Christy Cain, (MUA) to be endorsed as his replacement."

Moved: Keith Murphy Seconded: Jack Cummins
CARRIED UNANIMOUSLY

Union Elections

The Divisional Branch Secretary reported on the union quadrennial elections.

Decision: I. The Divisional Branch Executive determines:

(a) that the number of Divisional Branch Assistant Secretaries to be elected at the quadrennial election in 2020 is three (3), being the:

(i) Divisional Branch Assistant Secretary (Painters);

(ii) Divisional Branch Assistant Secretary (Plasterers); and

(iii) Divisional Branch Assistant Secretaries (General);

(b) in accordance with rule 40(2)(ii)(A), that at the quadrennial election in 2020 the office of:

(i) Divisional Branch Assistant Secretary (Plasterers) be filled on a full-time basis;

(ii) Divisional Branch Assistant Secretaries (General) be filled on a full-time basis; and

(iii) Divisional Branch Assistant Secretary (Painters) be filled on an honorary basis.

Moved: Peter Close Seconded: Ian McKewin

Delegates Convention

The Divisional Branch Secretary gave an update on the Delegates Convention and advised that it is still scheduled to be held on 16-18 September 2020. Under the Covid19 regulations 100 people will be permitted for gatherings in public spaces from mid July.

Decision: "That the reports be received"

Moved: Jack Cummins Seconded: Keith Murphy

Initial: RGK Date: 23-6-20

0758

COM.0001.0002.4410_0084

Cbus

Divisional Branch Executive Member, Steve Gaske declared a conflict due to his employment at Cbus, Steve Gaske left the room and did not take part in any decision relating to Cbus and Steve Bracks.

The Divisional Branch Secretary reported on very public and disparaging comments about the trade union movement by Steve Bracks, Chair Cbus. A discussion occurred amongst Executive members regarding the comments.

Decision: *"That the report be received and that the Divisional Branch Executive having considered comments made by Steve Bracks (Cbus Chair) resolve that Mr Bracks position as Chair is untenable and hereby call for his resignation effective immediately. Also, that the future relationship between Cbus and the union be discussed at the upcoming delegates convention."*

Moved: Michael Ravbar Seconded: Keith Murphy

General Business

There being no further business the meeting the meeting closed at 3:12pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 23-6-20

Initial: ____ Date: _____ 5

S:\Administration\Minutes\Executive\Minutes QC\WQB Branch Exec 260520.Docx

COM.0001.0002.4410_0085

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 3 April 2020 commencing at 10:10am

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Wednesday 17 March 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Wednesday 17 March 2020 be adopted as a true and correct record.*

Moved: Peter Close Seconded: Keith Murphy

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Investments

The Divisional Branch Secretary reported to Executive members and tabled the CBA portfolio update for the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Dallas Ezzy

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 March 2020.

Decision: *"That the income from dues as at 31 March 2020 be received."*

Moved: Jack Cummins Seconded: Steve Gaske

Initial: Date: 16-5-20

- Membership Fees

The Divisional Branch Secretary spoke about membership dues and the proposal for this terms fees (1 April 2020 – 30 Septembes 2020) to remain the same for next term (1 October 2020 – 31 March 2021).

Decision: *"That the report be received and that the Divisional Branch Executive endorse that the CFMEU fees for the current term (1 April 2020 – 30 September 2020) remain the same for the term 1 October 2020 – 31 March 2021."*

Moved: Steve Gaske Seconded: Keith Murphy

- Property

The Divisional Branch Secretary gave an update on the settlement for the property purchase at 25 Campbell Street, Bowen Hills.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

- Renovations

The Divisional Branch Secretary gave an update on the building renovations for the union office.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Ian McKewin

Service Agreement

The Divisional Branch Secretary gave an update on the Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.

The Divisional Branch Secretary advised Executive members that further amendment is required to the Service Agreement in relation to the defence fund and administrative arrangements. The Divisional Branch Secretary spoke about the resolution from the 17 March 2020 Divisional Branch Executive meeting in relation to the Defence fund transfer and advised that the resolution is not time sensitive. He advised that legal advice is being sought from Counsel in respect of the Defence fund.

Decision: *"That the report be received"*

Moved: Ian McKewin Seconded: Jack Cummins

Covid19

The Divisional Branch Secretary spoke about Covid19 and the impact to date on industry and the economy. He advised Executive members that the union will explore a variety of payroll tax concessions announced by States and Territories.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Royce Kupsch

Union Elections

The Divisional Branch Secretary reported on the union quadrennial elections and the proposed rule changes to be tabled at the Divisional Branch Council. The Divisional Branch Secretary spoke about the current number of elected organisers and the proposed criteria for determining the number of organisers for the upcoming union election. A discussion occurred in regards to the number of organisers to be elected at the election in 2020.

Decision: *"That the report be received and that the Divisional Branch Executive determines that the number of Organisers to be elected at the quadrennial elections in 2020 be three."*

Moved: Jack Cummins Seconded: Keith Murphy

Delegates Convention/May Day/Workers Memorial Day

The Divisional Branch Secretary gave an update on the following union events:

- Delegates Convention

The Divisional Branch Secretary advised Executive members that due to restrictions on gatherings due to COVID19, the delegates convention has been postponed until 16 – 18 September 2020.

- May Day

The Divisional Branch Secretary reported that May Day across the state was cancelled due to COVID19. He advised Executive that a video from the leadership of the union would be posted on facebook.

- Memorial Day

The Divisional Branch Secretary reported that the union will post a message on social media in commemoration of workers that have lost their lives.

Decision: *"That the reports be received"*

Moved: Dallas Ezzy Seconded: Jack Cummins

General Business

There being no further business the meeting the meeting closed at 10:30am

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 26-5-20

Initial: 26-5-20 Date: 26-5-20 3

S:\Administration\Minutes\Executive\Minutes COWCB Branch Exec 030420.Docx

COM.0001.0002.4410_0091

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 17 March 2020 commencing at 3:50pm

Present: Michael Raybar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Fizzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Wednesday 11 March 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Wednesday 11 March 2020 be adopted as a true and correct record.*

Moved: Keith Murphy Seconded: Jack Cummins

Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

Financial Matters

- Renovations

The Divisional Branch Secretary reported to Executive members about building renovations for the office including rooftop renovations, bathroom and kitchen renovations, a new front electronic sign and a lift for the building.

Decision: *"That the report be received and that the Divisional Branch Executive endorse the proposed renovations."*

Moved: Jack Cummins Seconded: Dallas Fizzy

- Budget Criteria 2021

The Divisional Branch Secretary tabled and spoke to the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria 2021

Decision: *"That the report be received and that the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria 2021 be endorsed."*

Moved: Jack Cummins Seconded: Steve Gaske

Defence Fund

The Divisional Branch Secretary gave a report regarding the Defence Fund.

Decision: *"The Executive of the QNTDB, in relation to the Defence Fund, notes:*

(a) it has considered the resolution of the State Division of 15 September 2014, which was in the following terms:

> *The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established.*
>
> ***Resolution 5 – Defence Fund***

*("**Resolution**");*

*(b) its understanding that the fighting fund was a reference to the Defence Fund which was at that time an amount of $1,863,122 ("**Monies**");*

(c) that in accordance with the Resolution the Monies were received into the Divisional Branch fund of the QCWDB;

(d) that the Defence Fund has, since the transfer of the Monies, continued to grow due to:

- *investment of the Monies;*
- *interest payments on the Monies; and*
- *further receipt of levy payments into the Defence Fund;*

(e) neither the QCWDB nor the QNTDB have resolved to levy the members of the QNTDB for the purposes of the Defence Fund;

(f) that the levies received by the QCWDB/QNTDB in relation to the Defence Fund since 2014 are in accordance with the resolution of the State Division (formally the CFMEUQ) of 2004, and have been received in accordance with the State Divisions resolutions of 15 September 2014.

The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative agreements in place between the State Division and the C&G Divisional Branch, for.

subscription fees to be paid to, and collected by, the C & G Divisional Branch;
levies to be collected by the C & G Divisional Branch,
employees to be engaged by the C & G Divisional Branch;
employees/joint employees to be administered by the C & G Divisional Branch;
agents/suppliers to be engaged by the C & G Divisional Branch;
finances/administration to be conducted by the C & G Divisional Branch; and

Initial: RGK Date: 3-4-20 2

membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorizes the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch

, and that consequently those monies have been collected by the QCWDB/QNTDB and paid into the Defence Fund on behalf of the State Division;

(g) that the Defence Fund has continued to be held for the purpose for which it was raised in 2004;

(h) that no monies have to date been expended from the Defence Fund,

(i) the resolutions of the QNTDB Executive of 12 November 2019 and the reasons, to ensure the protection of the joint members of the QNTDB/State Division, for the reallocation/change in administrative arrangements and other arrangements as between the QNTDB and the State Division; and

(j) that levy has been collected also on behalf of the Northern Territory members of the QNTDB.

The Executive of the QNTDB determines:

1. *That the Defence Fund, as transferred to the QNTDB by the State Division together with any accretions by way of interest or investment to the Defence Fund, be transferred back to the CFMEUQ for, and on behalf of the State Division, to be used in accordance with the purpose for which the Defence Fund was established.*

2. *That, subject to resolutions 3 and 4, as the QNTDB has collected the Defence Fund levy on behalf of the State Division those monies collected, together with any accretions, by way of interest, investment or otherwise, be returned to the CFMEUQ on behalf of the State Division.*

3. *That, subject to resolution 4, in the event that the right to collect the Defence Fund levy was a right of the QNTDB on its own behalf, and not as an agent for the State Division, then those monies collected, together with any accretions, by way of interest, investment or otherwise, be transferred to the CFMEUQ, for and on behalf of the State Division, to be consolidated with the Defence Fund and used in accordance with the purpose for which the Defence Fund was established.*

4. *That the QNTDB will retain for the purposes of establishing a defence fund for its members in the NT, any monies that have been received from members of the NT and which have been paid into the Defence Fund".*

Moved: Steve Gaske Seconded: Dallas Izzy

Initial: EGK Date: 3-4-20

S:\Administration\Minutes\Executive\Minutes QCWDB branch Exec 110320.Doc

COM.0001.0002.4410_0097

General Business

The Divisional Branch Secretary spoke about the CFMEU apprentice awards night and the proposal to cancel the awards night this year and have an alternative awards ceremony for the apprentices.

Decision: *"That the report be received"*

Moved: Peter Close Seconded: Royce Kupsch

There being no further business the meeting the meeting closed at 4:38pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 3-4-20

Initial: RGK Date: 3-4-20 4

S:\Admin\Minutes\Executive Minutes QCANTB Branch Exec 170320.Docx

COM.0001.0002.4410_0099

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Wednesday 11 March 2020 commencing at 5:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, , Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Ian McKewin

Previous Minutes

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 6 February 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 6 February 2020 be adopted as a true and correct record."*

Moved: Dallas Ezzy Seconded: Jack Cummins

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

Financial Matters

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Steve Gaske Seconded: Dallas Ezzy

- Income and Expenditure Statement for the period ended 29 February 2020

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 29 February 2020.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 29 February 2020 be received and endorsed."*

Moved: Jack Cummins Seconded: Dallas Ezzy

Initials: RGK Date: 17-3-20

COM.0001.0002.4410_0101

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 January 2020.

Decision: *"That the income from dues as at 29 February 2020 received."*

Moved: Jack Cummins Seconded: Steve Gaske

- Delegates

The State Secretary tabled a list of delegates for endorsement.

Decision: *"That the State Executive endorse the list of delegates"*

Moved: Keith Murphy Seconded: Peter Close

ALP

The State Secretary spoke about ALP matters and reported on the four key issues for the union that need to be resolved including health and safety, procurement, developer licensing and public sector wages.

The Secretary reported on the disappointing preselection process for the Bundamba by election. A discussion occurred amongst Executive members in relation to the CFMEU withdrawing its active participation in the left faction of the ALP in Queensland.

Decision: *"That the report be received and that State Executive endorse that the CFMEU withdraw from its active participation in the left faction of the Queensland Labor Party.*

Moved: Jack Cummins Seconded: Peter Close

Initial: PK Date: 14-3-20 2

General Business

- Coronavirus

The Divisional Branch Secretary gave a report on the coronavirus pandemic.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Royce Kupsch

- Leah Fraser sponsorship request

Divisional Branch Assistant Secretary, Jade Ingham spoke about a sponsorship request from CFMEU member Leah Fraser who is a first year apprentice fitter with Mettile. He advised that Leah is a Qld boxing champion and is seeking sponsorship for flights and accommodation for a National training camp.

Decision: *"That the report be received and that the Divisional Branch Executive endorse a donation of $1500 in support of Leah Fraser."*

Moved: Jack Cummins Seconded: Keith Murphy

There being no further business the meeting the meeting closed at 5:37pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 17-3-20

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 6 February 2020 commencing at 3:50pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies:

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Friday 22 November 2020 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Friday 22 November 2019 be adopted as a true and correct record.*

Moved: Peter Close Seconded: Keith Murphy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Disclosure of Remuneration

The Divisional Branch Secretary, Michael Ravbar disclosed to the Executive remuneration received as a result of being a Board member.

"The Divisional Branch Executive notes the disclosure of the amount of remuneration each officer who holds a directorship was paid during the period October - December 2019. The Divisional Branch Executive acknowledges that the QNTDB will be paid the directors' fees in respect of those directorships and that the officers are paid the superannuation contributions which the Company is not permitted at law to pay to the QNTDB. The following officer has disclosed the amount of remuneration to be paid during the period October – December 2019."

Officer	**Superannuation Contributions**
Michael Ravbar, Divisional Branch Secretary	$431.55

Moved: Dallas Ezzy Seconded: Jack Cummins

- Conflict of Interest

There was no conflict of interest noted.

Initial: RGK Date: 17/2/20

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Steve Gaske Seconded: Dallas Ezzy

- Income and Expenditure Statement for the period ended 31 December 2019

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 December 2019.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 December 2019 be received and endorsed."*

Moved: Jack Cummins Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised, and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 January 2020.

Decision: *"That the income from dues as at 31 January 2020 be received."*

Moved: Jack Cummins Seconded: Steve Gaske

Relationship with State Union

The Divisional Branch Secretary tabled and gave a report on the proposed amendment to Schedule 1 of the Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the

Initial: Date: 4/3/20

Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.

Decision *"The Divisional Branch Executive note the report of the Divisional Branch Secretary and endorse the proposed amendment to Schedule 1 of the Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.*

Moved: Steve Gaske Seconded: Jack Cummins

General Business

- The Divisional Branch Executive members discussed the ability for certain documents, e.g. agenda to be displayed on the screen instead of providing hard copies.

Decision: *"That the report be received and that where possible documents tabled for Executive meetings be displayed on the screen.*

Moved: Peter Close Seconded: Royce Kupsch

There being no further business the meeting the meeting closed at 4:32pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Royce Kupsch

Date: 17/3/20

Initials: Date: 17/3/20

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 22 November 2019 commencing at 3:13pm

Present: Michael Ravbar, Jade Ingham (Chair), Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Geske, Dallas Izzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 12 November 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 12 November 2019 be adopted as a true and correct record.*

Moved: Ian McKewin Seconded: Jack Cummins

Finance and Governance:

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Disclosure of Remuneration

The Divisional Branch Secretary, Michael Ravbar disclosed to the Executive remuneration received as a result of being a Board member.

"The Divisional Branch Executive notes the disclosure of the amount of remuneration each officer who holds a directorship was paid during the period July – September 2019. The Divisional Branch Executive acknowledges that the QNTDB will be paid the directors' fees in respect of those directorships and that the officers are paid the superannuation contributions which the Company is not permitted at law to pay to the QNTDB. The following officer has disclosed the amount of remuneration to be paid during the period July – September 2019."

Officer	**Superannuation Contributions**
Michael Ravbar, Divisional Branch Secretary	$431.55

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

Initial: _____ Date: 6-2-20

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

Relationship with State Union

The Divisional Branch Secretary gave a detailed report on the proposed Service Agreement between the Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division and the Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch.

Decision: *"The Divisional Branch Executive, noting the report of the Divisional Branch Secretary, the proposed Service Agreement (attached as 'A') and the obligations owed by the officers of the QNTDB to the dual members of the QNTDB and the State Division, resolves:*

1. *That the Divisional Branch Assistant Secretary:*
   - *(a) enter into the Service Agreement on behalf of the QNTDB;*
   - *(b) liaise with the State Secretary of the QNTDB in relation to any outstanding issues, for example those matters set out in the Schedule 1, 2 and 3 to the Service Agreement;*
   - *(c) be appointed as the QNTDB representative for the purposes of the Service Agreement; and*
   - *(d) upon the Service Agreement being accepted by the QNTDB take the steps necessary to effect the terms of the Service Agreement.*
2. *That the Divisional Branch Assistant Secretary, upon being requested by the State Secretary, provide the consent of the Divisional Branch to the alteration of the employment arrangements in accordance with resolution 3 and 4 (below)*
3. *That the Divisional Branch Assistant Secretary, with the State Secretary:*
   - *(a) commence conducting meetings with employees and officials of the QNTDB (jointly employed with the State Division) to confirm the transfer to the State Division, under the Service Agreement, of the responsibility of satisfying their entitlements as employees;*
   - *(b) commence conducting meetings with specified employees and officials of the QNTDB (jointly employed with the State Division) to offer employment with the State Division only and to confirm that their entitlements will be taken up by the State Division; and*
   - *(c) upon acknowledgement of each employee and official, take the steps necessary to effect the transfer to the State Division.*
4. *That the Divisional Branch Assistant Secretary, with the State Secretary.*
   - *(d) commence conducting meetings with employees of the QNTDB to confirm the transfer of their employment to the State Division and to confirm that their entitlements will be taken up by the State Division and will not be effected; and*
   - *(e) upon consent of each employee to be transferred, take the steps necessary to effect the transfer to the State Division.*
5. *That the Divisional Branch Assistant Secretary report back to the next meeting of the Divisional Branch Executive in relation to the progress in effecting the Service Agreement.*

Initial: MT Date: 6-2-20

COM.0001.0002.4410_0115

6. *That the Divisional Branch Assistant Secretary seek further determinations, as may be necessary to effect the terms of the Service Agreement and/or to respond to any issues raised by the State Division, from the Divisional Branch Executive by way of an out of session ballot."*

Moved: Dallas Ezzy Seconded: Steve Gaske

Consolidation Certificate Application Resolution

The Divisional Branch Secretary reported on the Consolidation Certificate Application. He advised that each Branch or Division of the union is a separate reporting unit by effect of a section 245 consolidation certificate issued by the General Manager of the Fair Work Commission and that a recent decision in the Federal Court has found this consolidation certificate to be invalid as a consequence of the amalgamation.

The Divisional Branch Secretary further reported that the union is now required to apply for a new section 245 consolidation certificate. We must make this application to maintain the status quo; to continue as separate reporting units.

Decision. *"Having regard to the Judgment of the Federal Court of Australia in Construction, Forestry, Maritime, Mining and Energy Union v Registered Organisations Commissioner [2019] FCA 435 delivered on 2 April 2019 ("Judgment"), the Certificate issued by the General Manager of the Fair Work Commission on 28 June 2019 (PR703981) ("Certificate") and the commitment given by the Union to the General Manager on 28 June 2019 that a further application pursuant to section 245 of the Fair Work (Registered Organisations) Act 2009 would be made if the Certificate was granted, it is resolved that the Union be divided into reporting units on the following alternative basis:*

Construction, Forestry, Maritime, Mining and Energy Union
Australian Capital Territory Branch
New South Wales Branch
Queensland Branch
South Australian Branch
Tasmania Branch
Victoria Branch
Western Australian Branch
Construction and General Division
Construction and General Division, Australian Capital Territory Divisional Branch
Construction and General Division, New South Wales Divisional Branch
Construction and General Division, Queensland Northern Territory Divisional Branch
Construction and General Division, SA Divisional Branch
Construction and General Division, Victoria-Tasmania Divisional Branch
Construction and General Division, WA Divisional Branch
Manufacturing Division
Mining and Energy Division
Mining and Energy Division Northern Mining and NSW Energy District Branch
Mining and Energy Division Queensland District Branch
Mining and Energy Division South Western District Branch
Mining and Energy Division Tasmanian District Branch
Mining and Energy Division Victorian District Branch
Mining and Energy Division Western Australia District Branch
The Maritime Union of Australia Division."

Moved: Jack Cummins Seconded: Ian McKewin

Initial: Date: 6-2-20

New Federal Government Laws

The Divisional Branch Secretary gave an update on the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019* and the *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019.*

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Dallas Ezzy

General Business

There being no further business the meeting the meeting closed at 4:26pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

COM.0001.0002.4410_0119

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 12 November 2019 at 4:24pm

Present: Michael Ravbar, Jade Ingham (Chair), Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 5 September 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 5 September 2019 be adopted as a true and correct record.*

Moved: Dallas Ezzy Seconded: Steve Gaske

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Jack Cummins

Financial Matters

- Income and Expenditure Statement for the period ended 31 October 2019

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 October 2019.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 October 2019 be received and endorsed."*

Initial: _____ Date: 12/11/19

Moved: Peter Close Seconded: Dallas Lizzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Jack Cummins Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 October 2019.

Decision: *"That the income from dues as at 31 October 2019 be received."*

- Proposed Union Dues

The Divisional Branch Secretary tabled and spoke to the Proposed union dues for 2020.

Decision: *"That the proposed union dues for 2020 be endorsed"*

Moved: Dallas Lizzy Seconded: Ian McKewin

Relationship with State Union

The Divisional Branch Secretary provided a report on why the union needed to make changes where necessary and in the best interests of the union and its members.

Decision:

1. *The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland, State Construction and General Division ('**CFMEUQ C&G**') is the state counterpart of the QNTDB.*
2. *A significant number of the members of the CFMEUQ C&G are eligible to be, and are, members of the Construction, Forestry, Maritime, Mining and Energy Union attached to the QNTDB.*
3. *A significant number of the members of the QNTDB are eligible to be, and are, members of the CFMEUQ, attached to the State Construction and General Division.*
4. *A significant number of the members of the QNTDB/CFMEUQ C&G are dual members ('**Dual Members**').*

Initial: Date: 12/4/19 2

5. *Prior to 2013, the CFMEUQ collected the whole of the membership fee for the Dual Members and, by administrative arrangement, made payment of capitation on behalf of the (then) Queensland Construction Workers Divisional Branch ('**QCWDB**').*

6. *As a result of what was considered by the Divisional Branch Executive at its meeting on the 17 May 2013:*

   (a) to be a significant growth in the membership of the (then) QCWDB in the Northern Territory;

   (b) to be significant organising opportunities presented by the merger of the (then) QCWDB with the (then) Builders Labourers Divisional Branch that required the QCWDB to be better, more effectively and more appropriately resourced; and

   (c) the (then) Newman LNP Qld Government seeking to restrict, by oppressive legislation, the legitimate rights and freedoms of the CFMEUQ C&G to campaign for the industrial and other rights of its Dual Members.

   it was determined that it was in the best interests of the Dual Members for the CFMEUQ C&G make payment to the (then) QCWDB to ensure the effective functioning and its ongoing representation of the dual members of the CFMEUQ/(then) CFMEU and the Northern Territory members in the federal jurisdiction.

7. *It was also determined, as it was considered to be in the best interests of the Dual Members at that time and for the reasons set out in paragraph 6, that the administrative and operational arrangements between the CFMEUQ C&G and the (then) QCWDB were to be altered and that the QCWDB would become responsible for collecting the whole of the membership fee for the Dual Members and, by administrative arrangement, make payment to the QCWDB.*

8. *The (then) QCWDB and (then) Builders Labourers Divisional Branch merged and became the QNTDB.*

9. *The QNTDB recognises that:*

   (a) the growth of the membership in Northern Territory did not reach the expectation of the (then) QCWDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work; and

   (b) that the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed,

   with the consequence that the basis for the decisions made by the QNTDB did not in fact transpire.

10. *The CFMEUQ C&G has advised, and the Divisional Branch Executive accepts that, noting the current state of domestic construction and the likelihood of the Queensland Government significantly increasing its expenditure on state infrastructure, there is now the potential for significant growth in the members of the CFMEUQ C&G employed by the State and Local Governments in Queensland.*

11. *The Divisional Branch Executive considers that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the CFMEUQ C&G in Qld, to act in the best interests of the Dual Members.*

12. *In particular, the Divisional Branch Executive notes*

   (a) the report of the Divisional Branch Secretary in relation to the effect of legislation being introduced that is designed to use up the resources of the Dual Members on dealing with matters that do not further their industrial interests; and

   (b) that the international community has made clear in the report of the International Centre for Trade Union Rights that the recent industrial legislation of the Morrison Coalition Government is inconsistent with the International labour obligations of Australia.

13. *The QNTDB notes the advice received by the Divisional Branch Secretary that those restrictions do not apply to the CFMEUQ C&G.*

Initial: _____ Date: 22/11/19 3

S:\Administration\Rules\Executive\Minutes QCWDB Branch Exec 12 11 19.Docx

COM.0001.0002.4410_0125

14. *The CFMEUQ C&G has in the view of the Divisional Branch Executive, since 2013, been inadequately resourced in respect of the Dual Members employed by the State and Local Government in Queensland.*

15. *The Divisional Branch Executive notes the advice of the Divisional Branch Secretary that the QNTDB is not able to industrially represent the Dual Members employed by the State and Local Government in Queensland.*

16. *The CFMEUQ C&G has advised that it will, due to the matters set out above, namely:*

    (a) the permanent growth in the NT not being as expected;

    (b) the Newman Government being quickly and roundly defeated;

    (c) the expected growth in state infrastructure and employment; and

    (d) the draconian anti-worker legislation of the Morrison Coalition Government,

    amongst other things, require the alteration of the arrangements for the collection of the membership fee and the arrangements for resourcing the CFMEUQ C&G.

17. *The CFMEUQ C&G has advised the QNTDB that it now intends to ensure that it effectively operates and is appropriately and adequately resourced.*

18. *The Divisional Branch Executive noting the matters set out above, shares the concern of the CFMEUQ C&G and endorses the position of the CFMEUQ C&G in relation to the resourcing so that Dual Members may be properly supported.*

19. *The Divisional Branch Executive determines that:*

    (a) it is appropriate and to the benefit of the Dual Members for the CFMEUQ C&G to be properly and adequately resourced;

    (b) there is significant benefit in the administrative arrangements between the CFMEUQ C&G and the QNTDB being reviewed to ensure effective delivery of resource for Dual Members;

    (c) the QNTDB agrees, in principle, to the review sought by the CFMEUQ C&G;

    (d) the CFMEUQ C&G and the QNTDB consider, as part of the review of the administrative arrangements, other ways to improve the effectiveness, and, as far as practicable, reduce unnecessary costs, of dual registration.

    (e) in consideration for an alteration to the administrative arrangements that the CFMEUQ C&G may require the QNTDB to adopt, the QNTDB may require the CFMEUQ C&G to take up further obligations relating to, amongst other things:

        (i) staffing (including labour costs/requirements);

        (ii) communication with members;

        (iii) industrial representation and objectives;

        (iv) access to advice;

        (v) industrial campaigning on professional issues;

        (vi) industrial and other campaigning;

        (vii) state campaigning;

        (viii) community campaigning;

        (ix) national campaigning;

        (x) political campaigning;

        (xi) training programs;

        (xii) health and safety initiatives;

(xiii) compliance obligations; and

(xiv) administration

(f) directs the Divisional Branch Secretary to negotiate with the CFMEUQ and following those negotiations to prepare a draft service agreement to set out the arrangements between the QNTDB and the CFMEUQ C&G; and

(g) payment be made to the CFMEUQ C&G to ensure the CFMEUQ C&G is presently able to effectively function and provide appropriate ongoing support to the Dual Members whilst the review is ongoing.

Moved: Peter Close Seconded: Steve Gaske

New Federal Government Laws

The Divisional Branch Secretary gave an update on the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019* and the *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*. He further reported on meetings held with Bob Katter and One Nation regarding the proposed bills.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

National Matters

- National Union

The Divisional Branch Secretary gave an update on matters regarding the National union.

- National Conference

The Divisional Branch Secretary gave a report on the National Conference held from 21 – 25 October 2019. He advised that the conference was well attended, with great speakers and panel sessions.

The Divisional Branch Assistant Secretary supplemented the report and a discussion occurred amongst Executive members regarding the conference.

Decision: *"That the report be received."*

Moved: Dallas Fizzy Seconded: Steve Gaske

General Business

- Movember

The Divisional Branch Secretary reported on the Movember Foundation and the fund raising request in honour Ron Monaghan.

Initial: _____ Date: 22/11/19

Decision: *"That the Executive endorse a donation of $3000 for the Movember foundation in honour of Ron Monaghan and in support of raising awareness of men's health issues"*

Moved: Jack Cummins Seconded: Ian McKewin

- State Conference

The Divisional Branch Secretary reminded Executive members of the State Conference scheduled for 3rd December at 1:00pm at Christie Centre, Level 1/320 Adelaide Street, Brisbane City.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

- Union Survey

The Divisional Branch Secretary reported that the union will be conducting a survey of its membership early next year and advised that it will be distributed via email and reply paid postage mail.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Steve Gaske

- Organising

The Divisional Branch Secretary advised that there would be a reduction in the number of officials before xmas.

Decision: *"That the report be received."*

Moved: Dallas Tozzy Seconded: Peter Close

- Compliance Training

Executive member, Peter Close requested if BERT could provide compliance training to delegates and organisers in the near future. A discussion occurred in relation to a suitable date.

Decision: *"That the report be received and that the union seek a suitable date for BERT to provide compliance training for delegates and organisers."*

Moved: Peter Close Seconded: Ian McKewin

- Cross River Rail

The Divisional Branch Assistant Secretary gave an update on Cross river rail and the report was supplemented by the Divisional Branch Secretary.

Decision: *"That the report be received."*

Moved: Dallas Tozzy Seconded: Keith Murphy

- Danger Sun Overhead

Executive member, Steve Gaske spoke about the Danger Sun Overhead sunscreen dispenser launch and a discussion occurred regarding the launch.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Keith Murphy

General Business

There being no further business the meeting the meeting closed at 5:26pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: _____

Initial: 22/11/19 Date: _____ 7

COM.0001.0002.4410_0133

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 5 September 2019 at 1:00pm

Present: Michael Ravbar, Jade Ingham (Chair), Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Royce Kupsch

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 1 August 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 1 August 2019 be adopted as a true and correct record.*

Moved: Peter Close Seconded: Jack Cummins

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared from Divisional Branch Executive members.

The Divisional Branch Secretary advised that CFMEU Southern Co-Ordinator, Bluey Menon has been appointed as Director on the Qleave Board.

- Conflict of Interest

Divisional Branch Secretary, Michael Ravbar and Executive Member Peter Close declared a potential conflict of interest in regards to the ADSS Race Day sponsorship request.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

Qld Branch Election

The Divisional Branch Secretary reported that in accordance with the rules, the Queensland Branch are required to schedule a State Conference for an election to take place.

He advised that election is required for the following officers of the Queensland Branch:

(a) State Secretary
(b) State Assistant Secretary
(c) State President
(d) State Senior Vice President; and
(e) 3 Joint State Vice Presidents

A discussion occurred amongst the Divisional Branch executive regarding the above positions and it was agreed to hold the half day conference on the 5th December at 1:00pm.

Decision: *The Divisional Branch Executive, being the Divisional Branch Committee of Management of the Queensland and Northern Territory Divisional Branch determines to nominate the following full time officers set out in column A of the Divisional Branch to seek election for the offices set out in column B:*

A	*B*
State Secretary	*Michael Ravbar*
State Assistant Secretary	*Jade Ingham*
State Joint Vice President	*Royce Kupsch*

The Divisional Branch Executive note that each of the nominated officers consent to the nomination and that the balance of both full time and honorary members of the Divisional Branch Executive has confirm that they do not, and do not consent to nominate for an Executive Office of the Branch.

Moved: Dallas Ezzy Seconded: Steve Gaske

New Federal Government Laws

The Divisional Branch Secretary reported on matters concerning the following legislation and reported on dates for the public hearings for the senate inquiry.

- *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019*
- *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*
- *Treasury Laws Amendment (Putting Members' Interests First) Bill 2019 (Superannuation)*

The Divisional Branch Secretary advised Executive members that he gave a lengthy report on the bills at the last Divisional Branch Executive and delegates meeting.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Ian McKewin

National Matters

- ACT Branch

The Divisional Branch Secretary gave an update on Jason O'Mara's, CFMEU ACT Secretary legal matter and spoke about his high security costs as a result of a number of shots fired at his home with his wife and children. The Divisional Branch Secretary advised that the investigation is still ongoing.

The Divisional Branch Secretary reported that a discussion occurred at the National Executive in regards to raising funds to assist with the security costs.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received and that the Divisional Branch Executive endorse that $100,000 be donated to the CFMEU – C&G Division (ACT Branch) to assist with additional security costs for Jason O'Mara ."*

Moved: Dallas Ezzy Seconded: Keith Murphy
CARRIED UNANIMOUSLY

- John Setka matter

The Divisional Branch Secretary gave an update on John Setka matters and the Divisional Branch Assistant Secretary supplemented the report.

The Divisional Branch Secretary gave an update on the CFMEU National office and advised the Executive that they have moved out of the premises on Elizabeth Street.

Decision: *"That the reports be received."*

Moved: Jack Cummins Seconded: Keith Murphy

National Conference

The Divisional Branch Secretary reported on the National Conference (C&G) to be held from 21 – 25 October 2019 and advised that the union has finalised its delegation to the Conference comprising of conference delegates and observers.

The Divisional Branch Assistant Secretary supplemented the report and spoke about the agenda for the conference, including the various panel sessions and international guests.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Peter Close

ALP State Conference

The Divisional Branch Secretary reported ALP Qld Conference held on the 24th and 25th August 2019. He advised that the union had submitted various amendments to the ALP conference platform including submitting a conference motion regarding cross river rail.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Steve Gaske

General Business

The Divisional Branch Secretary advised that Senior Industrial Officer, Ashley Borg finished with the union on 30 August 2019 and that a farewell will be held on Friday 6 September and advised that Paul Dunbar will be filling the role of Industrial Officer. The Divisional Branch Secretary thanked Ashley for his contribution and dedication to the union and labor movement.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Dallas Ezzy

- ADSS Race Day Sponsorship

The Divisional Branch Assistant Secretary reported on the sponsorship request from the Asbestos Disease Support Society (ADSS) in support of the Asbestos Disease Annual Charity Race Day.

The Divisional Branch Secretary, Michael Ravbar declared a conflict of interest due to his partner's employment with ADSS. Divisional Branch Executive member, Peter Close also declared a conflict due to his Directorship o the Board of ADSS. The Divisional Branch Secretary and Executive member, Peter Close left the room and did not take part in any decision relating to the sponsorship request.

Decision: *"That the Divisional Branch Executive endorse a donation of $7,000 (plus GST) to ADSS for sponsorship of the Asbestos Disease Support Society Annual Charity Race Day."*

Moved: Jack Cummins Seconded: Dallas Ezzy

- Flags

Divisional Branch Executive Member, Dallas Ezzy raised if the union could consider installing flags at the union office.

Decision: *That the Divisional Branch Executive endorse the Divisional Branch Secretary to install flags at the union office.*

Moved: Peter Close Seconded: Dallas Ezzy

There being no further business the meeting the meeting closed at 2:45pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 12-11-19

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 1 August 2019 at 12:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 24 June 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 24 June 2019 be adopted as a true and correct record.*

Moved: Dallas Ezzy Seconded: Keith Murphy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Financial Matters/Reports

The Divisional Branch Secretary reported on Distributions from S&P Settlement - Coffs Proceedings and that the union had received an agreed settlement from the courts from this long and protected legal matter

- Income and Expenditure Statement for the period ended 30 June 2019

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 June 2019.

Initial: _____ Date: 5/9/19

Decision: *"That the report be received and that the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 June 2019 be received and endorsed."*

Moved: Peter Close Seconded: Dallas Izzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Dallas Izzy

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 July 2019.

Decision: *"That the income from dues as at 31 July 2019 be received."*

Moved: Keith Murphy Seconded: Steve Gaske

New Federal Government Laws

The Divisional Branch Secretary gave a lengthy report on the following legislation introduced by the Government in parliament on 4 July 2019:

- *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019.*
- *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*
- *Treasury Laws Amendment (Putting Members' Interests First) Bill 2019* (Superannuation)

The Divisional Branch Secretary advised Executive members that the Bill is going to an inquiry by the Senate Education and Employment Legislation Committee and that the inquiry is required to report to the Parliament by 25 October 2019. Submissions to the Senate inquiry are due by 29 August 2019

National Matters

- Memorandum of Understanding (MOU)

The Divisional Branch Secretary gave a report on discussions with Jenny Kruschel, the National Secretary of the Textile Clothing and Footwear (TCF) Sector of the CFMEU Manufacturing Division, regarding a MOU in relation to agreed understandings and terms of agreement of the parties to the agreement in relation to the representation of the Manufacturing Division (TCF) members of the union in the State of Queensland.

- CFMEU Vic/Tas Branch

The Divisional Branch Secretary gave an on the John Setka matter and reported on the outcome of his court case. The Divisional Branch Secretary further reported that John Setka had begun legal action seeking to block his expulsion from the ALP. The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the reports be received."*

Moved: Peter Close Seconded: Jack Cummins

National Conference

The Divisional Branch Secretary reported on the National Conference (C&G) to be held from 21 – 25 October 2019 and advised that the union has finalised its delegation to the Conference comprising of conference delegates and observers. The Divisional Branch Secretary advised that the President, Royce Kupsch may not be attending due to his knee replacement operation.

The Divisional Branch Secretary advised that Divisional Branch Assistant Secretary and National President Jade Ingham is on the conference committee and the Divisional Branch Assistant Secretary supplemented the report and spoke about the conference agenda.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

ALP Queensland Upcoming Conference

The Divisional Branch Secretary reported on the upcoming ALP Queensland conference being held on 24 and 25 August 2019. He advised that the union had submitted various amendments to the ALP conference platform and reported on the key issues for the union including procurement.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Keith Murphy

General Business

Executive Member Peter Close spoke about hybrid projects. Divisional Branch Assistant Secretary, Jade Ingham gave an update on the matter.

Initial: Date: 5/9/19

Decision. *"That the report be received."*

Moved: Jack Cummins Seconded: Ian McKeown

There being no further business the meeting the meeting closed at 2:42pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 5/9/19

Initial: _____ Date: _____

COM.0001.0002.4410_0142

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 24 June 2019 at 1:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 27 May 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 27 May 2019 be adopted as a true and correct record.*

Moved: Keith Murphy Seconded: Steve Gaske

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. Divisional Branch Secretary, Michael Ravbar advised that he has resigned as Director from the Mates in Construction (MIC) Board . Divisional Branch President, Royce Kupsch gave a standing notice to the Divisional Branch Executive that he is Director on the Mates in Construction (MIC) Board.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Jack Cummins

Trevor Zeltner

Divisional Branch Secretary advised Executive members of the passing of Trevor Zeltner (former Assistant Secretary of the CFMEU ACT Branch and ex CFMEU Qld/NT organiser/delegate). A minute's silence was observed.

Decision: *"That on behalf of the CFMEU, the Divisional Branch Executive sends its deepest condolences to the family and friends of Trevor Zeltner"*

Moved: Peter Close Seconded: Jack Cummins

Initial: Date: 1-8-19 1

S:\Admin\Minutes\Minutes\Executive\Minutes QCWDD Branch Exec 240619.Docx

COM.0001.0002.4410_0143

Financial Matters/Reports

- Financial Statements

The Divisional Branch Secretary tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2019.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2019 be received and endorsed.*

Moved: Dallas Ezzy Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 June 2019.

Decision: *"That the income from dues as at 15 June 2019 be received."*

Moved: Ian McKewin Seconded: Jack Cummans

- Income and Expenditure Statement for the period ended 31 May 2019

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 May 2019.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 May 2019 be received and endorsed."*

Moved: Peter Close Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Dallas Ezzy

Initial: Date: 1-8-19

National Matters

- National Conference

The Divisional Branch Secretary reported on the National Conference (C&G) to be held from 21 – 25 October 2019 and advised that the union will be sending a delegation of a reasonable size to the Conference comprising of conference delegates and observers.

- John Setka Matter

The Divisional Branch Secretary reported on the John Setka matter. The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2017

The Divisional Branch Secretary gave a detailed report to the Divisional Branch Executive on the Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2017. A Summary of the Bill was also tabled at the meeting. A lengthy discussion took place amongst Executive members regarding the Bill.

Decision: *"That the income from dues as at 15 June 2019 be received."*

Moved: Jack Cummins Seconded: Steve Gaske

There being no further business the meeting the meeting closed at 2:05pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 1-8-19

Initial: _____ Date: 1-8-19

COM.0001.0002.4410_0145

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 27 May 2019 at 1:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kopsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: -

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 4 April 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 4 April 2019 be adopted as a true and correct record.*

Moved: Jack Cummins Seconded: Ian McKewin

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Keith Murphy Seconded: Peter Close

Financial Matters/Reports

- Financial Statements

Shaun Linderman, Partner, PFK accountants addressed the Executive regarding the audited accounts and took questions from the floor.

The Divisional Branch Secretary spoke to and tabled the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2019.

Decision: *That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31March 2019 be received and endorsed and that the Divisional Branch Secretary be authorised to sign the financial report on behalf of the Committee of Management.*

On 27 May 2019, the Committee of Management of the Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch ("Union") passed the following resolution to the General Purpose Financial Report (GPFR) of the reporting unit for the year ended 31 March 2019.

The Committee of Management declares in relation to the GPFR that in its opinion:

(a) *the financial statements and notes comply with the Australian Accounting Standards;*

(b) *the financial statements and notes comply with the reporting guidelines of the Commissioner;*

(c) *the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the Union for the financial year to which they relate;*

(d) *there are reasonable grounds to believe that the Union will be able to pay its debts as and when they become due and payable; and*

(e) *during the financial year to which the GPFR relates and since the end of that year:*

i. *meetings of the Committee of Management were held in accordance with the rules of the organisation and the rules of the Union concerned; and*

ii. *the financial affairs of the Union have been managed in accordance with the rules of the organisation including the rules of the Union concerned; and*

iii. *the financial records of the Union have been kept and maintained in accordance with the RO Act; and*

iv. *where the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the organisation; and*

v. *where information has been sought in any request of a member of the reporting unit or Commissioner duly made under section 272 of the RO Act, that information has been provided to the member or Commissioner; and*

vi. *where any order for inspection of the financial records has been made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.*

This declaration is made in accordance with a resolution of the Committee of Management.

Moved: Peter Close Seconded: Jack Cummins

Initial: PGK Date: 24-6-19 2

S:\Admin\Registers\Minutes\Executive\Mtngs\2019\28 Branch Exec 270519.Doc

COM.0001.0002.4410_0148

- Portfolio Performance Update

David Tagg, Wholesale Investments (CBA) presented to Divisional Branch Executive members a portfolio Performance update and took questions from the floor.

Decision: *"That the CBA portfolio performance update for Construction, Forestry, Maritime, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch be received."*

Moved: Keith Murphy Seconded: Peter Close

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 May 2019.

Decision: *"That the income from dues as at 15 May 2019 be received."*

Moved: Ian McKewin Seconded: Dallas Izzy

- Income and Expenditure Statement for the period ended 30 April 2019

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 April 2019.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 April 2019 be received and endorsed."*

Moved: Steve Gaske Seconded: Keith Murphy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ("Disbursements") for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Dallas Izzy Seconded: Ian McKewin

Initial: RGK Date: 24-6-19 3

S:\Administration\Minutes\Executive\Minutes CQ\DB Branch Exec 2705'19.Docx

COM.0001.0002.4410_0149

Federal Election Outcome

The Divisional Branch Secretary gave a report on the federal election outcome. A further report was given on the activities and resources in relation to the campaign. The Divisional Branch Secretary acknowledged and thanked everyone involved for their efforts throughout the campaign.

A lengthy discussion occurred amongst Divisional Branch Executive members about the outcome election.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Keith Murphy

Procurement

The Divisional Branch Secretary gave an update on the Qld Government's procurement policy. He advised that the policy and guidelines are finalised but the compliance component is yet to be finalised.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Jack Cummins

May Day

The Divisional Branch Secretary gave a report on the May Day festivities around the state. It was reported that even though numbers were down slightly, generally it was a good turnout.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Dallas Ezzy

Legal Matters

The Divisional Branch Secretary gave an update on the following legal matters:

- S141 Enco Case

The Divisional Branch Secretary reported on the good win regarding the Enco case. The decision dismissed charges against the officials. He spoke about it being a landmark case as it reaffirms the right of a union official to exercise their rights of entry under the Act.

- Document Destruction Case

The Divisional Branch Secretary advised that the document destruction case is still ongoing.

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Jack Cummins

General Business

- Workers Memorial Day

The Divisional Branch President reported on the huge success of the Workers Memorial Day service held at St John's Cathedral. Speakers included the affected families and the Minister for Industrial Relations. The Divisional Branch President advised that feedback from the rank and file was that it was the best service to date.

- Trevor Zeltner

It was reported that former Assistant Secretary of the CFMEU ACT Branch and ex CFMEU Qld/NT organiser/delegate, Trevor Zeltner had been admitted to palliative care.

- Probuild

The Divisional Branch Assistant Secretary reported that Probuild are leaving the Qld market.

Decision: *"That the reports be received."*

Moved: Peter Close Seconded: Dallas Rozy

There being no further business the meeting the meeting closed at 2:58pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 24-6-19

Initial: _____ Date: 24-6-19 5

S:\Administration\Minutes\Executive\Minutes QDMCD Branch Exec 270519.Docx

COM.0001.0002.4410_0151

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 4 April 2019 at 11:00am

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Dallas Ezzy

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Friday 8 February 2019 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Friday 8 February 2019 be adopted as a true and correct record."*

Moved: Ian McKewin Seconded: Keith Murphy

Finance and Governance

The Chair called for disclosures from members.

The material personal interest standing notices were reviewed. No other revisions were declared.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Steve Gaske

Financial Matters/Reports

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 March 2019.

Decision: *"That the income from dues as at 30 March 2019 be received."*

Moved: Keith Murphy Seconded: Peter Close

Initial: [signature] Date: 27-5-19

- Income and Expenditure Statement for the period ended 28 February 2019

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 28 February 2019.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 28 February 2019 be received and endorsed."*

Moved: Ian McKewin Seconded: Jack Cummins

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Jack Cummins Seconded: Steve Gaske

Federal Election & Campaign

The Divisional Branch Secretary gave an update on the Federal Election Campaign and the Change the Rules Campaign. A detailed report was given on the activities, resources and financial matters in relation to the election campaign. The Divisional Branch Secretary further reported on the Change the Rules Campaign and reported on the various job site meetings and gave an update on the union's plan in the lead up to the election.

Also, a report was given by the Divisional Branch Secretary on the CFMEU National Office federal election campaign across the Country, including the third party Change the rules Campaign.

A discussion occurred amongst Executive members regarding the election.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Ian McKewin

Health and Safety Matters

The Divisional Branch Secretary reported on the following Health and Safety matters:

- Silicosis
- Industrial Manslaughter
- Inspectors

Initial: [illegible] Date: 27-5-19

COM.0001.0002.4410_0155

- Privacy
- State Health and Safety Laws

Decision: *"That the reports be received."*

Moved: Steve Gaske Seconded: Peter Close

QBCC

The Divisional Branch Secretary reported on recent activities of the QBCC with a recent focus on compliance in the building industry.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Government Procurement

The Divisional Branch Secretary gave an update on the Government procurement policy and advised that the last element in regards to the new policy is the compliance regulator which will hopefully be established in the next couple of months.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Peter Close

International Day of Mourning

The Divisional Branch Secretary reported about the International Day of Mourning service and advised that this year's service will be held on Monday 29th April at 10:00am at St. John's Cathedral.

Decision: *"That the report be received."*

Moved: Royce Kupsch Seconded: Jack Cummins

May Day

The Divisional Branch Secretary reported on preparations around the state for May Day being held on May 6 and advised that the union is expecting a good turn out in the lead up to the Federal Election. He further advised that the theme for May is Change the Rules.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Steve Gaske

Legal Matters

The Divisional Branch Secretary gave a report on the following legal matters:

- Industrial Manslaughter Case (Michael Watts)
- Jason O'Mara Case
- AFP Document Destruction

Initial: [illegible] Date: 27-5-19 3

S:\Administration\Minutes\Executive\Minutes CCR\08 Branch Exec DOC#7.Docx

COM.0001.0002.4410_0157

- ABCC Millie Case

Decision: *"That the reports be received."*

Moved: Peter Close Seconded: Jack Cummins

General Business

- Jason O'Mara

The Divisional Branch Secretary reported on a shooting incident that happened on Tuesday 12 March 2019 at the home of Jason O'Mara, ACT Secretary. He advised that a number of shots were fired when Jason was home with his wife and children. He advised that the NSW police are currently investigating the incident. The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Ian McKewin

- Erran Braddick

The Divisional Branch Assistant Secretary reported on member Erran Braddick who was critically injured in a scooter crash in Bali and remains in a coma.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Jack Cummins

- Sponsorship request

Divisional Branch Executive member, Ian McKewin reported on a sponsorship request from Palm Beach Currumbin Football Club.

Decision: *"That the report be received and that the Divisional Branch Executive endorse the sponsorship request of $2,200 from Palm Beach Currumbin Football Club."*

Moved: Jack Cummins Seconded: Peter Close

There being no further business the meeting the meeting closed at 1:13pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Tony Kapsch

Date: 27-5-19

Initial: PK Date: 27-5-19

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Friday 8 February 2019 at 12:30pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Geske, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Thursday 6 December 2018 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Thursday 6 December be adopted as a true and correct record.*

Moved: Dallas Ezzy Seconded: Peter Close

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Jack Cummins Seconded: Ian McKewin

Financial Matters/Reports

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 January 2019.

Decision: *"That the income from dues as at 30 January 2019 be received."*

Moved: Peter Close Seconded: Dallas Ezzy

- Income and Expenditure Statement for the period ended 31 January 2019

Initial: CJK Date: 4-4-19

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 January 2019.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 January 2019 be received and endorsed."*

Moved: Keith Murphy Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised*

Moved: Steve Gaske Seconded: Ian McKewin

- Proposed Union Dues 2019

The Divisional Branch Secretary presented to the Executive the union's proposed union dues for 2019.

Decision: *"That the report be received and that the proposed union dues for 2019 be endorsed."*

Moved: Dallas Ezzy Seconded: Ian McKewin

- QNTDB Budget Criteria April 2019 – March 2020

The Divisional Branch Secretary reported on the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget for April 2019 – March 2020 and tabled the Budget Criteria.

Decision: *"That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria for April 2019 - March 2020 be endorsed."*

Moved: Keith Murphy Seconded: Ian McKewin

Initial: RJK Date: 4-4-19

Staffing

The Divisional Branch Secretary reported on the current vacancy in the office of Divisional Branch Delegate to Divisional Conference (Northern Territory) and the current vacancy in the office of Divisional Branch Council member (Northern Territory).

The Divisional Branch Executive noted:

- the current vacancy in the office of Divisional Branch Delegate to Divisional Conference (Northern Territory) as a result of the resignation of Dean Mattas;
- the current vacancy in the office of Divisional Branch Council Member (Northern Territory) as a result of the resignation of Dean Mattas; and
- that the Divisional Branch Executive has the power to appoint an eligible member to fill the vacancy in the office of:
  - Divisional Branch Delegate to Divisional Conference (Northern Territory) until the end of the term in accordance with Construction and General Division rule 8(v);
  - Divisional Branch Council Member (Northern Territory) until the end of the term in accordance with Construction and General Division rule 38(cc); and
- Kane Lowth is a member eligible to hold both the office of:
  - Divisional Branch Delegate to Divisional Conference (Northern Territory); and
  - Divisional Branch Council Member (Northern Territory).

Decision: *The Divisional Branch Executive resolves to appoint Kane Lowth to the office of:*

a) Divisional Branch Delegate to Divisional Conference (Northern Territory) in accordance with rule 8(v); and

b) Divisional Branch Council Member (Northern Territory) in accordance with rule 38(cc).

Moved: Peter Close Seconded: Ian McKewin

Senior Officers

The Divisional Branch Secretary reported on the Senior Officers Planning days. He advised that this is an annual review on how the organisation went in 2018 and also focuses on planning for the year ahead. He advised that a big focus for the organisation in 2019 is the Federal election which is likely to be called for May.

The Divisional Branch Secretary gave a lengthy report in regards to the outcome of the planning days.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Dallas Ezzy

Federal Election

The Divisional Branch Secretary gave a detailed report on the Qld NT Branch proposed activities, resources and financial matters in regards to the upcoming federal election. The Divisional Branch Secretary further reported on proposed activities in the key marginal seats in Qld and the Northern Territory.

The Divisional Branch Secretary reported about the change the rules campaign and the plan from the Branch in the lead up to the election which is likely going to be called for 18 May 2019.

A further report was given by the Divisional Branch Secretary on the CFMEU National Office federal election campaign across the Country and gave a report on the third party change the rules campaign.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Organising

The Divisional Branch Secretary reported about the significant changes in the organisers areas in regards to responsibilities during 2019.

The Divisional Branch Secretary explained that the changes are also made in conjunction with the upcoming federal election. The Divisional Branch Assistant Secretary, Jade Ingham supplemented the report.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Dallas Tezzy

Campaigns

The Divisional Branch Secretary gave an update on the following campaign matters:

- EBA/Building

The Divisional Branch Secretary reported at length about the EBA campaigns associated with the Building industry. He reported that in 2018 significant time and resources went into renegotiating and getting new agreements for the building sector and reported that the campaign has been fairly intense with a lot of resistance mainly from institutions like the Fair Work Commission. The Divisional Branch Secretary advised that the process has taken longer than expected, however he reported that the end result is that a substantial number of agreements have been certified.

- Local Government

The Divisional Branch Secretary reported on the successful campaign for EBAs in Local Government during 2018. He advised that there were quite a few agreements that had to be renegotiated. The Divisional Branch Secretary reported that the level of activity was excellent from the membership in their fight to get substantial pay rises, especially given that the sector had a wage freeze until recent times (for 3 years). The Campaign also saw a growth in membership for 2018.

Union Campaigns:

- Change The Rules

The Divisional Branch Secretary reported on the Change the Rules campaign and its activities towards the end of last year. A discussion occurred around the union movement being able to do more to get the message out to the broader community if we are going to be successful in getting political change.

- Health and Safety

The Divisional Branch Secretary gave an update on health and safety and reported that a number of senior positions had changed within the division of WHSQ.

He advised that the union was getting resistance from a number of health and safety inspectors and using construction workers as a pawn for them not being accountable for their jobs.

The Divisional Branch Secretary also reported on the outcome of the NT WorkSafe Review and that the outcome for industrial manslaughter in the NT was positive. He advised that we will hopefully have something to report on in the public arena in Feb or March and that indications are that the outcomes are going to be similar to Queensland .

- Procurement/Compliance

The Divisional Branch Secretary reported at length about a number of changes that have taken place in procurement across all Government Departments and advised that the last element in regards to the new policy is to have strong compliance. The Divisional Branch Secretary reported that before Christmas last year the union did a lot of work to make a number of amendments to the compliance element of the procurement policy and that hopefully it would be implemented by March. A report was also given by the Divisional Branch Secretary about a new compliance unit that is being established by the Government.

The Divisional Branch Assistant Secretary supplemented the report and spoke about some of the procurement elements in the next big project cross river rail.

- Qleave

The Divisional Branch Secretary reported in length about long overdue legislative amendments to Qleave.

- Major Projects

The Divisional Branch Secretary reported on the upcoming major projects in Qld. He spoke about Cross River Rail and upcoming capital works projects.

- QBCC Reform

The Divisional Branch Secretary also reported that the union was trying to get the QBCC to refocus on poor practices in the industry, strengthen up licensing and regulate developers. The Divisional Branch Secretary also spoke about the regulation of developers and that this could be one of the big reform issues for the union in 2019. The Jewel dispute highlighted that this area if not addressed urgently would become a future problem for our industry.

Decision: *"That the campaign reports be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Political Matters

- ALP Federal Conference

The Divisional Branch Secretary gave a report on the ALP National Conference which was held in December 2018. The Divisional Branch Secretary further reported that the CFMEU had good results in regards to representation on the National Executive and also the inner circle, the National Executive Committee. The Divisional Branch Secretary also reported that the union put a number of decisions and policies forward.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

Legal Matters

The Divisional Branch Secretary gave an update on the current legal matters:

- 81 (3)
- Jason O' Mara
- Document Destruction
- Universal Cranes

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Jade Ingham

QCU Affiliation

The Divisional Branch Secretary reported that as part of a resolution from last year, the union was to review the Branch's position in regards to QCU affiliation. A lengthy discussion took place amongst Executive members regarding affiliation to the QCU.

Decision: *"That the report be received and that the Divisional Branch Executive endorse that in the short term the CFMEU will not be affiliating to the QCU and that the decision be reviewed again in twelve months' time."*

Moved: Michael Revbar Seconded: Jade Ingham

General Business

- Brothers Rugby League Football Club Darwin – Northern Territory

The Divisional Branch Secretary reported on a request from Brothers Rugby League Football Club Darwin – Northern Territory in support of raising awareness of cancer.

Initial: RGK Date: 4-4-19

COM.0001.0002.4410_0171

Decision: *"That the Executive endorse a donation of $3500 to the Brothers Rugby League Football Club in support of raising awareness of cancer."*

Moved: Peter Close Seconded: Ian McKewin

There being no further business the meeting the meeting closed at 2:16pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: ___ ___

Initial: Date: 4-4-19

COM.0001.0002.4410_0173

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Thursday 6 December 2018 at 2:30pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Nil

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 9 October 2018 were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 9 October be adopted as a true and correct record.*

Moved: Dallas Ezzy Seconded: Keith Murphy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Jack Cummins

Financial Matters/Reports

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 30 November 2018.

Decision: *"That the income from dues as at 30 November 2018 be received."*

Moved: Steve Gaske Seconded: Peter Close

- Income and Expenditure Statement for the period ended 30 November 2018.

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 November 2018.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 November 2018 be received and endorsed."*

Moved: Keith Murphy Seconded: Ian McKewin

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Steve Gaske Seconded: Peter Close

Staffing Matters

The Divisional Branch Secretary reported that Andrew Sutherland has resigned as Divisional Branch Assistant Secretary effective 16 October 2018 and that his position will remain vacant temporarily.

The Divisional Branch Secretary reported that Graphic Designer, Haritz Alzola commenced with the union on 19 November 2018.

Decision: *"That the reports be received."*

Moved: Dallas Ezzy Seconded: Ian McKewin

Disputes

- Jewel

The Divisional Branch Secretary spoke about the Jewel Dispute and reported that there is still a long way to go in the fight. He reported on the need for QBCC reform and that the union will continue to campaign for change in the legislation for developers to be held accountable for their actions.

- BAS

The Divisional Branch Secretary gave an update on the BAS Agreement and advised that workers should start receiving back pay before xmas.

- Townsville Stadium

The Divisional Branch Secretary gave an update on the Townsville Stadium. He advised that the Procurement Policy guidelines have been finalised but there are still issues around compliance.

Decision: *"That the reports be received."*

Moved: Jack Cummins Seconded: Ian McKewin

Political Matters

The Divisional Branch Secretary gave an update on the following political matters:

- Procurement
- Health and Safety
- Federal ALP Conference

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Jade Ingham

Change of Rules Rally

The Divisional Branch Secretary reported on the success of the change the rules rally held on 20 November 2018 and reported on rallies held across the country. He advised that the Brisbane rally resolved to hold another rally in 2019 to keep the momentum going.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Dallas Ezzy

General Business

The Divisional Branch Secretary spoke about the Movember Foundation and Ron Monaghan's ongoing battle with prostate cancer.

Decision: *"That the Divisional Branch Executive endorse the donation of $3000 to the Movember Foundation."*

Moved: Jade Ingham Seconded: Dallas Ezzy

There being no further business the meeting the meeting closed at 3:46pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 8-2-19

Initial: _____ Date: 8-2-19

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 9 October 2018 at 2:30pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland, Jade Ingham

The Divisional Branch Secretary advised that Jade Ingham, Assistant Divisional Branch Secretary will be late to the executive meeting due to a meeting regarding the Jewel dispute.

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Tuesday 21 August 2018 at 2:00pm were presented to the Executive.

Decision: *"That the minutes of the meeting held on Tuesday 21 August be adopted as a true and correct record.*

Moved: Peter Close Seconded: Keith Murphy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. No other revisions were declared.

- Conflict of Interest

There was no conflict of interest noted.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Financial Matters/Reports

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 30 September 2018.

Decision: *"That the income from dues as at 15 June 2018 be received."*

Moved: Steve Gaske Seconded: Peter Close

Initial: _____ Date: 6/12-18

COM.0001.0002.4410_0181

- Income and Expenditure Statement to the period ended 30 September 2018

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 September 2018.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 30 September 2018 be received and endorsed."*

Moved: Keith Murphy Seconded: Ian McKewin

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Peter Close Seconded: Steve Gaske

Disputes

- Jewel

The Divisional Branch Secretary spoke about the Jewel Dispute and the developer YuHu Group drastically altering the contractual scope of the project at short notice which resulted in the immediate loss of more than 150 jobs and putting hundreds more at risk. He advised that there is no regulation for Developers in the building industry. The Divisional Branch Secretary advised that the union is calling on the Government to review the current laws.

- Townsville Stadium

The Divisional Branch Secretary gave an update on the Townsville Stadium project. He advised that the Procurement Policy is finalised along with the guidelines but there are issues around compliance.

- BAS

The Divisional Branch Secretary advised that the BAS agreement is still not finalised and reported on the issues in regards to the security of employment clause.

COM.0001.0002.4410_0182

The Divisional Branch Assistant Secretary, Jade Ingham arrived at the meeting at 3:49pm and supplemented the Divisional Branch Secretary's report on the Jewel dispute.

Decision: *"That the reports be received."*

Moved: Jack Cummins Seconded: Ian McKewin

Political Matters

The Divisional Branch Secretary gave an update on the following political matters:

- Procurement
- Health and Safety
- Federal ALP Conference

Decision: *"That the reports be received."*

Moved: Dallas Ezy Seconded: Steve Gaske

Legal Matters

The Divisional Branch Secretary gave a report on the following legal matters:

- Goondiwindi City Council
- Toowoomba second range crossing
- ROE matters

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Change the Rules Rally – 20 November 2018

The Divisional Branch Secretary reported on the change the rules rallies being held across the Country on October 24 and advised that the rally in Brisbane and WA will be held on 20 November.

The Divisional Branch Secretary further reported that 2000 shirts have been ordered for the rally.

Decision: *"That the report be received."*

Moved: Peter Close Seconded: Steve Gaske

Staff Changes

The Divisional Branch Secretary advised the Executive that Paul Syvret has commenced with the union on 8th October 2018 as the Digital Campaigns and Communications Officer and advised that Donna Davey, Publicity Officer has announced that she will retire from her position with the union at the end of the year.

The Divisional Branch Secretary advised that the union will be advertising for a Graphic Designer to replace Donna Davey.

Initial: Date: 6TH-12-18

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Ian McKewin

General Business

Divisional Branch Executive Member, Steve Gaske advised that John Lomax will be starting with Chus super as a coordinator.

There being no further business the meeting the meeting closed at 4:16pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: Mary M Kepski

Date: 6th - 12 - 18

COM.0001.0002.4410_0184

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Tuesday 21 August 2018 commencing at 2:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kepsch, Peter Close, Ian McKewin, Keith Murphy, Dallas Bezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland, Jack Cummins

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Monday 25 June 2018 at 12:00pm were presented to the Executive.

Decision: *"That the minutes of the meeting held on Monday 25 June 2018 be adopted as a true and correct record.*

Moved: Keith Murphy Seconded: Peter Close

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed.

Divisional Branch Assistant Secretary, Jade Ingham advised that he is a Director on the QBCC Board.

- Conflict of Interest

Divisional Branch Secretary, Michael Ravbar declared a potential conflict of interest in regards to the AUSS Race Day sponsorship request.

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Ian McKewin Seconded: Dallas Bezzy

Financial Matters/Reports

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 August 2018.

Decision: *"That the income from dues as at 15 August 2018 be received."*

Moved: Steve Gaske Seconded: Ian McKewin

Initial: RJK Date: 9-10-18

COM.0001.0002.4410_0185

- Income and Expenditure Statement for the period ended 31 July 2018

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 July 2018.

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 July 2018 be received and endorsed."*

Moved: Keith Murphy Seconded: Peter Close

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Dallas Ezzy

Political Matters

- Longman By-election

The Divisional Branch Secretary reported on the Longman By-election held on 28 July 2018 and thanked everyone who helped out on the campaign. He spoke about the success of the campaign and the 10% drop in the LNP vote.

- ALP Conferences

The Divisional Branch Secretary advised that the ALP State Conference will be held on the 1st and 2nd September and that the union has submitted amendments to the current ALP platform. He further advised that the National ALP Conference is scheduled in December 2018.

- Qld Government Procurement Policy

The Divisional Branch Secretary gave an update on the Qld Government's Procurement Policy and upcoming projects announced by the Queensland Government.

Initial: Date: 9-10-18

- Qld Senate Position

The Divisional Branch Secretary Michael Ravbar reported that Labor senator Claire Moore will retire from parliament at the next Federal election after having represented Queensland for almost two decades. He advised that the ALP ballot has opened for the left preselection. He further advised that our union is supporting Nita Green, who is a long standing union member of the AMWU and is currently the Political and Campaigns Officer at the AMWU.

Decision: *"That the reports be received."*

Moved: Jan McKewin Seconded: Dallas Izzy

Legal Matters

The Divisional Branch Secretary gave an update on the following legal matters:

- David Hanna Document Destruction Case
- Universal Cranes
- Coristopher Stephen (Jersey) ABCC Compulsory Conference Case
- Penny Toland CCC Matter

- Jason O'Mara

The Divisional Branch Secretary reported on the recent criminal charges laid against Jason O'Mara by an investigation by the Federal Police and the Australian Competition and Consumer Commission (ACCC).

Decision: *"That the reports be received."*

Moved: Jade Ingham Seconded: Keith Murphy

Royal Commission into Financial Institutions

The Divisional Branch Secretary reported on the Royal Commission into Financial Institutions and advised that industry super funds have emerged largely unscathed from the Royal Commission.

Decision: *"That the report be received."*

Moved: Jade Ingham Seconded: Keith Murphy

General Business

- BERT

The Divisional Branch Secretary reported on the BERT exemption from ASIC for another 3 years which was good news for the fund and its members.

Initial: Rex Date: 9-10-18 3

S:\Administration\All Lists\Executive\Minutes CCWCB Branch Exec 2018\18dec.Doc

COM.0001.0002.4410_0189

Motor Neurone Disease (MND) Fundraiser

The Divisional Branch Assistant Secretary reported on the sponsorship request from MND and the ME Foundation, Bowl for Mobility fundraiser.

Decision: *"That the report be received and that the Divisional Branch Executive endorses a spend for a wheelbarrow of tools to the value of $2053.63 in support of the Bowl for Mobility Fundraiser."*

Moved: Ian McKewin Seconded: Steve Gaske

Asbestos Disease Support Society (ADSS)

The Divisional Branch President reported on the sponsorship request from the Asbestos Disease Support Society (ADSS) in support of the Asbestus Disease Annual Charity Race Day.

The Divisional Branch Secretary, Michael Raeber declared a conflict of interest due to his partner's employment with ADSS. The Divisional Branch Secretary left the room and did not take part in any decision relating to the sponsorship request.

Decision: *"That the Divisional Branch Executive endorse a donation of $7,000 (plus GST) to ADSS for sponsorship of the Asbestos Disease Support Society Annual Charity Race Day."*

Moved: Dallas Bezy Seconded: Ian McKewin

Currumbin AFL Club

The Divisional Branch Assistant Secretary reported on a sponsorship request from the Currumbin AFL Club.

Decision: *"That the Divisional Branch Executive endorse a donation of $1650 to the Currumbin AFL Club for sponsorship of the Currumbin AFL team."*

Moved: Peter Close Seconded: Steve Gaske

There being no further business the meeting the meeting closed at 3:43pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 9-10-18

Initial: _____ Date: 9-10-18 4

S:\Committees\Minutes\Divisional\Gold Coast\2018\Gold Coast 21021Board.Docx

COM.0001.0002.4410_0191

Meeting of the Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch Executive
on Monday 25 June commencing at 12:00pm

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Peter Close, Ian McKewin, Keith Murphy, Jack Cummins, Dallas Ezzy, Steve Gaske, Jacqui Collie (Minute Secretary)

Apologies: Andrew Sutherland

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch Executive held on Wednesday 30 May 2018 at 1:00pm were presented to the Executive.

Decision: *"That the minutes of the meeting held on Wednesday 30 May 2018 be adopted as a true and correct record.*

Moved: Ian McKewin Seconded: Dallas Ezzy

Finance and Governance

The Chair called for disclosures from members:

The material personal interest standing notices were reviewed. Divisional Branch President Royce Kupsch advised that he is a Director on the WHS Board. No other revisions were declared.

- Disclosure of Remuneration

The Divisional Branch Secretary, Michael Ravbar and Assistant Divisional Branch Secretary Jade Ingham disclosed to the Executive remuneration received as a result of being a Board member.

"The Divisional Branch Executive notes the disclosure of the amount of remuneration each officer who holds a directorship was paid during the period January 2018 – June 2018. The Divisional Branch Executive acknowledges that the QNTDB will be paid the directors' fees in respect of those directorships and that the officers are paid the superannuation contributions which the Company is not permitted at law to pay to the QNTDB. The following officers have disclosed the amount of remuneration to be paid during the period of January 2018 – June 2018."

Officer	**Superannuation Contributions**
Michael Ravbar, Divisional Branch Secretary	$1,838.78
Jade Ingham, Divisional Branch Assistant Secretary	$3,403.33

Moved: Keith Murphy Seconded: Steve Gaske

- Conflict of Interest

Divisional Branch Secretary, Michael Ravbar declared a potential conflict of interest in regards to the Mates in Construction (MIC) Kokada Track sponsorship request.

Initial: RJK Date: 21-8-18

- Credit Cards

The CFMEU credit card statements were presented to the Executive.

Decision: *"That the credit card statements of CFMEU officers be received."*

Moved: Peter Close Seconded: Dallas Ezzy

Financial Matters/Reports

- Financial Reports/Accounts

The Divisional Branch Secretary presented the final Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Financial Statements for the year ended 31 March 2018.

Decision: *That the Construction, Forestry, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch financial statements for the period ended 31 March 2018 be received and endorsed.*

Moved: Dallas Ezzy Seconded: Jack Cummins

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 15 June 2018.

Decision: *"That the income from dues as at 15 June 2018 be received."*

Moved: Dallas Ezzy Seconded: Keith Murphy

- Delegates Convention Expenditure Statement

The Divisional Branch Secretary reported on and tabled the expenditure statement for the Delegates Convention held 7-8 June 2018

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Delegates Convention Expenditure Statement for the Delegates Convention held 7-8 June 2018 be received and endorsed."*

Moved: Peter Close Seconded: Keith Murphy

- Income and Expenditure Statement for the period ended 31 May 2018

The Divisional Branch Secretary presented the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31 May 2018.

Initial: [signature] Date: 21-8-18 2

Decision: *"That the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Income and Expenditure Statement for the period ended 31May 2018 be received and endorsed."*

Moved: Steve Gaske Seconded: Jack Cummins

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;

(b) Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;

(c) Divisional Branch Secretary in making the Disbursements was authorised; and

(d) Disbursements are authorised.

Moved: Keith Murphy Seconded: Peter Close

- Commonwealth Bank Australia (CBA) Portfolio Performance Update

David Tagg, Head of Wholesale Investments CBA addressed the Divisional Branch Executive and gave an update on the union's portfolio performance for the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch. Mr Tagg took questions from the Divisional Branch Executive members.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

Delegates Convention

The Divisional Branch Executive Secretary gave a report on the recent Delegates Convention held 7 & 8 June 2018. He advised that the Convention was a success with over 300 rank and file delegates attending over the 2 days with a record number of resolutions put forward by delegates.

Decision: *"That the report be received."*

Moved: Jack Cummins Seconded: Peter Close

CFMEU National Conference

The Divisional Branch Secretary reported on the CFMEU National Conference held from 12 – 15 June 2018.

Decision: *"That the report be received."*

Moved: Ian McKewin Seconded: Jack Cummins

Initial: RGK Date: 21-8-18 3

ACTU Congress

The Divisional Branch Secretary spoke about the upcoming ACTU Congress being held on 17 and 18 July 2018 and advised the Divisional Branch Executive on the officials and staff that have been registered to attend the event.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Peter Close

BUSSQ

The Divisional Branch Secretary reported on a meeting held with David OSullivan and Linda Vickers, BUSSQ re: Gardior. The Divisional Branch Secretary advised members that Wallace Trohear has resigned as Chair of the BUSSQ Board and that Paula Masters has now been appointed as Chair.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

General Business

- MIC

The Divisional Branch Secretary reported on the sponsorship request from delegate Josh Quinn for his participation in the Mates in Construction Kokoda Track 2018.

The Divisional Branch Secretary, Michael Ravbar declared a potential conflict of interest due to his MIC Directorship. The Divisional Branch Secretary left the room and did not take part in any decision relating to the sponsorship request.

Decision: *"That the Divisional Branch Executive endorse a donation of $2,500 to Josh Quinn for sponsorship for his participation in the Mates in Construction 2018 Kokoda Track."*

Moved: Peter Close Seconded: Ian McKewin

MND Fundraiser

The Divisional Branch Secretary reported on a sponsorship request from Sue Maguire, Norman Park Sports & Community Club on behalf of MND and Me Foundation seeking support for the MND and Me Foundation, Bowl for Mobility Fundraiser.

Decision: *"That the Divisional Branch Executive endorse supporting the MND and Me Foundation, Bowl for Mobility Fundraiser."*

Moved: Dallas Ezzy Seconded: Jack Cummins

There being no further business the meeting the meeting closed at 1:57pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 21-8-18

Initial: _____ Date: 21-8-18 5

S:\Administration\Minutes\Executive\Minutes QCWDB Branch Exec 260618docx.Docx

COM.0001.0002.4410_0201

Meeting of the Construction, Forestry, Mining and Energy Union Industrial Union of Employees, Queensland – Construction and General Division State Executive held on Monday 6 February 2023 commencing at 1:30pm

---

Present: Michael Ravbar, Jade Ingham, Royce Kupsch, Kane Lowth, Steve Amies, Steve Gaske, Mark Read, Ian McKewin, Keith Murphy, Dallas Ezzy, Jacqui Collie (Minute Secretary)

Apologies: Peter Close

Previous Minutes:

The minutes of the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction and General Division State Executive held on Tuesday 10 January 2023 were presented to the Executive.

Decision: *"That the previous minutes are a true and correct record."*

Moved: Keith Murphy Seconded: Mark Read

Governance

- Disclosures

The Chair called for disclosures from members:

The Assistant State Secretary, Jade Ingham tabled and spoke to a declaration in regard to a protracted dispute with his insurer about whether he is covered by his insurance policy; demolition and repairs to his family home, incidental costs of his family home being unliveable and issues with contractors engaged by his insurer to perform work on their behalf. The Assistant State Secretary gave a detailed report on the background and timeline of the dispute.

The State Secretary supplemented the report and advised Executive that the union has received legal advice in regards to domestic procurement.

- Material Personal Interests

The material personal interest standing notices were reviewed.

No revisions were declared by State Executive members.

- Conflict of Interest

State Secretary, Michael Ravbar declared a conflict in regards to an agenda item (ReachOut) in general business as he is participating in the fundraiser.

Financial Matters

- Income and Expenditure Statement for the period ended 31 January 2023.

The State Secretary tabled the Construction, Forestry, Mining & Energy Union, Industrial Union of Employees, Queensland Construction & General Division income and expenditure statement for the period ended 31 January 2023.

Decision: *"That the estimated income and expenditure statement for the period ended 31 January 2023 for the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division be received and endorsed."*

Moved: Mark Read Seconded: Steve Gaske

Decision: *The State Executive resolves, having heard and considered the report of the State Secretary and reviewed the statement of expenditure from the Divisional Fund in relation to the disbursements from the Divisional Fund ('Disbursements') for the period from the last meeting of the State Executive that the:*

(a) *determinations of the State Secretary in making the Disbursements accord with the authority and powers of the State Secretary to make expenditure on behalf of the State Division;*

(b) *State Executive has delegates its authority to the State Secretary in relation to exercising power to make the Disbursements;*

(c) *State Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Mark Read Seconded: Ian McKewin

- Income from Dues

The State Secretary tabled and reported on the income from dues as 31 January 2023.

Decision: *"That the income from dues as at 31 January 2023 be received."*

Moved: Keith Murphy Seconded: Dallas Ezzy

- Personal Payment Orders

Correspondence addressed to the State Secretary from temporary organisers, Beau Seiffert and Blake Hynes in regard to request for financial assistance was tabled.

The State Secretary determined that it was appropriate to abstain from both the deliberations and decision in relation to the requests. He left the room and did not participate in any discussion or decision in relation to the request.

The President and Assistant State Secretary, Jade Ingham spoke to the request.

Dale Blackmore, Hall Payne Lawyers was in attendance and addressed Executive members on Personal Payment Orders and the State Divisional Executive noted the following:

1. On 30 January 2023, Justice Collier in *Fair Work Ombudsman v Construction, Forestry, Maritime, Mining and Energy Union* [2023] FCA 36 declared that Beau Seiffert and Blake Hynes

contravened section 500 of the *Fair Work Act 2009* (Cth). As a result, the Federal Court ordered that Beau pay a penalty of $24,000.00 and Blake pay a penalty of $12,000.

2. In respect of those penalties, Beau and Blake must not:

   (a) seek or encourage the Construction, Forestry, Maritime, Mining and Energy Union (**CFMMEU**) to pay to them, or their financial benefit, any money or financial benefit referable to the payment of the penalty; and

   (b) accept or receive from the CFMMEU any money or financial benefit referable to the payment of the penalty.

3. Beau and Blake must comply with the orders and, to enable them to do so, they have requested financial assistance from the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division (**State Union**). The request has been provided to all members of the State Divisional Executive on the condition that each member keep the information disclosed by Beau and Blake confidential.

4. The State Divisional Executive has all the powers of the State Union and can exercise that power in accordance with the objects of the CFMEUQ, which relevantly include:

   (a) advancing the interests of members;

   (b) advancing the living and working conditions of workers and their families;

   (c) being involved in socially responsible actions as part of the wider community in Queensland, Australia and overseas; and

   (d) doing all such things as may be necessary or incidental to the carrying out of the objects of the CFMEUQ.

5. The State Divisional Executive also has the power to grant donations in accordance with Rule B70 of the Part B Rules of the CFMEUQ, set out below:

   B70. DONATIONS/LOANS/GRANTS

   (a) The State Divisional Executive will have the power to grant donations when application has been made in accordance with the provisions of these State Divisional rules.

   (b) Payments may be made for the purpose of relieving members who are in distress.

   (c) No member who has been less than 3 months in the State Division will be eligible for assistance.

   (d) Requests for donations for purposes other than the relief of members will be forwarded to the State Divisional Executive and must contain full particulars of the purpose of the proposed donation.

   (e) Notwithstanding anything contained elsewhere in these rules a loan, grant or donation of any amount exceeding $1,000.00 will not be made by the Union, unless the State Divisional Executive has satisfied itself:

   (i) that the making of the loan, grant or donation would be in accordance with these State Divisional rules and the Union's rules; and

   (ii) in relation to a loan - that, in the circumstances, the security proposed to be given for the repayment of the loan is adequate and the proposed arrangements for the repayment of the loan are satisfactory,

   and has approved the making of the loan, grant or donation.

6. Beau and Blake are members of the State Union and have been for significantly longer than the three months required. Beau and Blake have made requests for a payment by the State Union to relieve them of the distress caused by the penalty. Beau and Blake have set out the particulars of this distress to enable the State Divisional Executive to make a decision.

7. The State Union is well known for looking after members who require its assistance. The State Divisional Executive has the power to make this decision and such a payment is within the objectives of the State Union.

8. The State Union is a division of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**CFMEUQ**), which is a separate legal entity to the CFMMEU. The CFMEUQ was not involved in the contravention nor was it a party to the proceedings before the Federal Court.

9. The State Secretary has sought legal advice from Hall Payne Lawyers in relation to the effect of the Federal Court order on the operations of the State Union.

10. Hall Payne Lawyers have confirmed that the CFMEUQ is a separate legal entity and was not a party to these proceedings. Consequently, the Federal Court could not impose such an order on the CFMEUQ (nor, on their understanding of the findings, was such an order intended).

11. As a result, the Federal Court order places no obligation or prohibition on the CFMEUQ nor is it drafted to be binding upon the CFMEUQ.

12. Further, Hall Payne Lawyers have confirmed that action taken here today as officers of the State Union is not action taken by you as officers of the Queensland Branch of the CFMMEU, Construction and General Division.

13. The State Secretary has decided to abstain from both deliberation of the request and voting to approve/reject the request.

Decision: *The State Divisional Executive, noting the report given and the requests for assistance under rule B70 of the Part B Rules, directs the State Secretary to make a donation to:*

(e) Beau Seiffert of $24,000 in order to relieve him of the distress caused by the penalty; and

(f) Blake Hynes of $12,000 in order to relieve him of the distress caused by the penalty.

Moved: Steve Amies Seconded: Ian McKewin

- Townsville Property and Campbell Street Property Development

The State Secretary advised Executive members that the union has signed a contract for the property in Townsville (402 Flinders Street, Townsville) and that the date of settlement is 1 March 2023.

Decision: *"That the report be received."*

Moved: Keith Murphy Seconded: Mark Read

Senior Officer Responsibilities

The State Secretary gave an update on Senior Officer Responsibilities. He advised that Organisers responsibilities are now included in the internal document. The State Secretary went through in detail the senior officer responsibilities.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

Boards

The State Secretary gave an update on changes to Senior Officer's representation on boards. He reported that the main changes are that the Assistant State Secretary, Kane Lowth has been appointed as a Director on the Qleave Board and advised that the Assistant State Secretary, Jade Ingham was not reappointed to the QBCC Board and that there are no longer worker representatives on the board.

The State Secretary further advised that other changes included Jacqui Collie replacing Royce Kupsch on the BERT Training Fund and that the union will nominate Kurt Pauls to be Royce's replacement on the Workplace Health and Safety Board when his term expires.

Decision: *"That the report be received."*

Moved: Steve Amies Seconded: Ian McKewin

Membership

The State Secretary reported that towards the end of last year the union finished off well with good growth which has translated into strong growth for the month of January 2023.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Keith Murphy

Campaigns

- AWU

The State Secretary reported on industrial and political issues with the AWU and discussed the union's campaign against the AWU.

The Assistant State Secretary supplemented the report.

- EBA (Building)

The Assistant State Secretary gave a detailed report of the EBA wages claim for the building industry for the next four years. He also reported about the good engagement at delegate meetings in regards to the claim. The Assistant State Secretary advised that negotiations have commenced with some of the major builders. He further advised that the agreements would commence from 1 July 2023.

- Developer Licencing

The State Secretary gave an update on the developer licencing review in Queensland. He advised that a report was released for further consultation with stakeholders and that the union provided a further submission and that submissions close at the end of March.

- Tier 2

The Assistant State Secretary provided updates of current activities with Tier 2 builders.

0881

COM.0001.0043.9904_0005

- Health and Safety Review

The State Secretary reported that the government taskforce to review the WHS legislation finished its public consultations and report in December. The State Secretary also gave an update on the unions national campaign to ban silica called stop this killer stone campaign.

- Procurement (Policy and Compliance)

The State Secretary updated Executive members regarding the Government Procurement policies and BPIC. He advised that it was progressing some areas but in other areas there were still challenges with the implementation across some Government departments.

- Cross River Rail

The State Secretary reported that the union will continue with the campaign against CPB. He advised that the project is behind schedule and the costs have blown out between 4-6 billion.

- Voice to Parliament

The State Secretary gave a detailed report on what activities the union is doing to support a referendum to get the Voice to Parliament up at the end of the year. He advised that the union's initial focus is to educate and raise awareness of why this referendum is important and needs to be successful.

- Governments Qld/NT

The State Secretary reported that the union would be particularly active against the State Labor Governments in regard to a number of outstanding issues that they have not honoured or have failed to implement.

- Organising

The State Secretary reported on new temporary organiser additions. He advised that Hoani Edwards will be an onsite organiser at the Gold Coast and Ryan Whakaruru is the new organiser for offsite. He further reported that the union is still have difficulties finding an organiser for Townsville.

The Assistant State Secretary supplemented the report.

- Roles/Areas

The Assistant State Secretary reported on changes to organiser areas. He advised that there have been significant changes to organiser areas and responsibilities.

Decision: *"That the reports be received."*

Moved: Ian McKewin Seconded: Keith Murphy

Administration Matters

- IT matters

The State Secretary reported that the union has almost finalised a huge investment and capital outlay in the upgrade to the union's membership system.

- Computer software upgrades

The State Secretary reported that all the computer software upgrades have been completed and that the union will also be upgrading landline phones.

Decision: *"That the reports be received."*

Moved: Steve Gaske Seconded: Ian McKewin

General Business

- Starlight Super Swim Challenge
- Mater International Women's Day Fun Run
- ReachOut

- Starlight Super Swim Challenge

The State Secretary reported that organisers Dylan Howard, Dennis Mitchell and Matthew Vonhoff have a team participating in the starlight super swim challenge to raise much needed funds for sick kids.

Decision: *"That the report be received and that the State Executive endorse a donation of $2500 to organisers Dylan Howard, Dennis Mitchell and Matthew Vonhoff participating in the starlight super swim challenge fundraiser raising funds for sick kids."*

- Mater International Women's Day Fun Run

The State Secretary reported that the union has organised a team of approximately 35 participants in the Mater International Women's Day Fun being held on Sunday 12 March 2023 to raise funds to support women with breast cancer.

Decision: *"That the report be received and that the State Executive endorse a donation of $5000 to the CFMEU team participating in the International Women's Day Fun Run raising funds to support women with breast cancer."*

- ReachOut

The State Secretary declared a conflict of interest due to his participation in the ReachOut fundraising challenge. He did not participate in any discussion or decision in relation to the fundraising initiative.

The Assistant State Secretary advised that the State Secretary will be participating in the ReachOut fundraising initiative to raise money to prevent youth suicide.

Decision: *"That the report be received and that the State Executive endorse a donation of $2500 to the State Secretary for the Reachout fundraising initiative to prevent youth suicide.*

Moved: Ian McKewin Seconded: Keith Murphy

General Business

There being no further business the meeting closed at 3:22pm

That these minutes have been approved and signed as a true and correct record of the meeting and the Chair is authorised to sign them.

Chair: _____

Date: 29-3-2023

Agenda

Meeting of the Directors of BUSS(Q) Properties Pty Ltd to be held at North Queensland Cowboys, The Hutchinson Builders Centre, 26 Graham Murray Place, Railway Estate, Townsville on 30 August 2023 at 12:00 pm (following the BUSS (Queensland) Pty Ltd Board meeting)

These papers are Commercial in Confidence. You must not disclose any information without permission from BUSS (Q) Properties Pty Ltd

MEETING 34		
	Agenda item	Owner
1.	Apologies (Nil) and Leaves of Absence (Nil)	Standing item
2.	Disqualification of Directors (Corporations Act)	Standing item
3.	Confirmation of Minutes	Standing item
	3.1 Minutes of Meeting #33 – 21 June 2023	
	3.2 Action Items	
Matters for Decision / Discussion		
4.	Delegation – Approval of Minutes	Chris Engelhardt

Meeting of BUSS(Q)Properties Pty Ltd ATF the BUSS(Q)Property Trust

Meeting 34	30 August 2023
Agenda title Agenda item Action	Disqualification of Directors 2 Decision
Proposed Resolution	It was noted that each Director declared that they had not been disqualified from managing a corporat ion since the last Board meeting.
Executive Summary	Part 2D.6 of the Corporations Act covers disqualification from managing corporations. Under s 206B, A director automatically becomes disqualified from managing a corporation if they are: • convicted of an offence that concerns a decision that affects the whole or a substantial part of the business of a corporation or affects significantly its financial standing; • convicted of an offence against the Act that is punishable by imprisonment for a period of greater than 12months or involves dishonesty and is punishable by imprisonment for at least three months; • an undischarged bankrupt, or has failed to comply with the terms of a personal insolvency agreement; or • disqualified from managing foreign companies by a foreign jurisdiction. The Court has power to disqualify a person from managing corporations e.g., if the person has contravened a civil penalty provision, been an officer of a failed/insolvent corporati on, or repeatedly contravened the Act or other related legislation (s206C - 206HB).
Strategy implications	N/a
Risk implications	N/a
Resource implications	N/a
Attachments	Nil

These papers are Commercial in Confidence. You must not disclose any information without permission from BUSS(Q)Properties Pty Ltd.

Meeting 33 of the Board of
BUSS(Q) Properties Pty Ltd ATF the BUSS(Q) Property Trust
held on Wednesday, 21 June 2023 from 12.27pm.
Level 1, BUSSQ House, 299 Coronation Drive, Milton, QLD

Present:	Chris Taylor (Chair) Jacqui Collie Geoff Baguley – via Microsoft Teams Paul Hick Ben Young Linda Vickers Emma Eaves
In Attendance:	Damian Wills, CEO, BUSS(Queensland) Pty Ltd– via Microsoft Teams Christian Engelhardt, Company Secretary

1. Apologies and Leave of Absence

   An apology was received from Michael Ravbar. It was noted that there were no leaves of absence.

2. Declaration of Interests

   Each Director declared that they are also a Director of BUSS(Queensland) Pty Ltd. No other interests that may give rise to a conflict were declared.

3. Disqualification of Directors

   Each Director declared that they had not become a disqualified person under the Corporations Act since the last Board meeting.

4. Confirmation of Minutes

   4.1 Minutes

   It was resolved that the Minutes of the meeting held on 26 April 2023 were a true and correct record of that meeting.

   4.2 Action Items

   An update on action items from previous meetings was noted.

Initials: .....

5. 30 June 2023 Financial Statements

The Special Purpose Financial Information for the year ended 30 June 2023, prepared by Ernst & Young in consultation with the BUSS(Queensland) Pty Ltd Finance Manager using the same format as previous years, and the Ernst & Young 2023 Financial Information & Tax Return Transmittal Letter dated 8 June 2023 were considered.

After discussion it was resolved that:

a) the Ernst & Young 2023 Financial Information & Tax Return Transmittal Letter dated 8 June 2023 be noted;

b) the financial information and notes, as set out in the Special Purpose Financial Information for the year ended 30 June 2023 present fairly the Property Trust's financial position as at 30 June 2023 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1;

c) in the Board's opinion there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable; and

d) the Special Purpose Financial Information for the year ended 30 June 2023 be accepted.

The Special Purpose Financial Information were signed by Ms Vickers and Mr Hick on behalf of the Board.

Action item: BUSS(Queensland) Pty Ltd Finance Manager to provide a copy of the signed 2023 Special Purpose Financial Information to EY.

6. 30 June 2022 Tax Return

The 1 July 2022 to 30 June 2023 Tax Return, prepared by Ernst & Young in consultation with the BUSS(Queensland) Pty Ltd Finance Manager, and the 8 June 2023 transmittal letter from Ernst & Young were considered.

After discussion it was resolved that the 2023 Tax Return be accepted, signed and lodged on behalf of the Board.

Action item: BUSS(Queensland) Pty Ltd Finance Manager to provide the signed 2023 Tax Return to EY for lodgement with the ATO as soon as possible.

Initials: .....

COM.0001.0012.1128_0004

0888

COM.0001.0041.3903_0004

7. Closure of Property Trust

The Board noted its previous decision to close the Trust following the sale of the 299 Coronation Drive property and the actions being taken to reach that position.

The actions taken, and those in progress, to close the BUSS(Q)Property Trust as at 30 June 2023 were noted.

8. Closure of Trustee Company

The Board discussed its previous decision to deregister the Company after the Property Trust is closed and the actions being taken to reach that position.

It was noted that the Chair has received written confirmation from BUSS (Queensland) Pty Ltd, as the sole investor, that it agrees to the deregistration of the Company.

After discussion it was resolved that:

1) an application be made to the Australian Securities and Investments Commission to have the Company deregistered; and

2) it is confirmed that:

   a) the Company is not conducting business;
   b) the Company's assets are worth less than $1,000;
   c) the Company has no outstanding liabilities;
   d) the Company is not involved in any legal proceedings; and
   e) the Company has paid all fees and penalties payable to ASIC.

The actions taken, and those in progress, to deregister BUSS(Q)Properties Pty Ltd effective on 30 June 2023 or as soon as practicable, were noted. It was noted that if the deregistration occurred after 30 June 2023, a set of 2023 – 2024 accounts would not be required as the Company will not have any assets or transactions.

9. Correspondence

There were no items of correspondence.

The Chair declared the meeting closed at 12.32pm.

Chair: _____ Date: / / 2023

Initials: .....

COM.0001.0012.1128_0005

0889

COM.0001.0041.3903_0005

Meeting of BUSS(Q)Properties Pty Ltd ATF the BUSS(Q)Property Trust

Meeting 34	30 August 2023
Agenda title	Action Items
Agenda item	3.2
Action	Noting
Prepared by	Christian Engelhardt, Company Secretary
Approved by	Damian Wills, BUSS(Queensland) Pty Ltd CEO

Meeting	Agenda Item	Action	Who	Due By	Status
24 Aug 2022	5	Close the Property Trust	CE / PL	30 Jun 2023	Completed
24 Aug 2022	5	Close the Company	CE / PL	30 Jun 2023	Deregistration application lodged with ASIC
21 Jun 2023	5	Provide a copy of the signed 2023 Special Purpose Financial Information to EY	KK	30 Jun 2023	Completed
21 Jun 2023	6	Provide the signed 2023 Tax Return to EY for lodgement with the ATO as soon as possible	KK	30 Jun 2023	Completed

These papers are Commercial in Confidence. You must not disclose any information without permission from BUSS (Queensland Pty Ltd)

BUSS (Queensland) Pty Ltd ABN 15 065 081 281; AFSL 237860; BUSSQ Fund ABN 85 571 332 201.

Meeting of BUSS(Q) Properties Pty Ltd ATF the BUSS(Q) Property Trust

Meeting 34	30 August 2023
Agenda title Agenda item Action	Delegation – Approval of Minutes 4 Decision
Proposed Resolution	After discussion it was resolved that the Chair be delegated authority to approve and sign the Minutes of this meeting.
Executive Summary	The Corporations Act requires Minutes to be taken of meetings of the shareholders and directors. For the sake of practicality, it is recommended that the Chair be delegated authority to approve this final set of Minutes.
Strategy implications	N/a
Risk implications	N/a
Resource implications	N/a
Attachments	Nil

These papers are Commercial in Confidence. You must not disclose any information without permission from BUSS(Q) Properties Pty Ltd.

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

C. DEFENCE FUND

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

WP Ref:	<3-311>
Prepared By:	MH 20/12/18
Reviewed By:	VE 21/12/18

Client: CFMEU
Balance Date: 31/03/2019
Subject: Other Revenue \ Receipts & Receivables - Key Controls Testing
Conclusion: Controls test performed in prior year, reliance has been placed on prior year tests. 1 walkthrough test has been performed.
The control appears to be effective, a medium level of reliance can be placed on it.

	Revenue stream	Key Application Controls	Assertions	Test Performed	Ref	Results / Exceptions?
1	Impairment income	Invoices prepared from information provided by impairment officer	Accuracy / Completeness / Occurrence	Selected 5 impairment invoices and traced back to information prepared by the impairment officer	<3-311.1>	No exceptions noted. Medium reliance to be placed on control
2	Asbestos income	Invoices prepared from Future Skills Recipient Created Tax Invoice (RCTI)	Accuracy / Completeness / Occurrence	Selected 1 asbestos invoices and information back to RCTI provided by Future Skills	<3-311.1>	No exceptions noted. Medium reliance to be placed on control
3	Grant income	Amounts to be received are entered from contract into a spreadsheet which shows when invoices are to be raised	Accuracy / Completeness / Occurrence	Selected 2 contracts from the spreadsheet kept by client and traced to contract to ensure entered correctly	<3-311.1>	No exceptions noted. Medium reliance to be placed on control
4	Grant income	Grant income invoices are created from information shown in spreadsheet.	Accuracy / Completeness / Occurrence	Selected 2 invoices and ensure that invoices raised in accordance with spreadsheet	<3-311.1>	No exceptions noted. Medium reliance to be placed on control
5	All income streams	When receipts come into the bank each day, the head of the finance team checks the receipt amount against a copy of the invoice kept at his desk and notes when it was receipted on the invoice.	Accuracy / Completeness / Occurrence	Selected 9 cash receipts for other income from varying days and checked to invoice to ensure that evidence of head of finance team checking is shown	<3-311.1>	No exceptions noted. Medium reliance to be placed on control

		Key Monitoring Controls		Test Performed	Ref	Notes
1	All income streams	The bank accounts are also reconciled monthly by the head of the finance team to ensure that bank transactions have been reflected accurately.	Accuracy / Cut-off	Select 3 monthly bank reconciliations to ensure that they have been completed.	<3-311.2>	No exceptions noted. Medium reliance to be placed on control

Assertions about classes of transactions and events for the period under audit:

(i) *Occurrence* - transactions and events that have been recorded have occurred and pertain to the entity.

(ii) *Completeness* - all transactions and events that should have been recorded have been recorded.

(iii) *Accuracy* - amounts and other data relating to recorded transactions and events have been recorded appropriately.

(iv) *Cut-off* - transactions and events have been recorded in the correct accounting period.

(v) *Classification* - transactions and events have been recorded in the proper accounts.

(AUS 500 Audit Evidence)

Note: This is a Prior Year work paper prepared by PKF. This work paper is for reference only

WP Ref:	<3-311.1>
Prepared By:	MH 20/12/18
Reviewed By:	VE 21/12/18

Client: QNTDB
Balance Date: 31/03/2019
Subject: Controls and Substantive Testing - Other Revenue
Objective: To determine if adequate controls are in place in ensure 'Other revenue' is correctly recorded

Scope: PKF have assessed control risk as medium. Since Tests of Controls were performed in the March 2018 audit, with no exceptions noted, and no changes to the controls or procedures have changed during the year, PKF is satisfied that controls surrounding expenditure are operating efficiently and effectively. For this reason, PKF has performed one test of control on invoice approval to confirm that the appropriate controls are still in place and are opperating effectively.

Work Performed: Reviewed Prior Year working paper, and confirmed no issues were noted in this area of controls. Reliance has been placed on controls, hence testing was performed on an additional sample to ensure controls are still in place and are operating effectively.

Results: See below. No exceptions noted.

Conclusion: Based on work performed, PKF is satisifed that other income controls can be relied upon for audit purposes. PKF intends to place medium reliance on other income related controls.

	Invoice details			Key Control Attributes			Substantive testing					
	Invoice Number	Invoice Date	Invoice total	1	2	3	Payment amount	Payment date	Payment Method	Vouched to bank	Batch Amount	Notes
Sponsorship Income 1	IN00224	27/08/2018	$ 77,000.00	N/A	✔	✔	$ 77,000.00	10/09/2018	EFT	✔	$ 77,000.00	

PKF

WP Ref:	<3-311.1>
Prepared By:	VE 10/01/18
Reviewed By:	

Client: QNTDB
Balance Date: 31 March 2018
Subject: Controls and Substantive Testing - Other Revenue
Objective: To determine if adequate controls are in place in ensure 'Other revenue' is correctly recorded

Audit Key	
S	substantive test
C	control test

Scope:
9 samples in total, consisting of 1 Asbestos income, 2 Grant income and 5 Impairment Income
2 Asbestos income invoices traced to supporting documentation and then to receipt
2 Grant income invoices traced to contract and then invoice and then to receipt
5 Grant income invoices traced to supporting documentation and then to receipt

Work Performed:

Asbestos and Impairment	a) Select samples from GL where revenue is recorded
Grant income	b) Select sample from spreadsheet kept by client
Grant income	c) Obtain contract and ensure that amount in spreadsheet agrees to contract
All samples	d) Obtain invoices for all samples selected and ensure they have been prepared in accordance with underlying information (Asbestos - RCTI, Impairment - supporting docs provided by impairment officer, Grants - spreadsheet)
All samples	e) Ensure that when invoices are paid that receipt details are noted on invoice

Substantive Testing To extend this controls workpaper to included substantive testing, payments of Dues were was vouched to the bank statement

	Key Control Attributes	Assertion/s Affected
Grant income	1. Ensure that contract information has been entered correctly in spreadsheet kept	Accuracy / Completeness / Occurrence
All income streams	2. Ensure that invoices have been correctly prepared based on underlying data	Accuracy / Completeness / Occurrence
All income streams	3. Ensure that receipts have been noted on hard copy invoice by finance officer	Accuracy / Completeness / Occurrence

Results: As per below. No exceptions noted.
Conclusion: Based on work performed, PKF is satisifed that revenue controls can be relied upon for audit purposes. PKF intends to place medium reliance on revenue related controls.

	S	S	C	
	Invoice details	Key Control Attributes		Substantive testing

	Invoice Number	Invoice Date	Invoice total	1	2	3	Payment amount	Payment date	Payment Method	Vouched to bank	Batch Amount	Notes
Grant income												
1	IN00057	10/11/2017	$214,500.00	N/A	✔	✔	$ 214,500.00	16/11/2017	DD	✔	$ 214,500.00	
2	IN00044	4/10/2017	$ 61,875.00	✔	✔	✔	$ 61,875.00	6/10/2017	DD	✔	$ 61,875.00	
Asbestos income												
1	IN00031	15/09/2017	$125,400.00	N/A	✔	✔	$ 62,700.00	13/10/2017	DD	✔	$ 62,700.00	
							$ 62,700.00	3/11/2017	DD	✔	$ 62,700.00	
Impairment income												
1	IN00002	8/09/2017	$ 2,400.00	N/A	✔	✔	$ 2,400.00	10/11/2017	DD	✔	$ 29,550.12	
2	IN00050	18/10/2017	$ 3,000.00	N/A	✔	✔	$ 3,000.00	4/01/2018	DD	✔	$ 7,950.00	
3	IN00024	15/09/2017	$ 4,050.00	N/A	✔	✔	$ 4,050.00	31/10/2017	DD	✔	$ 34,200.00	
4	IN00077	13/11/2017	$ 2,250.00	N/A	✔	✔	$ 2,250.00	23/11/2017	DD	✔	$ 3,450.00	
5	IN00076	13/11/2017	$ 1,200.00	N/A	✔	✔	$ 1,200.00	23/11/2017	DD	✔	$ 3,450.00	

Note: This is a Prior Year work paper prepared by PKF. This work paper is for reference only

WP Ref:	<3-311.2>
Prepared By:	MH 20/12/18
Reviewed By:	VE 21/12/18

Client: QNTDB
Balance Date: 31/03/2019
Subject: Controls and Substantive Testing - Bank reconciliations
Objective: To determine if adequate controls are in place in ensure cash balances are correctly recorded

Scope: PKF have assessed control risk as medium. Since Tests of Controls were performed in the March 2018 audit, with no exceptions noted, and no changes to the controls or procedures have changed during the year, PKF is satisfied that controls surrounding expenditure are operating efficiently and effectively. For this reason, PKF has performed one test of control on invoice approval to confirm that the appropriate controls are still in place and are opperating effectively.

Work Performed: Reviewed Prior Year working paper, and confirmed no issues were noted in this area of controls. Reliance has been placed on controls, hence testing was performed on an additional sample to ensure controls are still in place and are operating effectively.

Results: See below. No exceptions noted.

Conclusion: Based on work performed, PKF is satisifed that bank reconciliation controls can be relied upon for audit purposes. PKF intends to place medium reliance on bank related controls.

		Key Control Attributes
	Month	1
Monthly bank recs 1	November	✔

PKF

WP Ref:	<3-311.2>
Prepared By:	VE 10/01/18
Updated By:	
Reviewed By:	

Client: QNTDB
Balance Date: 31 March 2018
Subject: Controls and Substantive Testing - Bank reconciliations
Objective: To determine if adequate controls are in place in ensure cash balances are correctly recorded
Scope: 3 samples of monthly bank reconciliations
Sighted bank reconciliation to ensure appear to be performed correctly

Work Performed:
All samples a) Sight bank reconciliations and ensure that bank balance agrees in each one

Substantive Testing To extend this controls workpaper to included substantive testing, payments of Dues were was vouched to the bank statement

	Key Control Attributes	Assertion/s Affected
Sub	1. Bank reconciliations are completed and agree to	Accuracy / Completeness / Cut-off

Results: As per below. No exceptions noted.
Conclusion: Based on work performed, PKF is satisifed that bank controls can be relied upon for audit purposes. PKF intends to place medium reliance on bank related controls.
Audit Work Performed:

	Key Control Attributes

	Month	1
Monthly bank recs		
1	November	✔
2	September	✔
3	July	✔

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

25 August 2020

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org, jingham@cfmeu.org

Dear Michael

Re: Defence Fund

We refer to our ongoing discussions, and your instructions in respect of the ownership of assets, particularly the asset described as the 'Defence Fund' (**'Fund'**) and enclose:

- minutes of the QNTDB Executive of 12 November 2019 (**'Schedule A'**); and
- minutes of the QNTDB Executive of 17 March 2020 (**'Schedule B'**).

We confirm that we have prepared a draft advice in relation to the:

- creation of the Fund and the Defence Fund Levy (**'Levy'**); and
- decisions of respectively the Queensland Northern Territory Divisional Branch (**'QNTDB'**) and the State Construction and General Division (**'State Division'**) to return the Fund, and the monies collected in accordance with the Levy, to the State Division.

That advice is still being settled in relation to its text and, in the interim, we provide the following executive summary:

1. In 2004, the (then) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**'CFMEUQ'**)[1] determined to create the Fund and resolved that members were required to make payment of the Levy.
2. This was a decision of the CFMEUQ as opposed to the Queensland Construction Workers Divisional Branch (**'QCWDB'**), for, inter alia, the following reasons:
   (a) the historical operation of the 'union' in Queensland as a state union;
   (b) fees were set, and collected, by the CFMEUQ;
   (c) that the QCWDB did not maintain a bank account nor have any financial affairs and, consequently, could not hold the Fund nor collect the Levy from members; and

[1] As it then was.

Individual liability limited by a scheme approved under professional standards legislation (personal injury work exempted). | JWP:4191739:4939014

(d) the FFTS Members[2] have always made payment of the Levy.

3. All payments by members of the Levy were paid to the CFMEUQ until July 2013.[3]

4. On, and from, 1 July 2013, a 'restructure' occurred whereby the QNTDB opened a bank account, became the operating entity and began collecting the Levy from Dual Members[4], FFTS Members and the NT Members[5].

5. On 1 July 2013, the State Division transferred those monies held in the Fund to the QNTDB.

6. On 15 September 2014, the management committees of both the State Division and the QNTDB determined to implement administrative arrangements between the two entities to avoid overlap, inefficiencies and unnecessary cost.

7. The first relevant administrative arrangement implemented was a decision of the State Divisional Executive that the Levy was to be collected by the QNTDB, not that it was to be paid to the QNTDB, but rather remained part of the fund of the State Division.

8. Consistently, the QNTDB did not determine a levy of its own for contributions to the Defence Fund by Dual Members, albeit that the QNTDB has (and again consistently) implemented a levy of NT Members, and that the monies, collected in accordance with that levy, remain part of the Divisional Branch fund of the QNTDB.

9. The second relevant administrative arrangement implemented was a determination of the respective management committees in relation to the 'transfer' of the Fund. It is respectably arguable that this determination was the creation of an arrangement for management of the Fund by the QNTDB, rather than a transfer of ownership of the monies that comprised the Fund. This argument cannot, however, be unequivocally put.

10. In any event, if the 'transfer' was intended as a disposition of the rights over the monies that comprised the Fund by the State Division, the transfer was appropriate in the circumstances that applied, which circumstances the respective management committees considered in making that decision.

11. In these circumstances, the Fund comprises:

(a) the monies paid by the NT Members, which are to remain with the QNTDB;

(b) the monies transferred by the State Division in 2013 (which may or may not be monies of the State Division); and

(c) the monies paid by Dual Members and FFTS Members in accordance with the Levy and collected by the QNTDB since 1 July 2013.

12. It is not possible to trace the current amount of those monies identified in paragraph 11(b) and (c) due to the intermixing of those monies with the balance of the Fund and accretions, by way of interest, investment or otherwise, to those monies.

13. The QNTDB and the State Division have now agreed that those monies identified in paragraph 11(b) and (c) are to be returned to the State Division. The reasons for that occurring appear prudentially sound – see relevantly Schedule A and Schedule B.

14. Whilst it is arguable that the first 'transfer' was merely the creation of an arrangement for the management of the Fund, that could be cancelled and the Fund returned, it is not

[2] Being those members of the State Division who are eligible for membership under rule A7(Section A)(e) of the Part A Rules.
[3] Including payments made by T1 members in accordance with the increased Levy determined by the CFMEUQ on 12 October 2012.
[4] Being those members eligible for membership of the CFMMEU and the CFMEUQ.
[5] Being those members of the QNTDB resident or working in the Northern Territory.

necessary to reach a final conclusion on that proposition, given that if the Fund was able to be transferred for appropriate reasons as part of the administrative arrangements in 2013/14, it is now able to be transferred back if there are sound prudential reasons for doing so, which there appear to be.

15. The QNTDB will now transfer the Fund to the State Division for the reasons set out at Schedule A and Schedule B.

16. The officers of both entities have been kept appraised of the issues and have had the opportunity to inform themselves about the subject matter of the determinations made to return the Fund, prior to making the determinations.

17. No officer has identified that they have a material personal interest in the determinations to return the Fund to the State Division and there is no reason to suggest that the officers do not rationally believe that the determinations to return the Fund are in the best interests of both entities.

18. Consequently, for all these reasons we consider that the officers of respectively the State Division and the QNTDB have complied with the obligation to exercise their powers, and discharge their office, with the degree of care and diligence required by the *Industrial Relations Act 2016* (Qld) and the *Fair Work (Registered Organisations) Act 2009* (Cth).

19. We commend to you that arrangements be made for the return of the Fund in accordance with the determinations of the QNTDB and the State Division.

We will provide the more extensive advice when it is at hand.

Yours faithfully

John Payne
Hall Payne Lawyers

Dale Blackmore
Hall Payne Lawyers

JWP:4191739:4939014

Moved: Peter Close Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Jack Cummins Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 October 2019.

Decision: *"That the income from dues as at 31 October 2019 be received."*

- Proposed Union Dues

The Divisional Branch Secretary tabled and spoke to the Proposed union dues for 2020.

Decision: *"That the proposed union dues for 2020 be endorsed"*

Moved: Dallas Ezzy Seconded: Ian McKewin

Relationship with State Union

The Divisional Branch Secretary provided a report on why the union needed to make changes where necessary and in the best interests of the union and its members.

Decision:

1. *The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland, State Construction and General Division ('**CFMEUQ C&G**') is the state counterpart of the QNTDB.*
2. *A significant number of the members of the CFMEUQ C&G are eligible to be, and are, members of the Construction, Forestry, Maritime, Mining and Energy Union attached to the QNTDB.*
3. *A significant number of the members of the QNTDB are eligible to be, and are, members of the CFMEUQ, attached to the State Construction and General Division.*
4. *A significant number of the members of the QNTDB/CFMEUQ C&G are dual members ('**Dual Members**').*

5. *Prior to 2013, the CFMEUQ collected the whole of the membership fee for the Dual Members and, by administrative arrangement, made payment of capitation on behalf of the (then) Queensland Construction Workers Divisional Branch (**'QCWDB'**).*

6. *As a result of what was considered by the Divisional Branch Executive at its meeting on the 17 May 2013:*

   (a) to be a significant growth in the membership of the (then) QCWDB in the Northern Territory;

   (b) to be significant organising opportunities presented by the merger of the (then) QCWDB with the (then) Builders Labourers Divisional Branch that required the QCWDB to be better, more effectively and more appropriately resourced; and

   (c) the (then) Newman LNP Qld Government seeking to restrict, by oppressive legislation, the legitimate rights and freedoms of the CFMEUQ C&G to campaign for the industrial and other rights of its Dual Members,

   it was determined that it was in the best interests of the Dual Members for the CFMEUQ C&G make payment to the (then) QCWDB to ensure the effective functioning and its ongoing representation of the dual members of the CFMEUQ/(then) CFMEU and the Northern Territory members in the federal jurisdiction.

7. *It was also determined, as it was considered to be in the best interests of the Dual Members at that time and for the reasons set out in paragraph 6, that the administrative and operational arrangements between the CFMEUQ C&G and the (then) QCWDB were to be altered and that the QCWDB would become responsible for collecting the whole of the membership fee for the Dual Members and, by administrative arrangement, make payment to the QCWDB.*

8. *The (then) QCWDB and (then) Builders Labourers Divisional Branch merged and became the QNTDB.*

9. *The QNTDB recognises that:*

   (a) the growth of the membership in Northern Territory did not reach the expectation of the (then) QCWDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work; and

   (b) that the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed,

   with the consequence that the basis for the decisions made by the QNTDB did not in fact transpire.

10. *The CFMEUQ C&G has advised, and the Divisional Branch Executive accepts that, noting the current state of domestic construction and the likelihood of the Queensland Government significantly increasing its expenditure on state infrastructure, there is now the potential for significant growth in the members of the CFMEUQ C&G employed by the State and Local Governments in Queensland.*

11. *The Divisional Branch Executive considers that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the CFMEUQ C&G in Qld, to act in the best interests of the Dual Members.*

12. *In particular, the Divisional Branch Executive notes*

   (a) the report of the Divisional Branch Secretary in relation to the effect of legislation being introduced that is designed to use up the resources of the Dual Members on dealing with matters that do not further their industrial interests; and

   (b) that the international community has made clear in the report of the International Centre for Trade Union Rights that the recent industrial legislation of the Morrison Coalition Government is inconsistent with the international labour obligations of Australia.

13. *The QNTDB notes the advice received by the Divisional Branch Secretary that those restrictions do not apply to the CFMEUQ C&G.*

14. *The CFMEUQ C&G has in the view of the Divisional Branch Executive, since 2013, been inadequately resourced in respect of the Dual Members employed by the State and Local Government in Queensland.*

15. *The Divisional Branch Executive notes the advice of the Divisional Branch Secretary that the QNTDB is not able to industrially represent the Dual Members employed by the State and Local Government in Queensland.*

16. *The CFMEUQ C&G has advised that it will, due to the matters set out above, namely:*

    (a) the permanent growth in the NT not being as expected;

    (b) the Newman Government being quickly and roundly defeated;

    (c) the expected growth in state infrastructure and employment; and

    (d) the draconian anti-worker legislation of the Morrison Coalition Government,

    amongst other things, require the alteration of the arrangements for the collection of the membership fee and the arrangements for resourcing the CFMEUQ C&G.

17. *The CFMEUQ C&G has advised the QNTDB that it now intends to ensure that it effectively operates and is appropriately and adequately resourced.*

18. *The Divisional Branch Executive noting the matters set out above, shares the concern of the CFMEUQ C&G and endorses the position of the CFMEUQ C&G in relation to the resourcing so that Dual Members may be properly supported.*

19. *The Divisional Branch Executive determines that:*

    (a) it is appropriate and to the benefit of the Dual Members for the CFMEUQ C&G to be properly and adequately resourced;

    (b) there is significant benefit in the administrative arrangements between the CFMEUQ C&G and the QNTDB being reviewed to ensure effective delivery of resource for Dual Members;

    (c) the QNTDB agrees, in principle, to the review sought by the CFMEUQ C&G;

    (d) the CFMEUQ C&G and the QNTDB consider, as part of the review of the administrative arrangements, other ways to improve the effectiveness, and, as far as practicable, reduce unnecessary costs, of dual registration;

    (e) in consideration for an alteration to the administrative arrangements that the CFMEUQ C&G may require the QNTDB to adopt, the QNTDB may require the CFMEUQ C&G to take up further obligations relating to, amongst other things:

        (i) staffing (including labour costs/requirements);

        (ii) communication with members;

        (iii) industrial representation and objectives;

        (iv) access to advice;

        (v) industrial campaigning on professional issues;

        (vi) industrial and other campaigning;

        (vii) state campaigning;

        (viii) community campaigning;

        (ix) national campaigning;

        (x) political campaigning;

        (xi) training programs;

        (xii) health and safety initiatives;

(xiii) compliance obligations; and

(xiv) administration

(f) directs the Divisional Branch Secretary to negotiate with the CFMEUQ and following those negotiations to prepare a draft service agreement to set out the arrangements between the QNTDB and the CFMEUQ C&G; and

(g) payment be made to the CFMEUQ C&G to ensure the CFMEUQ C&G is presently able to effectively function and provide appropriate ongoing support to the Dual Members whilst the review is ongoing.

Moved: Peter Close Seconded: Steve Gaske

New Federal Government Laws

The Divisional Branch Secretary gave an update on the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019* and the *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*. He further reported on meetings held with Bob Katter and One Nation regarding the proposed bills.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

National Matters

- National Union

The Divisional Branch Secretary gave an update on matters regarding the National union.

- National Conference

The Divisional Branch Secretary gave a report on the National Conference held from 21 – 25 October 2019. He advised that the conference was well attended, with great speakers and panel sessions.

The Divisional Branch Assistant Secretary supplemented the report and a discussion occurred amongst Executive members regarding the conference.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

General Business

- Movember

The Divisional Branch Secretary reported on the Movember Foundation and the fund raising request in honour Ron Monaghan.

Decision: *"That the report be received and that the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria 2021 be endorsed."*

Moved: Jack Cummins **Seconded:** Steve Gaske

Defence Fund

The Divisional Branch Secretary gave a report regarding the Defence Fund.

Decision: *"The Executive of the QNTDB, in relation to the Defence Fund, notes:*

(a) it has considered the resolution of the State Division of 15 September 2014, which was in the following terms:

> *The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established.*
>
> ***Resolution 5 – Defence Fund***

('**Resolution**');

*(b) its understanding that the fighting fund was a reference to the Defence Fund which was at that time an amount of $1,863,122 ('**Monies**');*

(c) that in accordance with the Resolution the Monies were received into the Divisional Branch fund of the QCWDB;

(d) that the Defence Fund has, since the transfer of the Monies, continued to grow due to:

- *investment of the Monies;*
- *interest payments on the Monies; and*
- *further receipt of levy payments into the Defence Fund;*

(e) neither the QCWDB nor the QNTDB have resolved to levy the members of the QNTDB for the purposes of the Defence Fund;

(f) that the levies received by the QCWDB/QNTDB in relation to the Defence Fund since 2014 are in accordance with the resolution of the State Division (formally the CFMEUQ) of 2004, and have been received in accordance with the State Divisions resolutions of 15 September 2014:

> *The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative agreements in place between the State Division and the C&G Divisional Branch, for:*
>
> *subscription fees to be paid to, and collected by, the C & G Divisional Branch;*
> *levies to be collected by the C & G Divisional Branch;*
> *employees to be engaged by the C & G Divisional Branch;*
> *employees/joint employees to be administered by the C & G Divisional Branch;*
> *agents/suppliers to be engaged by the C & G Divisional Branch;*
> *finances/administration to be conducted by the C & G Divisional Branch; and*

membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorizes the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch.

, and that consequently those monies have been collected by the QCWDB/QNTDB and paid into the Defence Fund on behalf of the State Division;

(g) that the Defence Fund has continued to be held for the purpose for which it was raised in 2004;

(h) that no monies have to date been expended from the Defence Fund;

(i) the resolutions of the QNTDB Executive of 12 November 2019 and the reasons, to ensure the protection of the joint members of the QNTDB/State Division, for the reallocation/change in administrative arrangements and other arrangements as between the QNTDB and the State Division; and

(j) that levy has been collected also on behalf of the Northern Territory members of the QNTDB.

The Executive of the QNTDB determines:

1. *That the Defence Fund, as transferred to the QNTDB by the State Division together with any accretions by way of interest or investment to the Defence Fund, be transferred back to the CFMEUQ for, and on behalf of the State Division, to be used in accordance with the purpose for which the Defence Fund was established.*

2. *That, subject to resolutions 3 and 4, as the QNTDB has collected the Defence Fund levy on behalf of the State Division those monies collected, together with any accretions, by way of interest, investment or otherwise, be returned to the CFMEUQ on behalf of the State Division.*

3. *That, subject to resolution 4, in the event that the right to collect the Defence Fund levy was a right of the QNTDB on its own behalf, and not as an agent for the State Division, then those monies collected, together with any accretions, by way of interest, investment or otherwise, be transferred to the CFMEUQ, for and on behalf of the State Division, to be consolidated with the Defence Fund and used in accordance with the purpose for which the Defence Fund was established.*

4. *That the QNTDB will retain for the purposes of establishing a defence fund for its members in the NT, any monies that have been received from members of the NT and which have been paid into the Defence Fund".*

Moved: Steve Gaske Seconded: Dallas Ezzy

Initial: _____ Date: _____

Hemal Patel

From: Jade Ingham
Sent: Tuesday, 25 August 2020 3:41 PM
To: Hemal Patel
Cc: Michael Ravbar; Jacqui Collie
Subject: Defence Fund

Hemal

We are required to return the monies held by the QNTDB that comprise the Defence Fund by transfer to the State Construction and General Division in accordance with the resolution of the DBE on 6 August 2020.

Can you please facilitate all necessary arrangements to ensure that transfer is effected today.

Jade Ingham
Divisional Branch Assistant Secretary

Campbell St, Bowen Hills, QLD 4006
T: (07) 3231 4600 F: (07) 3231 4699

Regional Offices:
Darwin - Ph: 08 8981 5280
Townsville - Ph: 07 4766 8715

Website: qnt.cfmeu.org

CFMEU QLD/NT acknowledge the traditional custodians of the land where our offices are located, and on the many sites where our members work. We look forward to walking alongside current and future leaders, our brothers and sisters, in creating a more just Australian society.

If you have received this message in error, please notify us by return email. The information in this email may be confidential and/or legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorised.
If you are not the intended recipient, any disclosure, copying, distribution or use of the communications is strictly prohibited.

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

25 August 2020

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org, jingham@cfmeu.org

Dear Michael

Re: Defence Fund

We refer to our ongoing discussions, and your instructions in respect of the ownership of assets, particularly the asset described as the 'Defence Fund' (**'Fund'**) and enclose:

- minutes of the QNTDB Executive of 12 November 2019 (**'Schedule A'**); and
- minutes of the QNTDB Executive of 17 March 2020 (**'Schedule B'**).

We confirm that we have prepared a draft advice in relation to the:

- creation of the Fund and the Defence Fund Levy (**'Levy'**); and
- decisions of respectively the Queensland Northern Territory Divisional Branch (**'QNTDB'**) and the State Construction and General Division (**'State Division'**) to return the Fund, and the monies collected in accordance with the Levy, to the State Division.

That advice is still being settled in relation to its text and, in the interim, we provide the following executive summary:

1. In 2004, the (then) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**'CFMEUQ'**)[1] determined to create the Fund and resolved that members were required to make payment of the Levy.
2. This was a decision of the CFMEUQ as opposed to the Queensland Construction Workers Divisional Branch (**'QCWDB'**), for, inter alia, the following reasons:
   (a) the historical operation of the 'union' in Queensland as a state union;
   (b) fees were set, and collected, by the CFMEUQ;
   (c) that the QCWDB did not maintain a bank account nor have any financial affairs and, consequently, could not hold the Fund nor collect the Levy from members; and

[1] As it then was.

Individual liability limited by a scheme approved under professional standards legislation (personal injury work exempted). | JWP:4191739:4939014

(d) the FFTS Members[2] have always made payment of the Levy.

3. All payments by members of the Levy were paid to the CFMEUQ until July 2013.[3]

4. On, and from, 1 July 2013, a 'restructure' occurred whereby the QNTDB opened a bank account, became the operating entity and began collecting the Levy from Dual Members[4], FFTS Members and the NT Members[5].

5. On 1 July 2013, the State Division transferred those monies held in the Fund to the QNTDB.

6. On 15 September 2014, the management committees of both the State Division and the QNTDB determined to implement administrative arrangements between the two entities to avoid overlap, inefficiencies and unnecessary cost.

7. The first relevant administrative arrangement implemented was a decision of the State Divisional Executive that the Levy was to be collected by the QNTDB, not that it was to be paid to the QNTDB, but rather remained part of the fund of the State Division.

8. Consistently, the QNTDB did not determine a levy of its own for contributions to the Defence Fund by Dual Members, albeit that the QNTDB has (and again consistently) implemented a levy of NT Members, and that the monies, collected in accordance with that levy, remain part of the Divisional Branch fund of the QNTDB.

9. The second relevant administrative arrangement implemented was a determination of the respective management committees in relation to the 'transfer' of the Fund. It is respectably arguable that this determination was the creation of an arrangement for management of the Fund by the QNTDB, rather than a transfer of ownership of the monies that comprised the Fund. This argument cannot, however, be unequivocally put.

10. In any event, if the 'transfer' was intended as a disposition of the rights over the monies that comprised the Fund by the State Division, the transfer was appropriate in the circumstances that applied, which circumstances the respective management committees considered in making that decision.

11. In these circumstances, the Fund comprises:

(a) the monies paid by the NT Members, which are to remain with the QNTDB;

(b) the monies transferred by the State Division in 2013 (which may or may not be monies of the State Division); and

(c) the monies paid by Dual Members and FFTS Members in accordance with the Levy and collected by the QNTDB since 1 July 2013.

12. It is not possible to trace the current amount of those monies identified in paragraph 11(b) and (c) due to the intermixing of those monies with the balance of the Fund and accretions, by way of interest, investment or otherwise, to those monies.

13. The QNTDB and the State Division have now agreed that those monies identified in paragraph 11(b) and (c) are to be returned to the State Division. The reasons for that occurring appear prudentially sound – see relevantly Schedule A and Schedule B.

14. Whilst it is arguable that the first 'transfer' was merely the creation of an arrangement for the management of the Fund, that could be cancelled and the Fund returned, it is not

[2] Being those members of the State Division who are eligible for membership under rule A7(Section A)(e) of the Part A Rules.
[3] Including payments made by T1 members in accordance with the increased Levy determined by the CFMEUQ on 12 October 2012.
[4] Being those members eligible for membership of the CFMMEU and the CFMEUQ.
[5] Being those members of the QNTDB resident or working in the Northern Territory.

necessary to reach a final conclusion on that proposition, given that if the Fund was able to be transferred for appropriate reasons as part of the administrative arrangements in 2013/14, it is now able to be transferred back if there are sound prudential reasons for doing so, which there appear to be.

15. The QNTDB will now transfer the Fund to the State Division for the reasons set out at Schedule A and Schedule B.

16. The officers of both entities have been kept appraised of the issues and have had the opportunity to inform themselves about the subject matter of the determinations made to return the Fund, prior to making the determinations.

17. No officer has identified that they have a material personal interest in the determinations to return the Fund to the State Division and there is no reason to suggest that the officers do not rationally believe that the determinations to return the Fund are in the best interests of both entities.

18. Consequently, for all these reasons we consider that the officers of respectively the State Division and the QNTDB have complied with the obligation to exercise their powers, and discharge their office, with the degree of care and diligence required by the *Industrial Relations Act 2016* (Qld) and the *Fair Work (Registered Organisations) Act 2009* (Cth).

19. We commend to you that arrangements be made for the return of the Fund in accordance with the determinations of the QNTDB and the State Division.

We will provide the more extensive advice when it is at hand.

Yours faithfully

John Payne
Hall Payne Lawyers

Dale Blackmore
Hall Payne Lawyers

JWP:4191739:4939014

Moved: Peter Close Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Jack Cummins Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 October 2019.

Decision: *"That the income from dues as at 31 October 2019 be received."*

- Proposed Union Dues

The Divisional Branch Secretary tabled and spoke to the Proposed union dues for 2020.

Decision: *"That the proposed union dues for 2020 be endorsed"*

Moved: Dallas Ezzy Seconded: Ian McKewin

Relationship with State Union

The Divisional Branch Secretary provided a report on why the union needed to make changes where necessary and in the best interests of the union and its members.

Decision:

1. *The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland, State Construction and General Division ('**CFMEUQ C&G**') is the state counterpart of the QNTDB.*
2. *A significant number of the members of the CFMEUQ C&G are eligible to be, and are, members of the Construction, Forestry, Maritime, Mining and Energy Union attached to the QNTDB.*
3. *A significant number of the members of the QNTDB are eligible to be, and are, members of the CFMEUQ, attached to the State Construction and General Division.*
4. *A significant number of the members of the QNTDB/CFMEUQ C&G are dual members ('**Dual Members**').*

5. *Prior to 2013, the CFMEUQ collected the whole of the membership fee for the Dual Members and, by administrative arrangement, made payment of capitation on behalf of the (then) Queensland Construction Workers Divisional Branch (**'QCWDB'**).*

6. *As a result of what was considered by the Divisional Branch Executive at its meeting on the 17 May 2013:*

   (a) to be a significant growth in the membership of the (then) QCWDB in the Northern Territory;

   (b) to be significant organising opportunities presented by the merger of the (then) QCWDB with the (then) Builders Labourers Divisional Branch that required the QCWDB to be better, more effectively and more appropriately resourced; and

   (c) the (then) Newman LNP Qld Government seeking to restrict, by oppressive legislation, the legitimate rights and freedoms of the CFMEUQ C&G to campaign for the industrial and other rights of its Dual Members,

   it was determined that it was in the best interests of the Dual Members for the CFMEUQ C&G make payment to the (then) QCWDB to ensure the effective functioning and its ongoing representation of the dual members of the CFMEUQ/(then) CFMEU and the Northern Territory members in the federal jurisdiction.

7. *It was also determined, as it was considered to be in the best interests of the Dual Members at that time and for the reasons set out in paragraph 6, that the administrative and operational arrangements between the CFMEUQ C&G and the (then) QCWDB were to be altered and that the QCWDB would become responsible for collecting the whole of the membership fee for the Dual Members and, by administrative arrangement, make payment to the QCWDB.*

8. *The (then) QCWDB and (then) Builders Labourers Divisional Branch merged and became the QNTDB.*

9. *The QNTDB recognises that:*

   (a) the growth of the membership in Northern Territory did not reach the expectation of the (then) QCWDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work; and

   (b) that the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed,

   with the consequence that the basis for the decisions made by the QNTDB did not in fact transpire.

10. *The CFMEUQ C&G has advised, and the Divisional Branch Executive accepts that, noting the current state of domestic construction and the likelihood of the Queensland Government significantly increasing its expenditure on state infrastructure, there is now the potential for significant growth in the members of the CFMEUQ C&G employed by the State and Local Governments in Queensland.*

11. *The Divisional Branch Executive considers that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the CFMEUQ C&G in Qld, to act in the best interests of the Dual Members.*

12. *In particular, the Divisional Branch Executive notes*

   (a) the report of the Divisional Branch Secretary in relation to the effect of legislation being introduced that is designed to use up the resources of the Dual Members on dealing with matters that do not further their industrial interests; and

   (b) that the international community has made clear in the report of the International Centre for Trade Union Rights that the recent industrial legislation of the Morrison Coalition Government is inconsistent with the international labour obligations of Australia.

13. *The QNTDB notes the advice received by the Divisional Branch Secretary that those restrictions do not apply to the CFMEUQ C&G.*

14. *The CFMEUQ C&G has in the view of the Divisional Branch Executive, since 2013, been inadequately resourced in respect of the Dual Members employed by the State and Local Government in Queensland.*

15. *The Divisional Branch Executive notes the advice of the Divisional Branch Secretary that the QNTDB is not able to industrially represent the Dual Members employed by the State and Local Government in Queensland.*

16. *The CFMEUQ C&G has advised that it will, due to the matters set out above, namely:*

    (a) the permanent growth in the NT not being as expected;

    (b) the Newman Government being quickly and roundly defeated;

    (c) the expected growth in state infrastructure and employment; and

    (d) the draconian anti-worker legislation of the Morrison Coalition Government,

    amongst other things, require the alteration of the arrangements for the collection of the membership fee and the arrangements for resourcing the CFMEUQ C&G.

17. *The CFMEUQ C&G has advised the QNTDB that it now intends to ensure that it effectively operates and is appropriately and adequately resourced.*

18. *The Divisional Branch Executive noting the matters set out above, shares the concern of the CFMEUQ C&G and endorses the position of the CFMEUQ C&G in relation to the resourcing so that Dual Members may be properly supported.*

19. *The Divisional Branch Executive determines that:*

    (a) it is appropriate and to the benefit of the Dual Members for the CFMEUQ C&G to be properly and adequately resourced;

    (b) there is significant benefit in the administrative arrangements between the CFMEUQ C&G and the QNTDB being reviewed to ensure effective delivery of resource for Dual Members;

    (c) the QNTDB agrees, in principle, to the review sought by the CFMEUQ C&G;

    (d) the CFMEUQ C&G and the QNTDB consider, as part of the review of the administrative arrangements, other ways to improve the effectiveness, and, as far as practicable, reduce unnecessary costs, of dual registration;

    (e) in consideration for an alteration to the administrative arrangements that the CFMEUQ C&G may require the QNTDB to adopt, the QNTDB may require the CFMEUQ C&G to take up further obligations relating to, amongst other things:

        (i) staffing (including labour costs/requirements);

        (ii) communication with members;

        (iii) industrial representation and objectives;

        (iv) access to advice;

        (v) industrial campaigning on professional issues;

        (vi) industrial and other campaigning;

        (vii) state campaigning;

        (viii) community campaigning;

        (ix) national campaigning;

        (x) political campaigning;

        (xi) training programs;

        (xii) health and safety initiatives;

(xiii) compliance obligations; and

(xiv) administration

(f) directs the Divisional Branch Secretary to negotiate with the CFMEUQ and following those negotiations to prepare a draft service agreement to set out the arrangements between the QNTDB and the CFMEUQ C&G; and

(g) payment be made to the CFMEUQ C&G to ensure the CFMEUQ C&G is presently able to effectively function and provide appropriate ongoing support to the Dual Members whilst the review is ongoing.

Moved: Peter Close Seconded: Steve Gaske

New Federal Government Laws

The Divisional Branch Secretary gave an update on the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019* and the *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*. He further reported on meetings held with Bob Katter and One Nation regarding the proposed bills.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

National Matters

- National Union

The Divisional Branch Secretary gave an update on matters regarding the National union.

- National Conference

The Divisional Branch Secretary gave a report on the National Conference held from 21 – 25 October 2019. He advised that the conference was well attended, with great speakers and panel sessions.

The Divisional Branch Assistant Secretary supplemented the report and a discussion occurred amongst Executive members regarding the conference.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

General Business

- Movember

The Divisional Branch Secretary reported on the Movember Foundation and the fund raising request in honour Ron Monaghan.

Decision: *"That the report be received and that the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria 2021 be endorsed."*

Moved: Jack Cummins **Seconded:** Steve Gaske

Defence Fund

The Divisional Branch Secretary gave a report regarding the Defence Fund.

Decision: *"The Executive of the QNTDB, in relation to the Defence Fund, notes:*

(a) it has considered the resolution of the State Division of 15 September 2014, which was in the following terms:

> *The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established.*
>
> ***Resolution 5 – Defence Fund***

('**Resolution**');

*(b) its understanding that the fighting fund was a reference to the Defence Fund which was at that time an amount of $1,863,122 ('**Monies**');*

(c) that in accordance with the Resolution the Monies were received into the Divisional Branch fund of the QCWDB;

(d) that the Defence Fund has, since the transfer of the Monies, continued to grow due to:

- *investment of the Monies;*
- *interest payments on the Monies; and*
- *further receipt of levy payments into the Defence Fund;*

(e) neither the QCWDB nor the QNTDB have resolved to levy the members of the QNTDB for the purposes of the Defence Fund;

(f) that the levies received by the QCWDB/QNTDB in relation to the Defence Fund since 2014 are in accordance with the resolution of the State Division (formally the CFMEUQ) of 2004, and have been received in accordance with the State Divisions resolutions of 15 September 2014:

> *The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative agreements in place between the State Division and the C&G Divisional Branch, for:*
>
> *subscription fees to be paid to, and collected by, the C & G Divisional Branch;*
> *levies to be collected by the C & G Divisional Branch;*
> *employees to be engaged by the C & G Divisional Branch;*
> *employees/joint employees to be administered by the C & G Divisional Branch;*
> *agents/suppliers to be engaged by the C & G Divisional Branch;*
> *finances/administration to be conducted by the C & G Divisional Branch; and*

membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorizes the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch.

, and that consequently those monies have been collected by the QCWDB/QNTDB and paid into the Defence Fund on behalf of the State Division;

(g) that the Defence Fund has continued to be held for the purpose for which it was raised in 2004;

(h) that no monies have to date been expended from the Defence Fund;

(i) the resolutions of the QNTDB Executive of 12 November 2019 and the reasons, to ensure the protection of the joint members of the QNTDB/State Division, for the reallocation/change in administrative arrangements and other arrangements as between the QNTDB and the State Division; and

(j) that levy has been collected also on behalf of the Northern Territory members of the QNTDB.

The Executive of the QNTDB determines:

1. *That the Defence Fund, as transferred to the QNTDB by the State Division together with any accretions by way of interest or investment to the Defence Fund, be transferred back to the CFMEUQ for, and on behalf of the State Division, to be used in accordance with the purpose for which the Defence Fund was established.*

2. *That, subject to resolutions 3 and 4, as the QNTDB has collected the Defence Fund levy on behalf of the State Division those monies collected, together with any accretions, by way of interest, investment or otherwise, be returned to the CFMEUQ on behalf of the State Division.*

3. *That, subject to resolution 4, in the event that the right to collect the Defence Fund levy was a right of the QNTDB on its own behalf, and not as an agent for the State Division, then those monies collected, together with any accretions, by way of interest, investment or otherwise, be transferred to the CFMEUQ for and on behalf of the State Division, to be consolidated with the Defence Fund and used in accordance with the purpose for which the Defence Fund was established.*

4. *That the QNTDB will retain for the purposes of establishing a defence fund for its members in the NT, any monies that have been received from members of the NT and which have been paid into the Defence Fund".*

Moved: Steve Gaske Seconded: Dallas Ezzy

Initial: _____ Date: _____

Hemal Patel

From: Jade Ingham
Sent: Tuesday, 25 August 2020 3:41 PM
To: Hemal Patel
Cc: Michael Ravbar; Jacqui Collie
Subject: Defence Fund

Hemal

We are required to return the monies held by the QNTDB that comprise the Defence Fund by transfer to the State Construction and General Division in accordance with the resolution of the DBE on 6 August 2020.

Can you please facilitate all necessary arrangements to ensure that transfer is effected today.

Jade Ingham
Divisional Branch Assistant Secretary

Campbell St, Bowen Hills, QLD 4006
T: (07) 3231 4600 F: (07) 3231 4699

Regional Offices:
Darwin - Ph: 08 8981 5280
Townsville - Ph: 07 4766 8715

Website: qnt.cfmeu.org

CFMEU QLD/NT acknowledge the traditional custodians of the land where our offices are located, and on the many sites where our members work. We look forward to walking alongside current and future leaders, our brothers and sisters, in creating a more just Australian society.

If you have received this message in error, please notify us by return email. The information in this email may be confidential and/or legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorised.
If you are not the intended recipient, any disclosure, copying, distribution or use of the communications is strictly prohibited.

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

25 August 2020

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org, jingham@cfmeu.org

Dear Michael

Re: Defence Fund

We refer to our ongoing discussions, and your instructions in respect of the ownership of assets, particularly the asset described as the 'Defence Fund' (**'Fund'**) and enclose:

- minutes of the QNTDB Executive of 12 November 2019 (**'Schedule A'**); and
- minutes of the QNTDB Executive of 17 March 2020 (**'Schedule B'**).

We confirm that we have prepared a draft advice in relation to the:

- creation of the Fund and the Defence Fund Levy (**'Levy'**); and
- decisions of respectively the Queensland Northern Territory Divisional Branch (**'QNTDB'**) and the State Construction and General Division (**'State Division'**) to return the Fund, and the monies collected in accordance with the Levy, to the State Division.

That advice is still being settled in relation to its text and, in the interim, we provide the following executive summary:

1. In 2004, the (then) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (**'CFMEUQ'**)[1] determined to create the Fund and resolved that members were required to make payment of the Levy.
2. This was a decision of the CFMEUQ as opposed to the Queensland Construction Workers Divisional Branch (**'QCWDB'**), for, inter alia, the following reasons:
   (a) the historical operation of the 'union' in Queensland as a state union;
   (b) fees were set, and collected, by the CFMEUQ;
   (c) that the QCWDB did not maintain a bank account nor have any financial affairs and, consequently, could not hold the Fund nor collect the Levy from members; and

[1] As it then was.

Individual liability limited by a scheme approved under professional standards legislation (personal injury work exempted). | JWP:4191739:4939014

(d) the FFTS Members[2] have always made payment of the Levy.

3. All payments by members of the Levy were paid to the CFMEUQ until July 2013.[3]

4. On, and from, 1 July 2013, a 'restructure' occurred whereby the QNTDB opened a bank account, became the operating entity and began collecting the Levy from Dual Members[4], FFTS Members and the NT Members[5].

5. On 1 July 2013, the State Division transferred those monies held in the Fund to the QNTDB.

6. On 15 September 2014, the management committees of both the State Division and the QNTDB determined to implement administrative arrangements between the two entities to avoid overlap, inefficiencies and unnecessary cost.

7. The first relevant administrative arrangement implemented was a decision of the State Divisional Executive that the Levy was to be collected by the QNTDB, not that it was to be paid to the QNTDB, but rather remained part of the fund of the State Division.

8. Consistently, the QNTDB did not determine a levy of its own for contributions to the Defence Fund by Dual Members, albeit that the QNTDB has (and again consistently) implemented a levy of NT Members, and that the monies, collected in accordance with that levy, remain part of the Divisional Branch fund of the QNTDB.

9. The second relevant administrative arrangement implemented was a determination of the respective management committees in relation to the 'transfer' of the Fund. It is respectably arguable that this determination was the creation of an arrangement for management of the Fund by the QNTDB, rather than a transfer of ownership of the monies that comprised the Fund. This argument cannot, however, be unequivocally put.

10. In any event, if the 'transfer' was intended as a disposition of the rights over the monies that comprised the Fund by the State Division, the transfer was appropriate in the circumstances that applied, which circumstances the respective management committees considered in making that decision.

11. In these circumstances, the Fund comprises:

(a) the monies paid by the NT Members, which are to remain with the QNTDB;

(b) the monies transferred by the State Division in 2013 (which may or may not be monies of the State Division); and

(c) the monies paid by Dual Members and FFTS Members in accordance with the Levy and collected by the QNTDB since 1 July 2013.

12. It is not possible to trace the current amount of those monies identified in paragraph 11(b) and (c) due to the intermixing of those monies with the balance of the Fund and accretions, by way of interest, investment or otherwise, to those monies.

13. The QNTDB and the State Division have now agreed that those monies identified in paragraph 11(b) and (c) are to be returned to the State Division. The reasons for that occurring appear prudentially sound – see relevantly Schedule A and Schedule B.

14. Whilst it is arguable that the first 'transfer' was merely the creation of an arrangement for the management of the Fund, that could be cancelled and the Fund returned, it is not

[2] Being those members of the State Division who are eligible for membership under rule A7(Section A)(e) of the Part A Rules.
[3] Including payments made by T1 members in accordance with the increased Levy determined by the CFMEUQ on 12 October 2012.
[4] Being those members eligible for membership of the CFMMEU and the CFMEUQ.
[5] Being those members of the QNTDB resident or working in the Northern Territory.

necessary to reach a final conclusion on that proposition, given that if the Fund was able to be transferred for appropriate reasons as part of the administrative arrangements in 2013/14, it is now able to be transferred back if there are sound prudential reasons for doing so, which there appear to be.

15. The QNTDB will now transfer the Fund to the State Division for the reasons set out at Schedule A and Schedule B.

16. The officers of both entities have been kept appraised of the issues and have had the opportunity to inform themselves about the subject matter of the determinations made to return the Fund, prior to making the determinations.

17. No officer has identified that they have a material personal interest in the determinations to return the Fund to the State Division and there is no reason to suggest that the officers do not rationally believe that the determinations to return the Fund are in the best interests of both entities.

18. Consequently, for all these reasons we consider that the officers of respectively the State Division and the QNTDB have complied with the obligation to exercise their powers, and discharge their office, with the degree of care and diligence required by the *Industrial Relations Act 2016* (Qld) and the *Fair Work (Registered Organisations) Act 2009* (Cth).

19. We commend to you that arrangements be made for the return of the Fund in accordance with the determinations of the QNTDB and the State Division.

We will provide the more extensive advice when it is at hand.

Yours faithfully

John Payne
Hall Payne Lawyers

Dale Blackmore
Hall Payne Lawyers

JWP:4191739:4939014

Moved: Peter Close Seconded: Dallas Ezzy

Decision: *The Divisional Branch Executive resolves, having heard and considered the report of the Divisional Branch Secretary and reviewed the statement of expenditure from the Divisional Branch Fund in relation to the disbursements from the Divisional Branch Fund ('Disbursements') for the period from the last meeting of the Divisional Branch Executive that the:*

(a) *determinations of the Divisional Branch Secretary in making the Disbursements accord with the authority and powers of the Divisional Branch Secretary to make expenditure on behalf of the Divisional Branch;*

(b) *Divisional Branch Executive has delegated its authority to the Divisional Branch Secretary in relation to exercising power to make the Disbursements;*

(c) *Divisional Branch Secretary in making the Disbursements was authorised; and*

(d) *Disbursements are authorised.*

Moved: Jack Cummins Seconded: Steve Gaske

- Income from Dues

The Divisional Branch Secretary tabled and reported on the income from dues as at 31 October 2019.

Decision: *"That the income from dues as at 31 October 2019 be received."*

- Proposed Union Dues

The Divisional Branch Secretary tabled and spoke to the Proposed union dues for 2020.

Decision: *"That the proposed union dues for 2020 be endorsed"*

Moved: Dallas Ezzy Seconded: Ian McKewin

Relationship with State Union

The Divisional Branch Secretary provided a report on why the union needed to make changes where necessary and in the best interests of the union and its members.

Decision:

1. *The Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland, State Construction and General Division ('**CFMEUQ C&G**') is the state counterpart of the QNTDB.*
2. *A significant number of the members of the CFMEUQ C&G are eligible to be, and are, members of the Construction, Forestry, Maritime, Mining and Energy Union attached to the QNTDB.*
3. *A significant number of the members of the QNTDB are eligible to be, and are, members of the CFMEUQ, attached to the State Construction and General Division.*
4. *A significant number of the members of the QNTDB/CFMEUQ C&G are dual members ('**Dual Members**').*

5. *Prior to 2013, the CFMEUQ collected the whole of the membership fee for the Dual Members and, by administrative arrangement, made payment of capitation on behalf of the (then) Queensland Construction Workers Divisional Branch (**'QCWDB'**).*

6. *As a result of what was considered by the Divisional Branch Executive at its meeting on the 17 May 2013:*

   (a) to be a significant growth in the membership of the (then) QCWDB in the Northern Territory;

   (b) to be significant organising opportunities presented by the merger of the (then) QCWDB with the (then) Builders Labourers Divisional Branch that required the QCWDB to be better, more effectively and more appropriately resourced; and

   (c) the (then) Newman LNP Qld Government seeking to restrict, by oppressive legislation, the legitimate rights and freedoms of the CFMEUQ C&G to campaign for the industrial and other rights of its Dual Members,

   it was determined that it was in the best interests of the Dual Members for the CFMEUQ C&G make payment to the (then) QCWDB to ensure the effective functioning and its ongoing representation of the dual members of the CFMEUQ/(then) CFMEU and the Northern Territory members in the federal jurisdiction.

7. *It was also determined, as it was considered to be in the best interests of the Dual Members at that time and for the reasons set out in paragraph 6, that the administrative and operational arrangements between the CFMEUQ C&G and the (then) QCWDB were to be altered and that the QCWDB would become responsible for collecting the whole of the membership fee for the Dual Members and, by administrative arrangement, make payment to the QCWDB.*

8. *The (then) QCWDB and (then) Builders Labourers Divisional Branch merged and became the QNTDB.*

9. *The QNTDB recognises that:*

   (a) the growth of the membership in Northern Territory did not reach the expectation of the (then) QCWDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work; and

   (b) that the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed,

   with the consequence that the basis for the decisions made by the QNTDB did not in fact transpire.

10. *The CFMEUQ C&G has advised, and the Divisional Branch Executive accepts that, noting the current state of domestic construction and the likelihood of the Queensland Government significantly increasing its expenditure on state infrastructure, there is now the potential for significant growth in the members of the CFMEUQ C&G employed by the State and Local Governments in Queensland.*

11. *The Divisional Branch Executive considers that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the CFMEUQ C&G in Qld, to act in the best interests of the Dual Members.*

12. *In particular, the Divisional Branch Executive notes*

   (a) the report of the Divisional Branch Secretary in relation to the effect of legislation being introduced that is designed to use up the resources of the Dual Members on dealing with matters that do not further their industrial interests; and

   (b) that the international community has made clear in the report of the International Centre for Trade Union Rights that the recent industrial legislation of the Morrison Coalition Government is inconsistent with the international labour obligations of Australia.

13. *The QNTDB notes the advice received by the Divisional Branch Secretary that those restrictions do not apply to the CFMEUQ C&G.*

14. *The CFMEUQ C&G has in the view of the Divisional Branch Executive, since 2013, been inadequately resourced in respect of the Dual Members employed by the State and Local Government in Queensland.*

15. *The Divisional Branch Executive notes the advice of the Divisional Branch Secretary that the QNTDB is not able to industrially represent the Dual Members employed by the State and Local Government in Queensland.*

16. *The CFMEUQ C&G has advised that it will, due to the matters set out above, namely:*

    (a) the permanent growth in the NT not being as expected;

    (b) the Newman Government being quickly and roundly defeated;

    (c) the expected growth in state infrastructure and employment; and

    (d) the draconian anti-worker legislation of the Morrison Coalition Government,

    amongst other things, require the alteration of the arrangements for the collection of the membership fee and the arrangements for resourcing the CFMEUQ C&G.

17. *The CFMEUQ C&G has advised the QNTDB that it now intends to ensure that it effectively operates and is appropriately and adequately resourced.*

18. *The Divisional Branch Executive noting the matters set out above, shares the concern of the CFMEUQ C&G and endorses the position of the CFMEUQ C&G in relation to the resourcing so that Dual Members may be properly supported.*

19. *The Divisional Branch Executive determines that:*

    (a) it is appropriate and to the benefit of the Dual Members for the CFMEUQ C&G to be properly and adequately resourced;

    (b) there is significant benefit in the administrative arrangements between the CFMEUQ C&G and the QNTDB being reviewed to ensure effective delivery of resource for Dual Members;

    (c) the QNTDB agrees, in principle, to the review sought by the CFMEUQ C&G;

    (d) the CFMEUQ C&G and the QNTDB consider, as part of the review of the administrative arrangements, other ways to improve the effectiveness, and, as far as practicable, reduce unnecessary costs, of dual registration;

    (e) in consideration for an alteration to the administrative arrangements that the CFMEUQ C&G may require the QNTDB to adopt, the QNTDB may require the CFMEUQ C&G to take up further obligations relating to, amongst other things:

        (i) staffing (including labour costs/requirements);

        (ii) communication with members;

        (iii) industrial representation and objectives;

        (iv) access to advice;

        (v) industrial campaigning on professional issues;

        (vi) industrial and other campaigning;

        (vii) state campaigning;

        (viii) community campaigning;

        (ix) national campaigning;

        (x) political campaigning;

        (xi) training programs;

        (xii) health and safety initiatives;

(xiii) compliance obligations; and

(xiv) administration

(f) directs the Divisional Branch Secretary to negotiate with the CFMEUQ and following those negotiations to prepare a draft service agreement to set out the arrangements between the QNTDB and the CFMEUQ C&G; and

(g) payment be made to the CFMEUQ C&G to ensure the CFMEUQ C&G is presently able to effectively function and provide appropriate ongoing support to the Dual Members whilst the review is ongoing.

Moved: Peter Close Seconded: Steve Gaske

New Federal Government Laws

The Divisional Branch Secretary gave an update on the *Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019* and the *Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2019*. He further reported on meetings held with Bob Katter and One Nation regarding the proposed bills.

The Divisional Branch Assistant Secretary supplemented the report.

Decision: *"That the report be received."*

Moved: Steve Gaske Seconded: Ian McKewin

National Matters

- National Union

The Divisional Branch Secretary gave an update on matters regarding the National union.

- National Conference

The Divisional Branch Secretary gave a report on the National Conference held from 21 – 25 October 2019. He advised that the conference was well attended, with great speakers and panel sessions.

The Divisional Branch Assistant Secretary supplemented the report and a discussion occurred amongst Executive members regarding the conference.

Decision: *"That the report be received."*

Moved: Dallas Ezzy Seconded: Steve Gaske

General Business

- Movember

The Divisional Branch Secretary reported on the Movember Foundation and the fund raising request in honour Ron Monaghan.

Decision: *"That the report be received and that the Construction, Forestry, Maritime, Mining and Energy Union Construction and General Division Queensland Northern Territory Divisional Branch Budget Criteria 2021 be endorsed."*

Moved: Jack Cummins **Seconded:** Steve Gaske

Defence Fund

The Divisional Branch Secretary gave a report regarding the Defence Fund.

Decision: *"The Executive of the QNTDB, in relation to the Defence Fund, notes:*

(a) it has considered the resolution of the State Division of 15 September 2014, which was in the following terms:

> *The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established.*
>
> ***Resolution 5 – Defence Fund***

('**Resolution**');

*(b) its understanding that the fighting fund was a reference to the Defence Fund which was at that time an amount of $1,863,122 ('**Monies**');*

(c) that in accordance with the Resolution the Monies were received into the Divisional Branch fund of the QCWDB;

(d) that the Defence Fund has, since the transfer of the Monies, continued to grow due to:

- *investment of the Monies;*
- *interest payments on the Monies; and*
- *further receipt of levy payments into the Defence Fund;*

(e) neither the QCWDB nor the QNTDB have resolved to levy the members of the QNTDB for the purposes of the Defence Fund;

(f) that the levies received by the QCWDB/QNTDB in relation to the Defence Fund since 2014 are in accordance with the resolution of the State Division (formally the CFMEUQ) of 2004, and have been received in accordance with the State Divisions resolutions of 15 September 2014:

> *The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative agreements in place between the State Division and the C&G Divisional Branch, for:*
>
> *subscription fees to be paid to, and collected by, the C & G Divisional Branch;*
> *levies to be collected by the C & G Divisional Branch;*
> *employees to be engaged by the C & G Divisional Branch;*
> *employees/joint employees to be administered by the C & G Divisional Branch;*
> *agents/suppliers to be engaged by the C & G Divisional Branch;*
> *finances/administration to be conducted by the C & G Divisional Branch; and*

membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorizes the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch.

, and that consequently those monies have been collected by the QCWDB/QNTDB and paid into the Defence Fund on behalf of the State Division;

(g) that the Defence Fund has continued to be held for the purpose for which it was raised in 2004;

(h) that no monies have to date been expended from the Defence Fund;

(i) the resolutions of the QNTDB Executive of 12 November 2019 and the reasons, to ensure the protection of the joint members of the QNTDB/State Division, for the reallocation/change in administrative arrangements and other arrangements as between the QNTDB and the State Division; and

(j) that levy has been collected also on behalf of the Northern Territory members of the QNTDB.

The Executive of the QNTDB determines:

1. *That the Defence Fund, as transferred to the QNTDB by the State Division together with any accretions by way of interest or investment to the Defence Fund, be transferred back to the CFMEUQ for, and on behalf of the State Division, to be used in accordance with the purpose for which the Defence Fund was established.*

2. *That, subject to resolutions 3 and 4, as the QNTDB has collected the Defence Fund levy on behalf of the State Division those monies collected, together with any accretions, by way of interest, investment or otherwise, be returned to the CFMEUQ on behalf of the State Division.*

3. *That, subject to resolution 4, in the event that the right to collect the Defence Fund levy was a right of the QNTDB on its own behalf, and not as an agent for the State Division, then those monies collected, together with any accretions, by way of interest, investment or otherwise, be transferred to the CFMEUQ for and on behalf of the State Division, to be consolidated with the Defence Fund and used in accordance with the purpose for which the Defence Fund was established.*

4. *That the QNTDB will retain for the purposes of establishing a defence fund for its members in the NT, any monies that have been received from members of the NT and which have been paid into the Defence Fund".*

Moved: Steve Gaske Seconded: Dallas Ezzy

Initial: _____ Date: _____

Hemal Patel

From: Jade Ingham
Sent: Tuesday, 25 August 2020 3:41 PM
To: Hemal Patel
Cc: Michael Ravbar; Jacqui Collie
Subject: Defence Fund

Hemal

We are required to return the monies held by the QNTDB that comprise the Defence Fund by transfer to the State Construction and General Division in accordance with the resolution of the DBE on 6 August 2020.

Can you please facilitate all necessary arrangements to ensure that transfer is effected today.

Jade Ingham
Divisional Branch Assistant Secretary

Campbell St, Bowen Hills, QLD 4006
T: (07) 3231 4600 F: (07) 3231 4699

Regional Offices:
Darwin - Ph: 08 8981 5280
Townsville - Ph: 07 4766 8715

Website: qnt.cfmeu.org

CFMEU QLD/NT acknowledge the traditional custodians of the land where our offices are located, and on the many sites where our members work. We look forward to walking alongside current and future leaders, our brothers and sisters, in creating a more just Australian society.

If you have received this message in error, please notify us by return email. The information in this email may be confidential and/or legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorised.
If you are not the intended recipient, any disclosure, copying, distribution or use of the communications is strictly prohibited.

File Note – 25 August 2020

Phone Hookup with Michael Ravbar (Secretary), Jacqui Collie (Governance Officer), John Payne (Hall Payne Lawyers) and Dale Blackmore (Hall Payne Lawyers) re: transfer of defence fund.

John Payne gave an executive summary that the Defence fund can be transferred back to the State Union and historically the fund was CFMEUQ.

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

4 December 2025

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org

Dear Michael

Re: Service Agreement and Dual Registration

We refer to recent discussions with the writer and our Dale Blackmore, and your instructions in respect of the ownership of assets in respect of dual registration, particularly the asset described as the 'Fighting Fund'.

We advise:

1. We preface this advice by confirming that the officers are aware of the duties owed them as officers of both the:

   (a) Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch ('**QNTDB**'); and

   (b) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division ('**State Division**'),

   and that the duties are owed to the members of respectively the QNTDB and the State Division who are substantially the same cohort of members.[1]

2. For ease of reference, we set out the following obligations on the officers of the QNTDB and the State Division:

   (a) section 285 of the *Fair Work (Registered Organisations) Act 2009* (Cth) ('**FW(RO)A**') provides:

   285 Care and diligence—civil obligation only
   (1) An officer of an organisation or a branch must exercise his or her powers and discharge his or her duties with the degree of care and diligence that a reasonable person would exercise if he or she:
   (a) were an officer of an organisation or a branch in the organisation's circumstances; and
   (b) occupied the office held by, and had the same responsibilities within the organisation or a branch as, the officer.
   Civil penalty: 100 penalty units, or 1,200 penalty units for a serious contravention.
   (2) An officer of an organisation or a branch who makes a judgment to take or not take action in respect of a matter relevant to the operations of the organisation or branch is taken to meet the requirements of subsection (1), and their equivalent duties at common law and in equity, in respect of the judgment if he or she:

[1] Noting the FFTS members of the CFMEUQ and the Northern Territory members of the QNTDB.

(a) makes the judgment in good faith for a proper purpose; and
(b) does not have a material personal interest in the subject matter of the judgment; and
(c) informs himself or herself about the subject matter of the judgment to the extent he or she reasonably believes to be appropriate; and
(d) rationally believes that the judgment is in the best interests of the organisation.

The officer's belief that the judgment is in the best interests of the organisation is a rational one unless the belief is one that no reasonable person in his or her position would hold.

Note: This subsection only operates in relation to duties under this section and their equivalents at common law or in equity (including the duty of care that arises under the common law principles governing liability for negligence)—it does not operate in relation to duties under any other provision of this Act or under any other laws.

(b) section 715 of the *Industrial Relations Act 2016* (Qld) provides:

715 Duty of reasonable care and diligence

The officer must exercise the degree of care and diligence that a reasonable person in the officer's position would be reasonably expected to exercise.

Maximum penalty—3,091 penalty units or 5 years imprisonment.

Context

3. The rules of the:

   (a) Construction, Forestry, Maritime, Mining and Energy Union ('**CFMMEU**');

   (b) CFMMEU, Construction and General Division ('**C&G Division**');

   (c) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland ('**CFMEUQ**');

   (d) CFMEUQ, State Construction and General Division ('**State Division**'),

   each prescribe the payment of a fee and/or a levy as an obligation of membership.

4. A significant number of the members of the State Division are eligible to be, and are, members of the CFMMEU attached to the C&G Division, Queensland Northern Territory Divisional Branch ('**QNTDB**').

5. A significant number of the members of the QNTDB are eligible to be, and are, members of the CFMEUQ, attached to the State Division.

6. A significant number of the members of the QNTDB/State Division are dual members ('**Dual Members**'). These Dual Members are under an obligation to comply with the rules of the CFMMEU and the CFMEUQ in respect of the C&G Division, QNTDB and the State Division.

7. This relevantly includes the payment of both a membership subscription and levies imposed on the Dual Members.

CFMMEU

8. Rule 8 of the CFMMEU rules ('**National Rules**') provides for the payment of membership contributions:

8 - ENTRANCE FEES AND CONTRIBUTIONS

(i) Entrance fees and contributions payable by any person on application to join the union and/or for membership or continuous membership of the Union shall be in accordance with the Rules of the division to which, in accordance with the Rules of the Union, the person or member is to be or is assigned.

(ii) Any member who has failed to pay the entrance fees, or contributions, levies and fines imposed in accordance with the rules of the union on or before the date specified in such rules, shall be deemed to be unfinancial, and shall not be eligible to receive any benefits, participate in any deliberations,

propose or second any new applicant for admission or exercise any authority or any membership rights, provided that the rules may provide that some members or some class or classes of members may vote in a ballot and/or may differentiate between classes of members as to the amount of any contribution and/or entrance fee.

(iii) A member shall be deemed to be financial immediately upon payment of all arrears outstanding.

(iv) (a) Notwithstanding anything contained in Rules 7 and 8 of these National Rules or any Divisional Rules to the contrary, the Union may reach agreement with any organisation of employees, trade union, industrial union or organisation, whether incorporated or otherwise or whether registered under a law of the Commonwealth, State or Territory or unregistered (herein referred to as an "association"), which agreement may provide for automatic membership of this Union for members of any such association and may provide for the receipt and holding of moneys jointly or in common by the aforementioned association and this Union and conversely the automatic membership of members of this Union in such an association.

(b) The Union may, by agreement or unilaterally, grant to any class of members, who are members of another association of a kind referred to in paragraph (a) hereof, membership and waive the requirement to pay an entrance fee and/or contributions in whole or in part.

(c) Nothing in this Sub-Rule shall render eligible for membership any person not otherwise eligible for membership of the Union under the eligibility Rules or pursuant to S.151 of the RO Act, or any other provision of that Act or any Act amending or replacing same. Further, "automatic membership" when used in this Sub-Rule shall mean membership granted to a member free of the payment of any entrance fee and contribution in circumstances where the person applying for membership has signified an intention to become a member or having been notified that membership would be granted unless objected to, has not signified objection to that membership.

(emphasis added)

9. Rule 6 of the C&G Divisional rules provides for the payment of membership contributions:

6 – CONTRIBUTIONS

1. The annual contribution payable by each member shall be fixed by the Divisional Executive on the basis that such contribution shall be no less than 1% of the carpenter base rate in the Building and Construction General On-Site Award 2010 or any award of Fair Work Australia replacing same, multiplied by 52, provided that the Divisional Executive may fix some other rate.

For the purposes of the immediately preceding sentence and Rule 32(b) herein, base rate shall mean the sum of the award base rate, supplementary payment and arbitrated safety net adjustments as determined by the relevant industrial body or tribunal.

2. Any member who has failed to pay the entrance fee, all contributions, levies and fines imposed in accordance with these or the Divisional Branch rules on or before the date specified in the Divisional Branch rules, shall be deemed to be unfinancial, and shall not be eligible, provided that Divisional Branch rules may provide that such members or some class or classes of such members may vote in a ballot, to receive any benefits, participate in any deliberations, propose or second any new applicant member for admission, or exercise any authority or any membership rights.

A member shall be deemed to be financial immediately upon payment of all arrears outstanding. Divisional Branch rules may provide that unfinancial members shall not be entitled to funeral, accident or any other benefits or to exercise any of the rights of members under Divisional Branch rules.

10. Rule 25 of the C&G Divisional Rules provides for the imposition of levies:

25 – LEVIES

(i) Levies may be imposed for the purpose of carrying out any of the objects of the Union and for assisting the members of this or any other Union or body having objects similar in whole or in part to those of this Union.

(ii) The amount of any levy may be decided by a majority of the Divisional Executive and when so decided shall be binding on all members or sections of members as the Divisional Executive may decide.

(iii) A Divisional Branch may impose a levy on its members.

(iv) A levy may be of one specific sum, payable at one specific time, or may be for a weekly, fortnightly or monthly period, payable for a certain specific period.

All levies shall be added to contributions and shall be a first charge against all payments made by members of the Divisional Branch.

11. Divisional Rule 32(d) provides for the imposition of levies on members of the QNTDB:

Levies
(d) All levies required to be paid by members in accordance with these rules shall be paid in terms decided by Divisional Branch Council or the Divisional Branch Management Committee.

CFMEUQ

12. The CFMEUQ Part A rules ('**Part A Rules**') provide at rule A14:

A14. LEVIES
(a) A Division may impose a requirement on its members to pay a levy in accordance with the Divisions rules.
(b) No member is required to pay a levy to the Union other than as provided by sub-rule (a).

13. Rule B6 of the CFMEUQ, Part B rule ('**Part B Rules**') provides:

6. SUBSCRIPTIONS
(a) The annual subscription payable by each member will be fixed by the State Divisional Council on the recommendation of the Divisional Executive.
(b) All members over 65 years of age who have had 25 years' continuous membership in the State Division, who through physical infirmities are unable to work continuously in the State Division's callings, may become an Honorary Member by:
(i) making application to the State Secretary; and
(ii) paying a fee of $50, or other amount as may be determined by the State Divisional Executive.
(c) An Honorary Member has, subject to rule B11, the rights provided to financial members pursuant to rule B8.
(d) A member who was more than 50 years of age when admitted to membership of the State Division, is not entitled to the benefit of sub-rule (c) but will, on the payment of the application fee to the State Secretary be entitled to receive the State Divisional Journal.
(e) Half year terms begin on the first day of April and October, respectively.
(f) An applicant admitted to membership of the State Division during the currency of any half-year will be credited in the subsequent half-year for such period of the half-year as had elapsed before the applicant was admitted, with the credit being calculated on a monthly basis.

14. The CFMEUQ[2] Part B rules provide at rule B6A:

B6A. LEVIES
(a) The State Divisional Council may, subject to sub-rule (d) set a levy for payment by members:
(i) of the State Division; or
(ii) entitled to participate in a particular Regional Rank and File Meeting; or
(iii) who follow a particular calling of the State Division,
provided that any levies set pursuant to parts (ii) or (iii) may only be utilised, respectively, for the benefit of the Members in the Sub-Branch or who follow the callings concerned.
(b) Levies are to be paid at the same time as subscriptions and may be paid by the following means:

[2] The relevant levy rule at the time of the creation of the Fighting Fund (see below) was xxx.

(i) cash;
(ii) cheque/money order;
(iii) credit card; or
(iv) direct debit.

(c) Despite sub-rule (b) where the levy is an amount of less than $50.00 it will be paid as a single payment by the following means:
(i) cash;
(ii) cheque/money order;
(iii) credit card; or
(iv) direct debit.

(d) The State Divisional Council will determine whether or not members who are apprentices or trainees must pay any levy set pursuant to sub-rule (a).

Historical Context

15. [insert]

16. The CFMEUQ (as it then was without Divisions), as set out in the minutes entitled 'Adoption of the 2005 Budget' of the meeting of the CFMEUQ of 3 and 4 March 2005, resolved:

> *The State Secretary, Wallace Trohear reported that the criteria was adopted last year but the final budget income and expenditure was to be presented with the one amendment being the words "Fighting Fund Levy" be replaced with "Membership Defence Fund".*

17. This resolution (by way of explanation) provided for the raising of a levy to be identified as the Defence Fund.

18. In our view there is no doubt that this was a resolution of the State Union as:

(a) we note the participation of Mr xxx and Mr xxx, who were members eligible pursuant to eligibility rule A7, that is:

(i) they were FFTS members; and

(ii) FFTS members were only entitled to vote in meetings of the CFMEUQ as at that time they were in the then CFMEU attached to the Forestry and Furnishing Products Division and were not members of the then CFMEU, Construction and General, Qld Construction Workers Divisional Branch (now the QNTDB);

(b) it was a notorious matter that the former State Secretary, Mr Wallace Trohear, operated through the state entity which was originally the ASC & J which (following amalgamations and name changes became the CFMEUQ); and

(c) the minutes are clearly identified as minutes of the State registered entity.

19. We recommend Mr Trohear be approached to provide a statement to confirm the writer's understanding.

20. Consequently, the starting position for determining the 'ownership' of the Defence Fund, is that the original resolution for the raising of the Defence Fund was a resolution of the CFMEUQ.

21. We are instructed that to the best of the State Secretary/QNTDB Divisional Branch Secretary's knowledge the QNTDB has at no time passed a resolution for the raising of the levy and/or the adoption of the levy and/or creating a Fighting Fund account.

Administrative Arrangements

22. Resolution 1 of the meeting of the State Divisional Executive (that is the committee of management of the State Division), held on 15 September 2014, ('**2014 Meeting of State Executive**') contains the following decision:

> *Decision: "The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative arrangements in place between the State Division and the C&G Divisional Branch, for:*
>
> *(a) subscription fees to be paid to, and collected by, the C & G Divisional Branch;*
> *(b) levies to be collected by the C & G Divisional Branch;*
> *(c) employees to be engaged by the C & G Divisional Branch;*
> *(d) employees/joint employees to be administered by the C & G Divisional Branch;*
> *(e) agents/suppliers to be engaged by the C & G Divisional Branch;*
> *0) finances/administration to be conducted by the C & G Divisional Branch; and*
> *(g) membership services to be delivered through the C & G Divisional Branch,*
>
> *and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.*
>
> *The State Executive authorises the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the Slate Division and the C & G Divisional Branch."*
>
> (emphasis added)

23. Resolution 2 of the meeting of the Divisional Branch Executive (that is the committee of management of the QNTBD), held on 15 September 2014, ('**2014 Meeting of QNTDB Executive**') contains the following decision:

> *[insert]*

24. We note that these resolutions provide for an alteration to the administrative arrangements between the State Division and the QNTDB in relation to, inter alia, subscription fees and levies to be paid by the Dual Members.

Defence Fund Levy

25. Resolution:

(a) 5 of the 2014 Meeting of the State Executive resolved:

> *The State Executive notes that:*
>
> - *the State Division's defence fund has been transferred to the Branch Fund of the C & G Divisional Branch where it has been used for, and is to be used for, the purpose of defending joint members;*
> - *the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C & G Divisional Branch;*
> - *the transfer is also consistent with the matters noted in relation to resolution 1; and*
> - *the actions of the State Secretary in transferring the funds are endorsed.*
>
> *Decision: "The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established."*

(b) 6 of the 2014 Meeting of the QNTDB Executive resolved:

> *[insert]*

(together the '**Transfer Resolutions**')

26. The Transfer Resolutions use language that strongly suggests that ownership was not being transferred, that the proprietary interest was not altered (or intended to be altered) and that the changed arrangements was that the levy was on, and from, 15 September 2014 merely to be collected by the QNTDB. That is, at all times the property in the Fighting Fund remained with the CFMEUQ.

27. The administrative arrangements, as determined at the 2014 State Divisional Executive Meeting and at the 2014 QNTDB Executive Meeting, between the QNTDB and the CFMEUQ has provided for the collection of the levy of the State Division and accords with the powers under National Rule 8 iv.

28. It will be necessary to rectify the financial returns of the State Division, the CFMEUQ and the QNTDB. As part of rectification the 'adjustment' return

Subscriptions

29. The resolutions of the CFMEUQ, C&G State Executive provide that the membership subscriptions are to be paid to, and collected by, the QNTDB.

30. This is, in our view, a reference to the subscriptions that are owed under the rules of the CFMEUQ by the members of the State Division to the State Division.

31. The 2014 Meeting of the State Executive concerned the implementation of administrative arrangements between the QNTDB and the State Division and it appears from the resolutions that the payment of the subscription fee to the QNTDB was merely an arrangement of an administrative nature.

32. That is, the QNTDB is tasked with collecting the subscriptions of the CFMEUQ, C&G and holding them. This is in contrast to the QNTDB setting a subscription fee and collecting it in their own right.

33. In support of this proposition, is:

    (a) National Rule 8, which relevantly provides '*…which agreement may provide for automatic membership of this Union for members of any such association and may provide for the receipt and holding of moneys jointly or in common by the aforementioned association and this Union and conversely the automatic membership of members of this Union in such an association*'; and

    (b) the absence of a rule in the CFMEUQ Part A and Part B Rules recognising membership of the CFMMEU (for a member who is attached to the QNTDB) as financial membership of the CFMEUQ State Division.

34. The latter proposition is particularly relevant as rule C11 of the CFMEUQ Part C Rules provides for the recognition of membership of the CFMMEU (for a member who is attached to the Mining and Energy Division, Queensland District Branch) as financial membership of the CFMEUQ Mining, Energy and Ports District and, consequently, the absence of such a rule in the Part B rules may be a result of specific instruction regarding the administrative arrangements.

35. On our instructions, it appears that the subscriptions that have been paid to the QNTDB since the 2014 Meeting of the State Executive are:

    (a) the subscriptions that are owed under the rules of the CFMEUQ by the members of the State Division to the State Division; and

(b) are held by the QNTDB jointly or in common with the CFMEUQ, in respect of the State Division.

Recognition of Membership

36. Incidental to, and as a consequence of, the foregoing, is that it is not necessary for the CFMEUQ Part B rules to provide for recognition of financial membership of the CFMEUQ, as those members have been paying subscriptions.

37. However, if the view we have expressed above is incorrect and with a view to removing any doubt about the financiality of the officers of the State Division, CFMEUQ Part B Rule B9 provides for the waiver of the payment of the subscription fee and it is appropriate that the State Divisional Executive should resolve to waive, to the extent and only in the event that payment has not been made, the payment of membership subscriptions from 2014 until the first payment received by the State Division under the new administrative arrangements (the subject of the Service Agreement).

38. Any potential argument that the State Divisional Executive could not vote to waive as they were not financial, is answered in 2 ways, a holding over in office and/or section 833 of the *Industrial Relations Act 2016* (Qld).[3]

Yours faithfully

John Payne
Hall Payne Lawyers

[3]The section provides that decisions of the State Divisional Executive cannot be challenged in proceedings on the grounds that the CFMEUQ, C&G does not collect a separate subscription fee of a dual member.

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

4 December 2025

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org

Dear Michael

Re: Defence Fund

We refer to ongoing discussions with the writer and our Dale Blackmore, and your instructions in respect of the ownership of assets in respect of dual registration, particularly the asset described as the 'Defence Fund'.

We advise:

1. The Construction, Forestry, Maritime, Mining and Energy Union ('**CFMMEU**') is an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (Cth) ('**FW(RO)A**'). The CFMMEU has four divisions which includes the Construction and General Division. The Queensland Northern Territory Divisional Branch ('**QNTDB**') is a divisional branch of the CFMMEU, Construction and General Division.

2. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland ('**CFMEUQ**') is an organisation registered under the *Industrial Relations Act 2016* (Qld) ('**Qld Act**'). The CFMEUQ has two divisions which includes the State Construction and General Division ('**State Division**').

3. Members of the:

   (a) CFMMEU, attached to the QNTDB, are eligible to be members of the CFMEUQ, attached to the State Division, except those members of the QNTDB who are resident or who work in the Northern Territory; and

   (b) CFMEUQ, attached to the State Division, are eligible to be members of the CFMMEU, attached to the QNTDB, except those members of the State Division who are eligible for membership under rule A7(Section A)(e) of the Part A Rules ('**FFTS Members**'),

   (together, '**Dual Members**').

4. The officers of the State Division and the QNTDB are the same and the members of the Executive of the State Division and the QNTDB are the same. The officers owe mirrored obligations to the Dual Members under both the FW(RO)A and the Qld Act.[1]

[1] Noting slight differences in obligation.

Individual liability limited by a scheme approved under professional standards legislation (personal injury work exempted). | JWP:4191739:4939014

5. There is presently a fund controlled, and operated, by the QNTDB entitled the Defence Fund ('**Fund**'). The Fund, as at 31 March 2020, equated to **$7,946,203** and each year generates significant income by compulsory levy.

Historical Arrangements

6. The QNTDB and the State Division (together, the '**Entities**') have, historically, operated through the organisation registered under the Qld Act (and its predecessors).

7. The relevant history of the CFMEUQ is as follows:

   (a) in 1998, the Amalgamated Society of Carpenters, Joiners, Bricklayers, Plasterers, Painters and Decorators of Australasia, Union of Employees, Queensland amalgamated with the The Federated Furnishing Trade Society of Australiasia (Q'land) Branch Union of Employees to become the CFMEUQ;

   (b) on 1 May 2013, the CFMEUQ amalgamated with the:

      (i) Queensland Colliery Employees Union of Employees ('**QCEUE**'); and

      (ii) Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees ('**FEDFAQ**'); and

   (c) the CFMEUQ implemented a divisional structure whereby:

      (i) members of the former CFMEUQ and FEDFAQ were attached to the State Division; and

      (ii) QCEUE were attached to the Mining, Energy and Ports District of the CFMEUQ; and

   (d) on 1 May 2014, the CFMEUQ amalgamated with the Australian Building Construction Employees Builders' Labourers' Federation (Queensland) Union of Employees ('**BLF**') and those members of the former BLF were attached to the State Division.

8. As a part of the 1998 amalgamation to form the CFMEUQ, the CFMEUQ and the (then) CFMEU, in respect of its FFTS Division, agreed that the CFMEUQ will provide services to the FFTS Members in return for the contributions of the FFTS Members to be paid to the CFMEUQ (rather than the (then) CFMEU, FFTS Division).

9. The relevant history of the QNTDB is as follows:

   (a) prior to 2014, there were two divisional branches of the CFMMEU, Construction and General Division in Queensland:

      (i) the Queensland Builders Labourers Divisional Branch ('**QBLDB**'); and

      (ii) the Queensland Construction Workers Divisional Branch ('**QCWDB**');

   (b) in 2012, members of the Construction and General Division resident in the Northern Territory were attached to the QCWDB;

   (c) in 2013, the QCWDB changed its name to the QNTDB; and

   (d) in 2014, the two divisional branches merged with the host divisional branch being the QNTDB.

10. Prior to 2014, the State Division (and its predecessors) collected contributions from members and facilitated the operation of both the State Division and the QNTDB through agreed unwritten administrative arrangements.[2]

Creation of the Defence Fund

11. Historically, meetings of the management committees of then CFMEUQ and the (then) QCWDB were held simultaneously.

Events in 2004

12. At a meeting of the management committee of the CFMEUQ and the QCWDB held on 25 and 26 November 2004, the management committees received a report from the State Secretary as follows:

> *The State Secretary discussed in detail the need for the Membership to have a defence fund to protect themselves not just from the upcoming draconian Industrial Relations Law changes and a hostile federal government, but also the ability to be able to campaign and protect members workers entitlements and conditions. It was agreed that the money left over from the Eagles dispute and any board fees would be allocated to the Defence Fund. It was also agreed that whilst it would apply to certain aspects of the membership in some of the other offsite fixed establishments, that is (Furniture) that it would apply to the rest of the membership in the October dues. Also it was endorsed that this membership defence fund would have no affiliation fees to the Federal office.*

13. Further, at this meeting the management committees determined to approve the membership subscriptions for 2005, which included a $1.00 contribution towards the Fund commencing in the March to September subscriptions.

14. Together, these decisions of the management committees created the Fund and imposed a levy on members to contribute to the Fund and it is necessary, in order to determine the origin of the Fund, to determine which of the Entities these resolutions relate.

15. The respective management committees were not made up of the same officers, as the CFMEUQ had officers employed in the FFTS eligibility who were not attached to the QCWDB.[3]

16. The participation of Mr S Williams and Mr G Williams in meetings, and also particular resolutions, convolutes the matter as FFTS Members were only entitled to vote in meetings of the CFMEUQ. However, in that regard the resolution was moved by the State Secretary and seconded by Mr Bob Bostock, being members of both management committees, which takes the matter no further.

17. It is well known that the former State Secretary, Mr Wallace Trohear, operated through the CFMEUQ (or its predecessors), including the collection and expenditure of monies. Membership subscriptions were paid by members to the CFMEUQ, and the levy was relevantly attached to membership subscriptions. This is suggestive of the determination, relating to levies and a financial matter, being a decision of the CFMEUQ.

18. We consider the following additional matters to be informative:

    (a) the Fund had a clear intent, that is '*…to protect themselves not just from the upcoming draconian Industrial Relations Law changes and a hostile federal government, but also the ability to be able to campaign and protect members workers entitlements and conditions*';

    (b) the 'draconian industrial laws' and 'hostile federal government' was a reference to the Howard Coalition Government and their intention to establish the Australian Building and Construction Commission;

[2] Contributions is used as a broad term intended to capture subscriptions, levies, fines etc in which a member is required to pay.
[3] These members were attached to the FFTS Division of the federal union.

(c) the Fund was initially funded by left over monies arising from the 'Eagles Dispute' and by board fees payable to the union and

(i) the 'Eagles Dispute' can be summarised as follows:

A in July 2004, Eagles Cranes and Rigging locked out its employees after a breakdown in negotiations for an enterprise bargaining agreement;

B the lockout lasted some 67 days, with significant time and resources of the union being expended;

C the dispute was broken as a result of the AWU and non-union members entering an Enterprise Agreement with the company; and

D the Enterprise Agreement was later challenged in the Australian Industrial Relations Commission; and

(ii) board fees were due and payable to the CFMEUQ in respect of the directorships;

(d) that it was agreed that the FFTS members would contribute to the Fund and that FFTS members were only members of the CFMEUQ;

(e) that the Fund would 'have' no affiliation fees to the Federal Office, in which we consider the following to be relevant:

(i) in 2004, Divisional Rule 14(i) provided:

(i) Each Divisional Branch shall forward to the Divisional Office such percentage of the Divisional Branch income as may be apportioned from time to time by the Divisional Executive.

A Divisional Branch that does not remit to the Divisional Office the moneys or part thereof owed by it by the time after such moneys are due and payable so that it becomes an Unfinancial Divisional Branch within the meaning of rule 3, shall in addition to those moneys, also be liable to pay to the Divisional Office interest on the unpaid amount at the percentage rate for 90-day bank bills as at the date that Divisional Branch becomes an Unfinancial Divisional Branch, on and from the said date. Such a Branch will remain an Unfinancial Divisional Branch for all purposes under these Rules until the principal sum and interest thereon specified in this sub-rule are paid to the Divisional Office.

If the Divisional Executive is of a view that the reasons for the non-payment are genuine reasons of incapacity to pay, then such interest shall not be levied.

(emphasis added)

(ii) Divisional Branch income is not defined, however, given the use of the term 'income' it is likely to include all receivable money such as contributions, levies, fines etc.;

(iii) if levies were included as part of 'Divisional Branch income', the management committee of the (then) QCWDB could not set aside rule 14(i) of the Division by resolution; and

(iv) a determination that the Fund would have no affiliation fee to the Federal Office is more consistent with the management committee determining that the Fund was held by the CFMEUQ and, consequently, was not required to pay affiliation fees to the Federal Office from income generated.

19. For the reasons we have set out above, in our view, the original resolution for the raising of the Fund was a resolution of the CFMEUQ.

20. On our instructions, these circumstances accord with the recollection of the events from Mr Michael Ravbar, the then State Assistant Secretary.

Events in 2005

21. In 2005, the procedure for conducting meetings of the management committees had not altered and at a meeting of the respective management committees held on 3 and 4 March 2005, the management committee considered the 2005 budget and determined as follows:

> *The State Secretary, Wallace Trohear reported that the criteria was adopted last year but the final budget income and expenditure was to be presented with the one amendment being the words"Fighting Fund Levy" be replaced with "Membership Defence Fund".*

22. The management committees also considered a report of the State Secretary in respect of the Fund as follows:

> *The State Secretary gave an overview of how the new fund was working and on some of the responses from the members. It was supplemented by the Assistant State Secretary Michael Ravbar, who said that the fund itself is being promoted through various forums, we need to get the message even more out there to the members. While the officials and delegates know about the fund, we need to promote it a lot more and explain that this fund is in for the long term to the entire membership.*

23. We note that neither the determination nor the report takes the history of the Fund any further nor do they alter the arrangements in respect of the Fund.

24. In our view, the Fund remained a fund of the CFMEUQ and the Financial Reports for the (then) CFMEUQ for FYE 31 December 2005 record that:

    (a) $274,097 was paid by compulsory levy into the Fund;

    (b) $62,958 was paid by voluntary contributions into the Fund; and

    (c) a total of $483,686 was paid into the Fund.

Events in 2005 to 2012

25. During the period 2005 to 2012 the Fund grew from $483,686 to $2,383,362 and there was no alteration to the control, or operation, of the Fund.

26. In 2012, the procedure for conducting meetings of the management committees had not altered and at a meeting of the respective management committees held on 12 October 2012, the management committees considered the recommended dues for 2013 and determined as follows:

> *…An extra 50 cents per week be paid by T1 members as per proposed union dues 2013 document and allocated to the defence fund…*

27. Consequently, the levy for the Fund increased from $1.00 per Tier 1 member per 6 months to $1.50 per Tier 1 member.

28. As membership subscriptions in 2012 were still paid to the CFMEUQ, the $1.50 for Tier 1 members being part of the subscriptions supports the view that the Levy was a decision of the CFMEUQ and that the Fund remained a fund of the CFMEUQ.

29. In our view, from its creation until 2012 the Fund was a fund of, and the levy was a levy of, the CFMEUQ.

Organisational Change

30. We confirm our view that historically the Fund was a fund of the CFMEUQ. In support of this view, is the fact that the QNTDB (nor its predecessor, the QCWDB) maintained a bank account until 2013.

31. Between 2013 and 2014, the Entities undertook a process of organisational change commencing on 17 May 2013, whereby the QCWDB Executive held a separate meeting to the CFMEUQ and determined to open a bank account in the name of the Divisional Branch.

32. On the same day, the State Divisional Executive:

    (a) noted:

        (i) the potential for significant growth in membership from the Northern Territory;

        (ii) that persons residing in the Northern Territory cannot be members of the State Division;

        (iii) the significant organising opportunities presented by the merger of the QCWDB and the QBLDB; and

        (iv) the then Newman Liberal Government was seeking to restrict legitimate rights and freedoms of the CFMEUQ to campaign for the industrial rights of its members, and that those restrictions did not apply to the QCWDB; and

    (b) determined to make payment of $1,500,000.00 to the QCWDB to ensure its effective functioning and its ongoing representation of dual members.

33. This was, relevantly, the commencement of a 'restructure' in respect of the operation of the State Division and the QNTDB, whereby determinations, structural and administrative arrangements between the State Division and the QNTDB were planned and, in effect, the operational entity became the QNTDB.

Restructure

34. The date of this 'restructure' was 1 July 2013, as recorded in the Financial Reports of the QNTDB for FYE 31 December 2013:

> *The CFMEU has restructured during the year incorporating a reorganisation of branches and rule changes including membership rule changes.*
>
> *As a consequence of the restructure, from 1 July 2013 membership and other income and operating expenditure is recorded in the accounts of the CFMEU C&G QNTDB.*

, and the Financial Reports confirmed that there was an arrangement between the QNTDB and the CFMEUQ for the administration of the QNTBD's financial affairs which ceased on 1 July 2013:

> *The Union's financial affairs were administered by the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland.*
>
> *Under this informal arrangement membership subscriptions were collected and all affiliation fees paid on the Union's behalf with any surplus funds paid to the CFMEUQ as an administrative fee.*
>
> *This arrangement ceased effective 1 July 2013.*

Defence Fund

35. The Financial Reports for FYE 31 December 2013 confirmed:

(a) a transfer of the Defence Fund was made from the then CFMEUQ to the QNTDB and was recorded in the Financial Reports of the:

(i) CFMEUQ:

Transfer Defence Fund retained earnings to CFMEU C&G QNTD	*(1,863,122)*

(ii) QNTDB:

Transfer Defence Fund from CFMEUQ	*1,863,122*

(b) the transfer was recorded in the Financial Reports of the QNTDB as an acquisition of assets/liabilities from an amalgamation/restructure:

asset/liability	*Name of entity*	*date acquired*	*Description*	*Amount $*
Debtor - CFMEUQ	*CFMEUQ*	*1/07/2013*	*Funds to be transferred*	*6,249,201*
Debtors	*CFMEUQ*	*1/07/2013*	*Miscellaneous*	*72,535*
Creditors & accruals	*CFMEUQ*	*1/07/2013*	*Miscellaneous*	*(59,620)*
Revenue in Advance	*CFMEUQ*	*1/07/2013*	*Grants*	*(3,172,241)*
Provisions	*CFMEUQ*	*1/07/2013*	*Employee entitlements*	*(1,226,753)*
Defence Fund	*CFMEUQ*	*1/07/2013*	*Compulsory levy*	*(1,863,122)*

(emphasis added)

Errors – Financial Reporting

36. Following the lodgement of the separate 2013 Financial Reports of the QNTDB and the CFMEUQ, an issue was identified with the Regulator, then the Fair Work Commission, in respect of historical financial reporting.

37. This error related to a very lengthy historical practice of reporting the financial position of the CFMEUQ and the QCWDB in the same financial reports for an excess of 20 years.

38. After significant consultation and exchanges of lengthy correspondence between the QNTDB and the Fair Work Commission, the QNTDB in the Financial Reports for FYE 31 December 2014, recorded the following notes in respect of the errors that occurred:

> ***Note 3: Prior Period Error- Basis of Accounting***
> *Prior to 2013, due to a very lengthy historical practice, the financial results and position of the state union (in respect of income, liabilities and assets) was incorrectly also reported as the financial position of the Queensland Construction Workers Divisional Branch ("QCWDB") (this Divisional Branch later changed its name and became the Queensland and Northern Territory Divisional Branch ("QNTDB")). There were no differences between the financial results and positions included in the two reports.*
> *On a practical level, and as a matter of entrenched historical practice, what occurred was that for the consideration of not recovering a membership fee and treating financial members (otherwise eligible) of the CFMEUQ, who applied for membership and were attached to the QCWDB, as financial members of the QCWDB, the CFMEUQ provided full administrative, servicing, auditing and resourcing capability to the QCWDB.*
> *The QCWDB, until May 2013, did not have income or expenses and did not maintain a bank account separate to that of the CFMEUQ. It is considered that until the establishment of its bank account the QCWDB did not have financial affairs.*
> *This matter is not adequately dealt with in the notes to the 2013 Report of the QNTDB.*
> *In making the assumption that the CFMEUQ and the QCWDB would be treated as the same (entity) for the purposes of financial reporting, the practical outcome was that each financial report was the same*

and in effect a report reflecting the totality of the affairs of the CFMEUQ and the QCWDB. That is there was only one set of income and expenditure.

…

Importantly, given the practical effect of the financial reporting and that the members of the CFMEUQ and the QCWDB were significantly the same for the period up to and including the financial year ended 31 December 2012, the reports that were historically provided to members appropriately advised the overall financial situation that had impacted on them as a member of the two entities. Consequently the members of the QCWDB have not been placed in a position to their detriment because of the error.

Note 4: Prior Period Error- Membership Fees

(i) The 2012 financial report for the QCWDB did not recognise the "non-Queensland" fees (the fees for members residing in the Northern Territory) This issue was corrected in the financial statements for the year ended 31 December 2013.

(ii) The financial implication of receiving Northern Territory fees appears in the membership subscription line item of the 2013 income statement. The comparative amount from 2012 was appropriately adjusted to include Northern Territory fees.

(iii) The notes to the 2013 financial reports did not explain that the $200,833 of membership subscriptions provided from the CFMEUQ to the QCWDB in 2012 was the amount collected in respect of members in the Northern Territory (and the Forestry, Furnishing, Building Products and Manufacturing Division) that were not eligible for membership of the CFMEUQ.

(emphasis added)

39. Consistent with the matters we have considered above, we made the following submissions on behalf of the QNTDB in relation to the organisational change that had occurred:

…

Comparatives for the 2013 Report - Organisational Change

73. Due to legislation of the Newman Government in Queensland, the state registered CFMEUQ and the reporting unit determined that the then existing administrative arrangements in place between the CFMEUQ and the QCWDB did not allow for adequate industrial and political representation of the Joint Members.

74. The management committees of both the CFMEUQ and the QCWDB considered that the legislation was politically motivated and not directed to the good and transparent governance of industrial organisations, but rather was designed with bias to create unnecessary expense in operating and administering state registered unions[4].

75. It was also considered that the arrangements were not lawful and a High Court challenge on the basis of a breach to the implied freedom of political communication was made to the laws.

76. Relevant aspects of the legislation were, following the challenge, subsequently withdrawn (by the Newman Government).

77. Prior to that withdrawal, and as a consequence of the concerns legitimately held in relation to the Newman Government's legislation, the CFMEUQ and the QCWDB put in place revised administrative arrangements which provided for the:

a) transfer of resources and assets commencing in May 2013; and

b) adoption of a greater federal IR/organisational focus.

78. The following considerations were also taken into account by the management committees of the CFMEUQ and the QCWDB in determining to alter the administrative arrangements:

a) the benefit of consistent federal branding - utilising recognition across Australia amongst members and potential members;

b) as members are often mobile in the search for work, there was value in national identity for members moving from interstate;

c) that as the majority of members were federal system employees, it was in the best interests of both organisations for the federal reporting unit to receive additional resourcing to represent members before the Fair Work Commission and Federal Courts;

d) the potential for increased costs due to duplication;

e) uncertainty as to entity for joint members, officials and third parties; and

f) the potential for error arising from the implementation of the then administrative arrangements.

Comparatives for the 2013 Report - Administrative Change

[4] See *Industrial Relations (Transparency and Accountability Act) 5s. 5300, 553F and 553FA* .

79. Due to the structural and organisational changes detailed above, it was determined that it would be in the best interest of the joint members if the federal reporting unit and the state registered union (joint members) made administrative changes to prevent the duplication of services and reduce complexity.

80. This resulted in a number of items being transferred from the state registered union to the reporting unit including:

a) accrued employee entitlements;
b) ongoing employee expenses;
c) financial administration costs;
d) agents fees;
e) the defence fund;
f) legal fees; and
g) the administration of grant funding.

81. Providing for the administrative services to be performed by the one entity reduces the likelihood of reporting error.

Determinations

40. We are, relevantly, unable to locate any consideration or determination in, or around, July 2013 in respect of the 'restructure' or the transfer of the Fund.

41. The earliest consideration of the 'restructure' was at the respective meetings of the:

(a) State Divisional Executive held on 15 September 2014 ('**2014 Meeting of State Executive**'); and

(b) QNTDB Executive held on 15 September 2014 ('**2014 Meeting of QNTDB Executive**').

Administrative Arrangements and the Levy

42. Resolution 1 of the 2014 Meeting of State Executive provides:

The State Executive notes that:

- *there has for a very long time been arrangements in place between the CFMEU and its predecessors and the CFMEUQ and its predecessors for the sensible administration of the 2 entities so as to maximise membership benefit and avoid unnecessary cost by duplication;*

- *a number of amalgamations and mergers have occurred in Queensland that have had an effect on the way in which the CFMEUQ operates;*

- *the amalgamations that have occurred in the last 2 years have unified the state components of the CFMEU and have been with the:*

  (a) CFMBUQ;
  (b) FEDFA;
  (c) QCEUE; and
  (d) BLF;

- *the amalgamations were structured to reflect the arrangements that exist in the CFMEU and utilise a divisional structure (Construction and General/Miners);*

- *a merger occurred in the federal jurisdiction which resulted in the C & G Division representing all members in Queensland not otherwise attached to the Mining Division, with the exception of the FFPD members who are represented on an agency basis by the C & G Division;*

- *different structural arrangements have also been necessary to provide for the representation 0f the Northern Territory members who are also attached to the C & G Division and the Divisional Branch was renamed the Queensland Northern Territory Divisional Branch ("the C&G Divisional Branch");*

- *the State Construction and General Division ("the State Division") of the CFMEUQ has substantially the same membership as the C&G Divisional Branch;*

- *the general position of the C&G Divisional Branch in the last few years, and which takes into account the unification of the state counterparts of the CFMEU, was to create uniformity by emphasising the Federal identity of the CFMEU, not just between the members of the former BLF and Building Workers Division Branches in Queensland, but particularly with the Northern Territory members;*

- *the State Division recognises that the C&G Divisional Branch and the CFMEU consider it both appropriate and desirable that the contributions of Joint Members be administered by Divisional Branches and not state counterparts, as the CFMEU is streamlining its operations around Australia to move to a greater federal focus, more defined identity and to respond to Government and Employer attacks in a more cohesive way;*

- *due to the State Division having significantly the same membership as the C&G Divisional Branch ("Joint Members") with the exceptions of the FFTS/Northern Territory members, administrative practices have been implemented to avoid overlap, inefficiencies and unnecessary cost;*

- *structural/administrative arrangements have also been implemented by the State Division in conjunction with the C&G Divisional Branch due to:*

  (a) the significant growth in the number 0f members of the C&G Divisional Branch in the Northern Territory;
  (b) the significant majority of Joint Members being national system employees;
  (c) the significant majority of members of the former BLF are national system employees;
  (d) the continued decline in the state industrial systems around Australia as the Howard amendments to the industrial relations system has taken hold;
  (e) the attack on workers in Queensland by the Newman Government;
  (f) the unmeritorious attack on Queensland union structures by Bleije/Newman; and
  (g) the stripping of employees from Queensland government services;

- *recognition of these factors and the appropriateness of utilising the CFMEU as the more relevant overarching structure, that can accommodate the needs of the Joint Members into the future, has required the administrative process, inclusive of the:*

  (a) payment of subscriptions and levies;
  (b) employment of staff;
  (c) training of officials;
  (d) engagement of agents/suppliers; and
  (e) purchase of plant and equipment,

  to occur in the C & G Divisional Branch as opposed to using the state union as previously occurred;

- *the State Division has, through its officers, confirmed to the C & G Divisional Branch that the preferred approach of the State Division is to operate in a cohesive way through the C & G Divisional Branch by streamlining to the extent possible the administrative arrangements between the 2 entities, provided that compliance must be effected in relation to the state registered union so that the ability of the state registered union to continue to represent members in the state commission is ensured;*

- *the joint members are only to pay one set of contributions which the C & G Divisional Branch will collect and the rules of the state union will provide that members of the State Division who are financial in the CFMEU and are attached to the C & G Divisional Branch are not required to pay a further fee,*
- *the State Division will also ensure its rules provide for similar structures to the C & G Divisional Branch and that an exemption from election can be obtained by the State Division so that the of ficers who hold corresponding offices will be the same;*

- *the officers of the C & G Divisional Branch have confirmed that a priority of the administrative arrangements will be to ensure the continued existence and ongoing compliance of the state registered entity; and*

- *it is appropriate to formalise the arrangements between the State Division and the C & G Divisional Branch in writing.*

Decision: "The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative arrangements in place between the State Division and the C&G Divisional Branch, for:

(a) subscription fees to be paid to, and collected by, the C & G Divisional Branch;
(b) levies to be collected by the C & G Divisional Branch;
(c) employees to be engaged by the C & G Divisional Branch;
(d) employees/joint employees to be administered by the C & G Divisional Branch;
(e) agents/suppliers to be engaged by the C & G Divisional Branch;
(f) finances/administration to be conducted by the C & G Divisional Branch; and
(g) membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorises the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the Slate Division and the C & G Divisional Branch."

(emphasis added)

43. This resolution recognises that the administrative processes have altered from the historical practice and provides for the administrative arrangements into the future. The State Executive, relevantly, determined that:

    (a) subscription fees to be paid to, and collected by, the C & G Divisional Branch; and

    (b) levies to be collected by the C & G Divisional Branch.

44. Resolution 2, under the heading administrative arrangements, of the 2014 Meeting of the QNTDB Executive ('**Resolution 2**') is in a similar form to Resolution 1 by the State Divisional Executive and provides:

Preamble

The C&G Divisional Branch Executive notes:

1. A number of amalgamations unifying the CFMEU state counterpart have occurred in Queensland with the effect that different structural arrangements have been adopted for the operations of the:

(a) CFMEUQ;
(b) FEDFA;
(c) QCEUE; and
(d) BLF.

2. The general position that the C&G Divisional Branch has adopted in the last few years, and which takes into account the unification of the state counterparts, is to create uniformity by maximizing the Federal identity of the CFMEU, not just between the members of the former BLF and Building Workers Division Branches in Queensland, but also with the Northern Territory members.
3. The merger of the Qld Divisional Construction Branches has also occurred in the federal jurisdiction which has meant that different structural arrangements were necessary for the continued operation of the C&G Divisional Branch.

4. The State Construction and General Division ("the State Division") of the CFMEUQ has substantially the same membership as the C&G Divisional Branch ("Joint Members") With some exceptions in relation to the FFTS and Northern Territory members, which has resulted in administrative practices being adopted to avoid overlap and unnecessary cost.

5. Structural and administrative arrangements have also been implemented in recognition of the fact that:
(a) there has been significant growth in the number of members of the C&G Divisional Branch in the Northern Territory;
(b) the significant majority of Joint Members are now national system employees; and
(c) the significant majority of members of the former BLF are national system employees.

6. The C&G Divisional Branch also recognises that the National Division and National Union consider it appropriate that the membership subscriptions of Joint Members be administered by C&G Divisional Branches and not counterpart State Unions, as the CFMEU streamlines its operations around Australia to move to a greater federal focus, and it is appropriate for the C&G Divisional Branch to support the Division and the National Union.

7. Recognition of these factors and the appropriateness of utilising the Federal Union as the more relevant overarching structure, that can accommodate the needs of the Joint Members into the future, requires the administrative process, inclusive of the payment of subscriptions, to be effected in the C&G Divisional Branch as opposed to utilising the State Union as previously occurred.

8. The State Division has, through its officers, confirmed that the preferred approach of the C&G Divisional Branch is also the preferred approach of the State Division.

9. The C&G Divisional Branch Secretary considers it is appropriate to formalise these arrangements in writing with the State Division and the C&G Divisional Branch wishes that he do so.

Decision: "The C&G Divisional Branch Executive authorises the C&G Divisional Branch Secretary to establish agreements that reflect the administrative arrangements in place between the C&G Divisional Branch and the State Division with the:

(a) subscription fees t0 be paid t0 the C&G Divisional Branch;
(b) finances/administration to be conducted by the C&G Divisional Branch;
(c) membership services t0 be delivered through the C&G Divisional Branch,

and to liaise with the State Secretary of the State Division as to the terms of the arrangements.

The C &G Divisional Branch Executive authorises the C&G Divisional Branch Secretary, on behalf of the C&G Divisional Branch, to enter into written agreements with the State Division, once the C&G Divisional Branch Secretary is satisfied that the agreements provide for appropriate administrative arrangements in accordance with the preamble to this resolution between the C&G Divisional Branch and the State Division."

45. Whilst no formalised written arrangements were entered into, the State Division and the QNTDB applied these administrative arrangements.

46. We note that there are differences in the terminology of these resolutions which, given that the administrative arrangements apply in the same manner to both Entities, have an intended meaning.

47. The most significant difference is the absence of a determination in the resolution of the QNTDB, and the use of the words 'collected by' in the resolution of the State Divisional Executive, in respect of levies. This is, in our view, important, as it deals specifically with the Levy for the reasons below.

48. That the QNTDB Executive did not determine that the administrative arrangements apply to the collection of levies, is in our view recognition that:

(a) the QNTDB had not determined any levies of members at the time; and

(b) the QNTDB are at any time entitled to determine levies and that those levies are to be paid by members to the QNTDB under the Divisional Rules.

49. However, the State Divisional Executive had determined that levies are payable by its members and that, during the restructure, the levies were continuously paid by members to the QNTDB under those determinations, including the Levy.

50. It was, consequently, necessary to determine that *inter alia* the Levy was to be paid and that it was to be collected by the QNTDB – see the resolution of the State Divisional Executive.

51. Notably, the State Divisional Executive did not use the same terminology as it did with subscriptions, being 'paid to, and collected by,' and that *prima facie* this would have been intentional. The intent, in our view, may have been that, whilst collected by the QNTDB, the QNTDB were not to be paid the Levy, but that the Levy was to be placed in the Fund created by the State Division and transferred to the QNTDB to be managed on its behalf (matters that are dealt with below).

52. This is, in our view, consistent with the approach adopted on, and from, 2013, whereby the QNTDB did not determine a levy of its members to make contributions to the Fund, and that members continued to pay, as part of subscriptions, the Levy which was in turn collected by the QNTDB. This is, however, made more complex by the payment of the Levy by the NT Members, a matter which we go into detail below.

53. The consequence of our view being correct is that all monies paid since 2013 to the QNTDB in relation to the Fund have been paid in accordance with the Levy. This is significant as this is a determination of the State Division and, in our view of the administrative arrangements, the QNTDB were merely collecting the Levy on its behalf.

54. We have considered the balance of the resolutions made at the 2014 Meeting of the State Executive and the 2014 Meeting of the QNTDB Executive and note:

(a) other than the determinations of the respective Executives in relation to the Fund (dealt with below), there are no other matters considered by the governing bodies that affect the Levy and the Fund;

(b) that whilst the Preamble to Resolution 1 of the State Divisional Executive uses the word 'collect' in the following context:

the joint members are only to pay one set of contributions which the C & G Divisional Branch will collect…

, it is consistent with the resolution and does not detract from the view expressed above; and

(c) that whilst the Preamble to Resolution 3 of the State Divisional Executive uses the word 'collect' in the following context:

The previous administrative arrangements in place between the C&G Divisional Branch and the CFMEUQ (as it was) and the State Division, as the case may be, provided that the CFMEUQ/State Division collected the membership subscriptions of Joint Members who were required to only pay a single subscription;

, it is consistent with the proposition of collection in relation to membership subscriptions under Resolution 1 and does not detract from the view expressed above.

Defence Fund Levy

55. As identified above, the transfer of the Fund had occurred in July 2013 and we have been unable to locate a determination of the State Divisional Executive nor the QNTDB Executive in relation to this decision.

56. However, at the 2014 Meeting of the State Executive and the QNTDB Executive, the:

(a) the State Divisional Executive resolved:

The State Executive notes that:

- *the State Division's defence fund has been transferred to the Branch Fund of the C & G Divisional Branch where it has been used for, and is to be used for, the purpose of defending joint members;*
- *the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C & G Divisional Branch;*
- *the transfer is also consistent with the matters noted in relation to resolution 1; and*
- *the actions of the State Secretary in transferring the funds are endorsed.*

Decision: "The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established."

(b) the QNTDB Executive resolved:

The C&G Divisional Branch Executive notes that:

- *the State Division's defence fund has been transferred to the Branch Fund of the C&G Divisional Branch where it has been used for, and is to be used for the purpose of defending joint members;*
- *the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C&G Divisional Branch;*
- *the transfer is also consistent with the matters noted in relation to resolution 2;*
- *the C&G Divisional Branch Executive acknowledges the purpose for which the funds were transferred and the purpose for which the fund was established; and*
- *the C&G Divisional Branch Executive acknowledges that the fund will only be used for that purpose.*

Decision: "The C&G Divisional Branch Executive accepts the decision of the State Secretary to transfer the fighting fund to the C&G Divisional Branch and agrees to use the fund in accordance with the purpose for which it was established."

57. Firstly, we recognise that these determinations are endorsing, and confirming, the actions of respectively the State Secretary of the State Division and the Divisional Branch Secretary of the QNTDB in transferring the Fund in 2013. This, relevantly, explains the absence of a determination by the respective Executives at the point of transfer.

58. Secondly, both resolutions confirm that the transfer of the Fund is consistent with the matters noted in the administrative arrangement resolutions addressed above. This is of significance given our view in relation to the mere collection of the Levy by the QNTDB and that this was merely the creation of arrangement for the management of the Fund.

59. Thirdly, and consistently, both the respective governance bodies have confirmed that:

(a) it is more administratively sensible for the Fund to be managed by the QNTDB; and

(b) the Fund is to be used for the purpose for which it was established by the State Division.

60. These matters, in our view, indicate an intention for administrative management of the Fund by the QNTDB on behalf of the State Division and that the 'ownership' of the Fund never altered.

61. It was necessary to 'transfer' the Fund to allow for the effective management by the QNTDB, given that it was to collect the Levy and ensure the appropriate investment of the Fund.

62. In our view, transfer, in this context, is a reference to the monies held by the State Division that comprise the Fund and not the transfer of any rights in respect of the Fund. For example, if the QNTDB sought to use the Fund for a purpose outside the '*purpose for which it was established*', the State Division may have had a cause of action to prevent that use.

QNTDB and the Levy

63. In support of the view expressed above, in respect of the collection of the Levy and the management of the Fund, is our instructions that to the best of the State Secretary/QNTDB Divisional Branch Secretary's knowledge the QNTDB has at no time passed a resolution for the raising of the levy, the adoption of the levy and/or creating the Fund.

64. That the QNTDB Executive did not determine such a levy is indicative of the proposition of 'collection' of the State Division's Levy as identified above.

65. Whilst the QNTDB Executive periodically determined the contributions payable by the members, the Levy component remained as the amount determined by the State Divisional Executive on 12 October 2012. This is, in our view, the application of the administrative arrangements by the QNTDB to collect the Levy rather than a determination of a levy of members.

66. On, and from, 1 July 2013, the NT Members commenced making payment of an amount equalling the Levy as part of the contributions paid the QNTDB. This was, however, not in accordance with the determination of the State Division given that the NT Members are not eligible for membership of the State Division.

67. Whilst accounted for by the QNTDB as part of the Fund, in our view and despite the matters raised above, this amount should be treated separately to the Fund and the Levy paid by Dual Members. The QNTDB could not, relevantly, collect the Levy from NT Members on behalf of the State Division and, consequently, the amounts paid are monies of the QTNDB.

68. However, given these monies were purportedly paid in accordance with the Levy into the Fund, the monies may be impressed with a condition that they be used for the same purpose as the Fund on behalf of NT Members.

69. On our instructions, the QNTDB Executive and the State Divisional Executive have been informed of this issue and consider that it is, in these circumstances, appropriate for the QNTDB to retain the monies paid, and those yet to be paid, by the NT Members in accordance with the Levy.

70. As a belts and braces approach, it is appropriate for the QNTDB Executive to endorse:

    (a) the levy payable by NT Members;

    (b) the reason for the payment of the Levy, being the same reason for the creation of the Levy; and

(c) the creation of the 'defence fund' for NT Members and the purpose of that 'defence fund', being the same purpose as the Fund, however, exclusively for NT Members.

71. We will advice the QNTDB of these matters further under separate correspondence.

Return of the Defence Fund

72. We have at length addressed the history of the Fund and the Levy, and that each matter was determined separately at a meeting of the (then) CFMEUQ Executive and the QCWDB Executive.

73. Although the meetings were held simultaneously, we confirm that:

(a) the context provides that these decisions were decisions of the (then) CFMEUQ; and

(b) as the QNTDB did not (and did not have the ability to) incur debts or transact in their own capacity, nor did the QNTDB maintain bank accounts, at any stage until May 2013, it could not have held the Fund nor received payment of the Levy.

74. Consequently, in our view, the starting position for determining the 'ownership' of the Fund, is that the original resolution for the raising of the Defence Fund, and the Levy to be paid to the Fund, were resolutions of the CFMEUQ.

75. We have, subsequently, traced the Fund through to its transfer to the QNTDB. In our view, the following matter are relevant to suggest that this was merely the creation of administrative arrangements in respect of the management of the Fund:

(a) that the State Divisional Executive determined that the QNTDB will 'collect' levies, being levies determined by the State Divisional Executive (including the Levy);

(b) that the QNTDB did not determine a separate levy in respect of the Fund and its members, noting:

(i) that it did determine the yearly contributions payable by Dual Members and NT Members;

(ii) however, the component of the Levy remained the same amount as determined by the State Divisional Executive on 12 October 2012; and

(iii) that this appears to be the application of the agreed administrative arrangement for the collection of the Levy; and

76. That on the face of the resolutions there was an intent of both governing bodies for administrative management of the Fund to be conducted by the QNTDB on behalf of the State Division and that the 'ownership' of the Fund never altered.

2019/2020 Review of Administrative Arrangements

77. This arrangement has continuously operated since 2014, and has seen the QNTDB manage the Fund and see it grow substantially as a result of the payment of the Levy by Dual Members.

78. However, as a result of a review of the administrative arrangements between the QNTDB and the State Division, the State Division has subsequently become the operating entity. This has resulted in a significant change in the administrative arrangements, including that contributions are now paid by Dual Members (and NT Members, which are subsequently returned to the QNTDB) to the State Division.

79. We will not detail the full extent of the reason for the substantial change to the administrative arrangements, however, the State Division and the QNTDB have acknowledged:

(a) that:

(i) the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed;

(ii) the growth of the membership in Northern Territory did not reach the expectation of the (then) QCWDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work,

with the consequence that part of the basis for the decisions made by the State Division and the QNTDB did not in fact transpire; and

(b) that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the State Division in Qld, to act in the best interests of the Dual Members.

Return of the Fund

80. On 17 March 2020, the QNTDB Executive determined to return the Fund to the State Executive ('**March Determination**'):

> *Decision: The Executive of the QNTDB, in relation to the Defence Fund, notes:*
>
> *(a) it has considered the resolution of the State Division of 15 September 2014, which was in the following terms:*
>
> *The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established.*
>
> ***Resolution 5 – Defence Fund***
>
> *('**Resolution**');*
>
> *(b) its understanding that the fighting fund was a reference to the Defence Fund which was at that time an amount of $1,863,122 ('**Monies**');*
>
> *(c) that in accordance with the Resolution the Monies were received into the Divisional Branch fund of the QCWDB;*
>
> *(d) that the Defence Fund has, since the transfer of the Monies, continued to grow due to:*
> - *investment of the Monies;*
> - *interest payments on the Monies; and*
> - *further receipt of levy payments into the Defence Fund;*
>
> *(e) neither the QCWDB nor the QNTDB have resolved to levy the members of the QNTDB for the purposes of the Defence Fund;*
>
> *(f) that the levies received by the QCWDB/QNTDB in relation to the Defence Fund since 2014 are in accordance with the resolution of the State Division (formally the CFMEUQ) of 2004, and have been received in accordance with the State Divisions resolutions of 15 September 2014:*

The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative agreements in place between the State Division and the C&G Divisional Branch, for:

subscription fees to be paid to, and collected by, the C & G Divisional Branch;
levies to be collected by the C & G Divisional Branch;
employees to be engaged by the C & G Divisional Branch;
employees/joint employees to be administered by the C & G Divisional Branch;
agents/suppliers to be engaged by the C & G Divisional Branch;
finances/administration to be conducted by the C & G Divisional Branch; and
membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorizes the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch.

, and that consequently those monies have been collected by the QCWDB/QNTDB and paid into the Defence Fund on behalf of the State Division;

(g) that the Defence Fund has continued to be held for the purpose for which it was raised in 2004;

(h) that no monies have to date been expended from the Defence Fund;

(i) the resolutions of the QNTDB Executive of 12 November 2019 and the reasons, to ensure the protection of the joint members of the QNTDB/State Division, for the reallocation/change in administrative arrangements and other arrangements as between the QNTDB and the State Division; and

(j) that levy has been collected also on behalf of the Northern Territory members of the QNTDB.

The Executive of the QNTDB determines:

1. That the Defence Fund, as transferred to the QNTDB by the State Division together with any accretions by way of interest or investment to the Defence Fund, be transferred back to the CFMEUQ for, and on behalf of the State Division, to be used in accordance with the purpose for which the Defence Fund was established.

2. That, subject to resolutions 3 and 4, as the QNTDB has collected the Defence Fund levy on behalf of the State Division those monies collected, together with any accretions, by way of interest, investment or otherwise, be returned to the CFMEUQ on behalf of the State Division.

3. That, subject to resolution 4, in the event that the right to collect the Defence Fund levy was a right of the QNTDB on its own behalf, and not as an agent for the State Division, then those monies collected, together with any accretions, by way of interest, investment or otherwise, be transferred to the CFMEUQ, for and on behalf of the State Division, to be consolidated with the Defence Fund and used in accordance with the purpose for which the Defence Fund was established.

4. That the QNTDB will retain for the purposes of establishing a defence fund for its members in the NT, any monies that have been received from members of the NT and which have been paid into the Defence Fund.

81. The March Determination was not time sensitive, and the Fund was not transferred at that time.

82. For the reasons we have set out above, the QNTDB has collected the Levy and managed the Fund on behalf of the State Division during its possession of the Fund. In our view, the March Determination amounts to the mere return of the Fund to the State Division, being the creator of the Fund and the Levy.

83. If we are mistaken in this view, and the transfer amounted to the disposition of the Fund and the relinquishment of ownership rights of the monies that make up the Fund, we do not consider this to be fatal. That is, it is possible that the transfer of the Fund to form part of the new administrative arrangements, for the same reasons that the Fund was able to transferred by the State Division to the QNTDB as a part of the administrative arrangements between the Entities.

84. However, our view is the preferred view and that this amounts to a 'return' of the Fund to the State Division. The QNTDB will cease to manage the Fund and will cease to collect the Levy on behalf of the State Division.

85. We confirm, consistent with the view expressed above, that those monies paid by NT Members in respect of the Levy should remain with the QNTDB 'defence fund' to be used for the purpose in which the Fund was created for NT Members only.

86. On 6 August 2020, the State Division determined *inter alia* to accept the return of the Fund and retake the burden of administration of the Fund. This includes the collection of the Levy.

87. The State Division also determined to seek an amendment to the Service Agreement with the QNTDB to provide for the use of the Fund into the future, and we commend that decision. The State Division and the QNTDB, which both have managed the Fund for significant periods, will be able to agree to an amendment to the Service Agreement to:

    (a) ensure the growth of the Fund is appropriately provided for; and

    (b) facilitate administrative arrangements between the QNTDB and the State Division in respect of the Fund,

    for the protection of the interests of the Dual Members.

88. We would also commend an amendment to the Service Agreement to provide for the 'defence fund' of the QNTDB for NT Members.

Investment of the Fund

89. As an aside, we confirm that the State Division has determined to invest the Fund in property to provide for the growth of the Fund and ensure the protection of the interests of the Dual Members into the future. The QNTDB has endorsed the strategy of the State Division, and recognises that the State Division are investing in a way that provides prudential assurance.

90. We do not need to consider the decision of the State Divisional Executive, other than to confirm that the decision is a valid decision, in either the circumstance that the March Determination:

    (a) amounts to the return of the Fund to the State Division, being the entity which always maintained 'ownership' of the Fund; or

    (b) was, consistent with the determinations made at the 2014 State Executive Meeting and the 2014 QNTDB Executive Meeting, the creation of administrative arrangements for the management of the Fund and the collection of the Levy.

Duties of Officers

91. The officers are aware of the duties owed by them at law and under statute, as officers of both the QNTDB and the State Division, and that the duties are owed to the members of respectively the QNTDB and the State Division who are substantially the same cohort of members.[5]

92. For ease of reference, we set out the following obligations on the officers of the QNTDB and the State Division:

    (a) section 285 of the *Fair Work (Registered Organisations) Act 2009* (Cth) ('**FW(RO)A**') provides:

> ***285 Care and diligence—civil obligation only***
> *(1) An officer of an organisation or a branch must exercise his or her powers and discharge his or her duties with the degree of care and diligence that a reasonable person would exercise if he or she:*
> *(a) were an officer of an organisation or a branch in the organisation's circumstances; and*
> *(b) occupied the office held by, and had the same responsibilities within the organisation or a branch as, the officer.*
> *Civil penalty: 100 penalty units, or 1,200 penalty units for a serious contravention.*
> *(2) An officer of an organisation or a branch who makes a judgment to take or not take action in respect of a matter relevant to the operations of the organisation or branch is taken to meet the requirements of subsection (1), and their equivalent duties at common law and in equity, in respect of the judgment if he or she:*
> *(a) makes the judgment in good faith for a proper purpose; and*
> *(b) does not have a material personal interest in the subject matter of the judgment; and*
> *(c) informs himself or herself about the subject matter of the judgment to the extent he or she reasonably believes to be appropriate; and*
> *(d) rationally believes that the judgment is in the best interests of the organisation.*
> *The officer's belief that the judgment is in the best interests of the organisation is a rational one unless the belief is one that no reasonable person in his or her position would hold.*
> *Note: This subsection only operates in relation to duties under this section and their equivalents at common law or in equity (including the duty of care that arises under the common law principles governing liability for negligence)—it does not operate in relation to duties under any other provision of this Act or under any other laws.*

    (b) section 715 of the *Industrial Relations Act 2016* (Qld) provides:

> ***715 Duty of reasonable care and diligence***
> *The officer must exercise the degree of care and diligence that a reasonable person in the officer's position would be reasonably expected to exercise.*
> *Maximum penalty—3,091 penalty units or 5 years imprisonment.*

93. The officers of both Entities are required to exercise their powers, discharge their duties, with the degree of care and diligence that a reasonable person would exercise in their position.

94. The following are relevant considerations in determining whether an officer has complied with this duty:

    (a) makes the judgment in good faith for a proper purpose; and

    (b) does not have a material personal interest in the subject matter of the judgment; and

    (c) informs themself about the subject matter of the judgment to the extent they reasonably believe to be appropriate; and

    (d) rationally believes that the judgment is in the best interests of the organisation.

[5] Noting the FFTS members of the CFMEUQ and the Northern Territory members of the QNTDB.

95. We have set out the history of the Fund and the Levy, and all other decisions and matters that were before both the QNTDB Executive and the State Divisional Executive in making the respective decisions to return the Fund to the State Division.

96. These are matters which have been canvassed at numerous meetings between our office and the State Secretary/Divisional Branch Secretary and Governance Officer of the State Division and the QNTDB. We have provided verbal advice at each meeting consistent with the matters we have detailed in this advice.

97. The officers of both Entities have been kept appraised at numerous meetings of the respective governing bodies and have had the opportunity to inform themselves about the subject matter of the decisions made to return the Fund. No officer has identified that they have a material personal interest in the decisions to return the Fund to the State Division.

98. The decisions to return the Fund have been made in good faith for a proper purpose, including *inter alia*:

    (a) to act in the best interests of the Dual Members given that the Morrison Coalition Government is seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the State Division in Qld;

    (b) to protect the interests of Dual Members into the future and ensure the growth of the Fund; and

    (c) to avoid duplication of services provided to Dual Members including the collection of the Levy and the management of the Fund.

99. There is no reason to suggest that the officers of both Entities do not rationally believe that the decisions to return the Fund are in the best interests of both Entities.

Yours faithfully

John Payne
Hall Payne Lawyers

JWP:4191739:4939014

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

4 December 2025

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org

Dear Michael

Re: Defence Fund

We refer to our ongoing discussions, and your instructions in respect of the ownership of assets, particularly the asset described as the 'Defence Fund'.

We advise:

1. The Construction, Forestry, Maritime, Mining and Energy Union ('**CFMMEU**') is an organisation registered under the *Fair Work (Registered Organisations) Act 2009* (Cth) ('**FW(RO)A**'). The CFMMEU has four divisions which includes the Construction and General Division. The Queensland Northern Territory Divisional Branch ('**QNTDB**') is a divisional branch of the CFMMEU, Construction and General Division.

2. The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland ('**CFMEUQ**') is an organisation registered under the *Industrial Relations Act 2016* (Qld) ('**Qld Act**'). The CFMEUQ has two divisions, one of which, relevant for present purposes, is the State Construction and General Division ('**State Division**').

3. Members of the:

   (a) CFMMEU, attached to the QNTDB, are eligible to be members of the CFMEUQ, attached to the State Division, except those members of the QNTDB who are resident or who work in the Northern Territory; and

   (b) CFMEUQ, attached to the State Division, are eligible to be members of the CFMMEU, attached to the QNTDB, except those members of the State Division who are eligible for membership under rule A7(Section A)(e) of the Part A Rules ('**FFTS Members**'),

   (together, '**Dual Members**').

4. The officers of the State Division and the QNTDB are the same and the members of the Executive of the State Division and the QNTDB are the same. The officers owe mirrored obligations to the Dual Members under both the FW(RO)A and the Qld Act.[1]

[1] Noting slight differences in obligation.

5. There is presently a fund controlled, and operated, by the QNTDB entitled the Defence Fund ('**Fund**'). The Fund, as at 31 March 2020, equated to **$7,946,203** and each year generates significant income by compulsory levy.

Historical Arrangements

6. The QNTDB and the State Division (together, the '**Entities**') have, historically, operated through the organisation registered under the Qld Act (and its predecessors).

7. The relevant history of the CFMEUQ is as follows:

   (a) in 1998, the Amalgamated Society of Carpenters, Joiners, Bricklayers, Plasterers, Painters and Decorators of Australasia, Union of Employees, Queensland amalgamated with the The Federated Furnishing Trade Society of Australiasia (Q'land) Branch Union of Employees to become the CFMEUQ;

   (b) on 1 May 2013, the CFMEUQ amalgamated with the:

      (i) Queensland Colliery Employees Union of Employees ('**QCEUE**'); and

      (ii) Federated Engine Drivers' and Firemens' Association of Queensland, Union of Employees ('**FEDFAQ**'); and

   (c) the CFMEUQ implemented a divisional structure whereby:

      (i) members of the former CFMEUQ and FEDFAQ (not mining and ports members) were attached to the State Division; and

      (ii) QCEUE and FEDFAQ (mining and ports members) were attached to the Mining, Energy and Ports District of the CFMEUQ; and

   (d) on 1 May 2014, the CFMEUQ amalgamated with the Australian Building Construction Employees Builders' Labourers' Federation (Queensland) Union of Employees ('**BLF**') and those members of the former BLF were attached to the State Division.

8. As a part of the 1998 amalgamation to form the CFMEUQ, the CFMEUQ and the (then) CFMEU, in respect of its FFTS Division, agreed that the CFMEUQ would provide services to the FFTS Members in return for the contributions of the FFTS Members to be paid to the CFMEUQ (rather than the (then) CFMEU, FFTS Division[2]).

9. The relevant history of the QNTDB is as follows:

   (a) prior to 2014, there were two divisional branches of the CFMEU (as it then was), Construction and General Division in Queensland:

      (i) the Queensland Builders Labourers Divisional Branch ('**QBLDB**'); and

      (ii) the Queensland Construction Workers Divisional Branch ('**QCWDB**');

   (b) in 2012, members of the Construction and General Division resident in the Northern Territory were attached to the QCWDB;

   (c) in 2013, the QCWDB changed its name to the QNTDB; and

   (d) in 2014, the two divisional branches merged, with the host divisional branch being the QNTDB.

10. Prior to 2014, the State Division (and its predecessors) collected contributions from members and facilitated the operation of both the State Division and the QNTDB through

[2] Being the federal counterpart.

agreed, but unwritten, administrative arrangements.[3] These arrangements were of longstanding and were designed to recognise the pre-eminence of the state arrangements.

Creation of the Defence Fund

11. We are instructed that the Fund was part of the state registered entity.

12. Historically, meetings of the management committees of then CFMEUQ and the (then) QCWDB were held simultaneously. However, it is well known that the former State Secretary, Mr Wallace Trohear, operated through the CFMEUQ (or its predecessors), including the conduct of meetings and management of assets.

13. At a meeting of the management committee held on 25 and 26 November 2004,

    (a) the management committees received a report from the State Secretary and made the following decisions:

    > *The State Secretary discussed in detail the need for the Membership to have a defence fund to protect themselves not just from the upcoming draconian Industrial Relations Law changes and a hostile federal government, but also the ability to be able to campaign and protect members workers entitlements and conditions. It was agreed that the money left over from the Eagles dispute and any board fees would be allocated to the Defence Fund. It was also agreed that whilst it would apply to certain aspects of the membership in some of the other offsite fixed establishments, that is (Furniture) that it would apply to the rest of the membership in the October dues. Also it was endorsed that this membership defence fund would have no affiliation fees to the Federal office.*
    >
    > (emphasis added)

    (b) the management committees determined to approve the membership subscriptions for 2005, which included a $1.00 contribution towards the Fund commencing in the March to September subscriptions.

14. Together, these decisions of the management committees created the Fund and imposed a levy on members to contribute to the Fund ('**Levy**').

15. For the reasons we set out below, the original resolutions for the raising of the Fund and the imposition of the Levy were decisions of the (then) CFMEUQ:

    (a) the CFMEUQ was the operating entity, with the responsibility for the collection, and expenditure, of monies, and the management and ownership of the assets;

    (b) the QCWDB did not operate a bank account and, consequently, did not have the capacity to collect, or expend monies, nor did it have the capacity to hold the Fund nor receive payment of the Levy;

    (c) there was very lengthy historical practice of reporting the financial position of the CFMEUQ and the QCWDB in the same financial reports for an excess of 20 years, and that the position recorded in the financial reports was that of the CFMEUQ for the reasons we have identified at sub-paragraphs (a) and (b);

    (d) given subscriptions payable by members were paid to the CFMEUQ, and that the Levy was relevantly attached to membership subscriptions, confirms that this was a levy of the CFMEUQ; and

    (e) we consider the following additional matters to be informative:

        (i) that the purpose of the Fund is '*…to protect themselves not just from the upcoming draconian Industrial Relations Law changes and a hostile federal*

[3] Contributions is used as a broad term intended to capture subscriptions, levies, fines etc in which a member is required to pay.

government, but also the ability to be able to campaign and protect members workers entitlements and conditions';

(ii) the 'draconian industrial laws' and 'hostile federal government' was a reference to the Howard Coalition Government and their intention to establish the Australian Building and Construction Commission;

(iii) the Fund was initially funded by:

A left over monies arising from the 'Eagles Dispute'; and

B board fees payable to the union;

(iv) the 'Eagles Dispute' can be summarised as follows:

A in July 2004, Eagles Cranes and Rigging locked out its employees after a breakdown in negotiations for an enterprise bargaining agreement;

B the lockout lasted some 67 days, with significant time and resources of the union being expended;

C the dispute was broken as a result of the AWU and non-union members entering an Enterprise Agreement with the company; and

D the Enterprise Agreement was later challenged in the Australian Industrial Relations Commission;

(v) the board fees were fees due to the officers of CFMEUQ in respect of directorships held by those officers as a result of their officer and were paid to the CFMEUQ;

(vi) it was agreed that the FFTS members would contribute to the Fund and that FFTS members were only members of the CFMEUQ;

(vii) that affiliation fees to the Federal Office would not take account of the Levy, in which we consider the following to be relevant:

A in 2004, Divisional Rule 14(i) provided:

(i) Each Divisional Branch shall forward to the Divisional Office such percentage of the Divisional Branch income as may be apportioned from time to time by the Divisional Executive.

A Divisional Branch that does not remit to the Divisional Office the moneys or part thereof owed by it by the time after such moneys are due and payable so that it becomes an Unfinancial Divisional Branch within the meaning of rule 3, shall in addition to those moneys, also be liable to pay to the Divisional Office interest on the unpaid amount at the percentage rate for 90-day bank bills as at the date that Divisional Branch becomes an Unfinancial Divisional Branch, on and from the said date. Such a Branch will remain an Unfinancial Divisional Branch for all purposes under these Rules until the principal sum and interest thereon specified in this sub-rule are paid to the Divisional Office.

If the Divisional Executive is of a view that the reasons for the non-payment are genuine reasons of incapacity to pay, then such interest shall not be levied.

(emphasis added)

B Divisional Branch income is not defined, however, given the use of the term 'income' it is likely to include all receivable money such as contributions, levies, fines etc.;

C if levies were included as part of 'Divisional Branch income', the management committee of the (then) QCWDB could not set aside rule 14(i) of the Division by resolution; and

D a determination that the Fund would have no affiliation fee to the Federal Office is only consistent with the management committee determining that the Fund was held by the CFMEUQ and, consequently, was not required to pay affiliation fees to the Federal Office from income generated.

(viii) that the respective management committees were not made up of the same officers, as the CFMEUQ had officers employed in the FFTS eligibility who were not attached to the QCWDB;[4] and

(ix) that the participation of Mr S Williams and Mr G Williams in meetings, and also particular resolutions at this meeting, given that FFTS Members were only entitled to vote in meetings of the CFMEUQ is consistent with the Fund being a fund of, and the Levy being a levy of, the CFMEUQ.

16. Consistently, these circumstances accord with the recollection of the events of Mr Michael Ravbar, the then State Assistant Secretary.

Events in 2005

17. In 2005, the procedure for conducting meetings of the management committees had not altered and at a meeting of the respective management committees held on 3 and 4 March 2005, the management committee considered the 2005 budget and determined as follows:

> *The State Secretary, Wallace Trohear reported that the criteria was adopted last year but the final budget income and expenditure was to be presented with the one amendment being the words"Fighting Fund Levy" be replaced with "Membership Defence Fund".*

18. The management committees also considered a report of the State Secretary in respect of the Fund as follows:

> *The State Secretary gave an overview of how the new fund was working and on some of the responses from the members. It was supplemented by the Assistant State Secretary Michael Ravbar, who said that the fund itself is being promoted through various forums, we need to get the message even more out there to the members. While the officials and delegates know about the fund, we need to promote it a lot more and explain that this fund is in for the long term to the entire membership.*

19. We note that neither the determination nor the report takes the history of the Fund any further nor do they alter the arrangements in respect of the Fund.

20. In our view, the Fund remained a fund of the CFMEUQ and the Financial Reports for the (then) CFMEUQ for FYE 31 December 2005 record that:

(a) $274,097 was paid by compulsory levy into the Fund;

(b) $62,958 was paid by voluntary contributions into the Fund; and

(c) a total of $483,686 was paid into the Fund, and we consider it likely that the difference of $146,631 .

Events in 2005 to 2012

21. During the period 2005 to 2012 the Fund grew from $483,686 to $2,383,362 and there was no alteration to the control, or operation, of the Fund.

[4] These members were attached to the FFTS Division of the federal union.

22. In 2012, the procedure for conducting meetings of the management committees had not altered and at a meeting of the respective management committees held on 12 October 2012, the management committees considered the recommended dues for 2013 and determined as follows:

> *…An extra 50 cents per week be paid by T1 members as per proposed union dues 2013 document and allocated to the defence fund…*

23. Consequently, the levy for the Fund increased from $1.00 per Tier 1 member per 6 months to $1.50 per Tier 1 member.

24. As membership subscriptions in 2012 were still paid to the CFMEUQ, the $1.50 for Tier 1 members being part of the subscriptions supports the view that the Levy was a decision of the CFMEUQ and that the Fund remained a fund of the CFMEUQ.

25. In our view, from its creation until 2012 the Fund was a fund of, and the levy was a levy of, the CFMEUQ.

Organisational Change

26. We confirm our view that historically the Fund was a fund of the CFMEUQ. In support of this view, is the fact that the QNTDB (nor its predecessor, the QCWDB) maintained a bank account until 2013.

27. Between 2013 and 2014, the Entities undertook a process of organisational change commencing on 17 May 2013, whereby the QCWDB Executive held a separate meeting to the CFMEUQ and determined to open a bank account in the name of the Divisional Branch.

28. On the same day, the State Divisional Executive:

    (a) noted:

        (i) the potential for significant growth in membership from the Northern Territory;

        (ii) that persons residing in the Northern Territory cannot be members of the State Division;

        (iii) the significant organising opportunities presented by the merger of the QCWDB and the QBLDB; and

        (iv) the then Newman Liberal Government was seeking to restrict legitimate rights and freedoms of the CFMEUQ to campaign for the industrial rights of its members, and that those restrictions did not apply to the QCWDB; and

    (b) determined to make payment of $1,500,000.00 to the QCWDB to ensure its effective functioning and its ongoing representation of dual members.

29. This was, relevantly, the commencement of a 'restructure' in respect of the operation of the State Division and the QNTDB, whereby determinations, structural and administrative arrangements between the State Division and the QNTDB were planned and, in effect, the operational entity became the QNTDB.

Restructure

30. The date of this 'restructure' was 1 July 2013, as recorded in the Financial Reports of the QNTDB for FYE 31 December 2013:

The CFMEU has restructured during the year incorporating a reorganisation of branches and rule changes including membership rule changes.

As a consequence of the restructure, from 1 July 2013 membership and other income and operating expenditure is recorded in the accounts of the CFMEU C&G QNTDB.

, and the Financial Reports confirmed that there was an arrangement between the QNTDB and the CFMEUQ for the administration of the QNTBD's financial affairs which ceased on 1 July 2013:

The Union's financial affairs were administered by the Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland.

Under this informal arrangement membership subscriptions were collected and all affiliation fees paid on the Union's behalf with any surplus funds paid to the CFMEUQ as an administrative fee.

This arrangement ceased effective 1 July 2013.

Defence Fund

31. The Financial Reports for FYE 31 December 2013 confirmed:

(a) a transfer of the Defence Fund was made from the then CFMEUQ to the QNTDB and was recorded in the Financial Reports of the:

(i) CFMEUQ:

Transfer Defence Fund retained earnings to CFMEU C&G QNTD	*(1,863,122)*

(ii) QNTDB:

Transfer Defence Fund from CFMEUQ	*1,863,122*

(b) the transfer was recorded in the Financial Reports of the QNTDB as an acquisition of assets/liabilities from an amalgamation/restructure:

asset/liability	*Name of entity*	*date acquired*	*Description*	*Amount $*
Debtor - CFMEUQ	*CFMEUQ*	*1/07/2013*	*Funds to be transferred*	*6,249,201*
Debtors	*CFMEUQ*	*1/07/2013*	*Miscellaneous*	*72,535*
Creditors & accruals	*CFMEUQ*	*1/07/2013*	*Miscellaneous*	*(59,620)*
Revenue in Advance	*CFMEUQ*	*1/07/2013*	*Grants*	*(3,172,241)*
Provisions	*CFMEUQ*	*1/07/2013*	*Employee entitlements*	*(1,226,753)*
Defence Fund	*CFMEUQ*	*1/07/2013*	*Compulsory levy*	*(1,863,122)*

(emphasis added)

Errors – Financial Reporting

32. Following the lodgement of the separate 2013 Financial Reports of the QNTDB and the CFMEUQ, an issue was identified with the Regulator, then the Fair Work Commission, in respect of historical financial reporting.

33. This error related to a very lengthy historical practice of reporting the financial position of the CFMEUQ and the QCWDB in the same financial reports for an excess of 20 years.

34. After significant consultation and exchanges of lengthy correspondence between the QNTDB and the Fair Work Commission, the QNTDB in the Financial Reports for FYE 31 December 2014, recorded the following notes in respect of the errors that occurred:

Note 3: Prior Period Error- Basis of Accounting

Prior to 2013, due to a very lengthy historical practice, the financial results and position of the state union (in respect of income, liabilities and assets) was incorrectly also reported as the financial position of the Queensland Construction Workers Divisional Branch ("QCWDB") (this Divisional Branch later changed its name and became the Queensland and Northern Territory Divisional Branch (''QNTDB")). There were no differences between the financial results and positions included in the two reports.
On a practical level, and as a matter of entrenched historical practice, what occurred was that for the consideration of not recovering a membership fee and treating financial members (otherwise eligible) of the CFMEUQ, who applied for membership and were attached to the QCWDB, as financial members of the QCWDB, the CFMEUQ provided full administrative, servicing, auditing and resourcing capability to the QCWDB.
The QCWDB, until May 2013, did not have income or expenses and did not maintain a bank account separate to that of the CFMEUQ. It is considered that until the establishment of its bank account the QCWDB did not have financial affairs.
This matter is not adequately dealt with in the notes to the 2013 Report of the QNTDB.
In making the assumption that the CFMEUQ and the QCWDB would be treated as the same (entity) for the purposes of financial reporting, the practical outcome was that each financial report was the same and in effect a report reflecting the totality of the affairs of the CFMEUQ and the QCWDB. That is there was only one set of income and expenditure.
…
Importantly, given the practical effect of the financial reporting and that the members of the CFMEUQ and the QCWDB were significantly the same for the period up to and including the financial year ended 31 December 2012, the reports that were historically provided to members appropriately advised the overall financial situation that had impacted on them as a member of the two entities. Consequently the members of the QCWDB have not been placed in a position to their detriment because of the error.

Note 4: Prior Period Error- Membership Fees

(i) The 2012 financial report for the QCWDB did not recognise the "non-Queensland" fees (the fees for members residing in the Northern Territory) This issue was corrected in the financial statements for the year ended 31 December 2013.

(ii) The financial implication of receiving Northern Territory fees appears in the membership subscription line item of the 2013 income statement. The comparative amount from 2012 was appropriately adjusted to include Northern Territory fees.

(iii) The notes to the 2013 financial reports did not explain that the $200,833 of membership subscriptions provided from the CFMEUQ to the QCWDB in 2012 was the amount collected in respect of members in the Northern Territory (and the Forestry, Furnishing, Building Products and Manufacturing Division) that were not eligible for membership of the CFMEUQ.

(emphasis added)

35. Consistent with the matters we have considered above, we made the following submissions on behalf of the QNTDB in relation to the organisational change that had occurred:

…
Comparatives for the 2013 Report - Organisational Change

73. Due to legislation of the Newman Government in Queensland, the state registered CFMEUQ and the reporting unit determined that the then existing administrative arrangements in place between the CFMEUQ and the QCWDB did not allow for adequate industrial and political representation of the Joint Members.

74. The management committees of both the CFMEUQ and the QCWDB considered that the legislation was politically motivated and not directed to the good and transparent governance of industrial organisations, but rather was designed with bias to create unnecessary expense in operating and administering state registered unions[5].

75. It was also considered that the arrangements were not lawful and a High Court challenge on the basis of a breach to the implied freedom of political communication was made to the laws.

76. Relevant aspects of the legislation were, following the challenge, subsequently withdrawn (by the Newman Government).

77. Prior to that withdrawal, and as a consequence of the concerns legitimately held in relation to the Newman Government's legislation, the CFMEUQ and the QCWDB put in place revised administrative arrangements which provided for the:

a) transfer of resources and assets commencing in May 2013; and

[5] See *Industrial Relations (Transparency and Accountability Act) 5s. 5300, 553F and 553FA* .

b) adoption of a greater federal IR/organisational focus.

78. The following considerations were also taken into account by the management committees of the CFMEUQ and the QCWDB in determining to alter the administrative arrangements:

a) the benefit of consistent federal branding - utilising recognition across Australia amongst members and potential members;

b) as members are often mobile in the search for work, there was value in national identity for members moving from interstate;

c) that as the majority of members were federal system employees, it was in the best interests of both organisations for the federal reporting unit to receive additional resourcing to represent members before the Fair Work Commission and Federal Courts;

d) the potential for increased costs due to duplication;

e) uncertainty as to entity for joint members, officials and third parties; and

f) the potential for error arising from the implementation of the then administrative arrangements.

Comparatives for the 2013 Report - Administrative Change

79. Due to the structural and organisational changes detailed above, it was determined that it would be in the best interest of the joint members if the federal reporting unit and the state registered union (joint members) made administrative changes to prevent the duplication of services and reduce complexity.

80. This resulted in a number of items being transferred from the state registered union to the reporting unit including:

a) accrued employee entitlements;

b) ongoing employee expenses;

c) financial administration costs;

d) agents fees;

e) the defence fund;

f) legal fees; and

g) the administration of grant funding.

81. Providing for the administrative services to be performed by the one entity reduces the likelihood of reporting error.

Determinations

36. We are, relevantly, unable to locate any consideration or determination in, or around, July 2013 in respect of the 'restructure' or the transfer of the Fund.

37. The earliest consideration of the 'restructure' was at the respective meetings of the:

(a) State Divisional Executive held on 15 September 2014 ('**2014 Meeting of State Executive**'); and

(b) QNTDB Executive held on 15 September 2014 ('**2014 Meeting of QNTDB Executive**').

Administrative Arrangements and the Levy

38. Resolution 1 of the 2014 Meeting of State Executive provides:

The State Executive notes that:

- *there has for a very long time been arrangements in place between the CFMEU and its predecessors and the CFMEUQ and its predecessors for the sensible administration of the 2 entities so as to maximise membership benefit and avoid unnecessary cost by duplication;*
- *a number of amalgamations and mergers have occurred in Queensland that have had an effect on the way in which the CFMEUQ operates;*
- *the amalgamations that have occurred in the last 2 years have unified the state components of the CFMEU and have been with the:*

(a) CFMBUQ;

(b) FEDFA;
(c) QCEUE; and
(d) BLF;

- *the amalgamations were structured to reflect the arrangements that exist in the CFMEU and utilise a divisional structure (Construction and General/Miners);*

- *a merger occurred in the federal jurisdiction which resulted in the C & G Division representing all members in Queensland not otherwise attached to the Mining Division, with the exception of the FFPD members who are represented on an agency basis by the C & G Division;*

- *different structural arrangements have also been necessary to provide for the representation 0f the Northern Territory members who are also attached to the C & G Division and the Divisional Branch was renamed the Queensland Northern Territory Divisional Branch ("the C&G Divisional Branch");*

- *the State Construction and General Division ("the State Division") of the CFMEUQ has substantially the same membership as the C&G Divisional Branch;*

- *the general position of the C&G Divisional Branch in the last few years, and which takes into account the unification of the state counterparts of the CFMEU, was to create uniformity by emphasising the Federal identity of the CFMEU, not just between the members of the former BLF and Building Workers Division Branches in Queensland, but particularly with the Northern Territory members;*

- *the State Division recognises that the C&G Divisional Branch and the CFMEU consider it both appropriate and desirable that the contributions of Joint Members be administered by Divisional Branches and not state counterparts, as the CFMEU is streamlining its operations around Australia to move to a greater federal focus, more defined identity and to respond to Government and Employer attacks in a more cohesive way;*

- *due to the State Division having significantly the same membership as the C&G Divisional Branch ("Joint Members") with the exceptions of the FFTS/Northern Territory members, administrative practices have been implemented to avoid overlap, inefficiencies and unnecessary cost;*

- *structural/administrative arrangements have also been implemented by the State Division in conjunction with the C&G Divisional Branch due to:*

  (a) the significant growth in the number 0f members of the C&G Divisional Branch in the Northern Territory;
  (b) the significant majority of Joint Members being national system employees;
  (c) the significant majority of members of the former BLF are national system employees;
  (d) the continued decline in the state industrial systems around Australia as the Howard amendments to the industrial relations system has taken hold;
  (e) the attack on workers in Queensland by the Newman Government;
  (f) the unmeritorious attack on Queensland union structures by Bleije/Newman; and
  (g) the stripping of employees from Queensland government services;

- *recognition of these factors and the appropriateness of utilising the CFMEU as the more relevant overarching structure, that can accommodate the needs of the Joint Members into the future, has required the administrative process, inclusive of the:*

  (a) payment of subscriptions and levies;
  (b) employment of staff;
  (c) training of officials;
  (d) engagement of agents/suppliers; and
  (e) purchase of plant and equipment,

  to occur in the C & G Divisional Branch as opposed to using the state union as previously occurred;

- *the State Division has, through its officers, confirmed to the C & G Divisional Branch that the preferred approach of the State Division is to operate in a cohesive way through the C & G Divisional Branch by streamlining to the extent possible the administrative arrangements between the 2 entities, provided that compliance must be effected in relation to the state registered union so that the ability of the state registered union to continue to represent members in the state commission is ensured;*

- *the joint members are only to pay one set of contributions which the C & G Divisional Branch will collect and the rules of the state union will provide that members of the State Division who are financial in the CFMEU and are attached to the C & G Divisional Branch are not required to pay a further fee,*
- *the State Division will also ensure its rules provide for similar structures to the C & G Divisional Branch and that an exemption from election can be obtained by the State Division so that the of ficers who hold corresponding offices will be the same;*

- *the officers of the C & G Divisional Branch have confirmed that a priority of the administrative arrangements will be to ensure the continued existence and ongoing compliance of the state registered entity; and*

- *it is appropriate to formalise the arrangements between the State Division and the C & G Divisional Branch in writing.*

Decision: "The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative arrangements in place between the State Division and the C&G Divisional Branch, for:

(a) subscription fees to be paid to, and collected by, the C & G Divisional Branch;
(b) levies to be collected by the C & G Divisional Branch;
(c) employees to be engaged by the C & G Divisional Branch;
(d) employees/joint employees to be administered by the C & G Divisional Branch;
(e) agents/suppliers to be engaged by the C & G Divisional Branch;
(f) finances/administration to be conducted by the C & G Divisional Branch; and
(g) membership services to be delivered through the C & G Divisional Branch,

and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.

The State Executive authorises the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the Slate Division and the C & G Divisional Branch."

(emphasis added)

39. This resolution recognises that the administrative processes have altered from the historical practice and provides for the administrative arrangements into the future. The State Executive, relevantly, determined that:

    (a) subscription fees to be paid to, and collected by, the C & G Divisional Branch; and

    (b) levies to be collected by the C & G Divisional Branch.

40. Resolution 2, under the heading administrative arrangements, of the 2014 Meeting of the QNTDB Executive ('**Resolution 2**') is in a similar form to Resolution 1 by the State Divisional Executive and provides:

    Preamble

    The C&G Divisional Branch Executive notes:

1. A number of amalgamations unifying the CFMEU state counterpart have occurred in Queensland with the effect that different structural arrangements have been adopted for the operations of the:

(a) CFMEUQ;
(b) FEDFA;
(c) QCEUE; and
(d) BLF.

2. The general position that the C&G Divisional Branch has adopted in the last few years, and which takes into account the unification of the state counterparts, is to create uniformity by maximizing the Federal identity of the CFMEU, not just between the members of the former BLF and Building Workers Division Branches in Queensland, but also with the Northern Territory members.
3. The merger of the Qld Divisional Construction Branches has also occurred in the federal jurisdiction which has meant that different structural arrangements were necessary for the continued operation of the C&G Divisional Branch.

4. The State Construction and General Division ("the State Division") of the CFMEUQ has substantially the same membership as the C&G Divisional Branch ("Joint Members") With some exceptions in relation to the FFTS and Northern Territory members, which has resulted in administrative practices being adopted to avoid overlap and unnecessary cost.

5. Structural and administrative arrangements have also been implemented in recognition of the fact that:
(a) there has been significant growth in the number of members of the C&G Divisional Branch in the Northern Territory;
(b) the significant majority of Joint Members are now national system employees; and
(c) the significant majority of members of the former BLF are national system employees.

6. The C&G Divisional Branch also recognises that the National Division and National Union consider it appropriate that the membership subscriptions of Joint Members be administered by C&G Divisional Branches and not counterpart State Unions, as the CFMEU streamlines its operations around Australia to move to a greater federal focus, and it is appropriate for the C&G Divisional Branch to support the Division and the National Union.

7. Recognition of these factors and the appropriateness of utilising the Federal Union as the more relevant overarching structure, that can accommodate the needs of the Joint Members into the future, requires the administrative process, inclusive of the payment of subscriptions, to be effected in the C&G Divisional Branch as opposed to utilising the State Union as previously occurred.

8. The State Division has, through its officers, confirmed that the preferred approach of the C&G Divisional Branch is also the preferred approach of the State Division.

9. The C&G Divisional Branch Secretary considers it is appropriate to formalise these arrangements in writing with the State Division and the C&G Divisional Branch wishes that he do so.

Decision: "The C&G Divisional Branch Executive authorises the C&G Divisional Branch Secretary to establish agreements that reflect the administrative arrangements in place between the C&G Divisional Branch and the State Division with the:

(a) subscription fees t0 be paid t0 the C&G Divisional Branch;
(b) finances/administration to be conducted by the C&G Divisional Branch;
(c) membership services t0 be delivered through the C&G Divisional Branch,

and to liaise with the State Secretary of the State Division as to the terms of the arrangements.

The C &G Divisional Branch Executive authorises the C&G Divisional Branch Secretary, on behalf of the C&G Divisional Branch, to enter into written agreements with the State Division, once the C&G Divisional Branch Secretary is satisfied that the agreements provide for appropriate administrative arrangements in accordance with the preamble to this resolution between the C&G Divisional Branch and the State Division."

41. Whilst no formalised written arrangements were entered into, the State Division and the QNTDB applied these administrative arrangements.

42. We note that there are differences in the terminology of these resolutions which, given that the administrative arrangements apply in the same manner to both Entities, have an intended meaning.

43. The most significant difference is the absence of a determination in the resolution of the QNTDB, and the use of the words 'collected by' in the resolution of the State Divisional Executive, in respect of levies. This is, in our view, important, as it deals specifically with the Levy for the reasons below.

44. That the QNTDB Executive did not determine that the administrative arrangements apply to the collection of levies, is in our view recognition that:

    (a) the QNTDB had not determined any levies of members at the time; and

    (b) the QNTDB are at any time entitled to determine levies and that those levies are to be paid by members to the QNTDB under the Divisional Rules.

45. However, the State Divisional Executive had determined that levies are payable by its members and that, during the restructure, the levies were continuously paid by members to the QNTDB under those determinations, including the Levy.

46. It was, consequently, necessary to determine that *inter alia* the Levy was to be paid and that it was to be collected by the QNTDB – see the resolution of the State Divisional Executive.

47. Notably, the State Divisional Executive did not use the same terminology as it did with subscriptions, being 'paid to, and collected by,' and that *prima facie* this would have been intentional. The intent, in our view, may have been that, whilst collected by the QNTDB, the QNTDB were not to be paid the Levy, but that the Levy was to be placed in the Fund created by the State Division and transferred to the QNTDB to be managed on its behalf (matters that are dealt with below).

48. This is, in our view, consistent with the approach adopted on, and from, 2013, whereby the QNTDB did not determine a levy of its members to make contributions to the Fund, and that members continued to pay, as part of subscriptions, the Levy which was in turn collected by the QNTDB. This is, however, made more complex by the payment of the Levy by the NT Members, a matter which we go into detail below.

49. The consequence of our view being correct is that all monies paid since 2013 to the QNTDB in relation to the Fund have been paid in accordance with the Levy. This is significant as this is a determination of the State Division and, in our view of the administrative arrangements, the QNTDB were merely collecting the Levy on its behalf.

50. We have considered the balance of the resolutions made at the 2014 Meeting of the State Executive and the 2014 Meeting of the QNTDB Executive and note:

    (a) other than the determinations of the respective Executives in relation to the Fund (dealt with below), there are no other matters considered by the governing bodies that affect the Levy and the Fund;

    (b) that whilst the Preamble to Resolution 1 of the State Divisional Executive uses the word 'collect' in the following context:

        the joint members are only to pay one set of contributions which the C & G Divisional Branch will collect…

, it is consistent with the resolution and does not detract from the view expressed above; and

(c) that whilst the Preamble to Resolution 3 of the State Divisional Executive uses the word 'collect' in the following context:

The previous administrative arrangements in place between the C&G Divisional Branch and the CFMEUQ (as it was) and the State Division, as the case may be, provided that the CFMEUQ/State Division collected the membership subscriptions of Joint Members who were required to only pay a single subscription;

, it is consistent with the proposition of collection in relation to membership subscriptions under Resolution 1 and does not detract from the view expressed above.

Defence Fund Levy

51. As identified above, the transfer of the Fund had occurred in July 2013 and we have been unable to locate a determination of the State Divisional Executive nor the QNTDB Executive in relation to this decision.

52. However, at the 2014 Meeting of the State Executive and the QNTDB Executive, the:

(a) the State Divisional Executive resolved:

The State Executive notes that:

- *the State Division's defence fund has been transferred to the Branch Fund of the C & G Divisional Branch where it has been used for, and is to be used for, the purpose of defending joint members;*
- *the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C & G Divisional Branch;*
- *the transfer is also consistent with the matters noted in relation to resolution 1; and*
- *the actions of the State Secretary in transferring the funds are endorsed.*

Decision: "The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established."

(b) the QNTDB Executive resolved:

The C&G Divisional Branch Executive notes that:

- *the State Division's defence fund has been transferred to the Branch Fund of the C&G Divisional Branch where it has been used for, and is to be used for the purpose of defending joint members;*
- *the reason for this transfer are that the concerted attacks against members are occurring in relation to joint members who are engaged as national system employees and it is more administratively sensible for the funds to be managed by the C&G Divisional Branch;*
- *the transfer is also consistent with the matters noted in relation to resolution 2;*
- *the C&G Divisional Branch Executive acknowledges the purpose for which the funds were transferred and the purpose for which the fund was established; and*
- *the C&G Divisional Branch Executive acknowledges that the fund will only be used for that purpose.*

Decision: "The C&G Divisional Branch Executive accepts the decision of the State Secretary to transfer the fighting fund to the C&G Divisional Branch and agrees to use the fund in accordance with the purpose for which it was established."

53. Firstly, we recognise that these determinations are endorsing, and confirming, the actions of respectively the State Secretary of the State Division and the Divisional Branch Secretary of the QNTDB in transferring the Fund in 2013. This, relevantly, explains the absence of a determination by the respective Executives at the point of transfer.

54. Secondly, both resolutions confirm that the transfer of the Fund is consistent with the matters noted in the administrative arrangement resolutions addressed above. This is of significance given our view in relation to the mere collection of the Levy by the QNTDB and that this was merely the creation of arrangement for the management of the Fund.

55. Thirdly, and consistently, both the respective governance bodies have confirmed that:

    (a) it is more administratively sensible for the Fund to be managed by the QNTDB; and

    (b) the Fund is to be used for the purpose for which it was established by the State Division.

56. These matters, in our view, indicate an intention for administrative management of the Fund by the QNTDB on behalf of the State Division and that the 'ownership' of the Fund never altered.

57. It was necessary to 'transfer' the Fund to allow for the effective management by the QNTDB, given that it was to collect the Levy and ensure the appropriate investment of the Fund.

58. In our view, transfer, in this context, is a reference to the monies held by the State Division that comprise the Fund and not the transfer of any rights in respect of the Fund. For example, if the QNTDB sought to use the Fund for a purpose outside the '*purpose for which it was established*', the State Division may have had a cause of action to prevent that use.

QNTDB and the Levy

59. In support of the view expressed above, in respect of the collection of the Levy and the management of the Fund, is our instructions that to the best of the State Secretary/QNTDB Divisional Branch Secretary's knowledge the QNTDB has at no time passed a resolution for the raising of the levy, the adoption of the levy and/or creating the Fund.

60. That the QNTDB Executive did not determine such a levy is indicative of the proposition of 'collection' of the State Division's Levy as identified above.

61. Whilst the QNTDB Executive periodically determined the contributions payable by the members, the Levy component remained as the amount determined by the State Divisional Executive on 12 October 2012. This is, in our view, the application of the administrative arrangements by the QNTDB to collect the Levy rather than a determination of a levy of members.

62. On, and from, 1 July 2013, the NT Members commenced making payment of an amount equalling the Levy as part of the contributions paid the QNTDB. This was, however, not in accordance with the determination of the State Division given that the NT Members are not eligible for membership of the State Division.

63. Whilst accounted for by the QNTDB as part of the Fund, in our view and despite the matters raised above, this amount should be treated separately to the Fund and the Levy paid by Dual Members. The QNTDB could not, relevantly, collect the Levy from NT Members on behalf of the State Division and, consequently, the amounts paid are monies of the QTNDB.

64. However, given these monies were purportedly paid in accordance with the Levy into the Fund, the monies may be impressed with a condition that they be used for the same purpose as the Fund on behalf of NT Members.

65. On our instructions, the QNTDB Executive and the State Divisional Executive have been informed of this issue and consider that it is, in these circumstances, appropriate for the QNTDB to retain the monies paid, and those yet to be paid, by the NT Members in accordance with the Levy.

66. As a belts and braces approach, it is appropriate for the QNTDB Executive to endorse:

    (a) the levy payable by NT Members;

    (b) the reason for the payment of the Levy, being the same reason for the creation of the Levy; and

    (c) the creation of the 'defence fund' for NT Members and the purpose of that 'defence fund', being the same purpose as the Fund, however, exclusively for NT Members.

67. We will advice the QNTDB of these matters further under separate correspondence.

Return of the Defence Fund

68. We have at length addressed the history of the Fund and the Levy, and that each matter was determined separately at a meeting of the (then) CFMEUQ Executive and the QCWDB Executive.

69. Although the meetings were held simultaneously, we confirm that:

    (a) the context provides that these decisions were decisions of the (then) CFMEUQ; and

    (b) as the QNTDB did not (and did not have the ability to) incur debts or transact in their own capacity, nor did the QNTDB maintain bank accounts, at any stage until May 2013, it could not have held the Fund nor received payment of the Levy.

70. Consequently, in our view, the starting position for determining the 'ownership' of the Fund, is that the original resolution for the raising of the Defence Fund, and the Levy to be paid to the Fund, were resolutions of the CFMEUQ.

71. We have, subsequently, traced the Fund through to its transfer to the QNTDB. In our view, the following matter are relevant to suggest that this was merely the creation of administrative arrangements in respect of the management of the Fund:

    (a) that the State Divisional Executive determined that the QNTDB will 'collect' levies, being levies determined by the State Divisional Executive (including the Levy);

    (b) that the QNTDB did not determine a separate levy in respect of the Fund and its members, noting:

        (i) that it did determine the yearly contributions payable by Dual Members and NT Members;

        (ii) however, the component of the Levy remained the same amount as determined by the State Divisional Executive on 12 October 2012; and

        (iii) that this appears to be the application of the agreed administrative arrangement for the collection of the Levy; and

72. That on the face of the resolutions there was an intent of both governing bodies for administrative management of the Fund to be conducted by the QNTDB on behalf of the State Division and that the 'ownership' of the Fund never altered.

2019/2020 Review of Administrative Arrangements

73. This arrangement has continuously operated since 2014, and has seen the QNTDB manage the Fund and see it grow substantially as a result of the payment of the Levy by Dual Members.

74. However, as a result of a review of the administrative arrangements between the QNTDB and the State Division, the State Division has subsequently become the operating entity. This has resulted in a significant change in the administrative arrangements, including that contributions are now paid by Dual Members (and NT Members, which are subsequently returned to the QNTDB) to the State Division.

75. We will not detail the full extent of the reason for the substantial change to the administrative arrangements, however, the State Division and the QNTDB have acknowledged:

    (a) that:

        (i) the anti-worker Newman LNP Government was quickly and soundly defeated, its legislation was reversed and the significant risks of operating in the state jurisdiction were removed;

        (ii) the growth of the membership in Northern Territory did not reach the expectation of the (then) QCWDB at the time of its determination in May 2013 and that that growth was dependent to a greater extent than was expected on project work,

    with the consequence that part of the basis for the decisions made by the State Division and the QNTDB did not in fact transpire; and

    (b) that the Morrison Coalition Government is now seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the State Division in Qld, to act in the best interests of the Dual Members.

Return of the Fund

76. On 17 March 2020, the QNTDB Executive determined to return the Fund to the State Executive ('**March Determination**'):

> *Decision: The Executive of the QNTDB, in relation to the Defence Fund, notes:*
>
> *(a) it has considered the resolution of the State Division of 15 September 2014, which was in the following terms:*
>
> *The State Executive endorses, and confirms, the decision of the State Secretary to transfer the fighting fund to the C & G Divisional Branch to be used in accordance with the purpose for which it was established.*
>
> ***Resolution 5 – Defence Fund***
>
> *('**Resolution**');*
>
> *(b) its understanding that the fighting fund was a reference to the Defence Fund which was at that time an amount of $1,863,122 ('**Monies**');*

(c) that in accordance with the Resolution the Monies were received into the Divisional Branch fund of the QCWDB;

(d) that the Defence Fund has, since the transfer of the Monies, continued to grow due to:
- *investment of the Monies;*
- *interest payments on the Monies; and*
- *further receipt of levy payments into the Defence Fund;*

(e) neither the QCWDB nor the QNTDB have resolved to levy the members of the QNTDB for the purposes of the Defence Fund;

(f) that the levies received by the QCWDB/QNTDB in relation to the Defence Fund since 2014 are in accordance with the resolution of the State Division (formally the CFMEUQ) of 2004, and have been received in accordance with the State Divisions resolutions of 15 September 2014:

> *The State Executive authorises the State Secretary to prepare a written agreement to provide for the administrative agreements in place between the State Division and the C&G Divisional Branch, for:*
>
> *subscription fees to be paid to, and collected by, the C & G Divisional Branch;*
> *levies to be collected by the C & G Divisional Branch;*
> *employees to be engaged by the C & G Divisional Branch;*
> *employees/joint employees to be administered by the C & G Divisional Branch;*
> *agents/suppliers to be engaged by the C & G Divisional Branch;*
> *finances/administration to be conducted by the C & G Divisional Branch; and*
> *membership services to be delivered through the C & G Divisional Branch,*
>
> *and to liaise with the Divisional Branch Secretary of the C & G Divisional Branch on the terms of the arrangements.*
>
> *The State Executive authorizes the State Secretary, on behalf of the State Division, to enter into written agreements with the C & G Divisional Branch, once the State Secretary is satisfied that the agreement provides for the administrative arrangements currently in place between the State Division and the C & G Divisional Branch.*

, and that consequently those monies have been collected by the QCWDB/QNTDB and paid into the Defence Fund on behalf of the State Division;

(g) that the Defence Fund has continued to be held for the purpose for which it was raised in 2004;

(h) that no monies have to date been expended from the Defence Fund;

(i) the resolutions of the QNTDB Executive of 12 November 2019 and the reasons, to ensure the protection of the joint members of the QNTDB/State Division, for the reallocation/change in administrative arrangements and other arrangements as between the QNTDB and the State Division; and

(j) that levy has been collected also on behalf of the Northern Territory members of the QNTDB.

The Executive of the QNTDB determines:

1. *That the Defence Fund, as transferred to the QNTDB by the State Division together with any accretions by way of interest or investment to the Defence Fund, be transferred back to the CFMEUQ for, and on behalf of the State Division, to be used in accordance with the purpose for which the Defence Fund was established.*

2. *That, subject to resolutions 3 and 4, as the QNTDB has collected the Defence Fund levy on behalf of the State Division those monies collected, together with any accretions, by way of interest, investment or otherwise, be returned to the CFMEUQ on behalf of the State Division.*

> 3. *That, subject to resolution 4, in the event that the right to collect the Defence Fund levy was a right of the QNTDB on its own behalf, and not as an agent for the State Division, then those monies collected, together with any accretions, by way of interest, investment or otherwise, be transferred to the CFMEUQ, for and on behalf of the State Division, to be consolidated with the Defence Fund and used in accordance with the purpose for which the Defence Fund was established.*
>
> 4. *That the QNTDB will retain for the purposes of establishing a defence fund for its members in the NT, any monies that have been received from members of the NT and which have been paid into the Defence Fund.*

77. The March Determination was not time sensitive, and the Fund was not transferred at that time.

78. For the reasons we have set out above, the QNTDB has collected the Levy and managed the Fund on behalf of the State Division during its possession of the Fund. In our view, the March Determination amounts to the mere return of the Fund to the State Division, being the creator of the Fund and the Levy.

79. If we are mistaken in this view, and the transfer amounted to the disposition of the Fund and the relinquishment of ownership rights of the monies that make up the Fund, we do not consider this to be fatal. That is, it is possible that the transfer of the Fund to form part of the new administrative arrangements, for the same reasons that the Fund was able to transferred by the State Division to the QNTDB as a part of the administrative arrangements between the Entities.

80. However, our view is the preferred view and that this amounts to a 'return' of the Fund to the State Division. The QNTDB will cease to manage the Fund and will cease to collect the Levy on behalf of the State Division.

81. We confirm, consistent with the view expressed above, that those monies paid by NT Members in respect of the Levy should remain with the QNTDB 'defence fund' to be used for the purpose in which the Fund was created for NT Members only.

82. On 6 August 2020, the State Division determined *inter alia* to accept the return of the Fund and retake the burden of administration of the Fund. This includes the collection of the Levy.

83. The State Division also determined to seek an amendment to the Service Agreement with the QNTDB to provide for the use of the Fund into the future, and we commend that decision. The State Division and the QNTDB, which both have managed the Fund for significant periods, will be able to agree to an amendment to the Service Agreement to:

    (a) ensure the growth of the Fund is appropriately provided for; and

    (b) facilitate administrative arrangements between the QNTDB and the State Division in respect of the Fund,

    for the protection of the interests of the Dual Members.

84. We would also commend an amendment to the Service Agreement to provide for the 'defence fund' of the QNTDB for NT Members.

Investment of the Fund

85. As an aside, we confirm that the State Division has determined to invest the Fund in property to provide for the growth of the Fund and ensure the protection of the interests of the Dual Members into the future. The QNTDB has endorsed the strategy of the State

Division, and recognises that the State Division are investing in a way that provides prudential assurance.

86. We do not need to consider the decision of the State Divisional Executive, other than to confirm that the decision is a valid decision, in either the circumstance that the March Determination:

(a) amounts to the return of the Fund to the State Division, being the entity which always maintained 'ownership' of the Fund; or

(b) was, consistent with the determinations made at the 2014 State Executive Meeting and the 2014 QNTDB Executive Meeting, the creation of administrative arrangements for the management of the Fund and the collection of the Levy.

Duties of Officers

87. The officers are aware of the duties owed by them at law and under statute, as officers of both the QNTDB and the State Division, and that the duties are owed to the members of respectively the QNTDB and the State Division who are substantially the same cohort of members.[6]

88. For ease of reference, we set out the following obligations on the officers of the QNTDB and the State Division:

(a) section 285 of the *Fair Work (Registered Organisations) Act 2009* (Cth) ('**FW(RO)A**') provides:

> ***285 Care and diligence—civil obligation only***
> *(1) An officer of an organisation or a branch must exercise his or her powers and discharge his or her duties with the degree of care and diligence that a reasonable person would exercise if he or she:*
> *(a) were an officer of an organisation or a branch in the organisation's circumstances; and*
> *(b) occupied the office held by, and had the same responsibilities within the organisation or a branch as, the officer.*
> *Civil penalty: 100 penalty units, or 1,200 penalty units for a serious contravention.*
> *(2) An officer of an organisation or a branch who makes a judgment to take or not take action in respect of a matter relevant to the operations of the organisation or branch is taken to meet the requirements of subsection (1), and their equivalent duties at common law and in equity, in respect of the judgment if he or she:*
> *(a) makes the judgment in good faith for a proper purpose; and*
> *(b) does not have a material personal interest in the subject matter of the judgment; and*
> *(c) informs himself or herself about the subject matter of the judgment to the extent he or she reasonably believes to be appropriate; and*
> *(d) rationally believes that the judgment is in the best interests of the organisation.*
> *The officer's belief that the judgment is in the best interests of the organisation is a rational one unless the belief is one that no reasonable person in his or her position would hold.*
> *Note: This subsection only operates in relation to duties under this section and their equivalents at common law or in equity (including the duty of care that arises under the common law principles governing liability for negligence)—it does not operate in relation to duties under any other provision of this Act or under any other laws.*

(b) section 715 of the *Industrial Relations Act 2016* (Qld) provides:

> ***715 Duty of reasonable care and diligence***
> *The officer must exercise the degree of care and diligence that a reasonable person in the officer's position would be reasonably expected to exercise.*
> *Maximum penalty—3,091 penalty units or 5 years imprisonment.*

[6] Noting the FFTS members of the CFMEUQ and the Northern Territory members of the QNTDB.

89. The officers of both Entities are required to exercise their powers, discharge their duties, with the degree of care and diligence that a reasonable person would exercise in their position.

90. The following are relevant considerations in determining whether an officer has complied with this duty:

    (a) makes the judgment in good faith for a proper purpose; and

    (b) does not have a material personal interest in the subject matter of the judgment; and

    (c) informs themself about the subject matter of the judgment to the extent they reasonably believe to be appropriate; and

    (d) rationally believes that the judgment is in the best interests of the organisation.

91. We have set out the history of the Fund and the Levy, and all other decisions and matters that were before both the QNTDB Executive and the State Divisional Executive in making the respective decisions to return the Fund to the State Division.

92. These are matters which have been canvassed at numerous meetings between our office and the State Secretary/Divisional Branch Secretary and Governance Officer of the State Division and the QNTDB. We have provided verbal advice at each meeting consistent with the matters we have detailed in this advice.

93. The officers of both Entities have been kept appraised at numerous meetings of the respective governing bodies and have had the opportunity to inform themselves about the subject matter of the decisions made to return the Fund. No officer has identified that they have a material personal interest in the decisions to return the Fund to the State Division.

94. The decisions to return the Fund have been made in good faith for a proper purpose, including *inter alia*:

    (a) to act in the best interests of the Dual Members given that the Morrison Coalition Government is seeking to severely restrict the legitimate rights and freedoms of the QNTDB, just as the Newman LNP Government sought to do to the State Division in Qld;

    (b) to protect the interests of Dual Members into the future and ensure the growth of the Fund; and

    (c) to avoid duplication of services provided to Dual Members including the collection of the Levy and the management of the Fund.

95. There is no reason to suggest that the officers of both Entities do not rationally believe that the decisions to return the Fund are in the best interests of both Entities.

Yours faithfully

John Payne
Hall Payne Lawyers

JWP:4191739:4939014

HPL HALL PAYNE LAWYERS

Freecall 1800 659 114
Facsimile 07 3017 2499
www.hallpayne.com.au
general@hallpayne.com.au
Ground Floor, 27 Peel Street
South Brisbane Qld 4101
Locked Bag 2013
South Brisbane Qld 4101
ABN 45 137 119 629

4 December 2025

Contact
John Payne
Principal
johnp@hallpayne.com.au

Erin Quinn
Legal Assistant
Phone: 07 3017 2400
erinq@hallpayne.com.au

Our Ref: JWP:4191739

CFMEUQ C&G
16 Campbell St
BOWEN HILLS QLD 4006

By Email: mravbar@cfmeu.org, jingham@cfmeu.org

Dear Michael

Re: Defence Fund

We refer to our ongoing discussions, and your instructions in respect of the ownership of assets, particularly the asset described as the 'Defence Fund' ('**Fund**') and **enclose**:

- minutes of the QNTDB Executive of 12 November 2019 ('**Schedule A**'); and
- minutes of the QNTDB Executive of 17 March 2020 ('**Schedule B**').

We confirm that we have prepared a draft advice in relation to the:

- creation of the Fund and the Defence Fund Levy ('**Levy**'); and
- decisions of respectively the Queensland Northern Territory Divisional Branch ('**QNTDB**') and the State Construction and General Division ('**State Division**') to return the Fund, and the monies collected in accordance with the Levy, to the State Division.

That advice is still being settled in relation to its text and, in the interim, we provide the following executive summary:

1. In 2004, the (then) Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland ('**CFMEUQ**')[1] determined to create the Fund and resolved that members were required to make payment of the Levy.
2. This was a decision of the CFMEUQ as opposed to the Queensland Construction Workers Divisional Branch ('**QCWDB**'), for, inter alia, the following reasons:
   (a) the historical operation of the 'union' in Queensland as a state union;
   (b) fees were set, and collected, by the CFMEUQ;
   (c) that the QCWDB did not maintain a bank account nor have any financial affairs and, consequently, could not hold the Fund nor collect the Levy from members; and
   (d) the FFTS Members[2] have always made payment of the Levy.

[1] As it then was.
[2] Being those members of the State Division who are eligible for membership under rule A7(Section A)(e) of the Part A Rules.

Individual liability limited by a scheme approved under professional standards legislation (personal injury work exempted). | JWP:4191739:4939014

3. All payments by members of the Levy were paid to the CFMEUQ until July 2013.[3]

4. On, and from, 1 July 2013, a 'restructure' occurred whereby the QNTDB opened a bank account, became the operating entity and began collecting the Levy from Dual Members[4], FFTS Members and the NT Members[5].

5. On 1 July 2013, the State Division transferred those monies held in the Fund to the QNTDB.

6. On 15 September 2014, the management committees of both the State Division and the QNTDB determined to implement administrative arrangements between the two entities to avoid overlap, inefficiencies and unnecessary cost.

7. The first relevant administrative arrangement implemented was a decision of the State Divisional Executive that the Levy was to be collected by the QNTDB, not that it was to be paid to the QNTDB, but rather remained part of the fund of the State Division.

8. Consistently, the QNTDB did not determine a levy of its own for contributions to the Defence Fund by Dual Members, albeit that the QNTDB has (and again consistently) implemented a levy of NT Members, and that the monies, collected in accordance with that levy, remain part of the Divisional Branch fund of the QNTDB.

9. The second relevant administrative arrangement implemented was a determination of the respective management committees in relation to the 'transfer' of the Fund. It is respectably arguable that this determination was the creation of an arrangement for management of the Fund by the QNTDB, rather than a transfer of ownership of the monies that comprised the Fund. This argument cannot, however, be unequivocally put.

10. In any event, if the 'transfer' was intended as a disposition of the rights over the monies that comprised the Fund by the State Division, the transfer was appropriate in the circumstances that applied, which circumstances the respective management committees considered in making that decision.

11. In these circumstances, the Fund comprises:

    (a) the monies paid by the NT Members, which are to remain with the QNTDB;

    (b) the monies transferred by the State Division in 2013 (which may or may not be monies of the State Division); and

    (c) the monies paid by Dual Members and FFTS Members in accordance with the Levy and collected by the QNTDB since 1 July 2013.

12. It is not possible to trace the current amount of those monies identified in paragraph 11(b) and (c) due to the intermixing of those monies with the balance of the Fund and accretions, by way of interest, investment or otherwise, to those monies.

13. The QNTDB and the State Division have now agreed that those monies identified in paragraph 11(b) and (c) are to be returned to the State Division. The reasons for that occurring appear prudentially sound – see relevantly Schedule A and Schedule B.

14. Whilst it is arguable that the first 'transfer' was merely the creation of an arrangement for the management of the Fund, that could be cancelled and the Fund returned, it is not necessary to reach a final conclusion on that proposition, given that if the Fund was able to be transferred for appropriate reasons as part of the administrative arrangements in

[3] Including payments made by T1 members in accordance with the increased Levy determined by the CFMEUQ on 12 October 2012.
[4] Being those members eligible for membership of the CFMMEU and the CFMEUQ.
[5] Being those members of the QNTDB resident or working in the Northern Territory.

2013/14, it is now able to be transferred back if there are sound prudential reasons for doing so, which there appear to be.

15. The QNTDB will now transfer the Fund to the State Division for the reasons set out at Schedule A and Schedule B.

16. The officers of both entities have been kept appraised of the issues and have had the opportunity to inform themselves about the subject matter of the determinations made to return the Fund, prior to making the determinations.

17. No officer has identified that they have a material personal interest in the determinations to return the Fund to the State Division and there is no reason to suggest that the officers do not rationally believe that the determinations to return the Fund are in the best interests of both entities.

18. Consequently, for all these reasons we consider that the officers of respectively the State Division and the QNTDB have complied with the obligation to exercise their powers, and discharge their office, with the degree of care and diligence required by the *Industrial Relations Act 2016* (Qld) and the *Fair Work (Registered Organisations) Act 2009* (Cth).

19. We commend to you that arrangements be made for the return of the Fund in accordance with the determinations of the QNTDB and the State Division.

We will provide the more extensive advice when it is at hand.

Yours faithfully

John Payne
Hall Payne Lawyers

Dale Blackmore
Hall Payne Lawyers

JWP:4191739:4939014

File note: **Meeting – CFMEU & Hall Payne Lawyers**

Attendees: **Michael Ravbar, Jacqui Collie (CFMEU), John Payne and Dale (Hall Payne)**

Preparer: **SL 20/1/20**

Main points from discussion:

- In light of the governments' recent attempt to pass a new bill (Fair Work (RO) Amendments (Ensuring Integrity) Bill 2019) – which would be applicable to QNTDB (the Federal entity), the governing Committee of the CFMEU have elected to explore the possibilities of transferring assets and other functions currently reflected in QNTDB (federal entity) back to the CFMEUQ (state based entity).
- This would encompass moving the membership fees from QNTDB to CFMEUQ, payroll and leave balances, grant apprentice schemes, etc.
- The 'effective date' of the above is not yet confirmed, but it is likely that some of these items will be moved prior to balance date (31 March 2020).
- Hall Payne have been engaged to confirm the legal ability for the above changes to be made, noting that there is a service agreement in place between QNTDB and CFMEUQ.
- Separately, the Defence Fund was discussed, which is a sizeable reserve (approx. $6m+) currently recorded in QNTDB. John Payne indicated that Hall Payne are currently preparing advice to the Committee that the Defence Fund should have been recorded in CFMEUQ (not QNTDB).
- The advice is in progress, with some final enquiries to be made, but may not be finalized prior to 31 March 2020.
- SL discussed that it will need to be determined whether, if the advice concludes that the Defence Fund should be reflected in CFMEUQ, this constitutes a prior period error – and any adjustment / transfer necessary would impact both entities and would need sufficient disclosure in the reports due to the material nature of the balance. PKF will maintain a dialogue with Hall Payne in relation to this advice – if the advice is rendered after 31/3 (but before signing), it is likely that the adjustment will be an 'adjusting subsequent event' and therefore, still require amendment in the 31/3/20 financial statements.
- PKF will maintain dialogue with Hemal re: accounting treatment for any changes made in relation to the above.

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

D. ENTERPRISE AGREEMENTS AND COLLECTIVE AGREEMENTS

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

DECISION

Fair Work Act 2009
s.185 - Application for approval of a single-enterprise agreement

Multiplex Australasia Pty Ltd T/A Multiplex
(AG2018/5474)

MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU QUEENSLAND ENTERPRISE AGREEMENT 2018-2019

Building, metal and civil construction industries

COMMISSIONER HUNT BRISBANE, 24 JANUARY 2019

Application for approval of the Multiplex Australasia Pty Ltd and CFMEU Queensland Enterprise Agreement 2018-2019

[1] Multiplex Australasia Pty Ltd has applied for approval of an enterprise agreement known as the *Multiplex Australasia Pty Ltd and CFMEU Queensland Enterprise Agreement 2018-2019* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). The Agreement is a single-enterprise agreement.

[2] The Construction, Forestry, Maritime, Mining and Energy Union (CFMMEU), being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) and based on the statutory declaration provided by the organisation, I note that the Agreement covers the CFMMEU.

[3] Clause 2.1 of the Agreement states, "*This Agreement has a nominal expiry date of 1 January 2019. The Agreement will continue to apply beyond its nominal expiry date unless it is terminated or is replaced by another enterprise agreement.*" Consequently, an issue arises that if I approve the Agreement, then the Agreement will have already passed its nominal expiry date at the time that the Agreement comes into operation.

[4] Section 186 of the Act sets out matters that, if met, require that the Fair Work Commission (the Commission) must approve an agreement. Section 186(5) of the Act states:

> *Requirement for a nominal expiry date etc.*
>
> (5) The FWC must be satisfied that:
>
> (a) the agreement specifies a date as its nominal expiry date; and
> (b) the date will not be more than 4 years after the day on which the FWC approves the agreement.

0984

COM.0002.0009.8336

[5] The same issue was considered by Deputy President Gostencnik in *Veolia Environmental Services (Australia) Pty Ltd*.[1] In that matter, an agreement had been made on 8 April 2015, with a nominal expiry date of 23 May 2015. Due to an application to vary a predecessor agreement that was brought and then discontinued, the application to approve the agreement could not be considered until after the nominal expiry date had already passed. It was determined on 9 July 2015, with the Deputy President identifying that there could be two constructions of s.186(5)(b) of the Act.

[6] The Deputy President said the following about s.186(5)(b) of the Act:[2]

> "[12] It seems to me there are two possible constructions of this provision. The first is that an agreement must have a date as its nominal expiry date, being any date, provided that date is no more than four years after the day on which the Commission approves the agreement. This will allow a nominal expiry date to be a date before the Commission approves the agreement or before the agreement commences to operate.
>
> [13] The second construction is that there are two elements to the nominal expiry date requirement. First, the date must be after the date on which the Commission approves the agreement. Secondly, that date cannot be more than four years after the date of approval. On this construction an agreement may have a nominal expiry date that is before the date on which the agreement commences to operate so long as it is after the agreement is approved. This is because an agreement does not commence to operate any earlier than 7 days after it is approved.
>
> [14] The first construction appears to be consistent with ordinary grammatical meaning of the language in section 186 (5) of the Act, although it is odd that it would be permissible for an agreement to nominally expire, in effect, before the Commission has approved it and before it has commenced to operate. The second construction requires reading the word "after" in paragraph 186 (5)(b) as affecting both the outer limit of the nominal expiry date and the period within which that date may be set, namely between the date of approval and four years later. Moreover, the second construction raises the prospect that where parties agree that an agreement will have a short nominal life (as is the case here) that a delay in approval will result in that date having passed before approval is given.
>
> [15] Ultimately, I have concluded that it is appropriate to apply the ordinary grammatical meaning with the result that the Agreement may specify a nominal expiry date, which is a date before the Agreement is approved and before it commences to operate. There does not seem to be anything in the provisions of Part 2-4 of the Act, in the objects of that Part or in the object of the Act, which would suggest a departure from the ordinary grammatical meaning. The Agreement once approved will continue to operate until it is replaced by another agreement or terminated in accordance with the provisions of Part 2-4."

[7] I concur with the Deputy President's above reasoning, allowing an agreement to be approved, even if the nominal expiry date of the agreement pre-dates the date of the approval. In my view, so long as the nominal expiry date is a date later than the day the agreement is made between an employer and employees, it matters not if the Commission approves an agreement on a date later than the nominal expiry date.

0985

COM.0002.0009.8336_0002

[8] Quite simply, the nominal expiry date of the Agreement the subject of this application, that being 1 January 2019, is not more than 4 years after the day the Commission approves the Agreement, that being 24 January 2019. It is a very odd scenario that the Agreement will operate, but will never have been an in-term agreement, and will only ever operate as a nominally expired agreement. I am satisfied, however, that s.186(5)(b) of the Act has been met.

[9] In light of the above and taking into consideration the material filed in the Commission, I am satisfied that each of the requirements of ss.186, 187, 188 and 190 as are relevant to this application for approval have been met.

[10] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 31 January 2019. The nominal expiry date of the Agreement is 1 January 2019.

COMMISSIONER

Printed by authority of the Commonwealth Government Printer

<AE501440 PR704243>

---

[1] [2015] FWCA 4606.

[2] Ibid. [12] – [15].

0986

MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU QUEENSLAND ENTERPRISE AGREEMENT 2018 – 2019

Contents

1.0	TITLE	4
2.0	DATE OF OPERATION	4
3.0	APPLICATION OF AGREEMENT	4
4.0	PARTIES BOUND AND COVERED	4
5.0	RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS	4
6.0	DEFINITIONS	5
7.0	DISPUTES SETTLEMENT PROCEDURE	6
8.0	CONSULTATION	7
9.0	PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS	8
10.0	HEALTH AND SAFETY REPRESENTATIVES	9
11.0	HEALTH AND SAFETY REPRESENTATIVE MEETINGS	9
12.0	HOT WEATHER GUIDELINES	10
13.0	TOOL BOX MEETINGS	11
14.0	CONTRACT OF EMPLOYMENT	11
15.0	CASUAL EMPLOYMENT	11
16.0	APPRENTICES/TRAINEES	12
17.0	TRAINING, APPRENTICES AND SKILL DEVELOPMENT	13
18.0	TRAINING AND RELATED MATTERS	13
19.0	JOB SECURITY	14
20.0	EMPLOYMENT SECURITY	14
21.0	TERMINATION	15
22.0	REDUNDANCY	16
23.0	WAGES	17
24.0	CLASSIFICATIONS	17
25.0	ALLOWANCES	18
26.0	PRODUCTIVITY SCHEMES	21
27.0	SUPERANNUATION	21
28.0	SALARY SACRIFICE ARRANGEMENTS	22
29.0	INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE	22
30.0	HOURS OF WORK	23
31.0	EMPLOYEE ROSTERED DAY OFF	24
32.0	LEAVE	25
33.0	FAMILY VIOLENCE LEAVE	26
34.0	ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS	27
35.0	WORKPLACE IMPAIRMENT POLICY	28

Contents

36.0	TIME AND WAGES RECORDS	28
37.0	UNION DELEGATE/EMPLOYEE REPRESENTATIVE RIGHTS	30
38.0	UNION DELEGATE FACILITIES	30
39.0	UNION TRAINING LEAVE	31
40.0	INDIVIDUAL FLEXIBILITY ARRANGEMENTS	31
41.0	SHAM CONTRACTING	32
42.0	SECURITY OF PAYMENTS	33
43.0	TEMPORARY FOREIGN LABOUR	33
44.0	QUALITY BUILDING MATERIALS	34
45.0	COMPLIANCE WITH THIS AGREEMENT	34
46.0	COMPLIANCE WITH STATUTORY REQUIREMENTS	35
47.0	POSTING OF AGREEMENT AND NOTICES	35
48.0	SEVERABILITY	35
49.0	SIGNATURE CLAUSE	36

1.0 TITLE

This agreement is known as the Multiplex Australasia Pty Ltd and CFMEU Queensland Enterprise Agreement 2018-2019 (the **Agreement**).

2.0 DATE OF OPERATION

2.1 This Agreement has a nominal expiry date of 1 January 2019. The Agreement will continue to apply beyond its nominal expiry date unless it is terminated or is replaced by another enterprise agreement.

3.0 APPLICATION OF AGREEMENT

3.1 This Agreement covers :

(a) Multiplex Australasia Pty Ltd, (the **Employer**);

(b) the CFMEU (provided FWC notes this in its decisions to approve the Agreement); and

(c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement.

Collectively known as **Parties**

This Agreement only covers work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory, but excludes work on any Queen's Wharf Project.

3.2 Associated Entity

(a) In accordance with Division 2 of Part 2-8 of the Fair Work Act, where an Employee transfers to an Associated Entity of the Employer and performs the same work or substantially the same work for the Associated Entity of the Employer, the Agreement will continue to cover the Employee.

(b) For clarity, this clause does not apply to a circumstance where an Employee commences employment with the associated entity more than 3 months after the Employee ceases working for the Employer.

4.0 PARTIES BOUND AND COVERED

4.1 This Agreement is legally binding upon and covers the Employer, its Employees, and the Construction, Forestry, Maritime, Mining and Energy, Union (provided FWC notes this in its decision to approve the Agreement).

5.0 RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS

5.1 Subject to this clause, this Agreement incorporates the Building and Construction General On-Site Award 2010, as amended from time to time, Mobile Crane Hiring Award 2010, as amended from time to time and the terms of the Workplace Impairment Policy and Procedures in APPENDIX FOUR and the QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (excluding certain Queensland Government entities) 2003 as it was immediately prior to its rescission.

5.2 Where this Agreement is silent, the terms of the above incorporated documents during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between two terms of this Agreement, the higher wage outcome or other outcome more favourable to the Employee will apply.

6.0 DEFINITIONS

6.1 The following definitions shall apply to this Agreement:

Apprentice or **Trainee** means an apprentice or trainee within the meaning of the Vocational Education, Training and Employment Act 2000 (**VETE Act**). **Apprenticeship** and Traineeship have a corresponding meaning;

Award means the *Building and Construction General On-site Award 2010*, as amended from time to time;

BERT is an acronym used for the Building Employee Redundancy Trust (ACN 82 010 917 281) (BERT Fund) as described in the Trust Deed creating the BERT Fund;

BEWT is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed;

BUSS(Q) is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd. ABN 85 571 332 201;

Continuous Shiftworker means, for the purpose of the additional week of annual leave provided by the NES means an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least six consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of Multiplex) and who is regularly rostered to work those shifts;

CBUS is an acronym for the Construction & Building Industry Superannuation Pty Ltd. ABN 75 493 363 262;

CIPQ means Construction Income Protection Queensland Ltd (ACN 110 841 962);

Code means the *Code for Tendering and Performance of Building Work 2016;*

Double time and a half means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day;

Employee means an employee of the Employer;

FW Act/Fair Work Act means the *Fair Work Act 2009* (Cth);

FWC means the Fair Work Commission;

Injury shall have the same definition as the *Workers' Compensation and Rehabilitation Act 2003 (Qld), 'Workers' Rehabilitation and Compensation Act 2015 (NT), as applicable;*

Kept waiting for wages on pay day means all such time spent waiting, wherever the waiting is done;

QIRC means Queensland Industrial Relations Commission;

Overtime means any time worked in excess of or outside of the ordinary working hours;

Permanent Employees: means all Employees other than casual Employees;

Redundancy means a situation where an Employee ceases to be employed by the Employer, other than for reasons of serious and willful misconduct. **Redundant** has a corresponding meaning;

Special Class Dogman means a dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Competency' (**VOC**) for the particular tower crane;

Special Class Tradesperson means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal construction work. For the purpose of this definition, complex and high quality trade skills and experience will be deemed to be acquired by the tradesperson:

(i) Having had not less than 12 months' on-the-job experience of such skilled work, and

(ii) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill;

Union Delegate means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members employed by the Employer as required. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate.

Union means the Construction, Forestry, Maritime, Mining and Energy Union (**CFMEU**);

WHS Act means the *Work Health and Safety Act 2011 (Qld), Work Health and Safety (National Uniform Legislation) Act 2012 (NT)*, where applicable;

WHS EPH means Workplace Health and Safety Entry Permit Holders under the WHS Act;

Workplace Impairment Policy and Procedures means the Workplace Impairment Policy and Procedures found in APPENDIX FOUR.

7.0 DISPUTES SETTLEMENT PROCEDURE

7.1 A major objective of this Agreement is to eliminate lost time and/or production arising out of disputes or grievances. Disputes over any work related or industrial matter or any matters arising out of the operation of the Agreement or incidental to the operation of the Agreement should be dealt with as close to its source as possible. Disputes over matters arising from this Agreement (or any other dispute related to the employment relationship or the NES, including subsections 65(5) or 76(4) of the Fair Work Act) shall be dealt with according to the following procedure.

7.2 The pre-dispute status quo shall prevail while the matter is being dealt with in accordance with this procedure.

7.3 All Employees have the right to appoint a representative in relation to a dispute. It is the express priority of all Parties to attempt to settle a dispute at the workplace level at first instance.

7.4 In the event of any work related grievance arising between the Employer and an Employee or Employees, the matter shall be dealt with in the following manner:

(a) The matter shall be first submitted by the Employee/s or his/her job delegate/ employee representative or other representative, to the site foreperson/supervisor or the other appropriate site representative of the Employer and if not settled, to a more senior representative of the Employer.

(b) Alternatively, the Employer may submit an issue to the Employee/s who may seek the assistance and involvement of the job delegate/employee representative or other representative.

(c) If still not resolved, there may be discussions between the relevant Union official (if requested by the employee/s), or other representative of the employee, and senior representative of the Employer.

(d) Should the matter remain unresolved, either of the parties or their representative shall refer the dispute at first instance to FWC for review. FWC may exercise conciliation and/or arbitration powers in such review.

7.5 This procedure shall be followed in good faith without unreasonable delay.

7.6 If any party fails or refuses to follow any step of this procedure the non breaching party will not be obligated to continue through the remaining steps of the procedure, and may immediately seek relief by application to FWC.

7.7 Any resolution of a dispute under this clause by the FWC will not be inconsistent with legislative obligations or any other applicable Codes or Regulations, including the Code.

8.0 CONSULTATION

8.1 Effective consultation is essential for continuous workplace reform and such consultation can take place at any time during the life of a Project.

8.2 Consultative Committees may be set up for this purpose.

Consultation about major workplace change

8.3 If the Employer has made a decision to introduce a major workplace change that is likely to have a Significant Effect on a number of Employees, the Employer must notify the Employee(s) who will be affected by the decision.

8.4 As soon as practicable and prior to implementation, the Employer must discuss with the relevant Employees and/or their nominated representative/s (e.g. Union or other representative) the introduction of the change; and the effect the change is likely to have on the employees. The Employer must discuss measures to avert or mitigate the adverse effect of the change on the Employees.

8.5 For the purposes of the discussion the Employer will provide the relevant Employees and/or their nominated representative/s in writing:

(a) All relevant information about the change including the nature of the change proposed;

(b) Information about the expected effects of the change on the Employees; and

(c) Any other matters likely to affect the Employees.

8.6 However, the Employer is not required to disclose confidential or commercially sensitive information.

8.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

8.8 **"Significant Effects"** under this clause 8.0 includes but is not limited to termination of employment (including redundancy), major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; the need for retraining or transfer of Employees to other work areas or locations and the restructuring of jobs.

8.9 **Consultation about changes to rosters or hours of work**

8.10 Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with the Employee(s) affected and, if required their representative, about the proposed change.

8.11 As soon as practicable after proposing to introduce the change, the Employer must:

(a) discuss with the relevant Employees the introduction of the change; and

(b) for the purposes of the discussion, provide to the relevant Employees and their representative(s) details of the following in writing:

i. all relevant information about the change, including the nature of the change; and

ii. information about what the Employer reasonably believes will be the effects of the change on the Employees; and

iii. information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

(c) invite the Employee(s) affected and any applicable representatives, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities), and give consideration to any views about the impact of the proposed change

that are given by the Employee(s) concerned and/or their representative(s).

(d) The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

8.12 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

8.13 For clarity, relevant Employees may appoint a representative of their choosing for the procedures in this term

9.0 PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS

9.1 The Employer, the Employees and the Union agree that for the purposes of s. 81 of the WHS Act matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.

9.2 The Parties agree that for the purposes of this procedure and s. 81(3) of the WHS Act the following persons shall be the representatives of the following parties:

(a) the Principal Contractor (as defined under the WHS Act)- Site Manager or any other person nominated by the Principal Contractor;

(b) the Employer - the Site Manager or any other person nominated by the Employer(s); and

(c) The Employees - person nominated by the Employee (e.g. Union or other representative).

(collectively referred to as "**Nominated Parties**")

9.3 The Nominated Parties agree that representatives shall be entitled to:

(a) inspect any work system, plant, substance, structure or other thing relevant to resolving the issue;

(b) consult with relevant Employees in relation to resolving the issue;

(c) consult with the relevant PCBU (as defined in the WHS Act) about resolving the issue;

(d) inspect and take copies of any document that is directly relevant to resolving the issue; and

(e) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.

9.4 The Nominated Parties and/or their representatives may commence the procedure by informing, either by themselves or their representative, the other Parties and/or representatives that:

(a) there is an issue to be resolved; and

(b) the nature and scope of the issue.

9.5 As soon as the Parties and/or their representatives are informed of the issue, the Nominated Parties and/or their representatives must meet or communicate with each other to attempt to resolve the issue.

9.6 The Nominated Parties and/or their representatives must have regard to all relevant matters including:

(a) the degree and imminent risk to the Employees or other persons affected by the issue;

(b) the number and location of Employees and other persons affected by the issue;

(c) the measures both temporary and permanent that must be implemented to resolve the issue;

(d) who will be responsible for implementing the resolution measures;

(e) whether the hazard or risk can be isolated; and

(f) the time that may elapse before the hazard or risk is permanently corrected.

9.7 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Parties and/or their representatives to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Nominated Parties and/or their representatives to the issue. The issue, once resolved, shall be recorded in the next safety committee meeting minutes with the agreed resolution.

9.8 The Nominated Parties and/or their representatives must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Nominated Parties attempting to resolve the issue may then ask Work Health and Safety Queensland, and/or the Queensland Building and Construction Commission, where applicable, to arrange for an inspector to attend the workplace to assist in resolving the issue.

9.9 Direction to cease work

9.10 If -

(a) an issue concerning health or safety arises at a workplace or from the conduct of the undertaking of the Employer; and

(b) the issue concerns work which involves an immediate threat to the health or safety of any person; and;

(c) given the nature of the threat and degree of risk, it is not appropriate to adopt the processes set out in clause 9.7 above-

9.11 the Employer and/or the health and safety representative (HSR) for the designated work group in relation to which the issue has arisen may after consultation between them, direct that the work is to cease.

9.12 During any period for which work has ceased in accordance with such a direction, the Employer may assign any Employees whose work is affected to suitable and safe alternative work.

10.0 HEALTH AND SAFETY REPRESENTATIVES

10.1 The Employer and its Employees will comply with Part 5 of the WHS Act – Consultation, representation and participation in relation to the establishment of a health and safety committee;

10.2 The health and safety representative/s (**HSR**) shall be elected by the Employees on the job on a democratic basis, and shall be subject to recall by a similar process.

10.3 Parties covered by this Agreement recognise the important role of Health & Safety representatives. The HSRs have a key role in the early intervention in health and safety issues under this Agreement.

10.4 The HSRs shall be allowed to consult with the principal contractor, or persons acting on his/her behalf, on matters directly concerned with safety of workers, and promote the safe conduct of work generally.

11.0 HEALTH AND SAFETY REPRESENTATIVE MEETINGS

11.1 A health & safety representative will be allowed reasonable paid time during working hours to attend to occupational health and safety matters affecting employees he/she represents providing that the Representative informs their manager.

12.0 HOT WEATHER GUIDELINES

12.1 Under this Agreement when air temperature reaches

(a) 35°C or

(b) 28°C and 75% humidity or more, after three hours from the commencement of the shift.

in southeast Queensland it shall constitute inclement weather (**Extreme Hot Weather**).

This definition will be subject to review in other regions. This clause 12.0 must be incorporated in the Employer's OHS Procedures for all applicable projects.

12.2 Before finishing work, Employees should be alerted to possible Extreme Hot Weather forecasted for the following day by the PCBU, Site manager, and WHS Reps.. This will allow preparation for works to be modified to reduce this category of heat exposure in accordance with clause 12.3. For forecasting, planning and guidance the Bureau of Meteorology (BOM) shall be used for weather observations. BOM weather stations used for weather observations shall be the closest to the project and or with similar weather conditions.

12.3 When Extreme Hot Weather is **forecasted** for the following day, the Employer's Site Manager, WHS Committee and WHS Representatives will consult and determine what actions are to be taken to reduce exposure and modify the workload prior to the Extreme Hot Weather, which may include:

(a) rescheduling work so the hot tasks are performed during the cooler part of the day;

(b) where possible, reducing the time spent doing hot tasks (for example, by job rotation);

(c) where possible, arranging for more workers to do the job;

(d) providing extra rest breaks in a cool area;

(e) providing cool drinking water and ice (machines) near the work site.

(f) increasing air movement by fans or coolers

(g) installing shade cloth to reduce radiant heat from the sun

(h) consideration should be given to working an eight hour day.

12.4 Once the temperature **reaches** Extreme Hot Weather the following process will be followed:

(a) Where the temperature reaches 35°C there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the workload as described in clause 12.5.

(b) where the temperature is 28°C and 75% humidity or more after three hours from the commencement of a shift there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the workload as described in clause 12.5.

12.5 If there are areas of the workplace that are below any Extreme Hot Weather, work shall continue as normal in those areas, Employees unable to work elsewhere may be transferred to these areas if work is available. Employees may walk a reasonable distance through the open to and from amenities, provided it does not pose an imminent risk to their health or safety. The primary objective is to ensure that there is no reasonable concern for an Employee undertaking the work of an imminent risk to their health or safety,

12.6 Extreme Hot Weather shall be measured on site by a temperature gauge and or BOM weather station (if close proximity to project with similar climatic conditions) compliant to Australian Standards and shall be

undertaken in accordance with the manufacturer's operating instructions. The Parties agree that a measurement taken using the Wet Bulb Globe Temperature index will be an acceptable method of measuring extreme high temperature.

13.0 TOOL BOX MEETINGS

13.1 At least one tool box meeting will be convened by the Employer per site each month to facilitate and foster communication and consultation. Items to be discussed at each meeting may include: programming of site work, site issues, Workplace Health and Safety, job design, productivity issues, management policies, agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date.

14.0 CONTRACT OF EMPLOYMENT

14.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent or casual basis, stating by whom the Employee is employed, the job performed, the classification level, and the relevant rate of pay. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employee.

14.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.

14.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to CBUS/BUSS(Q), BERT, BEWT, CIPQ and Qleave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

15.0 CASUAL EMPLOYMENT

15.1 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except, notice of termination (other than in accordance with clause 15.6), annual leave, paid compassionate leave, paid community services leave, paid personal (including carer's) leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid compassionate and carer's leave.

15.2 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by clause 25.0 below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by clause 25.0 below.

15.3 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX ONE for the Employee's classification.

15.4 A casual Employee required to work Overtime or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:

(a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by clause 23.0 below and APPENDIX ONE for the Employee's classification;

(b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate

prescribed by clause 23.0 below and APPENDIX ONE for the Employee's classification; and

(c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by clause 23.0 below and APPENDIX ONE for the Employee's classification.

15.5 For the purposes of clarity, the applicable contributions to CBUS/BUSS(Q), BERT, CIPQ and BEWT or other funds nominated herein, must be made by the Employer in respect of casual Employees. A casual Employee shall also be entitled to receive in addition to their casual rate, penalty payments for Overtime, work performed on weekends, work performed on public holidays and RDOs.

15.6 Termination of all casual engagements shall require one hour's notice by either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

15.7 Casual Conversion

15.8 A casual Employee, who has been engaged by the Employer on a regular and systematic basis for a period in excess of 6 weeks, thereafter has the right to request in writing to have their contract of employment converted to permanent employment if the employment is to continue beyond the conversion process. The decision as to whether a regularly and systematically engaged casual employee is made permanent is a decision of the Employer.

15.9 A casual Employee, who has requested in writing to be converted to permanent employment pursuant to clause 15.8 whose request is refused by the Employer, is entitled to be paid 175 percent of the hourly rate prescribed in this Agreement for the Employee's classification.

16.0 APPRENTICES/TRAINEES

16.1 Apprentices/Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.

16.2 For clarification, in addition to the rates in APPENDIX ONE, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.

16.3 Training arrangements for Apprentices/Trainees shall be as provided in QIRC Order (No.B585 of 2003) Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

16.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.

16.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.

16.6 During the first year of an Apprenticeship, tools to the minimum retail value of $600.00 shall be supplied by the Employer within a period of three months after the expiry of the probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.

16.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of $600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured Apprenticeship.

16.8 Where an Apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:

(a) During the term of Apprenticeship, an Employer shall, in respect of each level of the Apprenticeship

0998 COM.0002.0009.8336_0015

program, supply the Apprentice with tools of trade, to a minimum retail value of $600.00;

(b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award;

(c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the Apprenticeship;

(d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in clause 16.6 and clause 16.7 above.

16.9 Apprentice Training

The Employer recognises that in order to increase the efficiency and productivity of the Employer, a significant commitment to structured training and skill development is required. They also recognise the importance of the apprenticeship system to the construction industry. Therefore the Parties agree:

(a) If the Employer employs seven (7) or more tradespeople in any one classification it undertakes to employ an apprentice(s) or make arrangements to host an apprentice from an agreed scheme.

(b) The Employer is committed to ensuring that apprentices receive appropriate on the job training by experienced tradespeople and apprentice numbers are maximised, to this end the Employer will endeavour to maintain at least one apprentice to every seven (7) tradespeople.

(c) If the Employer does not currently have an apprentice as provided for in paragraph a), reasonable time shall be allowed to enable the Employer to comply with this clause. Further, the Parties are committed to a strong ratio of apprentices in the industry.

17.0 TRAINING, APPRENTICES AND SKILL DEVELOPMENT

17.1 The parties are committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class end product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices, and skills development for the workforce will be provided during the term of this agreement.

17.2 The Employer agrees that it will, within 7 days of receiving a written request from an Employee, provide:

(a) evidence to demonstrate the positive commitment to training and skill development, and

(b) the information as to the number of apprentices and visa holders engaged by the Employer,

each of which it is required to provide to the funding entity of Commonwealth funded building work in accordance with Clause 24(2) of the Code for the Tendering and Performance of Building Work 2016.

17.3 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth) or the FW Act.

18.0 TRAINING AND RELATED MATTERS

18.1 The Employer is committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class end product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices in accordance with this Agreement, and skills development for the workforce will be provided during the term of this Agreement.

18.2 Where possible training and skill development is to be carried out in normal working hours. It is agreed that no Employees will suffer loss of pay as a result of participating in training required by the Employer.

18.3 Any Employees elected as a workplace HSR will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

18.4 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.

18.5 The Employer agrees that it will, within three months of the commencement of this Agreement, schedule training in the nationally accredited asbestos awareness training course mentioned in 18.8 below, for each employee covered by this Agreement.

18.6 Further, the Employer agrees that it will, within three months of each new Employee commencing employment, ensure that the Employee successfully completes the nationally accredited asbestos awareness training course mentioned in clause 18.8 below.

18.7 The Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

18.8 The course referred to in clause 18.6 above will be 10279NAT Identification and Awareness of Asbestos Containing Materials.

18.9 The Employer agrees that it will, within 7 days of receiving a written request from an Employee, provide:

(a) evidence to demonstrate the positive commitment to training and skill development, and

(b) the information as to the number of apprentices and visa holders engaged by the Employer,

each of which it is required to provide to the funding entity in accordance with Clause 24(2) of the Code.

18.10 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth) or FW Act.

19.0 JOB SECURITY

19.1 Without limiting the Employer's right to determine its operational requirements the Parties to this Agreement will encourage the continuity of employment for Permanent Employees with the aim of ensuring that permanent employment opportunities are not eliminated or eroded insofar as it is reasonably practicable to do so.

19.2 In order to maximise the continuity and security of employment for Employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes, all tower cranes which are hired out by the Employer and which are capable of being operated by Employees of the Employer shall be supplied with a suitably qualified operator who is a current Employee of the Employer for the duration of the hire period.

20.0 EMPLOYMENT SECURITY

20.1 The Employer recognises that in certain circumstances the use of contractors and labour hire may affect the job security of Employees covered by this Agreement.

20.2 The Employer is also committed to maintaining a stable and skilled workforce, having regard to the

contribution that a stable and skilled up workforce has for Employee's job security. The Employer also acknowledges that use of subcontractors or supplementary labour may amount to a workplace concern on the part of Employees. The Employer will take all reasonable measures to achieve employment security for the Employees insofar as it is practicable to do so.

20.3 If the Employer wishes to engage subcontractors or supplementary labour to perform work which is usually performed by its own Employee's under this Agreement, the Employer must consider any matters raised in consultation by potentially affected Employees before making any final decision to engage subcontractors or supplementary labour.

20.4 Following consultation and subject to this clause, the decision whether to engage subcontractors or supplementary labour is a decision of the Employer alone. Any dispute as to the application of this clause will be dealt with under the disputes settlement procedure under this Agreement. The Employer will ensure that all subcontractors are bona fide contractors and engage their employees on lawful terms and conditions.

20.5 As soon as practicable after being awarded a contract upon request from the Union Delegate, the Employer shall inform the Union via its Union Delegate which subcontractors have been engaged for the project.

21.0 TERMINATION

21.1 Employment may be terminated by the Employer due to performance/general misconduct, serious and willful misconduct, or Redundancy.

21.2 Performance/General Misconduct

In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for Redundancy situations. An Employee may elect at any step to have their employee representative or any other person or persons of his or her choice, present. The Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the employee representative or any other party to this Agreement.

(a) Step 1- First Written Warning

The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required.

(b) Step 2- Final Written Warning

If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required; and

(iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.

If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.

(c) Step 3- Dismissal

If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.

21.3 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.

21.4 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).

21.5 The Employer shall pay each dismissed Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.

21.6 In cases where the Employer is considering transferring, or terminating the services of an elected Union Delegate, employee representative, or a HSR, a five-day mandatory consultation period shall be initiated by the Employer with the Union prior to any final decision on transfer or termination being made. The affected Employee will be immediately advised of the initiation of the consultation period and shall remain on the job during the consultation process. If the employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.

22.0 REDUNDANCY

22.1 The Employer will utilise BERT to meet all of the liabilities for Redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's Redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's Redundancy fund.

22.2 The Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $110.00 per Employee from commencement of Agreement;

(b) $115.00 per Employee effective first pay period January 2019.

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

(a) $14.20 per Employee from commencement of Agreement;

(b) $14.90 per Employee effective first pay period effective January 2019.

Apprentice contributions shall be calculated using the following percentage of the trade rate:

1st Stage	2nd Stage	3rd Stage	4th Stage
50%	60%	75%	90%

22.3 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and compassionate leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

22.4 Where the Employee's balance in the Employee's Redundancy fund reaches $15,000.00 or an amount that equals 10 weeks' wages, the Employee will have the option to continue to have contributions paid to their Redundancy fund or redirected to CBUS or BUSS(Q). It is the Employee's option only. Where an Employee exercises (or has exercised) this option, his or her Redundancy entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.

22.5 Contributions to the Employee's Redundancy fund must be made, at a minimum, on a monthly basis. Details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee's wage statement by the end of the second week of each subsequent month.

23.0 WAGES

23.1 Employees must be paid wages in accordance with APPENDIX ONE from the first full pay period after the dates specified. Those rates include the following increases:

(a) Commencement of Agreement – as provided in APPENDIX ONE; and

(b) 5% from the 1st July 2019.

23.2 The wage rates detailed in APPENDIX ONE of this agreement are structured as follows:

(a) The wage rates detailed in APPENDIX ONE for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant);

(b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36;

(c) The wage rates for classifications CW 5 and above detailed in APPENDIX ONE do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX ONE.

23.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

23.4 Inclement Weather (Emergency Works)

Clause 23.6 of the Award will also apply in the case of emergency work where the Employee's and the relevant HSRs concerned agree that the work is of an emergency nature and can start and/or proceed.

24.0 CLASSIFICATIONS

24.1 The Classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX ONE.

24.2 Health and Safety Representative

(a) Where an Employee is elected by Employees of the Employer as a HSR, and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the

Employee's usual classification. In addition, a HSR is entitled to an all-purpose hourly allowance of:

From Commencement of the Agreement	From 1/07/2019
$2.28	**$2.39**

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 24.2 and 24.5 below.

24.3 Marker/Setter Out

An employee performing the work of a marker/setter out shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate.

24.4 Higher Duties

Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

24.5 Union Delegate

(a) Where an Employee is elected by Employees of the Employer as a Union Delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union Delegate is entitled to an all- purpose hourly allowance of:

From Commencement of the Agreement	From 1/07/2019
$2.28	$2.39

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 24.2 above and 24.5. Notwithstanding, no Union Delegate will suffer a reduction in pay as a result of the implementation of this clause.

25.0 ALLOWANCES

25.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX TWO of this Agreement.

The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

25.2 Fares and Travel Allowance

All Employees shall be entitled to receive the fares and travel allowance in accordance with clause 25 of the Award. The rates to be paid shall be as follows:

(a) Daily Entitlement

From Commencement of the Agreement	From 1/07/2019
$50.00	$50.00

(b) Apprentices shall receive the following percentage of the amount detailed above:

1st Stage	2nd Stage	3rd Stage	4th Stage
75%	85%	90%	95%

25.3 Leading Hand

A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

25.4 Living Away from Home Allowance

(a) Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.

(b) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.

(c) Where reasonable board and lodging are not available, the Employer and the Employee may agree to alternative arrangements, provided that the Employee is not placed in a financial disadvantage as a result of the alternative arrangement.

(d) Where an Employee is engaged on distant work, the Employer will pay the Employee, in addition to all other entitlements, a daily allowance as provided by APPENDIX TWO

(e) Employees rostered for distant work must be notified in writing by the Employer. The Employer will endeavour to ensure that no Employee will be required to work on distant work for more than 14 consecutive days or have less than 7 consecutive days between engagements on distant work.

(f) An Employee may refuse to work in circumstances where the working would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(ii) the Employee's personal circumstances including any family responsibilities;

(iii) the needs of the workplace or enterprise;

(iv) the notice (if any) given by the Employer, and by the Employee of his or her intention to refuse it; and

(v) any other relevant matter.

(d) All time spent by Employees travelling to and from distant work will be paid as if worked during the time the travel is taken.

25.5 Power Tools

Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX TWO of this Agreement.

25.6 Site Allowance

A site allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the Qleave or NTBuild declaration of the "total cost of work" will apply.

Value of Project	Site Allowance (per hr)
0-$20m	$1.70
>$20-$100m	$2.50
>$100-$200m	$3.50
>$200-$300m	$4.50
>$300-$400m	$5.00
>$400-$500m	$5.50
>$500m-$600m	$6.00
>$600-$700M	$7.00
>$700m	$8.00

Site Allowance is not subject to any premium or penalty and shall compensate for all disabilities other than:

(a) Heavy Blocks

(b) Explosive Powered Tools

(c) Scaffolder's Licence Allowance

(d) Unbacked Insulation

(e) Swing Stage

(f) Height/ Multi Storey

For these items the applicable rate in APPENDIX TWO will apply.

NB: the Living Away from Home Allowance, travel outside radial areas, transfers during working hours and all allowances referred to in clause 25.0 of this Agreement are not disability allowances for the purposes of this clause.

25.7 Engagement of more than one mobile crane

(a) Where more than one crane is engaged on any single lift the following additional payments shall be made:

(i) Where two mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

From Commencement of the Agreement	From 1/07/2019
$4.21	$4.42

(ii) Where three mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

From Commencement of the Agreement	From 1/07/2019
$8.10	$8.50

(iii) Where four mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

From Commencement of the Agreement	From 1/07/2019
$12.45	$13.07

(iv) Where more than mobile four cranes are engaged the crane crew shall be paid at the following additional amount per lift:

From Commencement of the Agreement	From 1/07/2019
$16.45	$17.27

26.0 PRODUCTIVITY SCHEMES

26.1 Productivity Schemes will be prohibited unless written agreement has been reached between the Employer and Employee.

27.0 SUPERANNUATION

27.1 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages to CBUS or BUSS(Q).

27.2 The Employer will contribute on behalf of each Employee the following minimum weekly amount (the formula in APPENDIX FIVE will apply to rates in this Agreement from 1 January 2016):

(a) $245.00 per week from commencement of this Agreement;

(b) $255.00 per week effective first full pay period July 2019.

27.3 Every Employee shall co-contribute by way of salary sacrifice the following minimum weekly amount:

(a) $62.00 per week from commencement of this Agreement;

(b) $64.00 per week effective first full pay period July 2019.

27.4 The contributions in clauses 27.2 and 27.3 above shall be in addition to all other entitlements prescribed by this Agreement.

27.5 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.

27.6 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

27.7 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.

27.8 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by Qleave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

27.9 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement or any similar cover existing within the terms of a relevant fund.

28.0 SALARY SACRIFICE ARRANGEMENTS

28.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:

(a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.

(b) The Employee wishing to enter into a salary sacrifice arrangement will be required to notify his/her Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.

(c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.

(d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

29.0 INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE

29.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

(a) from commencement of this Agreement - $35.00;

(b) from 1 March 2019- $39.30.

29.2 The income protection policy provided by the Employer will provide the following amounts as weekly benefits in the event of a claim:

(a) from commencement of this Agreement - $1,500.00;

(b) from 1 March 2019-$1,600.00.

29.3 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under this clause 29.1 above from the date determined by CIPQ will satisfy the Employer's obligations under clause 29.1 above.

29.4 If the Employer does not contribute to CIPQ the amount required under clause 29.1 above in respect of each and every Employee, the Employer will pay an additional $1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (ie medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.

30.0 HOURS OF WORK

This clause 30.0 applies to the Employer and its Employees excepting for those employed on projects listed in APPENDIX SEVEN to which the clause in APPENDIX SEVEN will apply.

30.1 Ordinary hours

Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00 a.m. and 6.00 p.m. Monday to Friday. Typically, work should not commence later than 7am. All time worked outside the aforementioned span of hours shall be by agreement with the affected Employee(s) concerned, and paid at double time.

30.2 Start and finish times

If the Employer wishes to alter start and finish times within the spread of ordinary daily hours, the Employer will consult with the affected Employees and:

(a) provide not less than 48 hours' notice to affected Employees of the change to start and finish times; and

(b) have regard to the intention of avoiding excessive overtime.

30.3 Overtime

It is the intention of the Employer and Employees that excessive overtime will not be worked.

30.4 To this end the general standard of weekly hours will usually not be more than 50 per week, which shall be taken to mean not more than 10 hours per day Monday to Friday, for an individual Employee. The aforesaid 'usual weekly hours' by agreement of the affected Employees may be exceeded from time to time to perform works which the Employer considers necessary and to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.

30.5 Reflecting this intention, it is recognised that:

(a) The Employer is not restricted as to the setting of daily hours within the 50 hour general standard;

(b) Subject to consultation between the Employer and the Employee this clause does not prevent work being carried out on a Saturday following a Monday RDO.

30.6 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

30.7 Overtime Penalty Rates

All time worked in excess of the ordinary hours, shall be paid as follows (provided that a higher penalty elsewhere in this agreement does not apply):

(a) From the commencement of this Agreement until midnight 30 June 2018, time and a half for the first two hours and double time thereafter;

(b) From 1 July 2018 until midnight 31 December 2018, time and three quarters for the first two hours and double time thereafter; and

(c) From 1 January 2019, double time.

30.8 Shiftwork

In this clause Shiftwork means work comprising recurring periods in which different groups of workers do the same jobs in rotation;

Shiftworker for the purposes of this clause 30.0 is defined as an Employee who is required by the Employer to work Shiftwork, which commences or finishes outside 6.00 a.m. and 6.00 p.m. Monday to Friday.

Commencing 1 January 2019, a Shiftworker shall be paid at the rate of double time for all hours worked.

An Employee who has to work Shiftwork shall be given at least 48 hours' notice of the requirements to work shift work. An Employee may refuse to work overtime in circumstances where the working of such shift would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

31.0 EMPLOYEE ROSTERED DAY OFF

Ordinary working hours will be scheduled in a 10 day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

26 rostered days are scheduled to be taken off by an Employee for every 12 months' continuous service in accordance with the dates set out in the calendar indicative of scheduled RDO contained in APPENDIX THREE. The purpose of this calendar is to ensure workers and site management manage their fatigue levels, thereby encouraging safer and more productive projects.

For clarity, nothing in this clause or the calendar is intended to impose a limit on the ability of the Employer to determine with the majority of its affected Employees when and where work can be performed to meet operational requirements or otherwise limit the Employer's right to manage its business.

31.1 Payment for RDOs will include an entitlement to the daily fares and travel allowance.

31.2 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.

31.3 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.

31.4 Where an Employee has insufficient accruals for an RDO, the Employer may by agreement with the affected Employee, offset any deficiency from the Employee's annual leave entitlement.

31.5 Where the Employer wants an Employee or Employees to work on an RDO, the following process shall be followed:

(a) The Employer shall establish that there is a genuine need for the work to take place on the RDO. Examples of where work may take place include, but are not limited to, the following: jumping cranes, erecting or dismantling jump form, high-risk activity after consultation with the safety committee), or other operational circumstances that require work on that day; and

(b) The Employer must consult with the affected Employee(s); and

(c) Provide affected Employee/s the opportunity to notify the Union using the form provided for in APPENDIX SIX, or other chosen representative/s in writing (fax or email) prior to the RDO that work will be performed.

The Employer is committed to providing as much notice as is reasonably practicable for a requirement to work. Wherever possible, the process outlined above will occur at least 7 calendar days prior to the RDO in question.

31.6 An Employee may refuse to work a RDO in circumstances where the working of such a RDO would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) any other relevant matter.

31.7 Where the procedure in clause 31.5 has been followed and at least seven days' notice has been provided to Employees to work on the RDO, Employee's must be paid for at 200% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment for 8 hours, for that RDO. Where the procedure in clause 31.5 has not been followed or less than 7 days' notice has been provided to Employees to work on the RDO, Employee's must be paid at 250% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment of 8 hours, for that RDO.

31.8 In addition to the loadings listed above, employees will be provided a day in lieu for each RDO that they are required to work.

31.9 Up to five (5) RDOs may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be transferred to the employee's annual leave bank in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year.

31.10 Easter and Christmas

An Employee required to work during the Easter and Christmas period, that is to work on any day between and inclusive of Christmas Day and New Year's Day and any day, between and inclusive of Good Friday and Easter Monday, shall be paid 300% of the hourly rate prescribed in the Agreement for the Employee's classification,

32.0 LEAVE

32.1 Permanent Employees shall be entitled to paid personal leave when they are absent from work due to:

(a) personal illness or injury (sick leave);

(b) for the purposes of caring for partners, children and/or other household or family members who are

sick or in a personal emergency and require the Employee's care and support (carer's leave).

32.2 Personal leave shall accrue as follows:

(a) Three days in the first month and then one additional day at the beginning of each of the next nine calendar months will be available in the first year of employment;

(b) Twelve days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement.

(c) All unused personal leave is cumulative.

32.3 If required by the Employer, when an Employee is absent for more than 2 consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.

32.4 Unpaid carer's leave will be in accordance with the National Employment Standards.

32.5 Parental Leave will be in accordance with the National Employment Standards.

32.6 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Division 9, sections 93-114 of the *Industrial Relations Act 2016 (Qld)* as amended from time to time, or the provisions of the *Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld)*. Section 95 subsection (4) of the *Industrial Relations Act 2016 (Qld)* does not apply to Employees covered by this Agreement.

32.7 Employees may take unpaid leave (in addition to any entitlements to certain types of unpaid leave that are available in accordance with the National Employment Standards and this Agreement). Such leave will be subject to the Employer's approval except for up to 5 days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

32.8 An Employee's entitlement to annual leave will be consistent with the National Employment Standards.

Annual leave shall accrue at the rate of 3 hours per week (i.e. 36 ordinary hours) of service. If the Employee is a Continuous Shiftworker, the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.

The Employer will not unreasonably refuse a request for annual leave by an Employee.

Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.

At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. As per the National Employment Standards, the annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

Employees are entitled to compassionate leave in accordance with the National Employment Standards. In addition, compassionate leave is available for an Employee when any close family relative dies (i.e the relative does not necessarily have to be a member of the Employee's immediate family or household.).

33.0 FAMILY VIOLENCE LEAVE

33.1 For the purposes of this clause, family violence is:

(a) behaviour by a person towards a family member of that person if that behaviour:

(i) is physically or sexually abusive;

(ii) is emotionally or psychologically abusive;

(iii) is economically abusive; or

(iv) is threatening; or

(v) is coercive; or

(vi) in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or

(b) behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviour referred to in paragraph (a).

33.2 For the purposes of this clause, a "family member", in relation to a person (a "relevant person"), means—

(a) a person who is, or has been, the relevant person's spouse or domestic partner; or

(b) a person who has, or has had, an intimate personal relationship with the relevant person; or

(c) a person who is, or has been, a relative of the relevant person; or

(d) a child who normally or regularly resides with the relevant person or has previously resided with the relevant person on a normal or regular basis; or

(e) a child of a person who has, or has had, an intimate personal relationship with the relevant person.

33.3 For the purposes of clauses 33.2(b) and 33.2(e), a relationship may be an intimate personal relationship whether or not it is sexual in nature.

33.4 Confidentiality

(a) The Employer must take all reasonable measures to ensure personal information concerning an Employee's experience of family violence is kept confidential.

33.5 Leave

(a) An Employee (other than casual Employees) experiencing family violence will have access to 10 days per year of paid family violence leave paid at the Employee's minimum wage rate prescribed by clause 19.1(a) of the Award applicable to their classification to attend legal proceedings, counselling, and appointments with a medical or legal practitioner, relocation, the making of safety arrangements and other activities associated with the experience of family and domestic violence.

(b) Family violence leave is in addition to any other existing leave entitlements, and may be taken as consecutive or single days or as a fraction of a day.

(c) The Employee shall give as much notice as reasonably possible prior to taking the leave under this clause.

(d) In addition, the Employer may require the Employee to produce evidence to support the need for family violence leave such as a document issued by the police, a court, a doctor (including a medical certificate), a family violence support service, or a statutory declaration.

(e) For the avoidance of doubt, family violence leave does not cumulate from year to year and is not paid out on termination of employment.

34.0 ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS

34.1 The following clothing will be supplied to all Employees (no later than 1 month after commencement) and will be replaced on a fair wear-and-tear basis. Employees when working on site are required to

wear all footwear and clothing supplied. The issue will be:

(a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to $125.00 upon producing of a purchase receipt);

(b) 6 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed; and

(c) 1 high visibility winter jacket.

All of the above mentioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the above mentioned items on a fair wear- and-tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.

All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating.

No agreement to pay cash in lieu of supply of clothing/footwear is permitted.

When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

34.2 Stand-By Drivers and Crane Crews

(a) The crane crew for each crane must consist of at least the following:
  (i) A crane driver;
  (ii) A dogman/stand-by driver; and
  (iii) A dogman

(b) Notwithstanding the above, any site with more than one crane crew shall provide a stand-by driver in accordance with the following scale:
  (i) 2 cranes -1stand-by driver
  (ii) 3 cranes- 2 stand-by drivers
  (iii) 4 cranes- 3 stand-by drivers
  (iv) 5 cranes- 4 stand-by drivers
  (v) 6 cranes or more- to be negotiated

(c) For short term absences by a driver or dogman/stand-by driver of 3 days or less, a replacement driver or dogman/stand-by driver will not be required. The dogman/ Stand-by driver will be paid at the same rate as the driver for all hours worked.

35.0 WORKPLACE IMPAIRMENT POLICY

35.1 The Employer Workplace Impairment Policy can be found in APPENDIX FOUR.

36.0 TIME AND WAGES RECORDS

36.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:

(a) Name of employing Employer

(b) Name of Employee

(c) Employee's classification

(d) Date of payment and period covered by wage statement

(e) Details of the number of ordinary hours worked

(f) Details of the number of overtime hours worked

(g) The ordinary hourly rate and the amount paid at that rate

(h) The overtime hourly rates and the amounts paid at those rates

(i) The gross wages paid

(j) The net wages paid

(k) Details of any deductions made from the wages

(l) Details of all accrued entitlements such as RDO's, personal leave, annual leave, etc

(m) Details of the Employer CBUS/BUSS(Q) contribution, including when the contribution was made and the amount details of the Employee CBUS or BUSS(Q) contribution, including when contribution was made and the amount

(n) Details of the Employer BERT contribution, including when contribution was made and the amount

(o) Details of the Employer CIPQ payment, including when contribution was made and the amount

(p) Details of the Employees BEWT payment, including when contribution was made and the amount.

36.2 In addition, the employer must also maintain the following time and wage records:

(a) The Employees date of birth

(b) date when the Employee became an Employee of the Employer, if appropriate, the date when the Employee ceased employment with the Employer

(c) The Employees tax file number

(d) The Employees CBUS/BUSS(Q) number

(e) The Employees BERT number

(f) The Employees QLeave or NTBuild number

(g) The Employees CIPQ number

(h) Daily details of work including:

(i) Daily start time and finish time

(ii) Time lunch and crib breaks taken

(iii) Total ordinary hours worked and resulting wage

(iv) Total time and a half hours worked and resulting wage

(v) Total double time hours worked and resulting wage

(d) Details of allowances paid

(e) Details and payment for ROO's, Personal and annual leave, public holidays

(f) Details of deductions

(g) Details of additions

(h) Total gross allowances paid per week and year to date

(i) Total gross wages paid per week and year to date

(j) Tax deducted from wages per week and year to date

(k) Net wages per week and year to date

(l) ROO's, sick and annual leave accrued per week and year to date

(m) CBUS/BUSS(Q), BERT, BEWT, and CIPQ paid per week and year to date

37.0 UNION DELEGATE/EMPLOYEE REPRESENTATIVE RIGHTS

37.1 Where an Employee has been elected as a Union Delegate/employee representative, the Employer will recognise the following rights:

(a) the right to be treated fairly and to perform their role without any discrimination in their employment;

(b) for the Union Delegate/employee representative to represent an Employee where requested in relation to a grievance, dispute or a discussion with a member of the Union;

(c) the right to place information related to permitted matters in a prominent location in the workplace except that the material must not breach freedom of association, privacy and other applicable laws; and

(d) the right to paid time to attend industrial tribunals and/or courts where they have been requested to do so by an Employee (which may include themselves) whom they represent in a particular dispute in their workplace;

(e) the right to paid time to assist and represent Employees who have requested them to represent them in respect of a dispute arising in their workplace; and

(f) the right to represent the interests of members in their workplace to the Union, the Employer and industrial tribunals/courts.

(g) the right to represent the interests of Employees who request their assistance in their workplace to the Employer and industrial tribunals/courts.

(h) the right for reasonable time off to attend accredited union education

(i) the right to take reasonable leave to work with the Union

(j) the right to have reasonable time off to participate in the operation of the union

38.0 UNION DELEGATE FACILITIES

38.1 Union Delegate Facilities

The Employer shall provide an agreed facility for the use of the Union Delegate to perform their duties and functions as the on-site representative of the Employees. The provision of the following facilities is to ensure that the Union Delegate is able to effectively perform his/her functions in a professional and timely manner. The facilities shall include:

(a) a telephone;

(b) an Ipad equipped with mobile Internet access;

(c) a table and chairs

(d) a filing cabinet

(e) air-conditioning/heating;

(f) access to stationery and other administrative facilities, including use of facsimile, use of e-mail, (if available on site), following consultation between the Union Delegate and Site Management

(g) a private lockable area.

39.0 UNION TRAINING LEAVE

39.1 An Employee elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.

39.2 Consultation may take place between the parties in the furtherance of this objective.

39.3 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:

(a) The name of the Union Delegate seeking the leave;

(b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) A general description of the content and structure of the course and the location where the course is to be conducted.

39.4 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.

39.5 The time of taking leave shall be arranged so as to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.

39.6 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.

39.7 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.

39.8 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from any other moneys due to the Union Delegate.

39.9 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.

39.10 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

40.0 INDIVIDUAL FLEXIBILITY ARRANGEMENTS

40.1 Where the Employer wants to enter into a individual flexibility agreement (**IFA**) it must provide a written proposal to the Employee. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

40.2 The Employer and an Employee covered by this Agreement may agree to make an IFA to vary the effect of terms of the Agreement if:

(a) it deals with one or more of the following matters:

(i) Time between which ordinary hours are worked;

COM.0002.0009.8336_0034

(ii) Salary sacrifice agreements;

(iii) Reduction in ordinary hours;

(iv) Increase in annual leave accrual each year;

(v) Increase in rate of accrual of Rostered days off;

(vi) Increase in wages;

(vii) Increase in training leave (Union or otherwise);

(b) The IFA meets the genuine needs of the Employer and the Employee covered by this Agreement in relation to one or more of the matters mentioned in paragraph (a) above; and

(c) The IFA is genuinely agreed to by the Employer and the Employee.

40.3 The Employer must ensure the terms of the IFA:

(a) are about permitted matters under section 172 of the FW Act; and

(b) are not unlawful terms under section 194 of the FW Act; and

(c) result in the Employee being better off overall than the Employee would be if no IFA was made.

40.4 The Employer must also ensure that any such IFA is:

(a) in writing (including details of the terms that will be varied, how the IFA will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the IFA commences);

(b) includes the name of the Employer and Employee;

(c) signed by the Employer and the Employee, and if the Employee is under 18, by a parent or guardian of the Employee; and

(d) provided to the Employee within 14 days after it is agreed to.

40.5 The Employer or Employee may terminate the IFA by either the Employer or Employee giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.

40.6 Where any of the requirements of ss 202 and 203 of the FW Act are not met, the IFA is of no effect.

41.0 SHAM CONTRACTING

41.1 Sham contracting occurs when an Employer engages an individual to perform building work under a contract for services where the true character of the engagement or proposed engagement is that of employment.

41.2 The Employer recognises that the practice of sham contracting is unlawful and undermines the job security of the Employees covered by this Agreement. The Employer will ensure that sham contracting does not occur and agree that sham contracting is prohibited by this Agreement.

41.3 The Employer will not enter into a contract with another person ("**the Contractor**") under which services in the nature of building work are to be provided to the employer, if:

(a) the services are to be performed by an individual (who is not the Contractor); and the individual has any ownership in, or is an officer or trustee of, the contractor; and

(b) if the contract were entered into with the individual, the contract would be a contract of employment.

41.4 The Employer will maintain records about any Contractors that it has engaged in the preceding month which will include:

(a) the name of the Contractor;

(b) the owner(s) of the Contractor;

(c) the works that the Contractor was engaged to perform;

(d) basis on which the Contractor was paid for the work e.g. lump sum/fixed price, daily rate, other; and

(e) advice as to whether the works that the Contractor was engaged to perform were previously performed by an Employee covered by this Agreement.

41.5 The Employer will, within 7 days of receiving a written request from an Employee, provide a copy of the records which it is required to keep pursuant to the previous subclause. Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

41.6 Where in breach of this clause a sham contract was in place, such that that Contractor was in fact an Employee under this Agreement, the calculation for back pay will be calculated on the basis of the difference between what they were paid under sham contract arrangement and:

(a) 175% of the applicable hourly rate contained in this Agreement; plus

(b) the site allowance (if applicable); plus

(c) the multi-storey allowance (if applicable), plus

(d) CBUS/BUSS(Q), BERT, CIPQ and BEWT.

42.0 SECURITY OF PAYMENTS

42.1 The Employer recognises that the under, non or late payment of building industry participants for services rendered can affect the entitlements of workers and the security of their employment.

42.2 The Employer acknowledges its obligations under the *Building and Construction Industry Payments Act 2004* (Qld)(as amended) and the *Subcontractors Charges Act 1974* (Qld) (as amended).

42.3 The Employer will not engage in illegal or fraudulent phoenix activities for the purpose of avoiding any payment due to another building contractor or building industry participant or other creditor.

42.4 The Employer will:

(a) comply with all applicable laws and other requirements relating to the security of payments that are due to subcontractors; and

(b) ensure that payments which are due and payable are made in accordance with applicable legislative requirements including the Code and are not unreasonably withheld; and

(c) have a documented dispute settlement process in accordance with all applicable legislative requirements including the Code that details how disputes about payments will be resolved, includes a referral process to an independent adjudicator for determination if the dispute cannot be resolved between the parties and requires compliance with that process; and

(d) as far as practicable, ensure that disputes about payments are resolved in a reasonable, timely and cooperative way.

42.5 The Employer will keep records demonstrating its compliance with clause 42.4. The Employer will, within 7 days of receiving a written request from an Employee who has a reasonable belief of a non-compliance with clause 42.4, provide evidence demonstrating its compliance. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth) or the FW Act.

43.0 TEMPORARY FOREIGN LABOUR

43.1 In this clause the term "temporary foreign labour" means a person that is not an Australian citizen or Australian permanent resident (within the meaning of the *Migration Act 1958* (Cth) who is employed or engaged to undertake building work by the Employer.

43.2 The Employer recognises that the engagement of temporary foreign labour may undermine the job security of the Employees covered by this Agreement. The parties wish to limit the circumstances in which temporary foreign labour can be engaged so as to ensure the job security of the Employees covered by this Agreement.

43.3 The Employer will not engage temporary foreign labour unless:

(a) the position is first advertised in Australia; and

(b) the advertising was targeted in such a way that a significant proportion of suitably qualified and experienced Australian citizens and Australian permanent residents (within the meaning of the *Migration Act 1958* (Cth) would be likely to be informed about the position; and

(c) any skills or experience requirements set out in the advertising were appropriate to the position; and

(d) the employer demonstrates that no Australian citizen or Australian permanent resident is suitable for the job;

(e) temporary foreign labour will be engaged in accordance with this Agreement.

43.4 The Employer will, within 7 days of receiving a written request from an Employee provide evidence demonstrating its compliance with this clause 43.0 of this Agreement. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the *Privacy Act 1988* (Cth) of FW Act.

43.5 Where an employer engages temporary foreign labour in breach of this clause, the position shall, as soon as practicable, be re-advertised and filled by the employer strictly in accordance with this clause.

44.0 QUALITY BUILDING MATERIALS

44.1 The Parties recognise the complex issue of non-conforming building products (NCBPs). NCBPs are building products about which false claims have been made as to their quality and purpose or do not meet required standards for their intended use. A building product is non-conforming if, in association with a building, the product:

(a) is not, or will not be, safe;

(b) does not, or will not, comply with relevant regulatory provisions; or

(c) does not perform, or is not capable of performing, for the use to the standard represented.

The Parties recognise that domestically sourced and manufactured conforming building products are less likely to create the above conditions and accordingly wish to maximise the use of domestically sourced and manufactured building materials by the Employer.

44.2 The Employer will only use products in building work that comply with relevant Australian standards published by, or on behalf of, Standards Australia in accordance with the National Construction Code.

44.3 In order to maintain compliance with the Code, and in line with other regulatory requirements, the Employer will maintain records in accordance with the Building and Construction Legislation (Non-Conforming Building Products – Chain of Responsibility and Other Matters) Amendment Act 2017

44.4 The Employer will, within 7 days of receiving a written request from an Employee, provide a copy of the records which it is required to keep pursuant to the previous subclause.

45.0 COMPLIANCE WITH THIS AGREEMENT

45.1 Complaints, queries and concerns regarding entitlements paid in relation to the Award or this Agreement shall be raised and resolved in accordance with the disputes procedure in this Agreement. Authorised industrial personnel shall be provided access to time and wage records in accordance with

all legal requirements. Authorised industrial inspectors or permit holders shall be provided access to time and wages records in accordance with the FW Act.

45.2 In addition to above, the Parties recognise their ongoing legal requirement to be compliant with Australian laws and regulations.

45.3 The Employer will conduct an audit using the Audit Form provided for in APPENDIX EIGHT to confirm compliance with:

(a) Awards and workplace arrangements which have been certified, registered or otherwise approved under the relevant industrial legislation;

(b) Legislative requirements such as:

(i) Fair Work Act;

(ii) QLD/NT Workers Compensation

(iii) Superannuation, and

(iv) Long service leave.

45.4 This audit will be conducted annually and/or when there is a request by an Employee that there is a reasonable suspicion of non-compliance. The audit will be undertaken in accordance with ISO9001-2008 by an auditing company agreed between the Employer and the majority of Employees. A copy of the audit record will be provided to all Employees, and any representative nominated by the Employee.

46.0 COMPLIANCE WITH STATUTORY REQUIREMENTS

46.1 The Parties shall adhere to the requirements of all Acts of Parliament of the Commonwealth and State and therefore comply with the requirements of all those ordinances, regulations, by-laws, orders and proclamations made or issued under any Act.

47.0 POSTING OF AGREEMENT AND NOTICES

47.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

48.0 SEVERABILITY

48.1 It is the intention of those covered by this Agreement that the Agreement contains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

49.0 SIGNATURE CLAUSE

SIGNED FOR AND ON BEHALF OF THE EMPLOYER:

SIGN NAME: .....

PRINT NAME: GEOFFREY KELLOCK

POSITION/AUTHORITY TO SIGN: REGIONAL DIRECTOR

ADDRESS: LEVEL 6, 240 QUEEN STREET, BRISBANE QLD 4000

SIGNATURE: .....

WITNESS: GRAHAM COTTAM

DATE: 26/9/18

SIGNED FOR AND ON BEHALF OF EMPLOYEES BY THE CONSTRUCTION, FORESTRY, MARITIME, MINING AND ENERGY UNION:

SIGN NAME: .....

PRINT NAME: JANE INGHAM

POSITION/AUTHORITY TO SIGN: Divisional Branch Assistant Secretary

ADDRESS: 16 Campbell Street Baulkham Hills 4001

SIGNATURE: .....

WITNESS: Stacey Davidson

DATE: 26/9/18

Appendix One
Rates of Pay

APPENDIX ONE – RATES OF PAY

Construction Worker Classifications

			From commencement of Agreement	From 1/07/2019
CW8	Supervisor	wk	$1,944.13	$2,041.34
		hr	$54.00	$56.70
CW7	Tower Crane Operator, Tower Crane Rigger, Supervisor (Sub- Foreperson)	wk	$1,865.89	$1,959.18
		hr	$51.83	$54.42
CW6	Trainer	wk	$1,788.19	$1,877.60
		hr	$49.67	$52.15
CW5	Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver	wk	$1,710.50	$1,796.03
		hr	$47.51	$49.89
CW4	Signwriter	wk	$1,661.00	$1,744.05
		hr	$46.14	$48.45
CW4	Marker Setter Out, Letter Cutter, WHSO, Union delegate	wk	$1,718.47	$1,804.39
		hr	$47.74	$50.13
CW4	Mobile Concrete Boom Pump Operator	Wk	$1,635.22	$1,716.98
		hr	$45.42	$47.69
CW3	Carpenters/Join ers, Stone- mason, Other Qualified Tradesperson*	wk	$1,640.77	$1,722.81
		hr	$45.58	$47.86
CW3	Floorlayers, Plasterers, Tilers, Tuck-pointers	wk	$1,629.07	$1,710.52
		hr	$45.25	$47.51
CW3	Bricklayers, Water-proofers	wk	$1,618.95	$1,699.90
		hr	$44.97	$47.22
CW3	Slater, Ridge or	wk	$1,604.05	$1,684.25

***i.e. Trades Classifications not otherwise specified in this Agreement.**

			From commencement of Agreement	From 1/07/2019
	Roof Fixer, Roof Tiler	hr	$44.56	$46.79
CW3	Painters, Glaziers, Installers	wk	$1,583.30	$1,662.47
		hr	$43.98	$46.18
CW3	Rigger, Dogman, Employees with AQF3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators	wk	$1,557.21	$1,635.07
		hr	$43.26	$45.42
CW2	Scaffold er, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsman, Steelfixer (including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand	wk	$1,494.96	$1,569.71
		hr	$41.52	$43.60
CW1	Skilled Labourer, Formwork Labourer and Others	wk	$1,439.07	$1,511.02
		hr	$39.97	$41.97

APPRENTICE RATES

			From commencement of Agreement	1/07/2019
Apprentices Stage 4	90%	wk	$1,401.62	$1,471.61
		hr	$38.93	$40.88
Apprentices Stage 3	75%	wk	$1,168.02	$1,226.34
		hr	$32.45	$34.07
Apprentices Stage 2	60%	wk	$934.42	$981.07
		hr	$25.96	$27.25
Apprentices Stage 1	50%	wk	$778.68	$817.56
		hr	$21.63	$22.71

Adult apprentices will receive the pay rates in accordance with the table above or the rate of pay applicable under the Building and Construction General On-site Award 2010, whichever is higher.

TRAINEE WAGES

Persons undertaking a Traineeship will receive either the following rates or remain at their existing level, whichever is the greater:

Stage	Base	%	From commencement of Agreement	1/07/2019
1	New entrant	82%	$ 35.47	$ 37.24
			$1,276.91	$1,340.76
2	CW1(b)	88%	$ 38.07	$ 39,97
			$1,370.34	$1,438.86
3	CWI	92.40%	$ 39.97	$41.97
			$1,438.86	$1,510.80
4	CW2	96%	$ 41.53	$ 43,60
			$1,494.92	$1,569.67
5	CW3	100%	$ 43.26	$ 45.42
			$1,557.21	$1,635.07

Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.

MOBILE CRANE CLASSIFICATIONS RATES OF PAY

Mobile Hydraulic Platforms (Boom Length)		**From commencement of Agreement**	**From 1/07/2019**
Trainee (as defined)	wk	$1,511.99	$1,587.59
	hr	$42.00	$44.10
Up to & including 11 meters (including trainee)	wk	$1,519.43	$1,595.40
	hr	$42.21	$44.32
Over 11 meters & up to 17 meters	wk	$1,588.62	$1,668.05
	hr	$44.13	$46.34
Over 17 meters & up to 23 meters	wk	$1,633.86	$1,715.55
	hr	$45.39	$47.66
Over 23 meters & up to 28 meters	wk	$1,687.08	$1,771.43
	hr	$46.86	$49.20
Unit equipped with underbridge unit	wk	$1,687.08	$1,771.43
	hr	$46.86	$49.20

Mobile Cranes		**From commencement of Agreement**	**From 1/07/2019**
Up to 20 Tonnes	wk	$1,627.88	$1,709.27
	hr	$45.22	$47.48
Over 20 Tonnes & up to 60 Tonnes	wk	$1,679.31	$1,763.28
	hr	$46.65	$48.98
Over 60 Tonnes & up to 100 Tonnes	wk	$1,729.75	$1,816.24
	hr	$48.05	$50.45
Over 100 Tonnes & up to 200 Tonnes	wk	$1,776.73	$1,865.57
	hr	$49.35	$51.82
Over200 Tonnes & up to 300 Tonnes	wk	$1,866.73	$1,960.07
	hr	$51.85	$54.44
Over300 Tonnes & up to 400 Tonnes	wk	$1,904.79	$2,000.03
	hr	$52.92	$55.57
Over 400 Tonnes/special purpose cranes	wk	$1,955.24	$2,053.00
	hr	$54.32	$57.04
Rigger, Dogman	wk	$1,590.09	$1,669.59
	hr	$44.17	$46.38

EARTHMOVERS CLASSIFICATIONS RATES OF PAY

			From commencement of Agreement	From 1/07/2019
CW3	Bobcat, Pile Driver	wk	$1,528.48	$1,604.90
		hr	$42.46	$44.58
CW4	Backhoe, Drott, Vibrating Roller, Front Mini Excavator	wk	$1,577.97	$1,656.87
		hr	$43.83	$46.02
CW5	Bulldozer, Scraper Excavator, Grader, Front end loader over 2.25mtrs	wk	$1,645.03	$1,727.28
		hr	$45.69	$47.97
CW6	Final Trim Grader	wk	$1,706.77	$1,792.11
		hr	$47.40	$49.77

PILING CLASSIFICATIONS RATES OF PAY

Level			From commencement of Agreement	1/07/2019
CW7	Senior Supervisor	*Hr*	$50.60	$53.12
		Wk	$1,821.43	$1,912.50
CW6	Working Supervisor	Hr	$48.49	$50.91
		Wk	$1,745.62	$1,832.90
CW5	Junior Supervisor	*Hr*	$46.38	$48.70
		Wk	$1,669.68	$1,753.16
CW4	Senior Foundation Operator (SFO)	*Hr*	$44.56	$46.78
		Wk	$1,604.00	$1,684.20
CW3	Foundation Operator (FO)	*Hr*	$43.26	$45.43
		Wk	$1,557.44	$1,635.31
CW3	Foundation Labourer Skilled (FLS)	*Hr*	$43.26	$45.43
		Wk	$1,557.44	$1,635.31
CW2	Foundation Labourer 2 (FL2)	*Hr*	$41.53	$43.61
		Wk	$1,495.07	$1,569.83
CWI	Foundation Labourer 1 (FII)	*Hr*	$39.98	$41.97
		Wk	$1,439.11	$1,511.07

Appendix Two
Allowances

APPENDIX TWO – ALLOWANCES

(Allowances paid per hour worked unless specified otherwise)

ALLOWANCE TITLE	From commencement of Agreement	From 1/07/2019
Acid work	$2.47	$2.59
Asbestos	$1.18	$1.24
Asbestos eradication	$3.03	$3.18
Bagging	$0.86	$0.90
Bitumen	$1.18	$1.24
laying or lifting other than standard bricks Over 5kg but under 9kg	$0.94	$0.99
Over 9kg but under 18kg	$1.69	$1.77
18kg and over	$2.35	$2.47
Certificate allowance	$0.94	$0.99
Cleaning down brickwork	$0.87	$0.91
Cold work	$0.94	$0.99
Computing quantities	$6.74	$7.08
Confined spaces	$1.18	$1.24
Cutting tiles	$1.18	$1.24
Dirty work	$0.94	$0.99
Dry polishing of tiles	$1.18	$1.24
Explosive power tools	$2.21	$2.32
First-aid attendant (minimum qualification) per day	$3.95	$4.15
Higher first aid cert. per day	$6.24	$6.55
Furnace work	$2.45	$2.57
Higher work - Painting trades	$0.87	$0.91
Hot work between 46-54 Degrees Celsius	$0.94	$0.99
Exceeding 54 degrees	$1.18	$1.24
Insulation	$1.18	$1.24
Laser user and allowance per day	$3.87	$4.06
Living away from home allowance (per day)	$79.08	$83.03
Return trip transport Employee/tools (per return trip)	$31.49	$33.06
Leading hand not more than 1	$0.72	$0.76
Leading hand 2 and not more than 5	$1.57	$1.65
Leading hand 6 and not more than 10	$2.00	$2.10
Leading hand more than 10	$2.66	$2.79
Meal allowance	$19.37	$20.34
Multi-storey: commencement to 15th floor	$1.31	$1.38
Multi-storey: 16th to 30th	$1.56	$1.64
Multi-storey: 31st to 45th	$2.43	$2.55

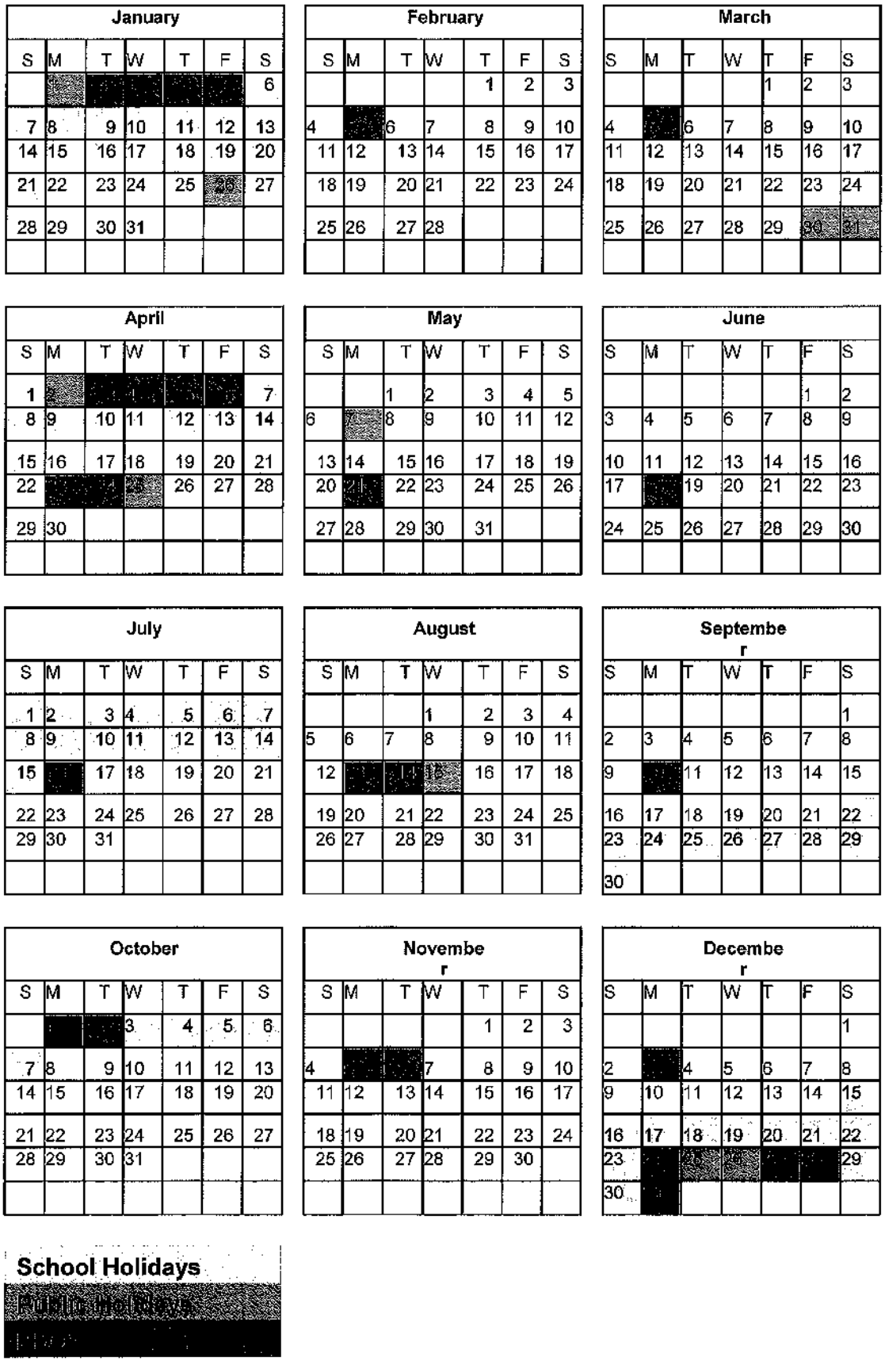
ALLOWANCE TITLE	From commencement of Agreement	From 1/07/2019
Multi-storey: 46th to 60th	$3.14	$3.30
Multi-storey: 61st and onwards	$3.84	$4.03
Plaster or composition spray	$0.94	$0.99
Power Tools	$0.94	$0.99
Roof repairs	$0.86	$0.90
Roof repairs over 15 metres eaves pitch over 35 degrees	$1.18	$1.24
Roof repairs over 15 metres eaves pitch over 40 degrees	$1.68	$1.76
Second hand timber per day	$3.66	$3.84
Slushing	$0.94	$0.99
Spray application - Painters	$0.94	$0.99
Swing scaffold first 4 hours 0-15 storeys	$6.74	$7.08
Swing scaffold after 4 hours 0-15 storeys	$1.41	$1.48
Swing scaffold first 4 hours 16-30 storeys	$8.68	$9.11
Swing scaffold after 4 hours 16-30 storeys	$1.83	$1.92
Swing scaffold first 4 hours 31-45 storeys	$10.27	$10.78
Swing scaffold after 4 hours 31-45 storeys	$2.16	$2.27
Swing scaffold first 4 hours 46-60 storeys	$16.82	$17.66
Swing scaffold after 4 hours 46-60 storeys	$3.53	$3.71
Swing scaffold first 4 hours greater than 60 storeys	$21.4S	$22.52
Swing scaffold after 4 hours greater than 60 storeys	$4.50	$4.73
Tool Allowance : Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	$2.33	$2.45
Tool Allowance: Caster, Fixer, Floor layer specialist, Plasterer, Tiler	$2.00	$2.10
Tool Allowance: Bricklayer, Waterproofer	$1.74	$1.83
Tool Allowance: RoofTilers, Slate Ridge, or Roof Fixer	$1.33	$1.40
Tool Allowance: Scaffolder, Rigger, Steelfixer, Concreter	$0.86	$0.90
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	$0.76	$0.80
Towers allowance	$0.94	$0.99
Toxic substances working in close proximity	$1.18	$1.24

Toxic substances (working with)	$0.94	$0.99
Underground allowance (per week	$20.02	$21.02
Underground allowance per day or shift or part thereof	$4.03	$4.23
Wet concrete or compo	$0.86	$0.90
Wet work	$0.94	$0.99

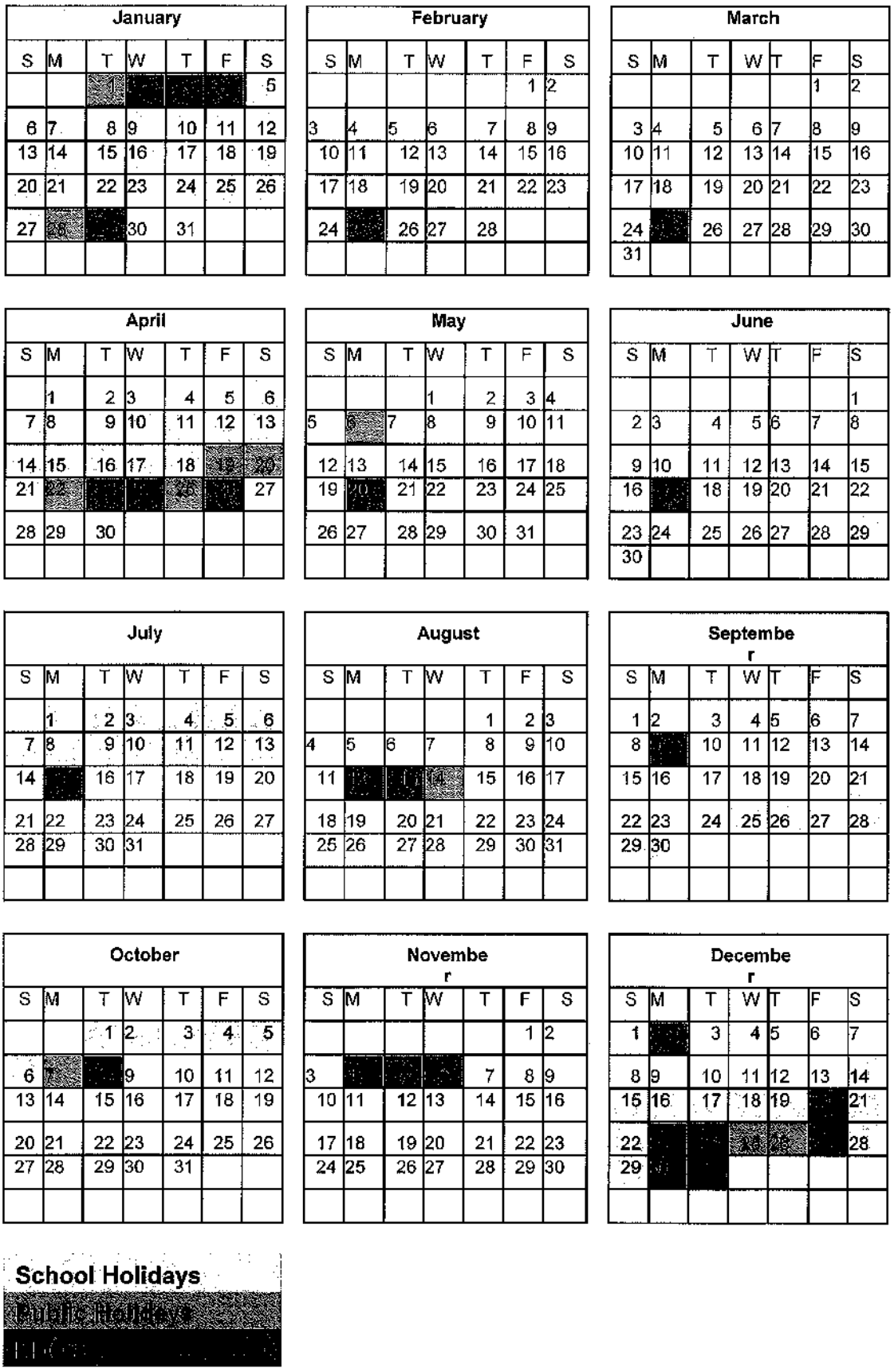
ALLOWANCE TITLE	From commencement of Agreement	From 1/07/2019
Travelling outside radial areas (per Km)	$0.76	$0.80
Transfers during working hours (per Km)	$1.37	$1.44
Compensation for tools	$2,493.40	$2,618.07

Appendix Three
RDO Calendars

2018 RDO CALENDAR



2019 RDO CALENDAR



2020 RDO CALENDAR

January

S	M	T	W	T	F	S
			1			4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27		29	30	31	

February

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16		18	19	20	21	22
23	24	25	26	27	28	29

March

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15		17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9		
						18
19	20	21	22	23	24	
26	27	28	29	30		

May

S	M	T	W	T	F	S
					1	2
3		5	6	7	8	9
10	11	12	13	14	15	16
17		19	20	21	22	23
24	25	26	27	28	29	30
31						

June

S	M	T	W	T	F	S
	1	2	3	4	5	6
7		9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July

S	M	T	W	T	F	S
			1	2	3	4
5		7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9				13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September

S	M	T	W	T	F	S
		1	2	3	4	5
6		8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

S	M	T	W	T	F	S
				1	2	3
4			7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

S	M	T	W	T	F	S
1				5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December

S	M	T	W	T	F	S
		1	2	3	4	5
6		8	9	10	11	12
13	14	15	16	17	18	19
20	21					26
27						

School Holidays

Public Holidays

RDO's

Appendix Four
Impairment Policy

COM.0002.0009.8336_0054

APPENDIX FOUR – IMPAIRMENT POLICY

1.0 PRINCIPLES

The health, wellbeing and safety of employees are of paramount importance to the employer, employees and their Unions. This policy is part of a broad work, health and safety (WHS) program to secure the highest level of health and safety in the workplace.

The policy adopts a WHS approach that involves identifying, assessing and controlling all workplace hazards, using the hierarchy of control, and then reviewing these controls to ensure ongoing improvements.

The focus of this policy is on the WHS risks associated with impairment and should be read in conjunction with other company policies concerning health and safety, particularly in relation to fatigue management, risk management and safe systems of work.

This policy has been compiled in a manner that is non-punitive and supportive of employees. This policy shall not be used in a discriminatory manner. Anti-Discrimination Law protects against discrimination on the basis of addiction and may also protect against discrimination on the basis of impairments caused by drug and alcohol addiction or use.

The policy and procedures adopt a peer based intervention approach based on fairness and equity for all employees.

2.0 SCOPE

This policy will apply to all employees (including managers and supervisors), contractors and labour hire staff. The policy applies to these groups at all times when they are engaged in company business, whether on or off site and when driving company vehicles.

3.0 STRUCTURE

The Impairment Policy is categorised in order with the intended implementation:

3.1 Training & Awareness

Extensive research has shown training and awareness of impairment related issues provides the most effective means of behavioural change and encourages better decision making. The two types of training in accordance with this policy to do this are:

- Workplace Impairment Training (WIT) - all workers onsite will do this training.
- Preliminary Impairment Assessment (PIA) - HSR's, delegates and the PC's safety staff will undertake this training.

3.2 Testing

Testing for drugs and alcohol is used to support and measure the results of the education and awareness program.

3.3 Support Services

- rehabilitation, counselling and EAP's. Support is strictly non- punitive, and can be accessed at anytime (self-identification of the need for help is strongly encouraged).

4.0 OBJECTIVES

The objectives of this policy are as follows:

- To provide a safe and healthy working environment for all workers.
- To work collaboratively in the implementation and co-ordination of this policy with employees, employers and their elected representatives to achieve the objectives of this policy.
- To eliminate and control risks which may lead to impairment affecting health and safety in the workplace.
- To ensure that there is a mechanism for managing impairment at work that is transparent, objective and in accordance with the purpose of this policy.

- To ensure that all persons are provided with adequate information and education on the health and safety issues surrounding impairment, and on the operation of this policy.
- To ensure that employees have access to rehabilitation, support and counselling of their choice on a voluntary basis that is independent, professional and confidential, without jeopardising their employment.
- To ensure confidentiality of information concerning the application of this policy to a worker is maintained.

5.0 RESPONSIBILITIES

The employer shall:

- Provide a work environment that is safe and without risks to healthand safety.
- Provide information about the testing requirements to all existing employees, contractors and labour hire staff and to all new staff at the point of induction.
- Ensure that this policy is implemented fairly and equitably across all sections of the workforce.
- Comply with the four policy implementation steps outlined below.
- Have adequate resources (e.g., a room that allows for confidential impairment assessments to be discussed, if necessary, suitable transport to safely remove impaired employees from the workplace to be able to meet the objectives of this policy.

Employees shall:

- Co-operate reasonably with the employer in the implementation of thispolicy.
- If any employee reasonably believes that any person on the site may be a health and safety risk to themselves or others they should inform their employer and a Preliminary Impairment Assessor (PIA) of this belief.
- Not possess, consume, or be under the influence of, alcohol or other drugs while working.
- Ensure that they do not work, if they believe that they may beimpaired.
- Consult their doctor or pharmacist about possible side effects of using prescribed or over-the-counter medication.
- Inform their employer a Preliminary Impairment Assessor (PIA); and if they have been made aware by their treating doctor or pharmacist of possible impairment as a side effect of medication, or if they feel impaired by medication.

6.0 POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWINGSTEPS.

1. PC/Employer and Union shall agree on a policy start date.
2. Engagement of an agreed training and rehabilitation/treatment service providers.
3. Provision of on-going Workplace Impairment Training (WIT) and Preliminary Impairment Assessors training (PIA).
4. Ongoing promotion of this policy.

A purpose of the policy and procedure is to provide protocols and procedures for workplace alcohol and other drug testing that are evidence-based, consistent with best practice, comply with relevant Australian Standards, and contribute to workplace safety and worker wellbeing.

The following drug and alcohol testing programs will be adopted:

- Self-testing
- Random Shift testing
- For-cause testing
- Post-incident testing
- Reasonable concern testing
- Testing of Minors

Any employee who is assessed as being impaired shall be advised to contact the rehabilitation/treatment provider.

The employee will be permitted to access personal leave in the first instance and then take accrued personal leave entitlements for the period of time they are accessing the treatment provider.

With the endorsement/acceptance of the Impairment Policy the Principle Contractor (PC) will undertake to not pass the implementation and cost of drug and alcohol testing to its subcontractors.

It will also ensure compliance with this policy as follows:

- Subcontractors will be contractually required to comply with this procedure as a condition of subcontract..
- All direct employees of the PC as a condition of their employment must agree to adhere to the terms and conditions of the impairment policy.

Notwithstanding anything else contained in the policy, the costs of all testing contained within this policy shall be borne by the PC unless otherwise specified in this document.

7.0 DEFINITION OF A WORKER

Anyone who carries out work for a Person Conducting a Business or Undertaking, such as:

- an employee (either salaried orwages);
- a contractor or subcontractor;
- an employee of a contractor orsubcontractor;
- an employee of a labour hirecompany;
- an apprentice or trainee;
- a student gaining work experience;
- an outworker;
- a volunteer;
- a visitor to a workplace (noting that for the purposes of section 12 of this policy, visitors are not to be included in the calculation for the number of random tests to be conducted)

8.0 TRAINING

The training provider shall be the Workplace Impairment Officer or other agreed provider between the Union and the PC/employer. Impairment awareness training sessions will be delivered to all workers (including principle contractor workers), sub-contractors and labour hire workers at least once every two years.

In addition to the below training course outlines, principal contractors will be required to develop a site specific information session to be delivered as part of the site induction outlining their Drug and Alcohol testing procedures for the site.

The below requirements will be audited on an annual basis. Requirements for an approved training provider:

- Must have previous experience delivering Workplace Impairment Training
- Must consult with professional organisations to develop all trainingcourses
- Must be able to demonstrate a continuous improvement plan for each training course

Trainers must have the following qualifications:

- Cert IV in WHS
- Cert IV in Training and Assessing (TAE)
- Nationally Accredited Course in On-Site Drug and Alcohol Testing

All training must be delivered Face to Face (F2F)

8.1 Workplace Impairment Training (WIT)

WIT course must be a minimum of (2) hours in length and must cover the following topics:

- Australian Workplace Health and Safety construction statistics
- Overview of the Workplace Health and Safety Act, statespecific
- Mental Health - discussing at length stress, anxiety anddepression
- Fatigue - overview of causes and coping mechanisms

- Illness and Injury - management of illness and injury, legal requirements and rehabilitation process
- Chemicals, Heat, Cold, and Noise and their abilities to cause impairment at work
- Legal/Illegal Drugs and Alcohol - statistics on current usage, potential negative consequences to the workplace, workplace deaths and accidents associated with drug and alcohol use
- Harm related to drug and alcohol use
- Understanding what is a standard drink and how long this will stays in your system
- Detection rates for illegal drugs
- Administering self-alcohol and drug tests
- Information about EAP and the services they offer
- Workers who are selected for drug and alcohol testing must also be trained in this policy

8.2 Preliminary Impairment Assessor (PIA)

PIA training must be a minimum of (4) hours in length and must cover the following topics:

- Understanding the signs of impairment
- Conflict resolution
- Skills to conduct an impairment Assessment
- Overview of what a PIA is
- What are possible impairment factors
- Causes and symptoms of impairment
- Investigative skills

Training is not to be conducted in a lunchroom, unless there are multiple lunchrooms on site and:

1. the training session will not interfere with workers wanting to use the room for smoko or lunch; or
2. the training session will not be interfered with by workers wanting to use the room in general

9.0 TESTING METHODS

9.1 Alcohol Testing Method-

- Alcohol testing must only be done by use of an Accredited Breath Test device. The device must be calibrated and meet the minimum requirements of AS3547.

9.2 Drug Testing Method-

- Drug testing may only be performed by oral fluid testing
- The equipment used to perform the test shall be used, tested and calibrated to the manufacturer's instructions and certified to AS 4760 (Process for specimen collection and the detection and quantitation of drug in oral fluid)
- The drug testing shall be conducted by an accredited person, following all of the chain of custody provisions.
- The test must be performed in accordance with AS 4760 (Procedures for specimen collection and the detection and quantitation of drugs in oral fluid).

9.3 Substances Tested

As part of this policy with regards to Drug and Alcohol testing the following substances must be tested for:

3. Alcohol;
4. Opiates;
5. THC;
6. Cocaine;
7. Benzodiazepines;
8. Amphetamine; and
9. Methamphetamine

Where applicable the above testing methods must be used for the purpose of section 12.1 of this policy.

10.0 TESTING PROVIDER

- Must be NATA Accredited
- Must have accreditation AS4760:2006 Procedures for specimen collection and the detection and quantitation of drug abuse in oral fluid
- Must be agreed upon by the PC/Employer and the Union

Minimum standards that the testing company must meet are as follows:

- competent and trained staff
- appropriate equipment and instruments
- proper management and storage of test kits and reagents
- secure and controlled storage and management of samples
- comprehensive record keeping; and
- clear and precise reporting

Before the Authorised Testing Agent is engaged to be the sample collector for the principle contractor all relevant stakeholders must be engaged to make sure there is no conflict of interest and that they are totally independent. If a conflict of interest exists, or should arise, the Authorised Testing Agent must report it immediately.

11.0 ROOM REQUIREMENTS

Each workplace shall have a room nominated for use to undertake drug and alcohol testing consistent with this procedure. This room will not normally be the first aid room at a workplace unless a workplace has multiple first aid rooms and the use of a first aid room for the purpose of drug and alcohol testing will not affect the ability of the workplace to respond to a first aid incident.

The room selected for use must so far as reasonably practicable:

- Provide privacy for the Worker being tested including but not limited to:
  - Have a closing door
  - Not allow for casual visual observation of the testing process by other Workers external to the room e.g. through glass windows.
  - Not allow conversations to be casually overheard by other workers.
- Be clean and hygienic
- Be free from interruption whilst testing is beingundertaken
- Include discrete entry and exit

12.0 TESTING REQUIREMENTS -

12.1 Code compliant workplaces -

On workplaces where the value of the Commonwealth's contribution to the project that includes the building work is at least $5,000,000, and represents at least 50% of the total construction project value or the Commonwealth's contribution to the project that includes the building work is at least $10,000,000 (irrespective of its proportion of the total construction project value) the following minimum testing requirements must be adhered to.

12.2 Alcohol -

On the day of testing all workers onsite shall be required to submit a breath sample i.e. blanket testing.

12.3 Drugs -

Frequent and periodic testing (at least once per month) of the workforce (both construction workers and site office workers) as follows:

1. where there are less than 30 Workers at a workplace – at least 10% of the workforce;
2. where there are 30 to 100 Workers at a workplace – a minimum of 5 Workers; and

3. where there are greater than 100 Workers at a workplace – a minimum of 10 Workers.

The number of workers selected shall be increased in line with the escalation below where test results meet the criteria indicated:

Number of Workers	Criteria	Action
Less than 30 Workers at a workplace	Confirmed Positive results in 2 consecutive tests at the same workplace	Testing of 20% of workforce
30 to 100 Workers at a workplace	Confirmed Positive results for 3 or more workers in 2 consecutive testing rounds at the same	Testing of 10 workers
Greater than 100 Workers at a workplace	Confirmed Positive results for 6 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 20 workers

The increased testing requirements shall continue until no Confirmed Positive test results are recorded for 2 consecutive testing periods.

12.4 Other jobs-

On jobsites/workplaces where there is no Commonwealth contribution testing frequency will be agreed upon by mutual consent by the PC/Employer and the Union. Testing requirements will remain the same for all jobsites i.e. blanket alcohol and code requirements for drug testing.

13.0 PRESCRIBED MEDICATIONS

Workers that are taking Prescribed Drugs or Pharmacy Only Drugs that they believe could register a positive test result should inform the Authorised Testing Agent prior to undergoing any requested test

If a Worker fails to declare that they are taking Prescribed Drugs or Pharmacy Only Drugs before being tested and they record a Non Negative Result Initial Test result, a post test declaration will not be considered relevant to the result and the Worker will be excluded from duty for the remainder of the shift, subject to a Confirmatory Test.

Workers who record a Non Negative Result Initial Test result will be excluded from their work duties and the workplace until a Confirmatory Test result has been received.

If that confirmatory result is a Positive Result Confirmatory Test, then:

The terms and conditions of the applicable industrial agreement shall be observed in relation to consultation and consequence management action.

When a confirmatory test result is negative or the result recorded is less than the target level or is consistent with a level expected from therapeutic use of a Prescribed Drug or Pharmacy Only Drug, which was advised by the Worker, then the test result shall be considered a Negative Result Initial Test for the purpose of any consequence management action

Where a Worker is excluded from the workplace as a result of a Non Negative Result Initial Test for Drugs and the confirmatory test is positive for a Pharmacy Only or Prescription Drug, the following factors would normally be considered in deciding when it is appropriate to allow a worker to return to the workplace and/or return to normal duties:

- Whether the worker declared the medication during the pre-test interview with the Designated Collector or Authorised Testing Agent;
- The level of the medication detected is consistent with therapeutic use;
- Written advice from the worker's doctor advising that the medication is required to treat a medical condition; and

- The medication will not affect the worker's ability to perform the inherent requirements of their job - i.e. they are fit forwork

14.0 SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION

A Worker participating in a treatment plan for a medical condition, managed by a Registered Medical Practitioner and involving a Prescribed Drug/Only Drug could result in a Non Negative Result Initial Test if they are selected for Drug and Alcohol testing.

If in the above circumstance a Non Negative Result Initial Test occurs, and provided that the Worker has:

- Declared their use of the Prescribed Drug/Pharmacy Only Drug in a letter less than 12 months old from a registered medical practitioner before the commencement of testing; and
- Declared their use of the Prescribed Drug/Pharmacy Only Drug to the Authorised Testing Agent or Designated Collector before the commencement of testing;
- Then the Non Negative Result Initial Test result shall be recorded at the workplace and a second sample of oral fluid shall be taken and sent for confirmatory testing. The worker will be prevented from performing work until they can provide they are fit to return to work

Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are consistent with that prescribed by the prescribed medical practitioner, then a Negative Result shall be recorded and no results retained.

Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are not consistent with that prescribed by the Registered Medical Practitioner or another drug(s) type is recorded then a positive result confirmatory test shall be recorded.

Where the Worker has not provided both declarations contained within this part then the Worker shall be excluded from the workplace until the results of the confirmatory test are known.

15.0 TESTING RESULTS

15.1 Alcohol -

A worker who returns a negative alcohol test will be allowed to return to work with no record of the test kept. A worker who returns a positive result for alcohol (above 0.00mg/ml) will be deemed not fit work and will not be permitted to return to work.

When a worker tests positive to alcohol in their system the workers blood alcohol concentration (BAC) may be decreasing or it may be increasing. In the interests of safety the Workers will be directed to remain within the testing vicinity and they will be re-tested no sooner than 60 minutes after the original test.

If the second test result is 0.000% the test will be regarded as negative and the Worker may return to normal duties. A Positive Result Confirmatory Test will not be recorded in these circumstances.

If the later confirmatory test indicates a BAC of greater than 0.000% a Positive Result Confirmatory Test will be recorded.

Alcohol testing shall be carried out by an Authorised Testing Agent agreed upon by the PC/Employer and the Union. The following steps shall be undertaken:

10. Details of the identity of the Worker to be tested shall be recorded including the workplace name, work area and their employer will be listed on a drug and alcohol testing record form by the independent Authorised Testing Agent.
11. Workers with a BAC of greater than zero (greater than 0.000%) shall discontinue any work activities and shall be directed to undertake a second test sixty (60) minutes after the first test and the results recorded on a Drug and Alcohol Testing record Form by the independent Authorised Testing Agent.
12. Where the second test indicates a level greater than 0.00% BAC the Worker will be further excluded from work duties for the remainder of the shift;
13. Where a Worker is to be sent home using their own transport this shall only be permitted if the blood alcohol concentration test result is below that prescribed by applicable road transport legislation and has been determined as not rising for that Worker.

Note: If the Worker's blood alcohol concentration result is greater than or equal to 0.05% BAC, all reasonable assistance is to be afforded to ensure an affected Worker can make their way from the Workplace to a safe location without harm (e.g. taxi, lift from a friend or Supervisor).

Contractors will be responsible for the management/arrangements for their employees in accordance with their own employment arrangements.

14. Any Worker that is excluded from work duties for the remainder of a shift or sent home, must, before commencing work for their next shift undertake an alcohol breath test prior to commencing that shift. If the results are negative (0.00mg/ml) the Worker shall be allowed to commence work. If the Worker returns a positive test they will not be allowed to commence work, hence page 12 of this document, 15.1 Alcohol- d) will apply.

15.2 Drugs-

A worker who returns a negative test will be allowed to return to work. A worker who returns a non-negative test result from their initial test (equal to or above the relevant cut-off levels of the substances referred to in AS 4760) will be deemed not fit for work and will not be allowed to return to work. (Benzodiazepine level to be provided by the prescribed testing laboratory.)

Drug testing will be administered by the collection and analysis of an oral fluids specimen (saliva). Before conducting a drug test, the process used by the independent Authorised Testing Agent must be explained to the Worker providing the saliva sample.

Collecting and testing of saliva specimens shall be carried out by an Authorised Testing Agent, agreed upon by the PC/Employer and the Union, and confirmatory testing is to be carried out by a NATA accredited laboratory.

A Confirmatory Test will be required where a Non Negative Result Initial Test is recorded at the initial test. The handling of specimens taken for confirmatory testing is detailed in the process used by the Authorised Testing Agent and must be completed to Australian Standards.

Any worker attending the workplace under the influence of drugs or alcohol will be prohibited from entry. A worker returning to the workplace following their exclusion for a Positive Result Confirmatory test will be required to submit to a drug and alcohol test prior to commencing work and receive a Negative Result Initial Test for Drugs or Alcohol prior to commencing work.

16.0 FORMS OF TESTING

16.1 Self-Testing

The PC/Employer shall be required to provide sufficient self-testing facilities for alcohol and/or drugs for up to 10% of the workforce.

Where self-test facilities are made available voluntary or self-testing for alcohol will be available for Workers prior to presenting for work. A wall mounted breathalyser (optional) will be located in an area that provides for discrete privacy for the worker, whilst completing the test so the test results cannot be inadvertently observed and disclosed to other parties.

A Worker undertakes self-testing at his/her own accord; therefore, no test details are recorded. However, if the worker tests non-negative for any substance in section 9.3 of this policy they will be deemed not to be fit for work and will be prevented from performing work until they are fit for work. All Workers have obligations under the Work Health and Safety Act or equivalent occupational health and safety or occupational safety and health legislation in other States or Territories and must not wilfully place at risk their health and safety or the health and safety of other Workers or people at the workplace by commencing work if they believe they're impaired.

16.2 Random Shift Testing

In terms of Random Shift Testing it is in imperative that the PC/Employer and the Union do not know on what day, or at what time the Authorised Testing Agent will conduct the tests.

It is a condition of entry for all Workers at any workplace to comply with any request to participate in random Drug and Alcohol testing as a condition of employment or contract. This means that all Workers attending or seeking to attend a workplace will be eligible for testing.

Testing for Alcohol or other Drugs for Workers shall be mandatory and will be undertaken at any time throughout the Worker's hours of work (including overtime) or at any time whilst at the workplace.

Individual Workers will be selected for drug testing using a simple random selection process. A random draw will be conducted using an Authorised Testing Agent independent software to randomise the selection of Workers for testing.

The random selection process includes the selection of Workers from across the entire workplace subject to the testing.

A Worker selected for testing will be required to present themselves for testing within a reasonable time. Random shift testing shall be conducted in a room which provides for privacy for the selected worker during testing; the requirements for this room are outlined in the Room Requirements section of this policy.

16.3 For Cause Testing

An employer/supervisor may only request an employee to undertake for cause testing if:

15. The employee has been involved in an accident or incident, or had the potential to, cause:
    ii. serious and major damage to mobile plant or property; or
    iii. an injury to themselves or other individual(s);or
    iv. Participation in a relevant and specific industry focus area when the worker is undertaking High Risk Work as identified by the employer and consistent with OHS legislation. Workers will be selected for testing using a random selection process nominated by the employer following a consultation process in line with OHS legislation.

16.4 Post Incident Testing

After the occurrence of a significant incident/event at a workplace, all Workers involved in the incident may be required to undergo an initial Drug and Alcohol test.

Where a Worker(s) is to be tested following a significant incident/event they may request to be accompanied by their employee representative until they have completed all testing required.

Post Incident Testing will be conducted as soon as practical after the incident/event and when it is safe to do so.

An injured Worker who requires immediate medical attention may only be tested when it is appropriate and safe to do so. This will be determined by the Construction Manager, the HSR, Delegate and the relevant PIA in consultation with the attending medical practitioner. In such cases, where testing can be conducted while under medical care, a saliva testing process will be used.

16.5 Reasonable Concern Testing

An employer may only request an employee to undertake reasonable concern testing if the following criteria are met:

16. An observable phenomena occurs, which is:
    v. the direct observation of the employee of use of, and/or the physical behavioural symptoms of being impaired by, alcohol and/or
    vi. Unusual and/or inexplicable actions by the employee
17. There is evidence that the employee is involved in the use or possession of alcohol and/or other drugs while working; or
18. The employee has breached safety precautions orprocedures.

16.6 Testing of Minors

A letter of consent contained within the work experience and student placement procedure shall be signed by the parent or guardian of any worker who is a minor seeking to access a workplace where the Impairment Policy is in place, as a condition of entry to that workplace. Alternatively, an equivalent letter signed by the parent or guardian can be provided through the minor's employer/host employer.

Where a minor is selected for testing and:

- A letter of consent is held, then the provisions of this procedure shall apply; or
- Where a letter of consent is not held, every effort will be made to contact the minor's parents/guardians to get verbal consent to participate in the testing procedure. If consent is given then the normal testing procedures will apply, if contact cannot be made and/or consent is not given then the minor will be unable to continue working until consent is given.

17.0 REFUSAL TO TEST

If a Worker refuses to participate in workplace Drug and Alcohol testing the following will apply;

19. The Employer, will inform the Worker and the workers chosen representative, that the refusal will have the same consequences as a non-negative result, i.e. that the employee will be deemed to be unfit for work due to the presence of alcohol or drugs.
20. If the worker still refuses, the Employer and the PIA, shall consult with the worker and the workers chosen representative, regarding the requirements, process and consequences of refusing to test and encourage them to partake in the test. This would be the second request to be tested.
21. If the worker still refuses, the refusal will be treated as a confirmed positive result, and will be subjected to the relevant consequences of such. All reasonable assistance is to be offered to ensure the employee can make their way from the workplace to a safe location without harm (i.e. taxi, lift from a friend or fellow worker). An agreed leave of absence arrangement is to apply for the duration of theirabsence.

18.0 DISCIPLINARY ACTION

The following sets out the action which may be taken when a worker returns a confirmed positive result to an alcohol or drug test.

22. First Occasion - A worker who has received a first confirmed positive test for alcohol or drugs (other than by self-testing) will be:
    vii. Required to attend the Support as referred to in this Policy;
    viii. Informed of the consequences of testing positive and their obligations to present, or remain in a fit state
    ix. ; Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.
23. Second occasion - A worker who has received a second confirmed positive test for alcohol or drugs (other than by self-testing) within any 12 month period will be:
    i. Required to re-attend the Support as referred to in this Policy
    ii. Required to participate in a rehabilitation program referred to in "Support" in this policy
    iii. Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;
    iv. Given a verbal warning with a diary entry placed on file; and
    v. Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.
24. A worker who has received three confirmed positive test results for alcohol or drugs which has been detected in a 12 month period may be disciplined under the Employer's disciplinary processes.
25. A worker who fails to attend EAP sessions may be disciplined under this policy in accordance with principles of natural justice.
26. No disciplinary action will be taken in respect of positive test results from a self-test.

19.0 SUPPORT

The Principle Contractor (PC)/Employer will make available support to workers in respect of drug and alcohol issues. This will include:

27. allowing access to any Union support programs; and
28. provide an employer funded Employee Assistance Provider (EAP) to be available to workers.

The worker will be allowed to access a Union support program and/or EAP counselling during normal working hours and without loss of pay, or any form of employer retribution.

20.0 SELF- DECLARATION

29. Workers will not be disadvantaged for self-disclosure and therefore will be supported through counselling and rehabilitation processes and provided with the Support contained in this policy. In such cases the worker will be permitted to access personal leave in the first instance, then accrued leave, and may return to work when fit for duty.

30. The worker may be suspended from any work, with pay, with immediate effect in order for an assessment to be made of the duties they are able to perform safely and a drug and alcohol test is to be taken as soon as reasonably practicable.

21.0 PRIVACY

Drug and Alcohol testing results shall remain confidential and will only be used for the purpose of compliance with this Procedure in the manner required by the *Privacy Act 1988* (Cth). Any information provided or declared by a Worker regarding:

- Prescribed Drug and Pharmacy Only Drug consumed
- Medical conditions or the like
- Their proposed return to the workplace following exclusion by this procedure;

Will also remain confidential and managed in accordance with the *Privacy Act 1988* (Cth). Similarly, where a Worker supplies information regarding the use, sale or supply of Drugs or Alcohol at a workplace, unless the Worker otherwise agrees or as otherwise required by law, the Worker's identity will be kept confidential.

All Positive Results Confirmatory Test will be maintained on the relevant Worker's personnel records located at the workplace.

Protections from Worker Deoxyribonucleic Acid (DNA) misuse

Workers selected for testing shall have their personal DNA protected by:

- In the case of unintended collection of a Worker's DNA during the collection of an oral saliva sample for an initial test, by the worker being offered the used collection cartridge upon completion of the initial test.
- In the case of unintended collection of a Workers DNA during the collection of an oral saliva sample for testing at a NATA approved laboratory for an initial Non Negative Result Initial Test, by ensuring that the documentation that accompanies the collection cartridge to the NATA approved laboratory does not include the workers name or address but contains only that information sufficient to comply with AS4760 e.g. test report number and date of birth.

These protections will be notified to Workers during training.

22.0 CONSULTATION

If a party believes that an amendment to the impairment policy is required, they shall request and organise a consultation meeting involving the Employer, the Union and any other relevant stakeholders.

The attendees shall seek to reach agreement on any proposed amendments.

No amendments shall be implemented unless agreement is reached by the Employer, the Union and the relevant stakeholders.

Employment Assistance Program (EAP)

The Employment Assistance Program (EAP) is an agreed independent, professional and confidential service that aims to provide employees with assistance when affected by personal or job related problems.

To have a successful Impairment Policy at the workplace, the Policy must address how those at the workplace, including employees of the principal contractor, subcontractors and their employees and others, will be required to comply with the Impairment Policy.

The below requirements will be audited on an annual basis of the employer:

- Must be able to provide EAP support in all States, Territories and regional areas of Australia
- Must outline in their Impairment Policy how workers who attend for work affected by drugs or alcohol will be counselled and assisted, apart from any disciplinary process that might apply
- Must have a memorandum of understanding (MOU) with relevant stakeholders within treatment support areas
- Provide support for their workers and their immediate families
- Must be able to provide treatment services which must include the following:
- General counselling
- Drug and Alcohol counselling
- Drug and Alcohol detoxification services

- Drug and Alcohol rehabilitation services
- Case Management services
- Psychology services
- Must have a history of delivering support services to the Building and Construction Industry
- Must be able to develop and implement a plan to promote the impairment policy within the workplace

23.0 APPENDIX

Refer to the National CFMEU Impairment Policy for more information and detail about impairment in the construction industry. The policies and procedures in the national document look at the impairment issues of Mental Health, Injury and Illness, Fatigue, Chemicals, Heat, Cold and Noise, and Alcohol, Illegal Drugs and Legal Drugs and provide the research behind the implementation of this Impairment Policy.

Appendix Five
Calculation of Superannuation

APPENDIX FIVE – CALCULATIONS OF SUPERANNUATION

The rates as calculated in clause 27.2 above of this Agreement have been calculated using the agreed industry formula as follows:

Employer Contribution

12% of the sum of:

CW3- carpenters rate;

Leading hand site allowance p/h ($35m project); fares and travel 5-day week; and

Leading hand rate (2-5) p/h.

Co-contribution 3% of the sum of:

CW3- carpenters rate;

Leading hand site allowance p/h ($35m project); fares and travels day week; and

Leading hand rate (2-5) p/h.

Appendix Six
RDO Notification Form

Notification pursuant to clause 31.5(c) to Work on Scheduled RDO
Date:

Employer:	
Date of scheduled RDO to be Worked:	
Project Name:	
Project Address:	
Work to be Undertaken:	
Approximate Number of Employees required:	
Union Delegate/ Employee Representative (if applicable)	

Manager Contact Details:
Name:
Phone: **Fax:**

Tick the appropriate box:

☐ Affected Employee/s consulted by Employer.
☐ Affected Employee/s not wishing to work in accordance with the clause have been given opportunity to reasonably refuse.
☐ Affected Employee/s informed that if they have a concern about working the scheduled RDO they can raise the matter with their Union Delegate/ Employee representative.

Reason/s for work on scheduled RDO (as per clause 31.0 of the Agreement)

☐ High risk activity (specify below)
☐ Maintenance, repair, commissioning
☐ Restrictions, laws, regulations, etc.
☐ Inclement weather
☐ Other

Explanation of ground/s listed above:

Appendix Seven
Hours of Work

APPENDIX SEVEN - HOURS OF WORK CLAUSE FOR EXISTING PROJECTS

1.0 HOUR OF WORK FOR EXISTING PROJECTS

This APPENDIX SEVEN applies to the Employer and its Employees for the following projects, until midnight 30 July 2019, after this date clause 30.0 will also apply to these projects:

- Jewel;
- BCT;
- 300 George Street Stage 1 – Hotel;
- 300 George Street Stage 2 – Residential;
- 300 George Street Stage 3 – Commercial;
- Gallery House;
- QW Foreshore;
- DGC Residential Tower 1;
- QW Reclamation Works;
- ATO Quintessential Mt Gravatt;
- Regent Theatre (ISPT)
- ARIA Hope Street; and
- Signature Gold Coast.

1.1 Ordinary hours

Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00 a.m. and 6.00 p.m. Monday to Friday. Typically, work should not commence later than 7am. All time worked outside the aforementioned span of hours shall be by agreement with the affected Employee(s) concerned.

1.2 Start and finish times

If the Employer wishes to alter start and finish times within the spread of ordinary daily hours, the Employer will consult with the affected Employees and:

(a) provide not less than 48 hours' notice to affected Employees of the change to start and finish times; and

(b) have regard to the intention of avoiding excessive overtime.

1.3 Overtime

It is the intention of the Employer and Employees that excessive overtime will not be worked.

To this end the general standard of weekly hours will usually not be more than 58 per week, which shall be taken to mean not more than 8 hours per day Monday to Saturday, for an individual Employee. The aforesaid 'usual weekly hours' may by agreement be exceeded from time to time to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.

1.4 Reflecting this intention, it is recognised that the Employer is not restricted as to the setting of daily hours within the 58 hour general standard;

1.5 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

Appendix Eight
Audit Form

EMPLOYER NAME:.....

ABN NUMBER:.....

ADDRESS:.....

PRINCIPAL NAME: .....

PRINCIPAL TITLE:.....

WORKCOVER POLICY NUMBER:.....

Number of Personnel: ☐ Overtime 1½ ☐ Overtime 2x ☐

Base Hourly Rate: ☐ Fares & Travel: ☐

CBUS / BUSS(Q):	Yes	☐	No	☐
BERT:	Yes	☐	No	☐
BEWT:	Yes	☐	No	☐
CIPQ:	Yes	☐	No	☐
RDO Accrual:	Yes	☐	No	☐
Annual Leave:	Yes	☐	No	☐
Sick Leave	Yes	☐	No	☐
PLSL:	Yes	☐	No	☐
Group Tax:	Yes	☐	No	☐

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

..... PRINCIPAL

AUTHORISED BY C.P.A. / INSTITUTE OF CHARTERED ACCOUNTANTS
EMPLOYER NAME:.....

NAME OF ACCOUNTANT: .....

REGISTRATION DETAILS:.....

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

..... CERTIFIED PRACTICING ACCOUNTANT

DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Multiplex Australasia Pty Ltd T/A Multiplex
(AG2021/7351)

MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU UNION COLLECTIVE AGREEMENT 2020-2022

Building, metal and civil construction industries

DEPUTY PRESIDENT BOYCE SYDNEY, 20 SEPTEMBER 2021

Application for approval of the Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2020-2022

[1] An application has been made for approval of an enterprise agreement to be known as the *Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2020-2022* (**Agreement**). The application was made pursuant to s.185 of the *Fair Work Act 2009* (**Act**). It has been made by Multiplex Australasia Pty Ltd T/A Multiplex (**Employer**). The Agreement is a single enterprise agreement.

[2] The Construction, Forestry, Maritime, Mining and Energy Union, being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants to be covered by the Agreement. In accordance with s.201(2) of the Act, I note that the Agreement covers this organisation.

[3] I am satisfied that each of the requirements of ss.186, 187, 188 and 190 of the Act, as are relevant to this application for approval, have been met.

[4] I am satisfied the more beneficial entitlements of the NES will prevail where there is an inconsistency between the Agreement and the NES.

[5] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 27 September 2021. The nominal expiry date of the Agreement is 31 December 2022.

COM.0002.0010.4689

DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer

<AE513152 PR734105>

MULTIPLEX AUSTRALASIA PTY LTD (ABN 33 146 787 295) AND THE CONSTRUCTION, FORESTRY, MARITIME, MINING AND ENERGY UNION

UNION COLLECTIVE AGREEMENT

2020-2022

Contents

1	TITLE	1
2	DEFINITIONS	1
3	DATE OF OPERATION	2
4	APPLICATION OF AGREEMENT	3
5	PARTIES BOUND AND COVERED	3
6	RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS	3
7	DISPUTES SETTLEMENT PROCEDURE	3
8	CONSULTATION	4
9	PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS	5
10	HEALTH AND SAFETY REPRESENTATIVES	7
11	HEALTH AND SAFETY REPRESENTATIVE MEETINGS	7
12	HOT WEATHER GUIDELINES	7
13	AIR QUALITY PROCEDURE	8
14	INCLUSION	9
15	SECURITY OF PERSONAL INFORMATION	10
16	SITE ACCESS SYSTEMS AND INDUCTIONS	10
17	TOOL BOX MEETINGS	10
18	CONTRACT OF EMPLOYMENT	11
19	EFFECTIVE WORK ORGANISATION	11
20	CASUAL EMPLOYMENT	11
21	APPRENTICES/TRAINEES	12
22	ADULT APPRENTICES	14
23	TRAINING AND RELATED MATTERS	14
24	JOB SECURITY	15
25	EMPLOYMENT SECURITY	15
26	TERMINATION	15
27	REDUNDANCY	17
28	WAGES	18
29	CLASSIFICATIONS	18
30	ALLOWANCES	19
31	PRODUCTIVITY SCHEMES	22
32	SUPERANNUATION	22
33	SALARY SACRIFICE ARRANGEMENTS	23
34	INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE	23
35	HOURS OF WORK	24
36	EMPLOYEE ROSTERED DAY OFF	25
37	LEAVE	27
38	FAMILY VIOLENCE LEAVE	28
39	ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS	29
40	WORKPLACE IMPAIRMENT POLICY	30
41	TIME AND WAGES RECORDS	30
42	UNION DELEGATES/EMPLOYEE REPRESENTATIVE RIGHTS	31
43	UNION DELEGATE FACILITIES	32
44	UNION TRAINING LEAVE	32
45	INDIVIDUAL FLEXIBILITY AGREEMENTS	33
46	SHAM CONTRACTING	34
47	SECURITY OF PAYMENTS	34
48	TEMPORARY FOREIGN LABOUR	35

Contents

49	QUALITY BUILDING MATERIALS	36
50	COMPLIANCE WITH THIS AGREEMENT	36
51	POSTING OF AGREEMENT AND NOTICES	37
52	SEVERABILITY	37
APPENDIX ONE		38
APPENDIX TWO		7
APPENDIX THREE		4
APPENDIX FOUR		6
1	PRINCIPLES	1
2	SCOPE	1
3	STRUCTURE	1
4	OBJECTIVES	2
5	RESPONSIBILITIES	2
6	POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.	3
7	DEFINITION OF A WORKER	3
8	TRAINING	4
9	TESTING METHODS	5
10	TESTING PROVIDER	6
11	ROOM REQUIREMENTS	6
12	TESTING REQUIREMENTS	6
13	PRESCRIBED MEDICATIONS	7
14	SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION	8
15	TESTING RESULTS	9
16	FORMS OF TESTING	10
17	REFUSAL TO TEST	12
18	DISCIPLINARY ACTION	12
19	SUPPORT	13
20	SELF- DECLARATION	13
21	PRIVACY	13
22	CONSULTATION	14
23	ADDENDUM	15
APPENDIX SIX		16
APPENDIX SEVEN		2
APPENDIX EIGHT		2

1 TITLE

1.1 This Agreement is known as the MULTIPLEX AUSTRALASIA PTY LTD and CFMEU Union Collective Agreement 2020-2022 (the Agreement).

2 DEFINITIONS

2.1 The following definitions shall apply to this Agreement:

Apprentice or Trainee means an Apprentice or Trainee within the meaning of the Vocational Education, Training and Employment Act 2000 (VETE Act). Apprenticeship and Traineeship have a corresponding meaning;

Award means the Building and Construction General On-site Award 2020, Mobile Crane Hiring Award 2020, each as amended from time to time;

BERT is an acronym for the Building Employees Redundancy Trust (ACN 82 010 917 281 (BERT Fund) as described in the Trust Deed creating the BERT Fund;

BEWT is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed;

BUSS(Q) is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd. ABN 85 571 332 201;

Continuous Service includes absence due to: Annual Leave; Personal Leave; Parental Leave; illness or accident up to a maximum of 4 weeks after the expiration of sick leave; jury service; injury received during the course of employment and up to a maximum of 52 weeks for which the Employee received workers' compensation; where called up for military service for up to 3 months; long service leave;

Continuous Shiftworker means, for the purpose of the additional week of annual leave provided by the NES means an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least five consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the Employer) and who is regularly rostered to work those shifts;

CBUS is an acronym for the Construction & Building Industry Superannuation Pty Ltd. ABN 75 493 363 262;

CIPQ means Construction Income Protection Queensland Ltd (ACN 110 841 962);

Double time and a half means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day;

Employee means an employee of the Employer;

Employer means Multiplex Australasia Pty Ltd;

FW Act means the Fair Work Act 2009 (Cth);

FWC means the Fair Work Commission;

Inclement Weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, fog, extreme high temperature, lightening, smoke or the like or any combination of these conditions) where it is not reasonable or it is unsafe to continue working in those conditions.

Injury shall have the same definition as the Workers' Compensation and Rehabilitation Act 2003 (Qld), the Workers' Compensation Act 2015 (NT), as applicable;

Kept waiting for wages on pay day means all such time spent waiting, wherever the waiting is done;

Parties means the Employer, the Employees and/or the Union as the context requires;

Permanent Employees means all Employees other than casual Employees;

QBCC means the Queensland Building and Construction Commission

QIRC means Queensland Industrial Relations Commission;

Overtime means any time worked in excess of or outside of the ordinary working hours;

Redundancy means a situation where an Employee ceases to be employed by the Employer, other than for reasons of Serious and Wilful misconduct.

Redundant has a corresponding meaning;

SGL means Superannuation Guarantee Levy;

Special Class Dogman means a dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Completion (VOC)' for the particular tower crane;

Special Class Tradesperson means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal construction work. For the purpose of this definition, complex and high quality trade skills and experience will be deemed to be acquired by the tradesperson:

(a) Having had not less than 12 months on-the-job experience of such skilled work, and

(b) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill;

Total Cost of Work means the total value of the project declared to QLeave or NT Build

Union Delegate means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate;

Union or CFMEU means The Construction, Forestry, Maritime, Mining and Energy Union (Queensland Northern Territory Construction and General Divisional Branch);

WHS Act means the Work Health and Safety Act 2011 (Qld) or the Work Health and Safety (National Uniform Legislation) Act 2012 (NT), where applicable;

WHS EPH means Workplace Health and Safety Entry Permit Holders under the WHS Act;

Workplace Impairment Policy and Procedures means the Workplace Impairment Policy and Procedures found in APPENDIX 4.

3 DATE OF OPERATION

3.1 This Agreement remains in force until 31/12/2022. The Agreement will continue to apply beyond its expiration date until it is replaced by another agreement, and otherwise in accordance with applicable laws.

4 APPLICATION OF AGREEMENT

4.1 This Agreement applies to:

(a) Multiplex Australasia Pty Ltd (the Employer);

(b) the CFMEU (the Union) (provided FWC notes this in its decision to approve the Agreement); and

(c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement (the Employee).

Collectively known as Parties

4.2 This Agreement only applies to work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory, but excludes work on any Queen's Wharf Project or where employees are covered by a subsequent greenfields agreement made under s.182(3) of the Fair Work Act 2009 (Cth) and approved by the Fair Work Commission.

4.3 Associated Entity

(a) In accordance with Division 2 of Part 2-8 of the Fair Work Act, where an Employee transfers to an Associated Entity of the Employer and performs the same work or substantially the same work for the Associated Entity of the Employer, the Agreement will continue to cover the Employee.

(b) For clarity, this clause does not apply to a circumstance where an Employee commences employment with the associated entity more than 3 months after the Employee ceases working for the Employer.

5 PARTIES BOUND AND COVERED

5.1 This Agreement is legally binding upon and covers the Employer, its Employees and The Construction, Forestry, Maritime, Mining and Energy Union (provided FWC notes this in its decision to approve the Agreement).

6 RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS

6.1 This Agreement is intended to be interpreted in conjunction with the Building and Construction General On-Site Award 2020, Mobile Crane Hiring Award 2020 and the terms of the Workplace Impairment Policy and Procedures in APPENDIX 4, QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (excluding certain Queensland Government entities) 2003 as it was immediately prior to its rescission.

6.2 Where this Agreement is silent, the terms of the above documents as amended from time to time during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between two terms of this Agreement, the higher wage outcome or other outcome more favourable to the Employee will apply.

7 DISPUTES SETTLEMENT PROCEDURE

7.1 A major objective of this Agreement is to eliminate lost time and/or production arising out of disputes or grievances. Disputes over any work related or industrial matter or any matters arising out of the operation of the Agreement or incidental to the operation of the Agreement should be dealt with as close to its source as possible. Disputes over matters arising from this Agreement (or any other

dispute related to the employment relationship or the NES, including subsections 65(5) or 76(4) of the Fair Work Act) shall be dealt with according to the following procedure.

7.2 The pre-dispute status quo shall prevail while the matter is being dealt with in accordance with this procedure.

7.3 All Employees have the right to appoint a representative in relation to a dispute. It is the express priority of all Parties to attempt to settle a dispute at the workplace level at first instance.

7.4 In the event of any work related grievance arising between the Employer and an Employee or Employees, the matter shall be dealt with in the following manner:

(a) The matter shall be first submitted by the Employee/s or his/her job delegate/employee representative or other representative, to the site foreperson/supervisor or the other appropriate site representative of the Employer and if not settled, to a more senior representative of the Employer.

(b) Alternatively, the Employer may submit an issue to the Employee/s who may seek the assistance and involvement of the job delegate/employee representative or other representative.

(c) If still not resolved, there may be discussions between the relevant Union official (if requested by the employee/s), or other representative of the employee, and senior representative of the Employer.

(d) Should the matter remain unresolved, either of the parties or their representative shall refer the dispute at first instance to FWC for review. FWC may exercise conciliation and/or arbitration powers in such review.

7.5 This procedure shall be followed in good faith without unreasonable delay.

7.6 If any party fails or refuses to follow any step of this procedure the non breaching party will not be obligated to continue through the remaining steps of the procedure, and may immediately seek relief by application to FWC.

7.7 Any resolution of a dispute under this clause by the FWC will not be inconsistent with legislative obligations or any other applicable Codes or Regulations.

8 CONSULTATION

8.1 Effective consultation is essential for continuous workplace reform and such consultation can take place at any time during the life of a Project.

8.2 Consultative Committees may be set up for this purpose.

8.3 If the Employer is considering a decision to introduce a major workplace change that is likely to have a Significant Effect on a number of Employees, the Employer must notify the Employee(s) who will be affected by the decision.

8.4 As soon as practicable and prior to implementation, the Employer must discuss with the relevant Employees and/or their nominated representative/s (e.g. Union or other representative) the introduction of the change; and the effect the change is likely to have on the employees. The Employer must discuss measures to avert or mitigate the adverse effect of the change on the Employees.

8.5 For the purposes of the discussion the Employer will provide the relevant Employees and/or their nominated representative/s in writing:

(a) All relevant information about the change including the nature of the change proposed;

(b) Information about the expected effects of the change on the Employees; and

(c) Any other matters likely to affect the Employees.

8.6 However, the Employer is not required to disclose confidential or commercially sensitive information.

8.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

8.8 "**Significant Effect**" under **clause 8.3** above includes termination of employment (including redundancy), major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; any changes to employment practices that result in privacy concerns for employees such as implementation of electronic inductions and/or access systems; the need for retraining or transfer of Employees to other work areas or locations and the restructuring of jobs.

8.9 Consultation about changes to rosters or hours of work

Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with the Employee(s) affected and, if required their representative, about the proposed change.

8.10 As soon as practicable after proposing to in introduce the change, the Employer must:

(a) discuss with the relevant Employees the introduction of the change; and

(b) if requested by the Employees, and for the purposes of the discussion, provide to the relevant Employees and their representative details of the following in writing:

(i) all relevant information about the change, including the nature of the change; and

(ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and

(iii) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

(c) invite the Employee(s) affected and any applicable representatives, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities), and give consideration to any views about the impact of the proposed change that are given by the Employee(s) concerned and/or their Union.

(d) The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

8.11 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

8.12 For clarity relevant employees may appoint a representative of their choosing for the procedures in this term.

9 PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS

9.1 The Employer, the Employees and the Union agree that for the purposes of s.81 of the WHS Act matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.

9.2 The parties agree that for the purposes of this procedure and s.81(3) of the WHS Act the following persons shall be the representatives of the following parties:

(a) the Principal Contractor (as defined in the WHS Act) - Site Manager or any other person nominated by the Principal Contractor;

(b) the Employers - the Site Manager or any other person nominated by the Employer(s); and

(c) The Employees – person nominated by the Employee (e.g. Union or other representative).

(collectively referred to as "Nominated Parties")

9.3 The Nominated Parties agree that representatives shall be entitled to:

(a) inspecting any work system, plant, substance, structure or other thing relevant to resolving the issue;

(b) consulting with relevant Employees in relation to resolving the issue;

(c) consulting with the relevant PCBU (as defined in the WHS Act) about resolving the issue;

(d) inspect and take copies of any document that is directly relevant to resolving the issue; and

(e) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.

9.4 The Nominated Parties and/or their representatives may commence the procedure by informing, either by themselves or their representative, the other Parties and/or representatives that:

(i) there is an issue to be resolved; and

(ii) the nature and scope of the issue.

9.5 As soon as the Parties and/or their representatives are informed of the issue, the Nominated Parties and/or their representatives must meet or communicate with each other to attempt to resolve the issue.

9.6 The Nominated Parties and/or their representatives must have regard to all relevant matters including:

(a) the degree and imminent risk to the Employees or other persons affected by the issue;

(b) the number and location of Employees and other persons affected by the issue;

(c) the measures both temporary and permanent that must be implemented to resolve the issue;

(d) who will be responsible for implementing the resolution measures;

(e) whether the hazard or risk can be isolated; and

(f) the time that may elapse before the hazard or risk is permanently corrected.

9.7 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Parties and/or their representatives to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Nominated Parties and/or their representatives to the issue. The issue, once resolved, shall be recorded in the next safety committee meeting minutes with the agreed resolution.

9.8 The Nominated Parties and/or their representatives must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Nominated Parties attempting to resolve the issue may then ask Work Health and Safety Queensland, and/or the QBCC, where applicable, to arrange for an inspector to attend the workplace to assist in resolving the issue.

9.9 Direction to cease work

(a) If-

(i) an issue concerning health or safety arises at a workplace or from the conduct of the undertaking of the Employer; and

(ii) the issue concerns work which involves an immediate threat to the health or safety of any person; and

(iii) given the nature of the threat and degree of risk, it is not appropriate to adopt the processes set out in **clause 9.7** above-

(b) the Employer and/or the health and safety representative for the designated work group in relation to which the issue has arisen may, after consultation between them, direct that the work is to cease.

(c) During any period for which work has ceased in accordance with such a direction, the Employer may assign any Employees whose work is affected to suitable and safe alternative work.

10 HEALTH AND SAFETY REPRESENTATIVES

10.1 The Employer and its Employees will comply with Part 5 of the WHS Act - Consultation, representation and participation in relation to the establishment of a health and safety committee;

10.2 The health and safety representative/s (**HSR**) shall be elected by the Employees on the job on a democratic basis, and shall be subject to recall by a similar process.

10.3 Parties covered by this Agreement recognise the important role of HSRs. The HSRs have a key role in the early intervention in health and safety issues under this Agreement.

10.4 The HSR shall be allowed to consult with the principal contractor, or persons acting on his/her behalf, on matters directly concerned with safety of workers, and promote the safe conduct of work generally.

11 HEALTH AND SAFETY REPRESENTATIVE MEETINGS

11.1 A health & safety representative will be allowed reasonable paid time during working hours to attend to occupational health and safety matters affecting employees he/she represents providing that the Representative informs their manager.

12 HOT WEATHER GUIDELINES

12.1 Under this Agreement when air temperature reaches

(a) 35°C; or

(b) 29°C and 75% humidity or more, after three hours from commencement of the shift in southeast Queensland it shall constitute inclement weather (Extreme Hot Weather).

This definition will be subject to review in other regions. This **clause 12** must be in in the Employer's OHS Procedures for all applicable projects.

12.2 Before finishing work, Employees should be alerted to possible Extreme Hot Weather forecasted for the following day by the PCBU, Site manager, and HSRS. This will allow preparation for works to be modified to reduce this category of heat exposure in accordance with **clause 12.3** below. For forecasting, planning and guidance the Bureau of Meteorology (BOM) shall be used for weather observations. BOM weather stations used for weather observations shall be the closest to the project and or with similar weather conditions.

12.3 When Extreme Hot Weather is forecasted for the following day, the Employer's Site Manager, WHS Committee and WHS Representatives will consult and determine what actions are to be taken to reduce exposure and modify the workload prior to the Extreme Hot Weather, which may include:

(a) rescheduling work so that certain parts are performed during the cooler part of the day, or on another day;

(b) reducing the time spent doing hot tasks (for example, by job rotation);

(c) arranging for more workers to do the job;

(d) providing extra rest breaks in a cool area;

(e) providing cool drinking water and ice (machines) near the work site;

(f) increasing air movement by fans or coolers;

(g) installing shade cloth to reduce radio heat from the sun;

(h) consideration should be given to working an eight hour day.

12.4 Once the temperature reaches Extreme Hot Weather the following process will be followed:

(a) Where the temperature reaches 35°C there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the workload as described in **clause 12.5**.

(b) where the temperature is 28°C and 75% humidity or more after three hours from the commencement of a shift there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the workload as described in **clause 12.5**.

12.5 If there are areas of the workplace that are below any Extreme Hot Weather, work shall continue as normal in those areas, Employees unable to work elsewhere may be transferred to these areas if work is available. Employees may walk a reasonable distance through the open to and from amenities, provided it does not pose an imminent risk to their health or safety. The primary objective is to ensure that there is no reasonable concern for an Employee undertaking the work of an imminent risk to their health or safety.

12.6 Extreme Hot Weather shall be measured on site by a temperature gauge and/or BOM weather station (if close proximity to project with similar climatic conditions) compliant to Australian Standards and shall be undertaken in accordance with the manufacturer's operating instructions. The Parties agree that a measurement taken using the Wet Bulb Globe Temperature index will be an acceptable method of measuring extreme high temperature. It is the responsibility of the PCBU to implement these guidelines.

13 AIR QUALITY PROCEDURE

13.1 Definitions

(a) **Acceptable Air Quality**

Air Quality Index (AQI) is categorized as very good to fair Queensland Department of Environment and Science.

PM2.5 are tiny particles in the air that reduce visibility and cause air to appear hazy when levels are elevated. They can be carcinogenic, as advised by the World Health Organisation. Where possible, PM2.5 readings shall be the preferred test for acceptable air quality.

(b) **Bushfire smoke**

Bushfire smoke is a mixture of different sized particles, water vapor and gases, including carbon monoxide, carbon dioxide and nitrogen oxides. During bushfires and similar events, large amounts of finer particles are released that are small enough to breathe deep into the lungs and can cause adverse health effects. These chemicals are known "Cancer Causing Agents".

13.2 The Employer must verify that their work area is within a safe range for air quality as defined by the Queensland Department of Environment and Science.

13.3 **Air Quality Procedure**

(a) The PCBU, Site Manager and WHS Reps must alert workers the day before extreme or excessive poor air quality conditions are expected.

(b) Once the air quality index reaches above 50µG per m^3 and stays above 50µG x m^3 for three consecutive hours during a work period, there will be an orderly cessation of work and preparation for safe completion of critical tasks.

(c) Once the air quality index reaches 75µG per m^3 there will be an immediate cessation of work with only safe completion of critical tasks allowable.

(d) Inclement weather provisions of the Award shall be invoked. To be clear, all the provisions contained in clause 24 of the Award shall apply in instances of poor air quality, including 24.13.

13.4 All air quality related incidents are to be reported to the employer, site safety coordinator, WHS Committee and any relevant employee representative's immediately.

14 INCLUSION

14.1 The Parties recognise that everyone is entitled to work in an environment that is free of discrimination, harassment and bullying. It is the Employer's responsibility to ensure it complies with relevant legislative requirements including the Anti-Discrimination Act 1991 (Qld).

First Nations People

14.2 The Employer recognises there is a significant population of First Nations People within Queensland. The Employer shall use best endeavours to employ a minimum 5% total workforce who identify as First Nations People.

14.3 The Employer will ensure that all Employees receive cultural awareness training as part of the induction process to ensure that all workers are made aware of the history and spiritual connection that traditional owners have with each area where work takes place.

14.4 A 'Welcome to Country' ceremony will be arranged with the Traditional Owners when the number of workers at a workplace reaches 50, as part of the Employers commitment to the principles of social, restorative justice and cultural affirmation.

The Employer will also implement policies that ensure:

(a) access to annual leave for participation in cultural and ceremonial activities;

(b) skill and career development opportunities for First Nations Employees;

(c) the development of retention and promotion for First Nations Employees.

14.5 Where the workplace is a construction site, the Employer's obligations in **14.2** and **14.3** will be deemed to have been met, if provided by the principal contractor on the site.

Women in the Industry

14.6 Parties respect equal employment opportunity and it is recognised the demographic of the construction industry could be more diverse. To that end, the Parties support the promotion of women into the industry and shall discuss means to achieve this objective including ways to encourage and assist women to seek and maintain employment in the construction industry.

14.7 At a minimum, female toilets with sanitary bins shall be provided at all workplaces where women work. In determining the location of the amenities the Employer must consider the most appropriate balance of privacy, safety and security.

14.8 The parties recognise the right of women to feel safe at work. Sexual harassment, intimidation, ostracism or any other unacceptable behaviour will not be tolerated, and may result in disciplinary action in accordance with this agreement.

Mature Age Workers

14.9 The parties recognise that a lifetime in the construction industry can take its toll on a persons body and mind. Wherever possible, the Employer shall implement measures to encourage the retention of older employees. To the extent possible, this includes (but is not limited to) the preservation of jobs such as hoist operators and peggies for workers over the age of 50.

15 SECURITY OF PERSONAL INFORMATION

15.1 For the purpose of this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth).

15.2 The Employer undertakes not to pass on or sell Employees' personal information (either directly or indirectly, for example through contractual arrangements with clients), except to comply with an direction from a Government authority.

16 SITE ACCESS SYSTEMS AND INDUCTIONS

16.1 Site access issues shall be discussed between the Parties.

16.2 The particular type of site access system to be installed will be reviewed for each project having regard to client requirements, the project's hours of work, work force numbers and available technology in order to alleviate 'bottle necks' and inconvenience to workers in its operations.

16.3 The Employer will comply with the Australian Privacy Principles in the Privacy Act 1988 (Cth) in relation to any personal information (for the purpose of this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth)) they hold in relation to Employees.

16.4 The Employer undertakes that, to ensure the highest level of compliance with Health and Safety legislation, all inductions shall be conducted "face to face" and on the job. Further, all inductions shall include site specific hazards and requirements for each project. Industry specific inductions that cannot be conducted onsite, and are required by law (such as General Construction Induction, or Rail Safety Induction etc) are excluded from the operation of this clause.

17 TOOL BOX MEETINGS

17.1 At least one tool box meeting will be convened by the Employer per site each month to facilitate and foster communication and consultation. Items to be discussed at each meeting may include: programming of site work, site issues, Workplace Health and Safety, job design, productivity issues, management policies, agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date.

18 CONTRACT OF EMPLOYMENT

18.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent or casual basis, stating by whom the Employee is employed, the job performed, the classification level, and the relevant rate of pay. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employee.

18.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.

18.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to CBUS/BUSS(Q), BERT, BEWT, CIPQ and QLeave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

19 EFFECTIVE WORK ORGANISATION

Effective Work Organisation refers to methods of organising work so that Employee and Employer objectives can be achieved efficiently, sustainably and safely, producing results which are acceptable to all concerned.

19.1 Where the Employer is the principal contractor, or they are required under contract to provide the following key site attendant roles on a project, the Employer will use its best endeavours to engage these employee's directly:

(a) First aid attendants;

(b) Amenities attendants;

(c) Hoist drivers (including builders' lift drivers);

(d) Crane crews (except where supplied by a specialist company or subcontractor);

(e) Gate persons; and

(f) Primary traffic attendant roles (except where supplied by a subcontractor as an ancillary aspect of their scope of works or where there is a legal requirement).

19.2 The parties acknowledge that traditional trade based training through apprenticeships, was one of the best paths for career development in the construction industry. Where the Employer is the principal contractor, the Employer agrees to consult during the life of this agreement regarding the direct engagement of tradespeople including apprentices.

19.3 The Employer will consult with affected Employees and/or their nominated representatives regarding the implementation of this clause, taking into consideration factors such as project size and location.

20 CASUAL EMPLOYMENT

20.1 A casual Employee is an Employee employed on an occasional basis and whose work pattern is not regular and systematic. When a person is engaged as a casual employee they will be informed in writing that the Employee is to be employed as a casual, the job to be performed, the classification level, the actual or likely length of engagement including number of hours to be worked per week, and the relevant rate of pay.

20.2 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except annual leave, personal leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid bereavement and carer's leave.

20.3 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by **clause 30.3** below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by **clause 30.3** below.

20.4 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX 1 for the Employee's classification.

20.5 A casual Employee required to work overtime or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:

(a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by **clause 28** below and APPENDIX 1 for the Employee's classification;

(b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate prescribed by **clause 28** below and APPENDIX 1 for the Employee's classification; and

(c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by **clause 28** below and APPENDIX 1 for the Employee's classification.

20.6 For the purposes of clarity, the applicable contributions to CBUS/BUSS(Q), BERT, CIPQ and BEWT or other funds nominated herein, must be made by the Employer in respect of casual Employees. A casual Employee shall also be entitled to receive, in addition to their casual rate, penalty payments for Overtime, work performed on weekends, work performed on public holidays and RDOs.

20.7 Termination of all casual engagements shall require one hour's notice by either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

20.8 **Casual Conversion**

(a) casual Employee, who has been engaged by the Employer on a regular and systematic basis for a period in excess of 6 weeks, thereafter has the right to request in writing to have their contract of employment converted to permanent employment if the employment is to continue beyond the conversion process. The decision as to whether a regularly and systematically engaged casual employee is made permanent is a decision of the Employer.

(b) A casual Employee, who has requested in writing to be converted to permanent employment pursuant to **clause (a)** above whose request is refused by the Employer, is entitled to be paid 175 percent of the hourly rate prescribed in this Agreement for the Employee's classification.

(c) For the purposes of this clause, "regular and systematic" shall be defined as an average of 4 days or more over 6 weeks.

21 APPRENTICES/TRAINEES

21.1 Apprentices / Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.

21.2 For clarification, in addition to the rates in APPENDIX 1, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.

21.3 Training arrangements for Apprentices/Trainees shall be as provided in QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

21.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.

21.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.

21.6 During the first year of an apprenticeship, tools to the minimum retail value of $600.00 shall be supplied by the Employer within a period of three months after the expiry of the probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.

21.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of $600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured apprenticeship.

21.8 Where an apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:

(a) During the term of apprenticeship, an Employer shall, in respect of each level of the Apprenticeship program, supply the apprentice with tools of trade, to a minimum retail value of $600.00;

(b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award;

(c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the Apprenticeship;

(d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in **clause 21.6** and **clause 21.7** above.

21.9 **Apprentice Training**

The Employer recognises that in order to increase the efficiency and productivity of the Employer, a significant commitment to structured training and skill development is required. They also recognise the importance of the apprenticeship system to the construction industry. Therefore the Parties agree:

(a) If the Employer employs seven (7) or more tradespeople in any one classification it undertakes to employ an apprentice(s) or make arrangements to host an apprentice from an agreed scheme.

(b) The Employer is committed to ensuring that apprentices receive appropriate on the job training by experienced tradespeople and apprentice numbers are maximised, to this end the Employer will endeavour to maintain at least one apprentice to every seven (7) tradespeople.

If the Employer does not currently have an apprentice as provided for in **paragraph (a)** above, reasonable time shall be allowed to enable the Employer to comply with this clause. Further, the Parties are committed to a strong ratio of apprentices in the industry.

22 ADULT APPRENTICES

22.1 Adult apprentices are apprentices who commence their apprenticeship at the age of 21 years or older. Adult apprentices engaged under any of the classifications set out in this clause 1 of this Appendix will be paid a minimum rate equal to the rate of pay for a second year apprentice, for the first two years of the apprenticeship, then on parity with other apprentices for the third and fourth years

23 TRAINING AND RELATED MATTERS

23.1 The parties are committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class end product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices, and skills development for the workforce will be provided during term of this agreement.

23.2 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.

23.3 Where possible training and skill development is to be carried out in normal working hours. It is agreed that Tthe Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

HSR training

23.4 Any Employees elected as a workplace HSR will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

Asbestos Awareness Training

23.5 The Employer agrees that it will schedule training in the nationally accredited asbestos awareness training course 10279NAT Identification and Awareness of Asbestos Containing Materials. The training shall be completed within 3 months of the commencement of this agreement, or within 3 months of commencement of each new employee.

Silica Dust Training

The Employer agrees that it willschedule training in the nationally accredited silica dust management course 10830NAT Course in Crystalline Silica Exposure Prevention. The training shall be completed within 3 months of the commencement of this agreement, or within 3 months of commencement of each new employee.

23.6 The Employer agrees that it will, within 7 days of receiving a written request from an Employee, provide:

(a) evidence to demonstrate the positive commitment to training and skill development; and

(b) the information as to the number of apprentices and visa holders engaged by the Employer;

(a) each of which it is required to provide to the funding entity in accordance with Clause 24(2) of the Code.

23.7 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

24 JOB SECURITY

24.1 Without limiting the Employer's right to determine its operational requirements the Parties to this Agreement will encourage the continuity of employment for permanent employees with the aim of ensuring that permanent employment opportunities are not eliminated or eroded insofar as it is reasonably practicable to do so.

24.2 In order to maximise the continuity and security of employment for Employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes all tower cranes which are hired out by the Employer (or by an associated entity of the Employer), and which are capable of being operated by Employees of the Employer shall be supplied with a suitably qualified crane crew who is a current Employee of the Employer for the duration of the hire period. The Employer will consult with affected Employees and/or their nominated representatives regarding the implementation of this clause, taking into consideration factors such as project size and location.

25 EMPLOYMENT SECURITY

25.1 The Employer recognises that in certain circumstances the use of contractors and labour hire may affect the job security of Employees covered by this Agreement.

25.2 The Employer is also committed to maintaining a stable and skilled workforce, having regard to the contribution that a stable and skilled up workforce has for Employee's job security. The Employer also acknowledges that use of subcontractors or supplementary labour may amount to a workplace concern on the part of Employees. The Employer will take all reasonable measures to achieve employment security for the Employees insofar as it is practicable to do so.

25.3 If the Employer wishes to engage subcontractors or supplementary labour to perform work which is usually performed by its own Employees under this Agreement, the Employer must consider any matters raised in consultation by potentially affected Employees and/or their nominated representatives, before making any final decision to engage subcontractors or supplementary labour.

25.4 Following consultation and subject to this clause, the decision whether to engage subcontractors or supplementary labour is a decision of the Employer alone. Any dispute as to the application of this clause will be dealt with under the disputes settlement procedure under this Agreement. The Employer will ensure that all subcontractors are bona fide contractors and engage their employees on lawful terms and conditions.

25.5 As soon as practicable after being awarded a contract, upon request from the Union Delegate, the Employer shall inform the Union via its Union Delegate which subcontractors have been engaged for the project.

26 TERMINATION

26.1 Employment may be terminated by the Employer due to performance/general misconduct, serious and wilful misconduct, or Redundancy.

Performance/General Misconduct

26.2 In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for Redundancy situations. An Employee may elect at any step to have their

Employee representative or any other person or persons of his or her choice, present. The Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the employee representative or any other party to this Agreement.

26.3 Step 1- First Written Warning

(a) The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required.

26.4 Step 2 - Final Written Warning

(a) If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required; and

(iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.

(b) If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.

26.5 Step 3 - Dismissal

(a) If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.

26.6 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.

26.7 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).

26.8 The Employer shall pay each dismissed Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.

26.9 In cases where the Employer is considering transferring or terminating the services of an elected Union Delegate, employee representative or a HSR, a five day mandatory consultation period shall be initiated by the Employer with the Union prior to any final decision on transfer or termination being made. The affected Employee and their nominated representative will be immediately advised of the initiation of the consultation period and shall remain on the job during the consultation process. If the

Employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.

27 REDUNDANCY

27.1 The Employer will utilise BERT to meet all of the liabilities for Redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's Redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's Redundancy Fund.

27.2 For projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $115.00 per Employee for the life of this agreement;

27.3 At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

(a) $14.90 per Employee for the life of this agreement;

27.4 For projects where the Total Cost of Work is less than $50m, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $54 per employee for the life of this agreement;

27.5 At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

(a) $6 per employee for the life of this agreement;

27.6 Where an employee has worked on multiple sites during the week, the higher contributions for BERT and BEWT outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

27.7 Apprentice contributions shall be calculated using the following percentage of the trade rate:

(a) 1st stage - 50%;

(b) 2nd stage - 60%;

(c) 3rd stage - 75%;

(d) 4th stage - 90%.

27.8 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

27.9 Where the Employee's balance in the Employee's Redundancy fund reaches $20,000.00 or an amount that equals 10 weeks' wags, the Employee will have the option to continue to have contributions paid to their Redundancy fund or redirected to CBUS or BUSS(Q). It is the Employee's option only. Where an Employee exercises (or has exercised) this option, his or her Redundancy entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.

27.10 Contributions to the Employee's Redundancy fund must be made, at a minimum, on a monthly basis, by no later than the 15th of the following month details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee 's wage statement by the end of the second week of each subsequent month. Late payments shall attract a penalty of 10% of the total amount due, unless there is a reasonable explanation that is acceptable to the parties of this agreement.

28 WAGES

28.1 Employees must be paid wages in accordance with APPENDIX 1 from the first full pay period after the dates specified. Those rates include the following increases:

(a) 1.5% from the 1st January 2021;

(b) 3% from the 1st July 2021; and

(c) 3% from the 1st July 2022.

28.2 The wage rates detailed in APPENDIX 1 of this agreement are structured as follows:

(a) The wage rates detailed in APPENDIX 1 for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant);

(b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36;

(c) The wage rates for classifications CW 5 and above detailed in APPENDIX 1 do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX 1.

28.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

28.4 Inclement Weather (Emergency Works)

Clause 24.6 of the Award will also apply in the case of emergency work where the Employee 's and the relevant HSRs concerned agree that the work is of an emergency nature and can start and/or proceed.

28.5 Inclement Weather

Where there is the existence of inclement weather clause 24 of the *Building and Construction General On-site Award 2020* shall apply. Additionally, the procedure's listed at 24.13 of the *same Award* shall apply in all instances of inclement weather in the work place.

29 CLASSIFICATIONS

29.1 The Classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX 1.

29.2 **Health and Safety Representative**

(a) Where an Employee is elected by Employees of the Employer as a HSR, and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the Employee's usual classification. In addition, a HSR is entitled to an all-purpose hourly allowance of:

(i) $2.39 for the life of this agreement;

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to **clauses 29.2** and **29.5** below.

29.3 **Marker/Setter Out**

An Employee performing the work of a marker/setter out shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate.

29.4 **Higher duties**

Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

29.5 **Union delegate**

(a) Where an Employee is elected by Employees of the Employer as a Union Delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union Delegate entitled to an all-purpose hourly allowance of:

(i) $2.39 for the life of this agreement;

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to **clauses 29.2** above and **29.5**. Notwithstanding, no Union Delegate will suffer a reduction in pay as a result of the implementation of this clause.

30 ALLOWANCES

30.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX 2 of this Agreement.

30.2 The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

30.3 **Fares and Travel Allowance**

All Employees shall be entitled to receive the fares and travel allowance in accordance with **clause 26** of the Award. The rate to be paid on projects where the Total Cost of Work is $50m or greater shall be as follows:

(a) Daily Entitlement

(i) $50.00 for the life of this agreement;

(b) Apprentices shall receive the following percentage of the amount detailed above:

(i) 1st stage – 75%;

(ii) 2nd stage – 85%;

(iii) 3rd stage – 90%;

(iv) 4th stage – 95%.

(c) The rate to be paid on projects where the Total Cost of Work is less than $50m shall be in accordance with the Award.

30.4 **Leading Hand**

A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

30.5 **Living Away from Home Allowance**

(a) Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.

(b) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.

(c) Where reasonable board and lodging are not available, the Employer and the Employee may agree to alternative arrangements, provided that the Employee is not placed in a financial disadvantage as a result of the alternative arrangement.

(d) Where an Employee is engaged on distant work where the Total Cost of Work is $50m or greater, the Employer will pay the Employee, in addition to all other entitlements, a daily allowance as provided by APPENDIX 2.

(e) Employees rostered for distant work must be notified in writing by the Employer. To ensure fatigue is managed safely, no Employee will be required to work on distant work for more than 14 consecutive days or have less than 7 consecutive days between engagements on distant work. Notwithstanding any other requirements in this **clause 30.5**, no employee will be required to be away from home for more than 3 weeks without returning home at the employer's expense.

(f) An Employee may refuse to work in circumstances where the working would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(ii) the Employee's personal circumstances including any family responsibilities;

(iii) the needs of the workplace or enterprise;

(iv) the notice (if any) given by the Employer, and by the Employee of his or her intention to refuse it; and

(v) any other relevant matter.

(g) All time spent by Employees travelling to and from distant work will be paid as if worked during the time the travel is taken.

30.6 **Power Tools**

Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to

have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX 2 of this Agreement.

30.7 **Site Allowance**

(a) A Site Allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the QLeave or NTBuild declaration of the "total cost of work" will apply.

Value of Project	**Site Allowance**
>$50m-$80m	$1.70
>$80m-$100m	$2.50;
>$100m-$200m	$3.50;
>$200m-$300m	$4.50;
>$300m-$400m	$5.00;
>$400m-$500m	$5.50;
>$500m-$600m	$6.00;
>$600m-$700m	$7.00;
>$700m	$8.00.

(b) Site Allowance is not subject to any premium or penalty and shall compensate for all disabilities other than:

(i) Heavy Blocks;

(ii) Explosive Powered Tools;

(iii) Scaffolder's Licence Allowance;

(iv) Unbacked Insulation;

(v) Swing Stage;

(vi) Height/Multi Storey.

For these items the applicable rate in APPENDIX 2 will apply.

NB: the Living Away from Home Allowance, travel outside radial areas, transfers during working hours and all allowances referred to in **clause 30** of this Agreement are not disability allowances for the purposes of this clause.

30.8 **Height Allowance**

Where the Total Cost of Work is $50m or greater, height allowance shall be paid in accordance with the rates in Appendix 2 of this agreement.

Where the Total Cost of Work is less than $50m, height allowance shall be paid in accordance with the Award.

30.9 The applicable Height and Site Allowances will be paid to Employees on a project in respect of works performed by the Employer on that project:

(i) Up to the Employer's contractual practical completion for the last separable portion of that project, and

(ii) Also to any additional work that is continuous and carried out by the Employees of the Employer on that project post practical completion up until Contractors Final Completion.

30.10 Engagement of more than one mobile crane:

(a) Where more than one mobile crane is engaged on any single lift the following additional payments shall be made:

(i) Where two mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

- From 1/7/2020 - $4.42;

(ii) Where three mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

- From 1/7/2020 - $8.50;

(iii) Where four mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

- From 1/7/2020 - $13.07;

(iv) Where more than four mobile cranes are engaged the crane crew shall be paid at the following additional amount per lift:

- From 1/7/2020- $17.27;

31 PRODUCTIVITY SCHEMES

Productivity Schemes will be prohibited unless written agreement has been reached between the Employer and Employee.

32 SUPERANNUATION

32.1 It is agreed that the default fund under this agreement shall be BussQ.

32.2 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages.

32.3 On projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $255.00 per week for the life of this agreement.

32.4 On projects where the Total Cost of Work is $50m or greater, every Employee shall contribute by way of salary sacrifice the following minimum weekly amount:

(a) $64.00 per week for the life of this agreement.

32.5 The contributions in **clauses 32.3** and **32.4** above shall be in addition to all other entitlements prescribed by this Agreement.

32.6 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.

32.7 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

32.8 On projects where the Total Cost of Work is less than $50m, superannuation shall be paid in accordance with the Superannuation Guarantee (Administration) Act 1992 (SGAA).

32.9 Where an employee has worked on multiple sites during the week, the higher contribution for superannuation outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

32.10 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.

32.11 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

32.12 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement or any similar cover existing within the terms of a relevant fund.

33 SALARY SACRIFICE ARRANGEMENTS

33.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:

(a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.

(b) The Employee wishing to enter into a salary sacrifice arrangement will be required to notify his/her Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.

(c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.

(d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

34 INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE

34.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

(a) from 1 March 2019 - $39.30;

(b) from 1 March 2021 - $40.30;

(c) from 1 March 2022 - $41.30.

34.2 The income protection policy provided by the Employer will provide the following amounts as weekly benefits in the event of a claim:

(a) from 1 March 2019-$1,600.00.

34.3 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under this **clause 34.1** above from the date determined by CIPQ will satisfy the Employer's obligations under **clause 34.1** above.

34.4 If the Employer does not contribute to CIPQ the amount required under **clause 34.1** above in respect of each and every Employee, the Employer will pay an additional $1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (ie medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.

34.5 All accrued and unused sick leave will be notified to CIPQ upon termination for each employee, for the purposes of portable sick leave.

35 HOURS OF WORK

35.1 **Ordinary hours**

Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00 a.m. and 6.00 p.m. Monday to Friday. Typically, work should not commence later than 7am. All time worked outside the aforementioned span of hours shall be by agreement with the affected employees concerned, and paid at double time.

35.2 **Start and finish times**

(a) If the Employer wishes to alter start and finish times within the spread of ordinary daily hours, the Employer will consult with the affected Employees and:

(i) provide not less than 48 hours' notice to affected Employees of the change to start and finish times; and

(ii) have regard to the intention of avoiding excessive overtime.

35.3 **Overtime**

(a) It is the intention of the Employer and Employees that excessive overtime will not be worked.

(b) To this end the general standard of weekly hours will usually not be more than 50 per week, which shall be taken to mean not more than 10 hours per day Monday to Friday, for an individual Employee. The aforesaid 'usual weekly hours' of the affected Employees may by agreement be exceeded from time to time to perform works which the Employer considers necessary and to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.

35.4 Reflecting this intention, it is recognised that:

(a) The Employer is not restricted as to the setting of daily hours within the 50 hour general standard;

(b) Subject to consultation a majority of employees may agree to work on a Saturday following a Monday RDO, provided there is strict adherence with the rest of this **clause 35**.

35.5 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

35.6 Overtime Penalty Rates

(a) On projects where the Total Cost of Work is $50m or greater, all time worked in excess of the ordinary hours, shall be paid at double time.

(b) On projects where the Total Cost of Work is less than $50m, the overtime penalties that will apply are:

(i) paid for at the rate of time and a half for the first two hours and at double time thereafter.

Shiftwork

(c) In this clause Shiftwork means work comprising recurring periods in which different groups of workers do the same jobs in rotation;

(d) Shiftworker for the purposes of this **clause 35** is defined as an Employee who is required by the Employer to work Shiftwork which commences or finishes outside 6.00 a.m. and 6.00 p.m. Monday to Friday.

(e) On projects where the Total Cost of Work is $50m or greater Shiftworker shall be paid at the rate of double time for all hours worked.

(f) On projects where the Total Cost of Work is less than $50m, the shiftwork penalties of the Award will apply.

(g) An Employee who has to work Shiftwork shall be given at least 48 hours' notice of the requirements to work shift work. An Employee may refuse to work overtime in circumstances where the working of such shift would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(ii) the Employee's personal circumstances including any family responsibilities;

(iii) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(iv) any other relevant matter.

36 EMPLOYEE ROSTERED DAY OFF

36.1 Ordinary working hours will be scheduled in a 10 day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

36.2 26 rostered days are scheduled to be taken off by an Employee for every 12 months' continuous service in accordance with the dates set out in the calendar indicative of scheduled RDO contained in

APPENDIX 3. The purpose of this calendar is to ensure workers and site management manage their fatigue levels, thereby encouraging safer and more productive projects.

36.3 For clarity, nothing in this clause or the calendar is intended to impose a limit on the ability of the Employer to determine with the majority of its affected Employees when and where work can be performed to meet operational requirements or otherwise limit the Employer's right to manage its business.

36.4 Payment for RDOs will include an entitlement to the daily fares and travel allowance.

36.5 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.

36.6 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.

36.7 Where an Employee has insufficient accruals for an RDO, the Employer may by agreement with the affected Employee, offset any deficiency from the Employee's annual leave entitlement.

36.8 Where the Employer wants an Employee or Employees to work on an RDO, the following process shall be followed:

(a) The Employer shall establish that there is a genuine need for the work to take place on the RDO. Examples of where work may take place include, but are not limited to, the following: jumping cranes, erecting or dismantling jump form, high-risk activity after consultation with the safety committee), or other operational circumstances that require work on that day; and

(b) The Employer must consult with the affected Employee(s); and

(c) Provide affected Employee/s the opportunity to notify the Union using the form provided for in APPENDIX 6, or other chosen representative/s in writing (fax or email) prior to the RDO that work will be performed.

36.9 The Employer is committed to providing as much notice as is reasonably practicable for a requirement to work. Wherever possible, the process outlined above will occur at least 7 calendar days prior to the RDO in question.

36.10 An Employee may refuse to work an RDO in circumstances where the working of such a RDO would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) any other relevant matter.

36.11 Where the procedure in **clause 36.8** above has been followed and at least seven days' notice has been provided to Employees to work on the RDO, Employees must be paid for at 200% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment for 8 hours, for that RDO. Where the procedure in **clause 36.8** above has not been followed or less than 7 days' notice has been provided to Employees to work on the RDO, Employee's must be paid at 250% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment of 8 hours, for that RDO.

36.12 In addition to the loadings listed above, Employees will be provided a day in lieu for each RDO that they are required to work.

36.13 Up to five (5) RDOs may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be transferred to the employee's annual leave bank in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year.

36.14 **Easter and Christmas**

An Employee required to work during the Easter and Christmas period, that is to work on any day between and inclusive of Christmas Day and New Year's Day and any day, between and inclusive of Good Friday and Easter Monday, shall be paid 300% of the hourly rate prescribed in the Agreement for the Employee's classification.

37 LEAVE

37.1 Permanent Employees shall be entitled to paid personal leave when they are absent from work due to:

(a) personal illness or injury (sick leave);

(b) for the purposes of caring for partners, children and/or other household or family members who are sick or in a personal emergency and require the Employee's care and support (carer's leave); or

(c) compassionate leave.

37.2 Personal leave shall accrue as follows:

(a) Three days in the first month and then one additional day at the beginning of each of the next nine calendar months will be available in the first year of employment;

(b) Twelve days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement.

(c) All unused personal leave is cumulative.

37.3 If required by the Employer, when an Employee is absent for more than 2 consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.

37.4 Parental Leave will be in accordance with the FW Act.

37.5 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Industrial Relations Act 2016 (Qld) as amended from time to time, or the provisions of the Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld). Section 95 subsection (4) of the Industrial Relations Act 2016 (Qld) does not apply to Employees covered by this Agreement.

37.6 Employees may take unpaid leave. Such leave will be subject to the Employer's approval except for up to 5 days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

37.7 An Employee's entitlement to annual leave will be consistent with the National Employment Standards contained in the FW Act.

37.8 Annual leave shall accrue at the rate of 3 hours per week (i.e. 36 ordinary hours) of service. If the Employee is a continuous shift Employee (as defined in the Award), the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.

37.9 The Employer will not unreasonably refuse a request for annual leave by an Employee.

37.10 Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.

37.11 At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. As per the National Employment Standards, the annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

37.12 Employees are entitled to compassionate leave in accordance with the National Employment Standards contained in the FW Act. In addition, compassionate leave is available for Employees upon the death of a family or household member, or close family relative.

38 FAMILY VIOLENCE LEAVE

38.1 For the purposes of this clause, family violence is:

(a) behaviour by a person towards a family member of that person if that behaviour:

(i) is physically or sexually abusive;

(ii) is emotionally or psychologically abusive;

(iii) is economically abusive; or

(iv) is threatening; or

(v) is coercive; or

(vi) in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or

(vii) behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviour referred to in **paragraph (a)**.

38.2 For the purposes of this clause, a "family member", in relation to a person (a "relevant person"), means-

(a) a person who is, or has been, the relevant person's spouse or domestic partner; or

(b) a person who has, or has had, an intimate personal relationship with the relevant person; or

(c) a person who is, or has been, a relative of the relevant person; or

(d) a child who normally or regularly resides with the relevant person or has previously resided with the relevant person on a normal or regular basis; or

(e) a child of a person who has, or has had, an intimate personal relationship with the relevant person.

38.3 For the purposes of **clauses 38.2(b)** and **38.2(e)** above, a relationship may be an intimate personal relationship whether or not it is sexual in nature.

38.4 **Confidentiality**

The Employer must take all reasonable measures to ensure personal information concerning an Employee's experience of family violence is kept confidential. A breach of confidentiality is an express breach of this agreement.

38.5 **Leave**

(a) An Employee (other than casual Employees) experiencing family violence will have access to 10 days per year of paid family violence leave paid at the Employee's minimum wage rate prescribed by clause 19.1(a) of the Award applicable to their classification to attend legal proceedings, counselling, and appointments with a medical or legal practitioner, relocation, the making of safety arrangements and other activities associated with the experience of family and domestic violence.

(b) Family violence leave is in addition to any other existing leave entitlements, and may be taken as consecutive or single days or as a fraction of a day.

(c) The Employee shall give as much notice as reasonably possible prior to taking the leave under this clause.

(d) In addition, the Employer may require the Employee to produce evidence to support the need for family violence leave such as a document issued by the police, a court, a doctor (including a medical certificate), a family violence support service, or a statutory declaration.

(e) For the avoidance of doubt, family violence leave does not accumulate from year-to-year and is not paid out on termination of employment.

39 ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS

39.1 The following clothing will be supplied to all Employees (no later than 1 month after commencement) and will be replaced on a fair wear-and-tear basis. Employees when working on site are required to wear all footwear and clothing supplied. The issue will be:

(a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to $150.00 upon producing of a purchase receipt);

(b) 6 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed; and

(c) 1 high visibility winter jacket.

39.2 All of the abovementioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the above mentioned items on a fair wear- and -tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.

39.3 All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating. The employer undertakes to source Australian made clothing and equipment in so far as it is possible.

39.4 No agreement to pay cash in lieu of supply of clothing/footwear is permitted.

39.5 When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

39.6 Stand-By Drivers and Crane Crews

(a) The crane crew for each crane must consist of the following:

(i) A crane driver;

(ii) A dogman/stand-by driver; and

(iii) A dogman.

40 WORKPLACE IMPAIRMENT POLICY

The Employer Workplace Impairment Policy can be found in APPENDIX 4.

41 TIME AND WAGES RECORDS

41.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:

(a) Name of employing Employer;

(b) Name of Employee;

(c) Employee's classification;

(d) Date of payment and period covered by wage statement;

(e) Details of the number of ordinary hours worked;

(f) Details of the number of overtime hours worked;

(g) The ordinary hourly rate and the amount paid at that rate;

(h) The overtime hourly rates and the amounts paid at those rates;

(i) The gross wages paid;

(j) The net wages paid;

(k) Details of any deductions made from the wages;

(l) Details of all accrued entitlements such as RDO's, personal leave, annual leave, etc;

(m) Details of the Employer CBUS/BUSS(Q) contribution, including when the contribution was made and the amount details of the Employee CBUS or BUSS(Q) contribution, including when contribution was made and the amount;

(n) Details of the Employer BERT contribution, including when contribution was made and the amount;

(o) Details of the Employer CIPQ payment, including when contribution was made and the amount;

(p) Details of the Employees BEWT payment, including when contribution was made and the amount.

41.2 In addition, the employer must also maintain the following time and wage records:

(a) The Employees date of birth;

(b) date when the Employee became an Employee of the Employer, if appropriate, the date when the Employee ceased employment with the Employer;

(c) The Employees tax file number;

(d) The Employees CBUS/BUSS(Q) number;

(e) The Employees BERT number;

(f) The Employees QLeave or NTBuild number;

(g) The Employees CIPQ number;

(h) Daily details of work including;

(i) Daily start time and finish time:

(ii) Time lunch and crib breaks taken;

(iii) Total ordinary hours worked and resulting wage;

(iv) Total time and a half hours worked and resulting wage;

(v) Total double time hours worked and resulting wage;

(i) Details of allowances paid;

(j) Details and payment for RDOs, Personal and annual leave, public holidays;

(k) Details of deductions;

(l) Details of additions;

(m) Total gross allowances paid per week and year to date;

(n) Total gross wages paid per week and year to date;

(o) Tax deducted from wages per week and year to date;

(p) Net wages per week and year to date;

(q) RDOs, sick and annual leave accrued per week and year to date;

(r) CBUS/BUSS(Q), BERT, BEWT, and CIPQ paid per week and year to date.

42 UNION DELEGATES/EMPLOYEE REPRESENTATIVE RIGHTS

42.1 Where an Employee has been elected as a Union Delegate/ employee representative, the Employer will recognise the following rights:

(a) the right to be treated fairly and to perform their role without any discrimination in their employment;

(b) for the Union Delegate/employee representative to represent an Employee where requested in relation to a grievance, dispute or a discussion with a member of the Union;

(c) the right to place information related to permitted matters in a prominent location in the workplace except that the material must not breach freedom of association, privacy and other applicable laws;

(d) the right to paid time to attend industrial tribunals and/or courts where they have been requested to do so by an Employee (which may include themselves) whom they represent in a particular dispute in their workplace;

(e) the right to paid time to assist and represent Employees who have requested them to represent them in respect of a dispute arising in their workplace;

(f) the right to represent the interests of members in their workplace to the Union, the Employer and industrial tribunals/courts;

(g) the right to represent the interests of Employees who request their assistance in their workplace to the Employer and industrial tribunals/courts;

(h) the right for reasonable time off to attend accredited union education;

(i) the right to take reasonable leave to work with the Union;

(j) the right to have reasonable time off to participate in the operation of the union.

43 UNION DELEGATE FACILITIES

43.1 Union Delegate Facilities

(a) The Employer shall provide an agreed facility for the use of the Union Delegate to perform their duties and functions as the on-site representative of the Employees. The provision of the following facilities is to ensure that the Union Delegate is able to effectively perform his/her functions in a professional and timely manner. The facilities shall include:

(i) a telephone;

(ii) an iPad equipped with mobile Internet access;

(iii) a table and chairs;

(iv) a filing cabinet;

(v) air-conditioning/heating;

(vi) access to stationery and other administrative facilities, including use of facsimile, use of e-mail, (if available on site), following consultation between the Union Delegate and Site Management;

(vii) a private lockable area.

44 UNION TRAINING LEAVE

44.1 An Employee appointed or elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.

44.2 Consultation may take place between the parties in the furtherance of this objective.

44.3 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:

(a) The name of the Union Delegate seeking the leave;

(b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) A general description of the content and structure of the course and the location where the course is to be conducted.

44.4 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.

44.5 The time of taking leave shall be arranged so as to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.

44.6 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.

44.7 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.

44.8 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from any other moneys due to the Union Delegate.

44.9 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.

44.10 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

45 INDIVIDUAL FLEXIBILITY AGREEMENTS

45.1 Where the Employer wants to enter into a variation agreement it must provide a written proposal to the Employee. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

45.2 The Employer must ensure that any variation agreement is genuinely agreed to by the Employer and the Employee and that the terms of the variation agreement:

(a) are about permitted matters under section 172 of the FW Act; and

(b) Relates only to:

(i) Salary sacrifice agreements;

(ii) Increase in annual leave accrual each year;

(iii) Increase in rate of accrual of Rostered days off;

(iv) Increase in wages;

(v) Increase in training leave (Union or otherwise);

(c) are not unlawful terms under section 194 of the FW Act; and

(d) result in the Employee being better off overall than the Employee would be if no arrangement (variation agreement) was made.

45.3 The Employer must also ensure that any such variation agreement is:

(a) in writing (including details of the terms that will be varied, how the variation agreement will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the arrangement commences);

(b) includes the name of the Employer and Employee;

(c) signed by the Employer and the Employee, and if the Employee is under 18, by a parent or guardian of the Employee;

(d) provided to the Employee within 14 days after it is agreed to; and

(e) able to be terminated by either the Employer or Employee giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.

45.4 Where any of the requirements of this **clause 45** are not met, the variation agreement is of no effect.

46 SHAM CONTRACTING

46.1 Sham contracting occurs when an Employer engages an individual to perform building work under a contract for services where the true character of the engagement or proposed engagement is that of employment.

46.2 The Employer recognises that the practice of sham contracting is unlawful and undermines the job security of the Employees covered by this Agreement. The Employer will ensure that sham contracting does not occur and agree that sham contracting is prohibited by this agreement.

46.3 The Employer will not enter into a contract with another person ("the Contractor") under which services in the nature of building work are to be provided to the employer, if:

(a) the services are to be performed by an individual (who is not the Contractor); and the individual has any ownership in, or is an officer or trustee of, the contractor; and

(b) if the contract were entered into with the individual, the contract would be a contract of employment.

46.4 The Employer will maintain records about any Contractors that it has engaged in the preceding month which will include:

(a) the name of the Contractor;

(b) the owner(s) of the Contractor;

(c) the works that the Contractor was engaged to perform;

(d) basis on which the Contractor was paid for the work e.g. lump sum/fixed price, daily rate, other; and

(e) advice as to whether the works that the Contractor was engaged to perform were previously performed by an Employee covered by this Agreement.

46.5 The Employer will, within 7 days of receiving a written request from an Employee, provide a copy of the records which it is required to keep pursuant to the previous subclause. Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

46.6 Where in breach of this clause a sham contract was in place, such that the Contractor was in fact an Employee under this Agreement, the calculation for back pay will be calculated on the basis of the difference between what they were paid under sham contract arrangement and:

(a) 175% of the applicable hourly rate contained in this Agreement; plus

(b) the Site Allowance (if applicable); plus

(c) the multi-storey allowance (if applicable), plus

(d) CBUS/BUSS(Q), BERT, CIPQ and BEWT.

47 SECURITY OF PAYMENTS

47.1 The Employer recognises that the under, non or late payment of building industry participants for services rendered can affect the entitlements of workers and the security of their employment.

47.2 The Employer acknowledges its obligations under the Building and Construction Industry Payments Act 2004 (as amended) and the Subcontractors Charges Act 1974.

47.3 The Employer will not engage in illegal or fraudulent phoenix activities for the purpose of avoiding any payment due to another building contractor or building industry participant or other creditor.

47.4 The Employer will:

(a) comply with all applicable laws and other requirements relating to the security of payments that are due to subcontractors; and

(b) ensure that payments which are due and payable are made in accordance with applicable legislative requirements including the Code and are not unreasonably withheld; and

(c) have a documented dispute settlement process in accordance with all applicable legislative requirements including the Code that details how disputes about payments will be resolved, includes a referral process to an independent adjudicator for determination if the dispute cannot be resolved between the parties and must comply with that process; and

(d) as far as practicable, ensure that disputes about payments are resolved in a reasonable, timely and cooperative way.

47.5 The Employer will keep records demonstrating its compliance with **clause 47.4** above. The Employer will, within 7 days of receiving a written request from an Employee who has a reasonable belief of a non-compliance with **clause 47.4** above, provide evidence demonstrating its compliance. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

48 TEMPORARY FOREIGN LABOUR

48.1 In this clause the term "temporary foreign labour" means a person that is not an Australian citizen or Australian permanent resident (within the meaning of the Migration Act 1958 (Cth) who is employed or engaged to undertake building work by the Employer.

48.2 The Employer recognises that the engagement of temporary foreign labour may undermine the job security of the Employees covered by this Agreement. The parties wish to limit the circumstances in which temporary foreign labour can be engaged so as to ensure the job security of the Employees covered by this Agreement.

48.3 The Employer will not engage temporary foreign labour unless:

(a) the position is first advertised in Australia; and

(b) the advertising was targeted in such a way that a significant proportion of suitably qualified and experienced Australian citizens and Australian permanent residents (within the meaning of the Migration Act 1958 (Cth) would be likely to be informed about the position; and

(c) any skills or experience requirements set out in the advertising were appropriate to the position; and

(d) the employer demonstrates that no Australian citizen or Australian permanent resident is suitable for the job;

(e) temporary foreign labour will be engaged in accordance with this Agreement.

48.4 The Employer will, within 7 days of receiving a written request from an Employee provide evidence demonstrating its compliance with this **clause 48** of this Agreement. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

48.5 Where an employer engages temporary foreign labour in breach of this clause, the position shall, as soon as practicable, be re-advertised and filled by the employer strictly in accordance with this clause.

49 QUALITY BUILDING MATERIALS

49.1 The Parties recognise the complex issue of non-conforming building products (NCBPs). NCBPs are building products about which false claims have been made as to their quality and purpose or do not meet required standards for their intended use. A building product is non-conforming if, in association with a building, the product:

(a) is not, or will not be, safe;

(b) does not, or will not, comply with relevant regulatory provisions; or

(c) does not perform, or is not capable of performing, for the use to the standard represented.

The Parties recognise that domestically sourced and manufactured conforming building products are less likely to create the above conditions and accordingly wish to maximise the use of domestically sourced and manufactured building materials by the Employer.

49.2 The Employer will only use products in building work that comply with relevant Australian standards published by, or on behalf of, Standards Australia in accordance with the National Construction Code.

49.3 In order to maintain compliance with the Code, and in line with other regulatory requirements, the Employer will maintain records in accordance with the Building and Construction Legislation (Non-Conforming Building Products – Chain of Responsibility and Other Matters) Amendment Act 2017.

49.4 The Employer will, within 7 days of receiving a written request from an Employee, provide a copy of the records which it is required to keep pursuant to the previous **clause 49.3** above.

50 COMPLIANCE WITH THIS AGREEMENT

50.1 Complaints, queries and concerns regarding entitlements paid in relation to the Award or this Agreement shall be raised and resolved in accordance with the disputes procedure in this Agreement. Authorised industrial personnel shall be provided access to time and wage records in accordance with all legal requirements. Authorised industrial inspectors or permit holders shall be provided access to time and wages records in accordance with the FW Act.

50.2 The Employer will conduct an audit using the Audit Form provided for in APPENDIX 8 to confirm compliance with:

(a) Awards and workplace arrangements which have been certified, registered or otherwise approved under the relevant industrial legislation;

(b) Legislative requirements such as:

(i) the Fair Work Act 2009;

(ii) QLD/NT Workers Compensation;

(iii) Superannuation; and

(iv) Long Service Leave.

50.3 This audit will be conducted annually and/or when there is a request by an Employee that there is a reasonable suspicion of non-compliance. The audit will be undertaken in accordance with IS09001-2008 by an auditing company agreed between the Employer and the majority of Employees. A copy of the audit record will be provided to all Employees, and any representative nominated by the Employee.

51 POSTING OF AGREEMENT AND NOTICES

51.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

52 SEVERABILITY

52.1 It is the intention of those covered by this Agreement that the Agreement co ntains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

Appendix One
Rates of Pay

APPENDIX ONE – RATES OF PAY

CONSTRUCTION WORKER CLASSIFICATIONS AND RATES OF PAY			
CW8 – Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$2,071.96	$2,134.12	$2,198.14
p/h	$57.55	$59.28	$61.06
CW7 - Tower Crane Operator, Tower Crane Rigger, Hoist Rigger, Supervisor (Sub-Foreperson)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,988.57	$2,048.22	$2,109.67
p/h	$55.24	$56.89	$58.60
CW6 – Trainer			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,905.76	$1,962.94	$2,021.83
p/h	$52.93	$54.52	$56.16
CW5 - Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,822.97	$1,877.66	$1,933.99
p/h	$50.64	$52.16	$53.72
CW4 – Signwriter			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,770.21	$1,823.32	$1,878.02
p/h	$49.18	$50.65	$52.17
CW4 - Marker Setter Out, Letter Cutter, WHSO, Union delegate			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,831.46	$1,886.40	$1,942.99
p/h	$50.88	$52.41	$53.98
CW4 - Mobile Concrete Boom Pump Operator			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,742.73	$1,795.02	$1,848.87
p/h	$48.41	$49.86	$51.35
CW3 – Carpenters/Joiners, Stone-mason, Other Qualified Tradesperson*			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,748.65	$1,801.11	$1,855.15
p/h	$48.58	$50.04	$51.54
CW3 - Floorlayers, Plasterers, Tilers, Tuck-pointers			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**

p/w	$1,736.18	$1,788.26	$1,841.91
p/h	$48.22	$49.67	$51.16
CW3 - Bricklayers, Water-proofers			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,725.40	$1,777.16	$1,830.48
p/h	$47.93	$49.37	$50.85
CW3 - Slater, Ridge or Roof Fixer, Roof Tiler			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,709.51	$1,760.80	$1,813.62
p/h	$47.49	$48.92	$50.38
CW3 - Painters, Glaziers, Installers			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,687.41	$1,738.03	$1,790.17
p/h	$46.87	$48.28	$49.73
CW3 - Rigger, Dogman, Employees with AQF 3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators, Concrete Cutter (+ 6 months experience)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,659.60	$1709.38	$1,760.67
p/h	$46.10	$47.48	$48.91
CW2 - Scaffolder, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsman, Steelfixer (including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand, Post Tensioning			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,593.26	$1,641.05	$1,690.28
p/h	$44.25	$45.58	$46.95
CW1 - Skilled Labourer, Formwork Labourer, Truck Delivery Driver and Others			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,533.69	$1,579.70	$1,627.09
p/h	$42.60	$43.88	$45.19

APPRENTICE RATES OF PAY			
Stage 4 of Apprenticeship (90% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,493.68	$1,538.49	$1,584.65
p/h	$41.49	$42.74	$44.02
Stage 3 of Apprenticeship (75% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,244.74	$1,282.08	$1,320.54
p/h	$34.58	$35.62	$36.69

Stage 2 of Apprenticeship (60% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$995.79	$1,025.66	$1,056.43
p/h	$27.66	$28.49	$29.34
Stage 1 of Apprenticeship (50% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$829.82	$854.72	$880.36
p/h	$23.05	$23.74	$24.45

TRAINEE WAGES **Persons undertaking a Trainees hip will receive either the following rates at their existing level, whichever is the greater:**			
Stage 5 of Traineeship (100% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,659.60	$1,709.38	$1,760.67
p/h	$46.10	$47.48	$48.91
Stage 4 of Traineeship (CW2 - 96% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,593.22	$1,641.01	$1,690.24
p/h	$44.25	$45.58	$46.95
Stage 3 of Traineeship (CW1 - 92.4% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,533.46	$1,579.47	$1,626.85
p/h	$42.60	$43.88	$45.19
Stage 2 of Traineeship (CW1(b) - 88% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,460.44	$1,504.26	$1,549.38
p/h	$40.57	$41.79	$43.04
Stage 1 of Traineeship (New Entrant - 82% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,360.87	$1,401.70	$1,443.75
p/h	$37.80	$38.93	$40.10
Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.			

MOBILE HYDRAULIC PLATFORMS AND MOBILE CRANE CLASSIFICATIONS - RATES OF PAY			
MOBILE HYDRAULIC PLATFORMS			
Trainee (as defined)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**

pw	$1,611.40	$1,659.75	$1,709.54
ph	$44.76	$46.10	$47.49
Boom length up to and including 11 metres (including trainees)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,619.33	$1,667.91	$1,717.95
ph	$44.98	$46.33	$47.72
Boom length over 11 metres and up to 17 metres			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,693.07	$1,743.86	$1,796.18
ph	$47.04	$48.45	$49.90
Boom length over 17 metres and up to 23 metres			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,741.28	$1,793.52	$1,847.33
ph	$48.37	$49.83	$51.32
Boom length over 23 metres and up to 28 metres			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,798.00	$1,851.94	$1,907.50
ph	$49.94	$51.44	$52.98
Unit equipped with underbridge unit			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,798.00	$1,851.94	$1,907.50
ph	$49.94	$51.44	$52.98
MOBILE CRANES			
Up to 20 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,734.91	$1,786.96	$1,840.57
ph	$48.19	$49.64	$51.13
Over 20 tonnes and up to 60 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,789.73	$1,843.42	$1,898.72
ph	$49.71	$51.21	$52.74
Over 60 tonnes and up to 100 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,843.48	$1,898.79	$1,955.75
ph	$51.21	$52.74	$54.33
Over 100 tonnes and up to 200 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,893.55	$1,950.36	$2,008.87
ph	$52.60	$54.18	$55.80

Over 200 tonnes and up to 300 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,989.47	$2,049.16	$2,110.63
ph	$55.26	$56.91	$58.62
Over 300 tonnes and up to 400 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$2,030.03	$2,090.93	$2,153.66
ph	$56.40	$58.10	$59.84
Over 400 tonnes/special purpose cranes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$2,083.80	$2,146.31	$2,210.70
ph	$57.90	$59.63	$61.42
Rigger, dogman			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,694.63	$1,745.47	$1,797.84
ph	$47.08	$48.49	$49.94

EARTHMOVERS CLASSIFICATIONS – RATES OF PAY			
CW3			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,628.97	$1,677.84	$1,728.18
ph	$45.25	$46.61	$48.00
CW4			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,681.72	$1,732.17	$1,784.14
ph	$46.71	$48.11	$49.55
CW5			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,753.19	$1,805.78	$1,859.96
ph	$48.69	$50.15	$51.65
CW6			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,818.99	$1,873.56	$1,929.77
ph	$50.52	$52.03	$53.59

PILING CLASSIFICATIONS - RATES OF PAY			
CW7 - Senior Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,941.19	$1,999.42	$2,059.41

ph	$53.92	$55.53	$57.20
CW6 - Working Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,860.39	$1,916.21	$1,973.69
ph	$51.67	$53.22	$54.82
CW5 - Junior Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,779.46	$1,832.84	$1,887.83
ph	$49.43	$50.91	$52.44
CW4 - Senior Foundation Operator (SFO)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,709.46	$1,760.75	$1,813.57
ph	$47.48	$48.91	$50.37
CW3 - Foundation Operator (FO)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,659.84	$1,709.63	$1,760.92
ph	$46.11	$47.49	$48.92
CW3 - Foundation Labourer - Skilled (FSL)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,659.84	$1,709.63	$1,760.92
ph	$46.11	$47.49	$48.92
CW2 - Foundation Labourer 2 (FL2)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,593.38	$1,641.18	$1,690.41
ph	$44.26	$45.59	$46.96
CW1 - Foundation Labourer 1 (FL1)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,533.74	$1,579.75	$1,627.14
ph	$42.60	$43.88	$45.19

Appendix Two
Allowances

APPENDIX TWO – ALLOWANCES

ALLOWANCE TITLE	From 1/07/2020
Acid work	$2.59
Asbestos	$1.24
Asbestos eradication	$3.18
Bagging	$0.90
Bitumen	$1.24
Laying or lifting other than standard bricks Over 5kg but under 9kg	$0.99
Over 9kg but under 18kg	$1.77
18kg and over	$2.47
Certificate allowance	$0.99
Cleaning down brickwork	$0.91
Cold work	$0.99
Computing quantities	$7.08
Confined spaces	$1.24
Cutting tiles	$1.24
Dirty work	$0.99
Dry polishing of tiles	$1.24
Explosive power tools	$2.32
First –aid attendant (minimum qualification) per day	$4.15
Higher first aid cert. (per day)	$6.55
Furnace work	$2.57
Higher work- Painting trades	$0.91
Hot work between 46-54 Degrees Celsius	$0.99
Exceeding 54 degrees	$1.24
Insulation	$1.24
Laser user and allowance (per day)	$4.06
Living away from home allowance (per day)	$83.03
Return trip transport Employee/tools (per return trip)	$33.06
Leading hand not more than 1	$0.76
Leading hand 2 and not more than 5	$1.65

Leading hand 6 and not more than 10	$2.10
Leading hand more than 10	$2.79
Meal allowance (per instance)	$20.34
Multi-storey (Height): commencement to 15th floor	$1.38
Multi-storey (Height): 16th to 30th	$1.64
Multi-storey (Height): 31st to 45th	$2.55
Multi-storey (Height): 46th to 60th	$3.30
Multi-storey (Height): 61st and onwards	$4.03
Plaster or composition spray	$0.99
Power Tools	$0.99
Roof repairs	$0.90
Roof repairs over 15 metres eaves pitch over 35 degrees	$1.24
Roof repairs over 15 metres eaves pitch over 40 degrees	$1.76
Second hand timber (per day)	$3.84
Slushing	$0.99
Spray application- Painters	$0.99
Swing scaffold first 4 hours 0-15 storeys	$7.08
Swing scaffold after 4 hours 0-15 storeys	+$1.48
Swing scaffold first 4 hours 16-30 storeys	$9.11
Swing scaffold after 4 hours 16-30 storeys	+$1.92
Swing scaffold first 4 hours 31-45 storeys	$10.78
Swing scaffold after 4 hours 31-45 storeys	+$2.27
Swing scaffold first 4 hours 46-60 storeys	$17.66
Swing scaffold after 4 hours 46-60 storeys	+$3.71
Swing scaffold first 4 hours greater than 60 storeys	$22.52
Swing scaffold after 4 hours greater than 60 storeys	+$4.73
Tool Allowance: Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	$2.45
Tool Allowance: Caster, Fixer, Floor layer specialist, Plasterer, Tiler	$2.10
Tool Allowance: Bricklayer, Waterproofer	$1.83
Tool Allowance : Roof Tilers, Slate Ridge, or Roof Fixer	$1.40
Tool Allowance: Scaffolder, Rigger, Steel fixer, Concreter	$0.90
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	$0.80

Towers allowance	$0.99
Toxic substances working in close proximity	$1.24
Toxic substances (working with)	+$0.99
Underground allowance (per week)	$21.02
Underground allowance (per day or shift or part thereof)	$4.23
Wet concrete or campo	$0.90
Wet work	$0.99
Travelling outside radial areas (per Km)	$0.80
Transfers during working hours (per Km)	$1.44
Compensation for tools (per instance)	$2,618.07

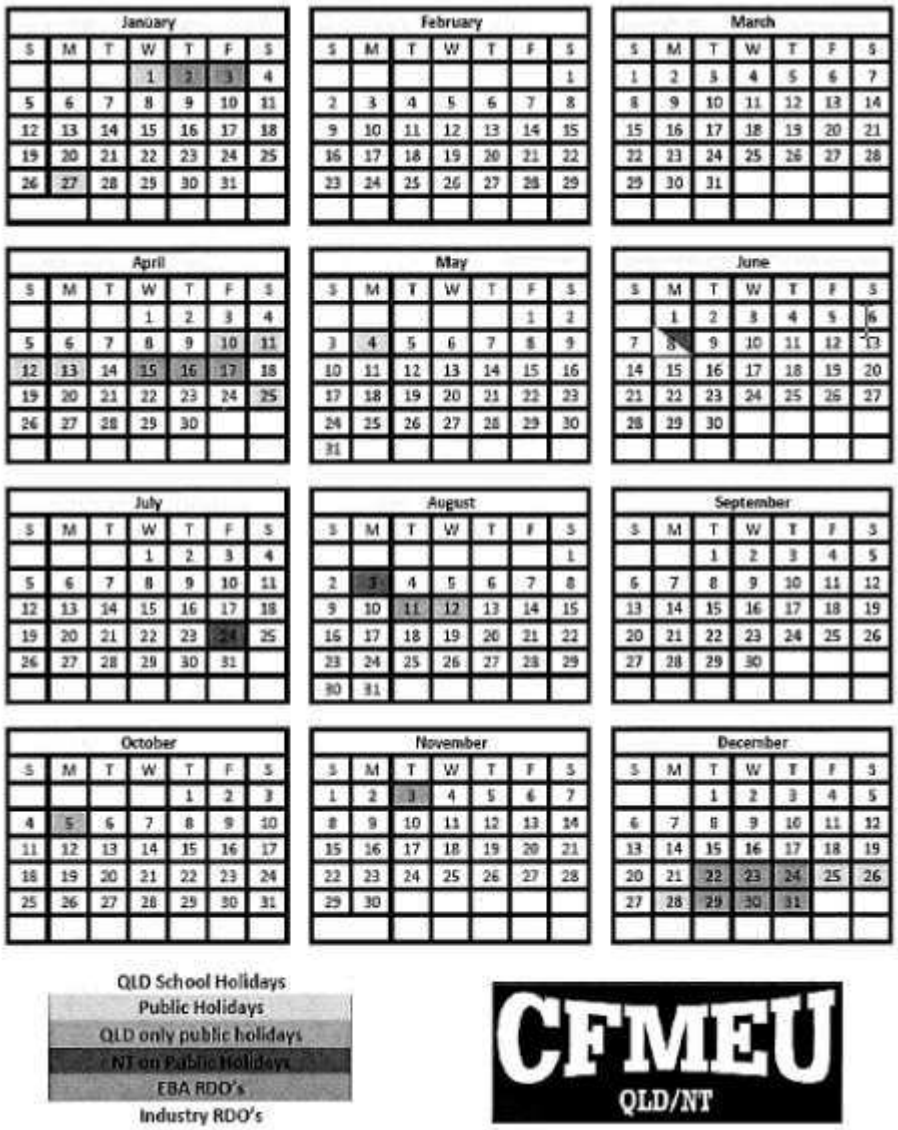
*Please note all allowances are listed by hourly rate unless noted otherwise.

1111

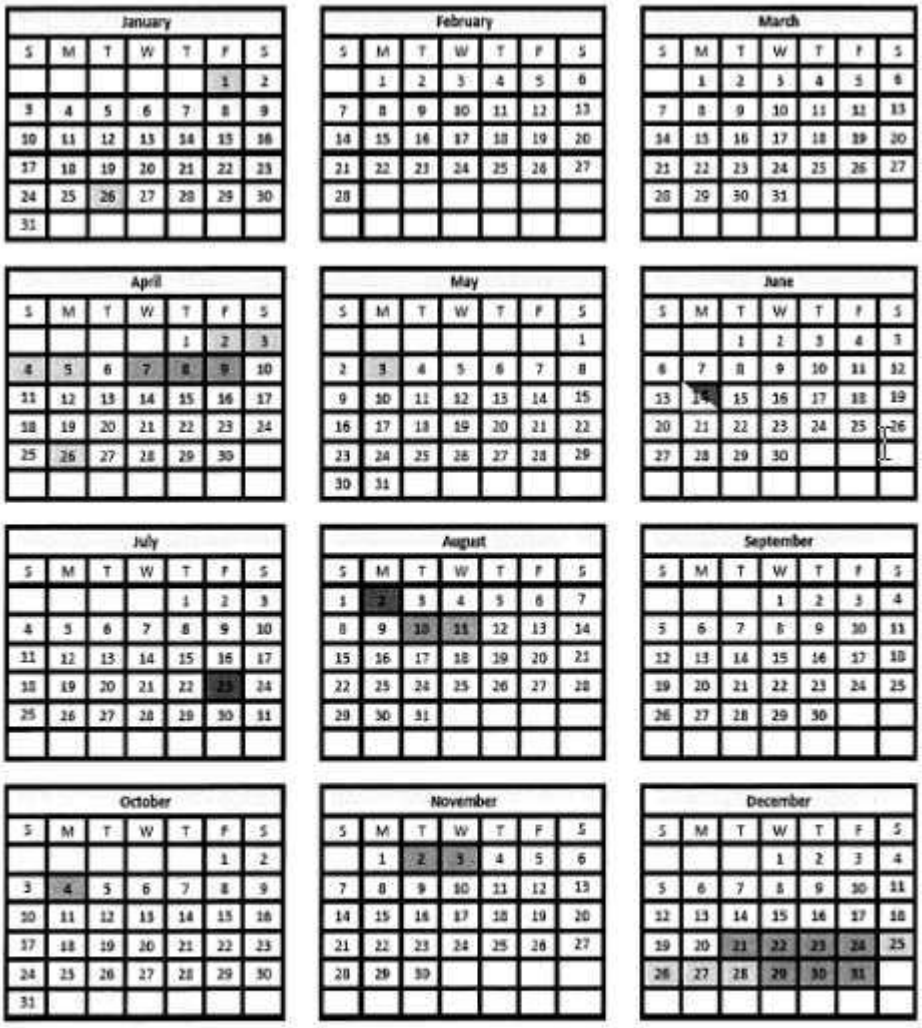
Appendix Three
RDO Calendars

APPENDIX THREE – RDO CALENDARS

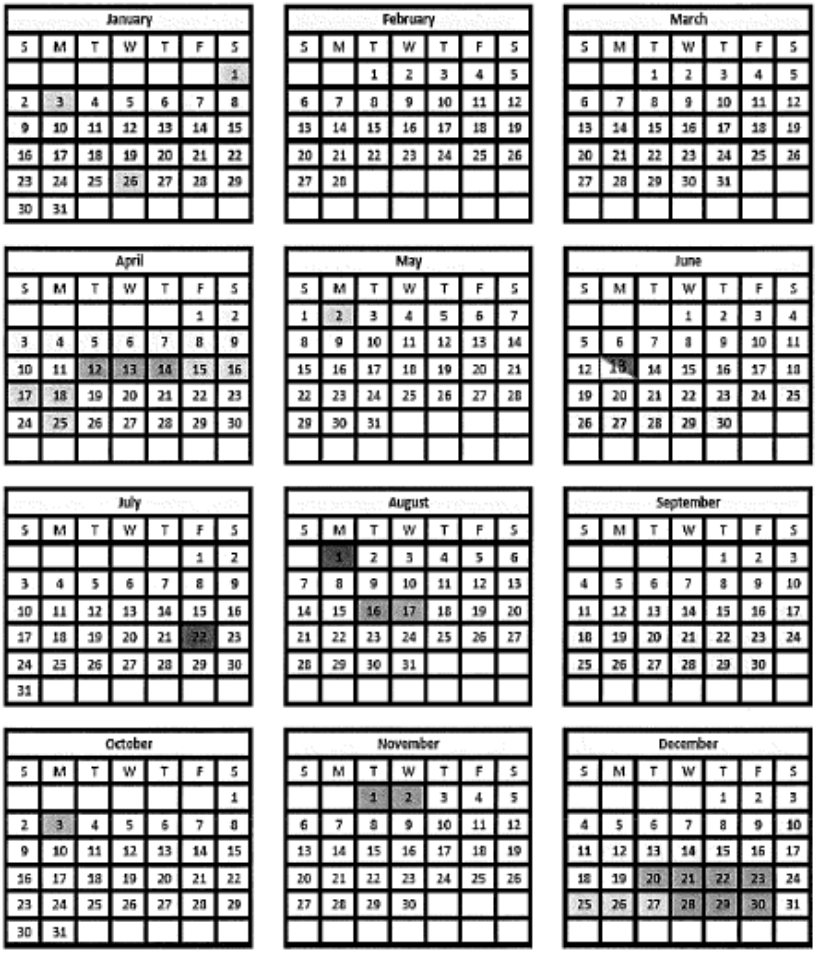
2020 RDO CALENDAR



2021 RDO CALENDAR



2022 RDO CALENDAR



January						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

March						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

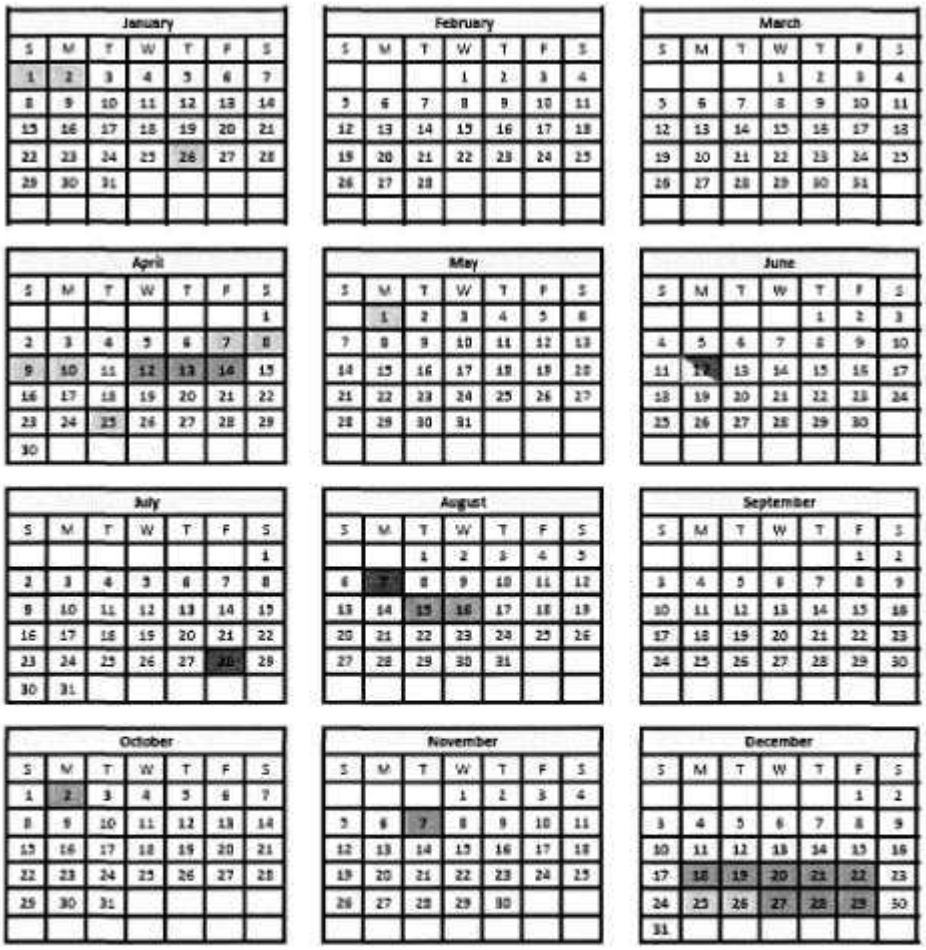
November						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

QLD School Holidays
Public Holidays
QLD only public holidays
NT on Public Holidays
EBA RDO's
Industry RDO's

CFMEU
QLD/NT

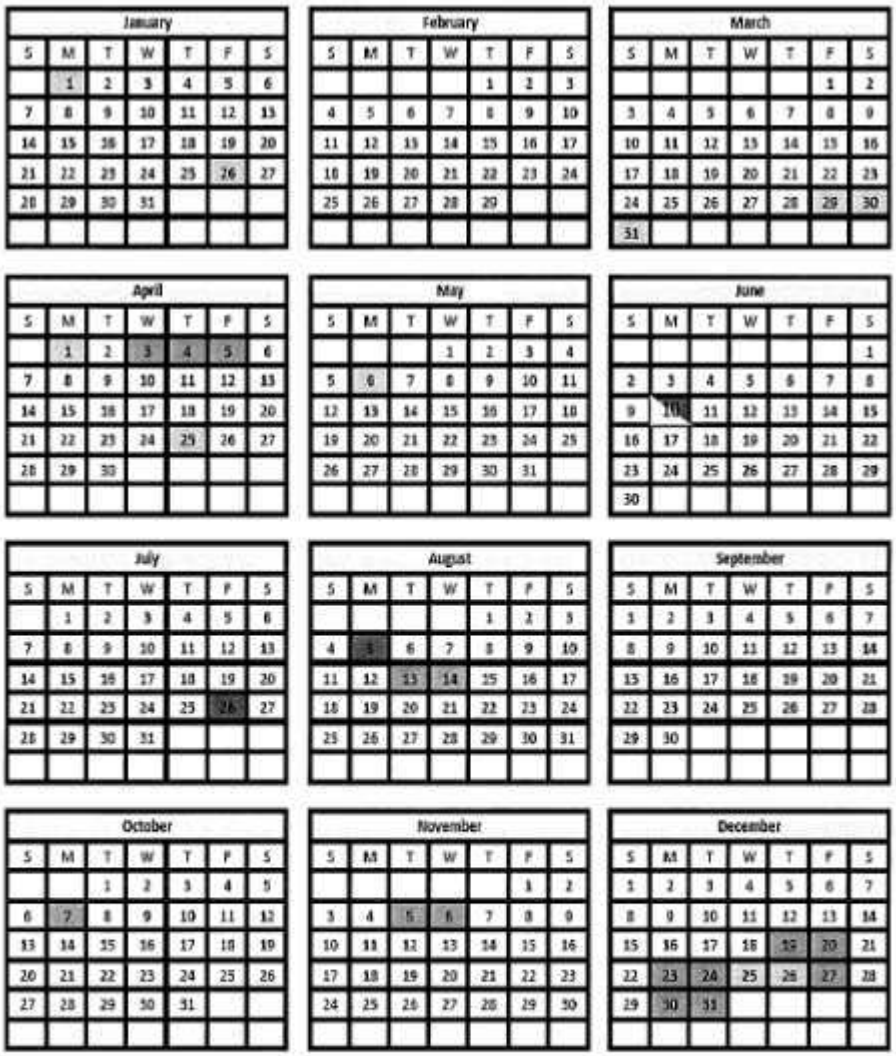
2023 RDO CALENDAR



QLD School Holidays
Public Holidays
QLD only public holidays
NT on Public Holidays
EBA RDO's
Industry RDO's

CFMEU
QLD/NT

2024 RDO CALENDAR



Appendix Four
Impairment Policy

APPENDIX FOUR – IMPAIRMENT POLICY

1 PRINCIPLES

1.1 The health, wellbeing and safety of employees are of paramount importance to the employer, employees and their Unions. This policy is part of a broad work, health and safety (WHS) program to secure the highest level of health and safety in the workplace.

1.2 The policy adopts a WHS approach that involves identifying, assessing and controlling all workplace hazards, using the hierarchy of control, and then reviewing these controls to ensure ongoing improvements.

1.3 The focus of this policy is on the WHS risks associated with impairment and should be read in conjunction with other Employer policies concerning health and safety, particularly in relation to fatigue management, risk management and safe systems of work.

1.4 This policy has been compiled in a manner that is non-punitive and supportive of employees. This policy shall not be used in a discriminatory manner. Anti-Discrimination Law protects against discrimination on the basis of addiction and may also protect against discrimination on the basis of impairments caused by drug and alcohol addiction or use.

1.5 The policy and procedures adopt a peer based intervention approach based on fairness and equity for all employees.

2 SCOPE

2.1 This policy will apply to all employees (including managers and supervisors), contractors and labour hire staff. The policy applies to these groups at all times when they are engaged in Employer business, whether on or off site and when driving Employer vehicles.

3 STRUCTURE

The Impairment Policy is categorised in order with the intended implementation:

3.1 Training & Awareness

(a) Extensive research has shown training and awareness of impairment related issues provides the most effective means of behavioural change and encourages better decision making. The two types of training in accordance with this policy to do this are:

(i) Workplace Impairment Training (WIT) - all workers onsite will do this training;

(ii) (ii) Preliminary Impairment Assessment (PIA) - HSRs, delegates and the PC's safety staff will undertake this training.

3.2 Testing

Testing for drugs and alcohol is used to support and measure the results of the education and awareness program.

3.3 Support Services

Rehabilitation, counselling and EAP's. Support is strictly non-punitive, and can be accessed at any time (self-identification of the need for help is strongly encouraged).

4 OBJECTIVES

The objectives of this policy are as follows:

(a) To provide a safe and healthy working environment for all workers;

(b) To work collaboratively in the implementation and co-ordination of this policy with employees, employers and their elected representatives to achieve the objectives of this policy;

(c) To eliminate and control risks which may lead to impairment affecting health and safety in the workplace;

(d) To ensure that there is a mechanism for managing impairment at work that is transparent, objective and in accordance with the purpose of this policy;

(e) To ensure that all persons are provided with adequate information and education on the health and safety issues surrounding impairment, and on the operation of this policy;

(f) To ensure that employees have access to rehabilitation, support and counselling of their choice on a voluntary basis that is independent, professional and confidential, without jeopardising their employment;

(g) To ensure confidentiality of information concerning the application of this policy to a worker is maintained.

5 RESPONSIBILITIES

5.1 The employer shall:

(a) Provide a work environment that is safe and without risks to health and safety;

(b) Provide information about the testing requirements to all existing employees, contractors and labour hire staff and to all new staff at the point of induction;

(c) Ensure that this policy is implemented fairly and equitably across all sections of the workforce;

(d) Comply with the four policy implementation steps outlined below;

(e) Have adequate resources (e.g., a room that allows for confidential impairment assessments to be discussed, if necessary, suitable transport to safely remove impaired employees from the workplace to be able to meet the objectives of this policy.

5.2 Employees shall:

(a) Co-operate reasonably with the employer in the implementation of this policy;

(b) If any employee reasonably believes that any person on the site may be a health and safety risk to themselves or others they should inform their employer and their relevant Preliminary Impairment Assessor (PIA) of this belief;

(c) Not possess, consume, or be under the influence of, alcohol or other drugs while working;

(d) Ensure that they do not work, if they believe that they may be impaired;

(e) Consult their doctor or pharmacist about possible side effects of using prescribed or over-the-counter medication;

(f) Inform their employer and their Preliminary Impairment Assessor (PIA) if they have been made aware by their treating doctor or pharmacist of possible impairment as a side effect of medication, or if they feel impaired by medication.

6 POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.

6.1 PC/Employer and Union shall agree on a policy start date.

6.2 Engagement of an agreed training and rehabilitation/treatment service providers.

6.3 Provision of on-going Workplace Impairment Training (WIT) and Preliminary Impairment Assessors training (PIA).

6.4 Ongoing promotion of this policy

A purpose of the policy and procedure is to provide protocols and procedures for workplace alcohol and other drug testing that are evidence-based, consistent with best practice, comply with relevant Australian Standards, and contribute to workplace safety and worker wellbeing.

6.5 The following drug and alcohol testing programs will be adopted:

(a) Self-testing;

(b) Random Shift testing;

(c) For-cause testing;

(d) Post-incident testing;

(e) Reasonable concern testing;

(f) Testing of Minors.

6.6 Any employee who is assessed as being impaired shall be advised to contact the rehabilitation/treatment provider.

6.7 The employee will be permitted to access personal leave in the first instance and then take accrued personal leave entitlements for the period of time they are accessing the treatment provider.

6.8 With the endorsement/acceptance of the Impairment Policy the Principle Contractor (PC) will undertake to not pass the implementation and cost of drug and alcohol testing to its subcontractors.

6.9 It will also ensure compliance with this policy as follows:

(a) Subcontractors will be contractually required to comply with this procedure as a condition of contract/EBA;

(b) All direct employees of the PC as a condition of their employment must agree to adhere to the terms and conditions of the impairment policy.

6.10 Notwithstanding anything else contained in the policy, the costs of all testing contained within this policy shall be borne by the PC unless otherwise specified in this document.

7 DEFINITION OF A WORKER

7.1 Anyone who carries out work for a Person Conducting a Business or Undertaking, such as:

(a) an employee (either salaried or wages);

(b) a contractor or subcontractor;

(c) an employee of a contractor or subcontractor;

(d) an employee of a labour hire company;

(e) an apprentice or trainee;

(f) a student gaining work experience;

(g) an outworker;

(h) a volunteer;

(i) a visitor to a workplace.

8 TRAINING

8.1 The training provider shall be the Workplace Impairment Officer or other agreed provider between the Union and the PC/employer. Impairment awareness training sessions will be delivered to all workers (including principle contractor workers), sub-contractors and labour hire workers at least once every two years.

8.2 In addition to the below training course outlines, principal contractors will be required to develop a site specific information session to be delivered as part of the site induction outlining their Drug and Alcohol testing procedures for the site.

8.3 The below requirements will be audited on an annual basis. Requirements for an approved training provider:

(a) Must have previous experience delivering Workplace Impairment Training;

(b) Must consult with professional organisations to develop all training courses;

(c) Must be able to demonstrate a continuous improvement plan for each training course.

8.4 Trainers must have the following qualifications:

(a) Cert IV in WHS;

(b) Cert IV in Training and Assessing (TAE);

(c) Nationally Accredited Course in On-Site Drug and Alcohol Testing;

8.5 All training must be delivered Face to Face (F2F).

8.6 Workplace Impairment Training (WIT)

(a) WIT course must be a minimum of (2) hours in length and must cover the following topics:

(i) Australian Workplace Health and Safety construction statistics;

(ii) Overview of the Workplace Health and Safety Act, state specific;

(iii) Mental Health - discussing at length stress, anxiety and depression;

(iv) Fatigue - overview of causes and coping mechanisms;

(v) Illness and Injury - management of illness and injury, legal requirements and rehabilitation process;

(vi) Chemicals, Heat, Cold, and Noise and their abilities to cause impairment at work;

(vii) Legal/Illegal Drugs and Alcohol - statistics on current usage, potential negative consequences to the workplace, workplace deaths and accidents associated with drug and alcohol use;

(viii) Harm related to drug and alcohol use;

(ix) Understanding what is a standard drink and how long this will stay in your system;

(x) Detection rates for illegal drugs;

(xi) Administering self-alcohol and drug tests;

(xii) Information about EAP and the services they offer.

8.7 Preliminary Impairment Assessor (PIA)

(a) PIA training must be a minimum of (4) hours in length and must cover the following topics:

(i) Understanding the signs of impairment;

(ii) Conflict resolution;

(iii) Skills to conduct an impairment Assessment;

(iv) Overview of what a PIA is;

(v) What are possible impairment factors;

(vi) Causes and symptoms of impairment;

(vii) Investigative skills.

(b) Training is not to be conducted in a lunchroom, unless there are multiple lunchrooms on site and:

(i) the training session will not interfere with workers wanting to use the room for smoko or lunch; or

(ii) the training session will not be interfered with by workers wanting to use the room in general.

8.8 No worker can be tested for drugs and/or alcohol unless they have been trained in this policy.

9 TESTING METHODS

9.1 Alcohol Testing Method

Alcohol testing must only be done by use of an Accredited Breath Test device. The device must be calibrated and meet the minimum requirements of AS3547.

9.2 Drug Testing Method

(a) Drug testing may only be performed by oral fluid testing;

(b) The equipment used to perform the test shall be used, tested and calibrated to the manufacturer's instructions and certified to AS 4760 (Process for specimen collection and the detection and quantitation of drug in oral fluid);

(c) The drug testing shall be conducted by an accredited person, following all of the chain of custody provisions;

(d) The test must be performed in accordance with AS 4760 (Procedures for specimen collection and the detection and quantitation of drugs in oral fluid).

9.3 As part of this policy with regards to Drug and Alcohol testing the following substances must be tested for:

(a) Alcohol;

(b) Opiates;

(c) THC;

(d) Cocaine;

(e) Benzodiazepines;

(f) Amphetamine; and

(g) Methamphetamine

10 TESTING PROVIDER

10.1 Must be NATA Accredited.

10.2 Must have accreditation AS4760:2006 Procedures for specimen collection and the detection and quantitation of drug abuse in oral fluid.

10.3 Must be agreed upon by the PC/Employer and the Union.

10.4 Minimum standards that the testing company must meet are as follows:

(a) competent and trained staff;

(b) appropriate equipment and instruments;

(c) proper management and storage of test kits and reagents;

(d) secure and controlled storage and management of samples;

(e) comprehensive record keeping; and

(f) clear and precise reporting.

10.5 Before the Authorised Testing Agent is engaged to be the sample collector for the principle contractor all relevant stakeholders must be engaged to make sure there is no conflict of interest and that they are totally independent. If a conflict of interest exists, or should arise, the Authorised Testing Agent must report it immediately.

11 ROOM REQUIREMENTS

11.1 Each workplace shall have a room nominated for use to undertake drug and alcohol testing consistent with this procedure. This room will not normally be the first aid room at a workplace unless a workplace has multiple first aid rooms and the use of a first aid room for the purpose of drug and alcohol testing will not affect the ability of the workplace to respond to a first aid incident.

11.2 The room selected for use must so far as reasonably practicable:

(a) Provide privacy for the Worker being tested including but not limited to:

(i) Have a closing door;

(ii) Not allow for casual visual observation of the testing process by other Workers external to the room e.g. through glass windows;

(iii) Not allow conversations to be casually overheard by other workers;

(b) Be clean and hygienic;

(c) Be free from interruption whilst testing is being undertaken;

(d) Include discrete entry and exit.

12 TESTING REQUIREMENTS

12.1 Code compliant workplaces -

On workplaces where the value of the Commonwealth's contribution to the project that includes the building work is at least $5,000,000, and represents at least 50% of the total construction project value

or the Commonwealth's contribution to the project that includes the building work is at least $10,000,000 (irrespective of its proportion of the total construction project value) the following minimum testing requirements must be adhered to.

12.2 Alcohol - on the day of testing all workers onsite shall be required to submit a breath sample i.e. blanket testing.

12.3 Drugs -As a minimum, frequent periodic testing (at least once per month where required by law, at intervals required by the client or by mutual agreement by the PC/employer and the Union) of the workforce (both construction Workers and site office Workers) will be as follows:

(a) where there are less than 30 Workers at a workplace - at least 10% of the workforce;

(b) where there 30 to 100 Workers at a workplace - a minimum of 5 Workers; and

(c) where there are greater than 100 Workers at a workplace - a minimum of 10 Workers;

(d) The frequency of testing and the number of workers selected shall be increased in line with the escalation below where test results meet the criteria indicated:

Number of Workers	Criteria	Action
Less than 30 Workers at a workplace	Confirmed Positive results in 2 consecutive tests at the same workplace	Testing of 20% of workforce
30 to 100 Workers at a workplace	Confirmed Positive results for 3 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 10 workers
Greater than 100 Workers at a workplace	Confirmed Positive results for 6 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 20 workers

12.4 The increased testing requirements shall continue until no Confirmed Positive test results are recorded for 2 consecutive testing periods.

12.5 Other jobs

On jobsites/workplaces where there is no Commonwealth contribution testing frequency will be agreed upon by mutual consent by the PC/Employer and the Union. Testing requirements will remain the same for all jobsites i.e. blanket alcohol and code requirements for drug testing.

13 PRESCRIBED MEDICATIONS

13.1 Workers that are taking Prescribed Drugs or Pharmacy Only Drugs that they believe could register a positive test result should inform the Authorised Testing Agent prior to undergoing any requested test

13.2 If a Worker fails to declare that they are taking Prescribed Drugs or Pharmacy Only Drugs before being tested and they record a Non Negative Result Initial Test result, a post test declaration will not be considered relevant to the result and the Worker will be excluded from duty for the remainder of the shift, subject to a Confirmatory Test.

13.3 Workers who record a Non Negative Result Initial Test result will be excluded from their work duties and the workplace until a Confirmatory Test result has been received.

13.4 If that confirmatory result is a Positive Result Confirmatory Test, then:

(a) The terms and conditions of the applicable industrial agreement shall be observed in relation to consultation and consequence management action.

13.5 When a confirmatory test result is negative or the result recorded is less than the target level or is consistent with a level expected from therapeutic use of a Prescribed Drug or Pharmacy Only Drug, which was advised by the Worker, then the test result shall be considered a Negative Result Initial Test for the purpose of any consequence management action

13.6 Where a Worker is excluded from the workplace as a result of a Non Negative Result Initial Test for Drugs and the confirmatory test is positive for a Pharmacy Only or Prescription Drug, the following factors would normally be considered in deciding when it is appropriate to allow a worker to return to the workplace and/or return to normal duties:

(a) Whether the worker declared the medication during the pre-test interview with the Designated Collector or Authorised Testing Agent;

(b) The level of the medication detected is consistent with therapeutic use;

(c) Written advice from the worker's doctor advising that the medication is required to treat a medical condition; and

(d) The medication will not affect the worker's ability to perform the inherent requirements of their job - i.e. they are fit for work.

14 SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION

14.1 A Worker participating in a treatment plan for a medical condition, managed by a Registered Medical Practitioner and involving a Prescribed Drug/Only Drug could result in a Non Negative Result Initial Test if they are selected for Drug and Alcohol testing.

14.2 If in the above circumstance a Non Negative Result Initial Test occurs, and provided that the Worker has:

(a) Declared their use of the Prescribed Drug/Pharmacy Only Drug in a letter less than 12 months old from a registered medical practitioner before the commencement of testing; and

(b) Declared their use of the Prescribed Drug/Pharmacy Only Drug to the Authorised Testing Agent or Designated Collector before the commencement of testing;

(c) Then the Non Negative Result Initial Test result shall be recorded at the workplace and a second sample of oral fluid shall be taken and sent for confirmatory testing. The worker shall be allowed to remain at work but must be precluded from high risk construction work activity until the result of the confirmatory test is known.

14.3 Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are consistent with that prescribed by the prescribed medical practitioner, then a Negative Result shall be recorded and no results retained.

14.4 Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are not consistent with that prescribed by the Registered Medical Practitioner or another drug(s) type is recorded then a positive result confirmatory test shall be recorded.

14.5 Where the Worker has not provided both declarations contained within this part then the Worker shall be excluded from the workplace until the results of the confirmatory test are known.

15 TESTING RESULTS

15.1 Alcohol

(a) A worker who returns a negative alcohol test will be allowed to return to work with no record of the test kept. A worker who returns a positive result for alcohol (above 0.00mg/ml) will be deemed not fit for work and will not be permitted to return to work;

(b) When a worker tests positive to alcohol in their system the workers blood alcohol concentration (BAC) may be decreasing or it may be increasing. In the interests of safety the Workers will be directed to remain within the testing vicinity and they will be re-tested no sooner than 60 minutes after the original test;

(c) If the second test result is 0.000% the test will be regarded as negative and the Worker may return to normal duties. A Positive Result Confirmatory Test will not be recorded in these circumstances;

(d) If the later confirmatory test indicates a BAC of greater than 0.000% a Positive Result Confirmatory Test will be recorded;

(e) Alcohol testing shall be carried out by an Authorised Testing Agent agreed upon by the PC/Employer and the Union. The following steps shall be undertaken:

(i) Details of the identity of the Worker to be tested shall be recorded including the workplace name, work area and their employer will be listed on a drug and alcohol testing record form by the independent Authorised Testing Agent:

(ii) Workers with a BAC of greater than zero (greater than 0.000%) shall discontinue any work activities and shall be directed to undertake a second test sixty (60) minutes after the first test and the results recorded on a Drug and Alcohol Testing record Form by the independent Authorised Testing Agent:

(iii) Where the second test indicates a level greater than 0.00% BAC the Worker will be further excluded from work duties for the remainder of the shift;

(iv) Where a Worker is to be sent home using their own transport this shall only be permitted if the blood alcohol concentration test result is below that prescribed by applicable road transport legislation and has been determined as not rising for that Worker.
Note: If the Worker's blood alcohol concentration result is greater than or equal to 0.05% BAC, all reasonable assistance is to be afforded to ensure an affected Worker can make their way from the Workplace to a safe location without harm (e.g. taxi, lift from a friend or Supervisor).
Contractors will be responsible for the management/arrangements for their employees in accordance with their own employment arrangements.

(v) Any Worker that is excluded from work duties for the remainder of a shift or sent home, must, before commencing work for their next shift undertake an alcohol breath test prior to commencing that shift. If the results are negative (0.00mg/ml) the Worker shall be allowed to commence work. If the Worker returns a positive test they will not be allowed to commence work, hence page 9 of this document, **15.1** Alcohol- d) will apply.

15.2 Drugs

(a) A worker who returns a negative test will be allowed to return to work. A worker who returns a non-negative test result from their initial test (equal to or above the relevant cut-off levels of the

substances referred to in AS 4760) will be deemed not fit for work and will not be allowed to return to work. (Benzodiazepine level to be provided by the prescribed testing laboratory);

(b) Drug testing will be administered by the collection and analysis of an oral fluids specimen (saliva). Before conducting a drug test, the process used by the independent Authorised Testing Agent must be explained to the Worker providing the saliva sample;

(c) Collecting and testing of saliva specimens shall be carried out by an Authorised Testing Agent, agreed upon by the PC/Employer and the Union, and confirmatory testing is to be carried out by a NATA accredited laboratory;

(d) A Confirmatory Test will be required where a Non Negative Result Initial Test is recorded at the initial test. The handling of specimens taken for confirmatory testing is detailed in the process used by the Authorised Testing Agent and must be completed to Australian Standards;

(e) Any worker attending the workplace under the influence of drugs or alcohol will be prohibited from entry. A worker returning to the workplace following their exclusion for a Positive Result Confirmatory test will be required to submit to a drug and alcohol test prior to commencing work and receive a Negative Result Initial Test for Drugs or Alcohol prior to commencing work.

16 FORMS OF TESTING

16.1 Self-Testing

(a) The PC/Employer shall be required to provide sufficient self-testing facilities for alcohol and/or drugs for up to 10% of the workforce;

(b) Where self-test facilities are made available voluntary or self-testing for alcohol will be available for Workers prior to presenting for work. A wall mounted breathalyser (optional) will be located in an area that provides for discrete privacy for the worker, whilst completing the test so the test results cannot be inadvertently observed and disclosed to other parties;

(c) A Worker undertakes self-testing at his/her own accord; therefore, no test details are recorded. However, all Workers have obligations under the Work Health and Safety Act or equivalent occupational health and safety or occupational safety and health legislation in other States or Territories and must not wilfully place at risk their health and safety or the health and safety of other Workers or people at the workplace by commencing work if they believe they're impaired.

16.2 Random Shift Testing

(a) In terms of Random Shift Testing it is in imperative that the PC/Employer and the Union do not know on what day, or at what time the Authorised Testing Agent will conduct the tests;

(b) It is a condition of entry for all Workers at any workplace to comply with any request to participate in random Drug and Alcohol testing as a condition of employment or contract. This means that all Workers attending or seeking to attend a workplace will be eligible for testing;

(c) Testing for Alcohol or other Drugs for Workers shall be mandatory and will be undertaken at any time throughout the Worker's hours of work (including overtime) or at any time whilst at the workplace;

(d) Individual Workers will be selected for drug testing using a simple random selection process. A random draw will be conducted using an Authorised Testing Agent independent software to randomise the selection of Workers for testing;

(e) The random selection process includes the selection of Workers from across the entire workplace subject to the testing;

(f) A Worker selected for testing will be required to present themselves for testing within a reasonable time. Random shift testing shall be conducted in a room which provides for privacy for the selected worker during testing; the requirements for this room are outlined in the Room Requirements section of this policy.

16.3 For Cause Testing

(a) An employer/supervisor may only request an employee to undertake for cause testing if:

(i) The employee has been involved in an accident or incident, or had the potential to, cause:

(ii) serious and major damage to mobile plant or property; or

(iii) an injury to themselves or other individual(s);or

(iv) Participation in a relevant and specific industry focus area when the worker is undertaking High Risk Work as identified by the employer and consistent with OHS legislation. Workers will be selected for testing using a random selection process nominated by the employer following a consultation process in line with OHS legislation.

16.4 Post Incident Testing

(a) After the occurrence of a significant incident/event at a workplace, all Workers involved in the incident may be required to undergo an initial Drug and Alcohol test.

(b) Where a Worker(s) is to be tested following a significant incident/event they shall be supervised by an Employer Representative and Employee Representative continually from the time of the incident until they have completed all testing required.

(c) Post Incident Testing will be conducted as soon as practical after the incident/event and when it is safe to do so.

(d) An injured Worker who requires immediate medical attention may only be tested when it is appropriate and safe to do so. This will be determined by the Construction Manager, the HSR, Delegate and the relevant PIA in consultation with the attending medical practitioner. In such cases, where testing can be conducted while under medical care, a saliva testing process will be used.

16.5 Reasonable Concern Testing

(a) An employer may only request an employee to undertake reasonable concern testing if the following criteria are met:

(i) An observable phenomena occurs, which is:

- the direct observation of the employee of use of, and/or the physical behavioural symptoms of being impaired by, alcohol; and/or
- Unusual and/or inexplicable actions by the employee; or

(ii) There is evidence that the employee is involved in the use or possession of alcohol and/or other drugs while working; or

(iii) The employee has breached safety precautions or procedures.

16.6 Testing of Minors

(a) A letter of consent contained within the work experience and student placement procedure shall be signed by the parent or guardian of any worker who is a minor seeking to access a

workplace where the Impairment Policy is in place, as a condition of entry to that workplace. Alternatively, an equivalent letter signed by the parent or guardian can be provided through the minor's employer/host employer.

(b) Where a minor is selected for testing and:

(i) A letter of consent is held, then the provisions of this procedure shall apply; or

(ii) Where a letter of consent is not held, every effort will be made to contact the minor's parents/guardians to get verbal consent to participate in the testing procedure. If consent is given then the normal testing procedures will apply, if contact cannot be made and/or consent is not given then the minor will be excluded from any high risk activities or potentially excluded from site until consent is given.

17 REFUSAL TO TEST

17.1 If a Worker refuses to participate in workplace Drug and Alcohol testing the following will apply:

(a) The Employer, will inform the Worker and the workers chosen representative, that the refusal will have the same consequences as a non-negative result, i.e. that the employee will be deemed to be unfit for work due to the presence of alcohol or drugs;

(b) If the worker still refuses, the Employer and the PIA, shall consult with the worker and the workers chosen representative, regarding the requirements, process and consequences of refusing to test and encourage them to partake in the test. This would be the second request to be tested;

(c) If the worker still refuses, the refusal will be treated as a confirmed positive result, and will be subjected to the relevant consequences of such. All reasonable assistance is to be offered to ensure the employee can make their way from the workplace to a safe location without harm (i.e. taxi, lift from a friend or fellow worker). An agreed leave of absence arrangement is to apply for the duration of their absence.

18 DISCIPLINARY ACTION

18.1 The following sets out the action which may be taken when a worker returns a confirmed positive result to an alcohol or drug test.

18.2 First Occasion -A worker who has received a first confirmed positive test for alcohol or drugs (other than by self-testing) will be:

(a) Required to attend the Support as referred to in this Policy;

(b) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(c) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.3 Second occasion - A worker who has received a second confirmed positive test for alcohol or drugs (other than by self-testing) within any 12 month period will be:

(a) Required to re-attend the Support as referred to in this Policy

(b) Required to participate in a rehabilitation program referred to in "Support" in this policy

(c) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(d) Given a verbal warning with a diary entry placed on file; and

(e) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.4 A worker who has received three confirmed positive test results for alcohol or drugs which has been detected in a 12 month period may be disciplined under the Employer's disciplinary processes.

18.5 A worker who fails to attend EAP sessions may be disciplined under this policy in accordance with principles of natural justice.

18.6 No disciplinary action will be taken in respect of positive test results from a self-test.

19 SUPPORT

19.1 The Principle Contractor (PC)/Employer will make available support to workers in respect of drug and alcohol issues. This will include:

(a) allowing access to any Union support programs; and

(b) provide an employer funded Employee Assistance Provider (EAP) to be available to workers.

19.2 The worker will be allowed to access a Union support program and/or EAP counselling during normal working hours and without loss of pay, or any form of employer retribution.

20 SELF- DECLARATION

20.1 Workers will not be disadvantaged for self-disclosure and therefore will be supported through counselling and rehabilitation processes and provided with the Support contained in this policy. In such cases the worker will be permitted to access personal leave in the first instance, then accrued leave, and may return to work when fit for duty.

20.2 The worker may be suspended from any work, with pay, with immediate effect in order for an assessment to be made of the duties they are able to perform safely and a drug and alcohol test is to be taken as soon as reasonably practicable.

21 PRIVACY

21.1 Drug and Alcohol testing results shall remain confidential and will only be used for the purpose of compliance with this Procedure in the manner required by the Privacy Act 1988 (Cth). Any information provided or declared by a Worker regarding:

(a) Prescribed Drug and Pharmacy Only Drug consumed;

(b) Medical conditions or the like;

(c) Their proposed return to the workplace following exclusion by this procedure;

21.2 Will also remain confidential and managed in accordance with the Privacy Act 1988 (Cth). Similarly, where a Worker supplies information regarding the use, sale or supply of Drugs or Alcohol at a workplace, unless the Worker otherwise agrees or as otherwise required by law, the Worker's identity will be kept confidential.

21.3 All Positive Results Confirmatory Test will be maintained on the relevant Worker's personnel records located at the workplace.

21.4 Protections from Worker Deoxyribonucleic Acid (DNA) misuse

21.5 Workers selected for testing shall have their personal DNA protected by:

(a) In the case of unintended collection of a Worker's DNA during the collection of an oral saliva sample for an initial test, by the worker being offered the used collection cartridge upon completion of the initial test.

(b) In the case of unintended collection of a Workers DNA during the collection of an oral saliva sample for testing at a NATA approved laboratory for an initial Non Negative Result Initial Test, by ensuring that the documentation that accompanies the collection cartridge to the NATA approved laboratory does not include the workers name or address but contains only that information sufficient to comply with AS4760 e.g. test report number and date of birth.

21.6 These protections will be notified to Workers during training.

22 CONSULTATION

22.1 If a party believes that an amendment to the impairment policy is required, they shall request and organise a consultation meeting involving the Employer, the Union and any other relevant stakeholders.

22.2 The attendees shall seek to reach agreement on any proposed amendments.

22.3 No amendments shall be implemented unless agreement is reached by the Employer, the Union and the relevant stakeholders.

22.4 Employment Assistance Program (EAP)

22.5 The Employment Assistance Program (EAP) is an agreed independent, professional and confidential service that aims to provide employees with assistance when affected by personal or job related problems.

22.6 To have a successful Impairment Policy at the workplace, the Policy must address how those at the workplace, including employees of the principal contractor, subcontractors and their employees and others, will be required to comply with the Impairment Policy.

22.7 The below requirements will be audited on an annual basis of the employer:

(a) Must be able to provide EAP support in all States, Territories and regional areas of Australia;

(b) Must outline in their Impairment Policy how workers who attend for work affected by drugs or alcohol will be counselled and assisted, apart from any disciplinary process that might apply;

(c) Must have a memorandum of understanding (MOU) with relevant stakeholders within treatment support areas;

(d) Provide support for their workers and their immediate families;

(e) Must be able to provide treatment services which must include the following:

(i) General counselling;

(ii) Drug and Alcohol counselling;

(iii) Drug and Alcohol detoxification services;

(iv) Drug and Alcohol rehabilitation services;

(v) Case Management services

(vi) Psychology services;

(f) Must have a history of delivering support services to the Building and Construction Industry

(g) Must be able to develop and implement a plan to promote the impairment policy within the workplace

23 ADDENDUM

23.1 Refer to the National CFMEU Impairment Policy for more information and detail about impairment in the construction industry. The policies and procedures in the national document look at the impairment issues of Mental Health, Injury and Illness, Fatigue, Chemicals, Heat, Cold and Noise, and Alcohol, Illegal Drugs and Legal Drugs and provide the research behind the implementation of this Impairment Policy.

Appendix Six
RDO Notification Form

APPENDIX SIX – RDO NOTIFICATION FORM

Notification pursuant to **clause 36.8(c)** above to Work on Scheduled RDO

Date: _____

Employer	
Date of Scheduled RDO	
Project Name	
Project Address	
Work to be undertaken	
Approximate number of employees required:	
Union delegate/employee representative (if applicable)	

Manager Contact Details

Name: _____

Phone: _____

Fax: _____

Tick the appropriate Box

☐ Affected Employee/s consulted by Employer

☐ Affected Employee/s not wishing to work in accordance with the clause have been given an opportunity to reasonably refuse

☐ Affected Employee/s informed that that if they have a concern about working the scheduled RDO they can raise the matter with their union delegate/employee representative.

Reason/s for work on scheduled RDO (as per clause 32 of the Agreement)

☐ High risk activity (specify below)

☐ Maintenance, repair, commissioning

☐ Restrictions, laws, regulations, etc.

☐ Inclement weather

☐ Other

Explanation of ground/s listed above:

Appendix Seven
Audit Form

APPENDIX SEVEN – AUDIT FORM

EMPLOYER NAME:		
ABN NUMBER:		
ADDRESS:		
PRINCIPAL NAME:		
PRINCIPAL TITLE:		
WORKCOVER POLICY NUMBER:		
Number of personnel:		
Overtime 1½x		
Overtime 2x		
Base Hourly Rate		
Fares & Travel		
CBUS/BUSS(Q):	☐ Yes	☐ No
BERT:	☐ Yes	☐ No
BEWT:	☐ Yes	☐ No
CIPQ:	☐ Yes	☐ No
RDO Accrual:	☐ Yes	☐ No
Annual Leave:	☐ Yes	☐ No
Sick Leave:	☐ Yes	☐ No
PSLS:	☐ Yes	☐ No
Group Tax:	☐ Yes	☐ No

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

…….. PRINCIPAL

AUTHORISED BY CPA/INSTITUTE OF CHARTERED ACCOUNTANTS

EMPLOYER NAME:

NAME OF ACCOUNTANT:

REGISTRATION DETAILS

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

…….. CERTIFIED PRACTISING ACCOUNTANT

Appendix Eight Endorsement of the Agreement

APPENDIX EIGHT – ENDORSEMENT OF THE AGREEMENT

Signed for and on behalf of **MULTIPLEX AUSTRALASIA PTY LTD** (ABN 33 146 787 295)

I, Geoffrey Kellock, Regional Director of MULTIPLEX AUSTRALASIA PTY LTD am authorised to sign the Agreement on behalf of **MULTIPLEX AUSTRALASIA PTY LTD**:

SIGN NAME

Level 6, 240 Queen Street, Brisbane, QLD, 4000

ADDRESS

3rd September 2021

DATE

IN THE PRESENCE OF P. Calvert

WITNESS SIGNATURE Paul Calvert

WITNESS NAME

Signed for and on behalf of the **Construction, Forestry, Maritime, Mining and Energy Union**

I, ~~Michael Ravbar~~/Jade Ingham, Divisional Branch Secretary/Assistant Secretary of The Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch am authorised to sign the Agreement on behalf of The Construction, Forestry, Maritime, Mining & Energy Union:

SIGN NAME

3rd September 2021

DATE

16 Campbell Street, Bowen Hills, Qld, 4006

ADDRESS

IN THE PRESENCE OF

WITNESS SIGNATURE

Emma Eaves

WITNESS NAME

PRINT NAME

3453-0431-7461v4

DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Construction, Forestry, Maritime, Mining and Energy Union
(AG2023/4359)

MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU UNION COLLECTIVE AGREEMENT 2023–2027

Building, metal and civil construction industries

COMMISSIONER JOHNS SYDNEY, 29 NOVEMBER 2023

Application for approval of the Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2023-2027

[1] An application has been made for approval of an enterprise agreement known as the *Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2023-2027* (**the Agreement**). The application was made pursuant to s.185 of the *Fair Work Act 2009* (**the Act**). It has been made by the Construction, Forestry, Maritime, Mining and Energy Union. The Agreement is a single enterprise agreement.

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met.

[3] The Construction, Forestry, Maritime, Mining and Energy Union being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) I note that the Agreement covers the organisation.

[4] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 6 December 2023. The nominal expiry date of the Agreement is 2 July 2027.

COMMISSIONER

Printed by authority of the Commonwealth Government Printer

<AE522524 PR768809>

CFMEU
QLD/NT

Multiplex Australasia Pty Ltd

and CFMEU Union Collective Agreement

2023 – 2027

TABLE OF CONTENTS

PART 1 ADMINISTRATION 5

1. TITLE 5
2. DEFINITIONS 5
3. DATE OF OPERATION 7
4. APPLICATION OF AGREEMENT 7
5. PARTIES BOUND AND COVERED 7
6. RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS 7
7. OBJECTIVES OF THE AGREEMENT 7
8. INCLUSION 8

PART 2 DISPUTE RESOLUTION AND CONSULTATION 9

9. DISPUTES SETTLEMENT PROCEDURE 9
10. CONSULTATION 9

PART 3 SAFETY 11

11. PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS 11
12. HEALTH AND SAFETY REPRESENTATIVES 12
13. HEALTH AND SAFETY REPRESENTATIVE MEETINGS 13
14. HOT WEATHER GUIDELINES 13
15. AIR QUALITY PROCEDURE 14
16. INCLEMENT WEATHER 15
17. ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS 17
18. CRANE CREW 18

PART 4 EMPLOYMENT 18

19. SECURITY OF PERSONAL INFORMATION 18
20. SITE ACCESS SYSTEMS AND INDUCTIONS 18
21. TOOLBOX MEETINGS 19
22. CONTRACT OF EMPLOYMENT 19
23. EFFECTIVE WORK ORGANISATION 19
24. CASUAL EMPLOYMENT 20
25. APPRENTICES/TRAINEES 21
26. ADULT APPRENTICES 22
27. TRAINING AND RELATED MATTERS 22
28. EMPLOYMENT SECURITY 23
29. INDIVIDUAL FLEXIBILITY AGREEMENTS 24
30. JOB SHARE 25

PART 5 WAGES AND ALLOWANCES 25

31. WAGES 25
32. CLASSIFICATIONS 26
33. SUPERANNUATION 27
34. SALARY SACRIFICE ARRANGEMENTS 27
35. INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE 28
36. REDUNDANCY 28
37. ALLOWANCES 30

PART 6 HOURS OF WORK 33

38. HOURS OF WORK 33
39. EMPLOYEE ROSTERED DAY OFF 35

40. PRODUCTIVITY SCHEMES ... 36

PART 7 LEAVE ... 37

41. LEAVE ... 37
42. FAMILY VIOLENCE LEAVE ... 39

PART 8 TERMINATION ... 41

43. TERMINATION ... 41

PART 9 REPRESENTATION ... 42

44. UNION DELEGATE ... 42
45. UNION DELEGATE FACILITIES ... 43
46. UNION TRAINING LEAVE ... 43
47. UNION RIGHTS PROMOTING REPRESENTATION OF MEMBERS ... 44

PART 10 COMPLIANCE ... 45

48. TIME AND WAGE RECORDS ... 45
49. SHAM CONTRACTING ... 46
50. SECURITY OF PAYMENTS ... 47
51. TEMPORARY FOREIGN LABOUR ... 47
52. QUALITY BUILDING MATERIALS ... 48
53. COMPLIANCE WITH THIS AGREEMENT ... 48
54. POSTING OF AGREEMENT AND NOTICES ... 49
55. SEVERABILITY ... 49

APPENDIX 1 – RATES OF PAY ... 50

APPENDIX 2 -ALLOWANCES ... 55

APPENDIX 3 – RDO CALENDARS ... 59

APPENDIX 4 – IMPAIRMENT POLICY ... 62

APPENDIX 5 – AUDIT FORM ... 77

APPENDIX 6 - CALCULATION OF SUPERANNUATION ... 78

ENDORSEMENT OF THE AGREEMENT ... 79

PART 1 ADMINISTRATION

1. TITLE

1.1 This agreement is known as the Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2023–2027 (the Agreement).

2. DEFINITIONS

The following definitions shall apply to this Agreement:

Apprentice or Trainee means an apprentice or trainee within the meaning of the Vocational Education, Training and Employment Act 2000 (VETE Act). Apprenticeship and Traineeship have a corresponding meaning.

Award means the Building and Construction General On-site Award 2020, Mobile Crane Hiring Award 2020. Each as amended from time to time.

BERT is an acronym used for the Building Employee Redundancy Trust (ACN 82 010 917 281) (BERT Fund) as described in the Trust Deed creating the BERT Fund.

BEWT is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed.

BUSSQ is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd ABN 85 571 332 201.

Continuous Service includes absence due to: Annual Leave; Personal Leave; Parental Leave; illness or accident up to a maximum of 4 weeks after the expiration of sick leave; jury service; injury received during the course of employment and up to a maximum of 52 weeks for which the Employee received workers` compensation; where called up for military service for up to 3 months; long service leave.

Continuous Shift Worker means, for the purpose of the additional week of annual leave provided by the NES means an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least five consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the Employer) and who is regularly rostered to work those shifts.

CIPQ means Construction Income Protection Queensland Ltd (ACN 110 841 962).

CIPS means Construction Income Protection Scheme.

Dispute means any dispute or grievance that arises at the workplace between an employee or and the employer, or between the Union and the employer, about the NES or the interpretation or application of this Agreement or in relation to any matters pertaining to the relationship between the employer and an employee (or employees), or that between the employer and the Union, including but not limited to a dispute about any condition of employment or industrial matter.

Double time and a half means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day.

Early Start Penalty is a penalty applied to hours worked prior to 6am on day shifts starting between 4am and 6am that will be paid for at 200% of the ordinary rate and accrue towards the totally ordinary hours for the day.

Employee means an employee of the Employer.

Employer means Multiplex Australasia Pty Ltd (ABN 33146787395),

Brisbane	Level 6, 240 Queen Street, Brisbane, QLD 4000
Gold Coast	39 Production Avenue, Molendinar, QLD 4214

FW Act means the Fair Work Act 2009 (Cth) or its successor legislation.

FWC means the Fair Work Commission.

Inclement Weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, fog, extreme heat, lightening, smoke or the like or any combination of these conditions) where it is not reasonable or it is unsafe to continue working in those conditions.

Injury shall have the same definition as the Workers' Compensation and Rehabilitation Act 2003 (Qld), the Workers' Compensation Act 2015 (NT), as applicable.

Kept waiting for wages on pay day means all such time spent waiting, wherever the waiting is done.

Parties means the Company, the Employees and/or the Union as the context requires.

QBCC means the Queensland Building and Construction Commission.

QIRC means Queensland Industrial Relations Commission.

Overtime means any time worked in excess of or outside of the ordinary working hours unless noted otherwise in this agreement.

Redundancy means a situation where an Employee ceases to be employed by the Employer, other than for reasons of general, serious willful misconduct. **Redundant** has a corresponding meaning.

SGA means the *Superannuation Guarantee (Administration) Act 1992*.

SGL means Superannuation Guarantee Levy.

Sham Contracting is where an employment relationship is disguised as a contracting relationship and if the work can be performed under this agreement, then it must be performed under this agreement and any other arrangement shall be considered sham contracting for the purposes of this agreement, and subject to the penalties contained in clause 49 of this agreement.

Shiftwork shall be defined as per clause 38.12.

Special Class Dogman means a Dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Competency (VOC) for a particular tower crane.

Special Class Tradesperson means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal construction work. For the purpose of this definition, complex and high-quality trade skills and experience will be deemed to be acquired by the tradesperson:

(a) Having had not less than 12 months' on-the-job experience of such skilled work, and

(b) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill.

Status Quo means the arrangements in place prior to the Dispute arising. This includes the performance, operation and management of all work and rates of pay and allowances.

Total Cost of Work means the total value of the project declared to QLeave or NT Build.

Union Delegate means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate.

Union or CFMEU means The Construction, Forestry, Maritime, Mining and Energy Union (Queensland Northern Territory Construction and General Divisional Branch).

WHS Act means the Work Health and Safety Act 2011 (Qld) or the Work Health and Safety (National Uniform Legislation) Act 2012 (NT), where applicable.

WHS EPH means Workplace Health and Safety Entry Permit Holders under the WHS Act.

Workplace Impairment Policy and Procedures means the Workplace Impairment Policy and Procedures found in APPENDIX 4.

3. DATE OF OPERATION

3.1 This Agreement remains in force until 2/7/2027. The agreement will continue to apply beyond its expiration date until it is replaced in accordance with the FW Act.

4. APPLICATION OF AGREEMENT

4.1 This Agreement applies to:

(a) Multiplex Australasia Pty Ltd (the Employer)

(b) the CFMEU (the Union)

(c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement (the Employee).

Collectively known as Parties

4.2 This Agreement only applies to work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory, except where employees are covered by a subsequent Greenfields agreement made under s.182(3) of the Fair Work Act 2009 (Cth) and approved by the Fair Work Commission.

4.3 Associated Entity

(a) In accordance with Division 2 of Part 2-8 of the Fair Work Act, where an Employee transfers to an Associated Entity of the Employer and performs the same work or substantially the same work for the Associated Entity of the Employer, the Agreement will continue to cover the Employee.

(b) For clarity, this clause does not apply to a circumstance where an Employee commences employment with the associated entity more than 3 months after the Employee ceases working for the Employer.

5. PARTIES BOUND AND COVERED

5.1 This Agreement is legally binding upon and covers the Employer, its Employees and The Construction, Forestry, Maritime, Mining and Energy Union.

6. RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS

6.1 This Agreement is intended to be interpreted in conjunction with the Building and Construction General On-Site Award 2020, Mobile Crane Hiring Award 2020, and the terms of the Workplace Impairment Policy and Procedures in APPENDIX 4.

6.2 Where this Agreement is silent, the terms of the above documents as amended from time to time during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between two terms of this Agreement, the higher wage outcome or other outcome more favorable to the Employee will apply.

7. OBJECTIVES OF THE AGREEMENT

7.1 The parties agree that key objectives of this agreement are;

(a) to provide terms and conditions of employment commensurate with the challenges associated with working in the construction industry

(b) to provide safe working conditions

(c) to provide a functional work/life balance and a comfortable standard of living

(d) providing a framework that seeks to maximise productivity and minimise lost time.

7.2 This shall be achieved through genuine communication, consultation, collaboration and a sensible and practical application of terms contained in this agreement.

8. INCLUSION

8.1 The Parties recognise that everyone is entitled to work in an environment that is free of discrimination, harassment and bullying. It is the Employer's responsibility to ensure it complies with relevant legislative requirements including the Anti-Discrimination Act 1991 (Qld).

First Nations People

8.2 The Parties recognise there is a significant population of First Nations People within Queensland and the Northern Territory. The Employer shall use best endeavors to employ a minimum of 5% of its total workforce who identify as First Nations People.

8.3 The Employer will ensure that cultural awareness forms part of the induction process to ensure that all workers are made aware of the history and spiritual connection that traditional owners have with each area where work takes place.

8.4 First Nations people will be entitled cultural and ceremonial leave as per clause 8.6 below.

8.5 A cultural ceremony will be arranged on each project with the relevant traditional custodians of the land on which the project is being built. The particulars of which will be determined through consultation with the relevant traditional custodians and should also consider project site and location but shall take place not later than when the number of onsite workers reaches 50. Consultation shall also deal with subsequent cultural events onsite depending on the makeup and constitution of the project and advice from the relevant traditional custodians. This shall form part of the Employers commitment to the principles of social, restorative justice and cultural affirmation.

8.6 The Employer will also implement policies that ensure:

(a) access to personal leave for participation in cultural and ceremonial activities

(b) skill and career development opportunities for First Nations Employees

(c) the development of retention and promotion for First Nations Employees.

8.7 Where the workplace is a construction site, the Employer's obligations in 8.2 and 8.3 will be deemed to have been met, if provided by the principal contractor on the site.

Women in the Industry

8.8 Parties respect equal employment opportunities and it is recognised the demographic of the construction industry could be more diverse. To that end, the Parties support the promotion of women into the industry and shall discuss means to achieve this objective including ways to encourage and assist women to seek and maintain employment in the construction industry. The 5-day work week and Job-Sharing initiatives contained in this agreement are examples of this.

8.9 At a minimum, female toilets with sanitary bins shall be provided at all workplaces. In determining the location of the amenities, the Employer must consider the most appropriate balance of privacy, safety and security. This will be done under consultation with the safety committee.

8.10 The parties recognise the right of women to feel safe at work. Sexual harassment, intimidation, ostracism, or any other unacceptable behavior will not be tolerated. Any such behavior will be thoroughly investigated. Breaches of this clause will involve disciplinary action up to and including termination of employment.

Mature Age Workers

8.11 The parties recognise that a lifetime in the construction industry can take its toll on a person's wellbeing. Wherever possible, the Employer shall implement measures to encourage the retention of older employees. To the extent possible, this includes (but is not limited to) the preservation of jobs such as hoist operators, traffic controllers and peggies for workers over the age of 50.

PART 2 DISPUTE RESOLUTION AND CONSULTATION

9. DISPUTES SETTLEMENT PROCEDURE

9.1 A major objective of this Agreement is to eliminate lost time and/or production arising out of disputes or grievances. Disputes over any work related or industrial matter (including a dispute about whether a workplace right has been breached) or any matters arising out of the operation of the Agreement or incidental to the operation of the Agreement should be dealt with as close to its source as possible. Disputes over matters arising from this Agreement (or any other dispute related to the employment relationship or the NES, including subsections 65(5) or 76(4) of the Fair Work Act) shall be dealt with according to the following procedure.

9.2 The pre-dispute status quo shall prevail while the matter is being dealt with in accordance with this procedure.

9.3 All Employees have the right to appoint a representative in relation to a dispute. It is the express priority of all Parties to attempt to settle a dispute at the workplace level at first instance.

9.4 In the event of any work-related grievance arising between the Employer and an Employee or Employees, the matter shall be dealt with in the following manner:

(a) The matter shall be first submitted by the Employee/s or his/her job delegate/ employee representative or other representative, to the site foreperson/supervisor or the other appropriate site representative of the Employer and if not settled, to a more senior representative of the Employer.
(b) Alternatively, the Employer may submit an issue to the Employee/s who may seek the assistance and involvement of the job delegate/employee representative or other representative.
(c) If still not resolved, there may be discussions between the relevant Union official (if requested by the employee/s), or another representative of the employee, and senior representative of the Employer.
(d) Should the matter remain unresolved, either of the parties or their representative shall refer the dispute at first instance to FWC for review. FWC may exercise conciliation and/or arbitration powers in such review.

9.5 This procedure shall be followed in good faith without unreasonable delay.

9.6 If any party fails or refuses to follow any step of this procedure the non-breaching party will not be obligated to continue through the remaining steps of the procedure and may immediately seek relief by application to FWC.

9.7 Any resolution of a dispute under this clause by the FWC will not be inconsistent with legislative obligations or any other applicable Codes or Regulations.

10. CONSULTATION

10.1 Effective consultation is essential for continuous workplace reform and such consultation can take place at any time during the life of a Project.

10.2 Consultative Committees may be set up for this purpose.

Consultation about major workplace change

10.3 If the Employer is considering making a decision, and prior to the decision being made, to introduce a major workplace change that is likely to have a Significant Effect on a number of Employees, the Employer must notify those Employee(s) and the Union.

10.4 As soon as practicable and prior to implementation, the Employer must discuss with the Employees and the Union the introduction of the change; and the effect the change is likely to have on the employees. The Employer must discuss measures to avert or mitigate the adverse effect of the change on the Employees.

10.5 For the purposes of the discussion the Employer will provide the Employees, the Union and/or their nominated representative/s in writing:

(a) All relevant information about the change including the nature of the change proposed

(b) Information about the expected effects of the change on the Employees; and

(c) Any other matters likely to affect the Employees.

10.6 However, the Employer is not required to disclose confidential or commercially sensitive information.

10.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the Employees and the Union.

10.8 "**Significant Effect**" under clause 10.3 above includes termination of employment (including redundancy), major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; changes to safety and/or management systems, any changes to employment practices that result in privacy concerns for employees such as implementation of electronic inductions and/or access systems; the need for retraining or transfer of Employees to other work areas or locations and the restructuring of jobs.

Consultation about changes to rosters or hours of work

10.9 Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with those Employee(s) and the Union about the proposed change.

10.10 As soon as practicable after proposing to introduce the change, the Employer must:

(a) discuss with the relevant Employees and the Union the introduction of the change; and

(b) provide to the Employees, there Union and/or their representatives details of the following in writing:

(i) all relevant information about the change, including the nature of the change; and

(ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and

(iii) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

(c) Invite the Employee(s) and the Union, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities) and give consideration to any views about the impact of the proposed change that are given by the Employee(s) concerned and their Union.

(d) The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

10.11 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

PART 3 SAFETY

11. PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS

11.1 The Employer, the Employees and the Union agree that for the purposes of s. 81 of the WHS Act matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.

11.2 The Parties agree that for the purposes of this procedure and s. 81(3) of the WHS Act the following persons shall be the representatives of the following parties:

(a) the Principal Contractor (as defined in the WHS Act) - Site Manager or any other person nominated by the Principal Contractor

(b) the Employers - the Site Manager or any other person nominated by the Employer(s)

(c) The Employees - the Union or other representatives.

(Collectively referred to as "Nominated Parties")

11.3 The Nominated Parties agree that representatives shall be entitled to:

(a) inspect any work system, plant, substance, structure, or other thing relevant to resolving the issue

(b) consult with relevant Employees in relation to resolving the issue

(c) consult with the relevant PCBU (as defined in the WHS Act) about resolving the issue

(d) inspect and take copies of any document that is directly relevant to resolving the issue; and

(e) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.

11.4 The Nominated Parties and/or their representatives may commence the procedure by informing, either by themselves or their representative, the other Parties and/or representatives that:

(a) there is an issue to be resolved; and

(b) the nature and scope of the issue.

11.5 As soon as the Parties and/or their representatives are informed of the issue, the Nominated Parties and/or their representatives must meet or communicate with each other to attempt to resolve the issue.

11.6 The Nominated Parties and/or their representatives must have regard to all relevant matters including:

(a) the degree and imminent risk to the Employees or other persons affected by the issue.

(b) the number and location of Employees and other persons affected by the issue.

(c) the measures both temporary and permanent that must be implemented to resolve the issue.

(d) who will be responsible for implementing the resolution measures.

(e) whether the hazard or risk can be isolated; and

(f) the time that may elapse before the hazard or risk is permanently corrected.

11.7 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Nominated Parties and/or their representatives to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Nominated Parties and/or their representatives to the issue. The issue, once resolved, shall be recorded in the next safety committee meeting minutes with the agreed resolution.

11.8 The Nominated Parties and/or their representatives must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Nominated Parties attempting to resolve the issue may then ask Work Health and Safety Queensland, and/or the QBCC, where applicable, to arrange for an inspector to attend the workplace to assist in resolving the issue.

11.9 Direction to cease work

(a) If -

(i) an issue concerning health or safety arises at a workplace or from the conduct of the undertaking of the Employer; and
(ii) the issue concerns work which involves an immediate threat to the health or safety of any person; and
(iii) given the nature of the threat and degree of risk, it is not appropriate to adopt the processes set out in clause 11.7 above

(b) the Employer and/or the health and safety representative for the designated work group in relation to which the issue has arisen may, after consultation between them, direct that the work is to cease.

(c) During any period for which work has ceased in accordance with such a direction, the Employer may assign any Employees whose work is affected to suitable and safe alternative work.

11.10 Fundamental to this process is a standing invitation for Union representatives to attend site to assist with all matters relating to health and safety.

11.11 Employees are not required to work in circumstances where the employee or a Union representative reasonably believes a safety law is being, or will be, contravened. Consultation between the relevant parties will occur throughout this procedure including with senior representatives of the Employer and the Union.

12. HEALTH AND SAFETY REPRESENTATIVES

12.1 The Employer and its Employees will comply with Part 5 of the WHS Act – Consultation, representation and participation in relation to the establishment of a health and safety committee. To ensure a timely resolution of issues in relation to WHS, all parties may be represented on the health and safety committee.

12.2 A standing invitation will exist for the Union to assist in the voting up of Health and Safety Representatives and the forming of safety committees. Health and safety representative/s (HSR) shall be elected by the Employees on the job, via a show of hands vote conducted by a representative of the Union and shall be subject to recall by a similar process.

12.3 Parties covered by this Agreement recognise the important role of HSRs. The HSRs have a key role in the early intervention in health and safety issues under this Agreement.

12.4 The HSRs shall be allowed to consult with the PCBUs, Unions, principal contractor or persons acting on his/her behalf, on matters directly concerned with the safety of workers, and promote the safe conduct of work generally.

13. HEALTH AND SAFETY REPRESENTATIVE MEETINGS

13.1 A health and safety representative will be allowed reasonable paid time during working hours to attend occupational health and safety matters, including meetings affecting employees they represent, providing that the Representative informs their manager.

14. HOT WEATHER GUIDELINES

14.1 Under this Agreement when air temperature reaches:

(a) 35°C; or

(b) 29°C and 75% humidity or more after three hours from commencement of each trades shift in southeast Queensland, it shall constitute inclement weather (Extreme Hot Weather).

14.2 This definition will be subject to review in other regions. This clause 14 must be incorporated in the Employer's OHS Procedures for all applicable Projects.

14.3 Before finishing work, Employees must be alerted to possible Extreme Hot Weather forecasted for the following day by the PCBU, Site manager, and HSRs. This will allow preparation for works to be modified to reduce this category of heat exposure in accordance with clause 14.1. For forecasting, planning and guidance the Bureau of Meteorology (BOM) shall be used for weather observations. Monitoring heat on the day will be done with a calibrated wet bulb thermometer.

14.4 When Extreme Hot Weather is forecasted for the following day, the Employer's Site Manager, WHS Committee and WHS Representatives will consult and determine what actions are to be taken to reduce exposure and modify the program and/or workload prior to the Extreme Hot Weather, which may include:

(a) rescheduling work so that certain tasks are performed during the cooler part of the day, or on another day

(b) reducing the time spent doing hot tasks (for example, by job rotation)

(c) arranging for more workers to do the job

(d) providing extra rest breaks in a cool area

(e) providing cool drinking water and ice (machines) near the work site

(f) increasing air movement by fans or coolers

(g) installing shade cloth to reduce radiant heat from the sun

(h) consideration must be given to working an eight-hour day.

14.5 Once the temperature reaches extreme levels, as defined in clause 14.1 the following process will be followed:

(a) Where the temperature reaches 35°C, there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the program and workload as described in clause 14.4.

(b) where the temperature is 29°C and 75% humidity or more after three hours from the commencement of a shift, there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the program and/or workload as described in clause 14.4.

14.6 If there are areas of the workplace that are below any Extreme Hot Weather, work shall continue as normal in those areas. Employees unable to work elsewhere may be transferred to these areas below the extreme levels if work is available. Employees may walk a reasonable distance through areas effected by extreme hot weather to and from amenities, provided it does not pose an imminent risk to their health or safety. The primary objective is to ensure that

there is no reasonable concern for an Employee undertaking work of an imminent risk to their health or safety.

14.7 Extreme Hot Weather shall be measured on site by a temperature gauge compliant to Australian Standards and shall be undertaken in accordance with the manufacturer's operating instructions. The Parties agree that a measurement taken using the Wet Bulb in Globe Temperature index mode will not be used. Wet bulb thermometers will be used in temperature mode and then humidity mode separately and combined will be an acceptable method of measuring extreme hot weather. It is the responsibility of the PCBU to implement these guidelines.

14.8 The PCBU shall supply a Wet Bulb Thermometer for each job and depot.

15. AIR QUALITY PROCEDURE

Definitions

Acceptable Air Quality

15.1 Air Quality Index (AQI) is categorized as good to extremely poor by the Queensland Department of Environment and Science.

15.2 PM2.5 are tiny particles in the air that reduce visibility and cause air to appear hazy when levels are elevated. They can by carcinogenic, as advised by the World Health Organisation. Where possible, PM2.5 readings shall be the preferred test for acceptable air quality.

Measuring of air quality

15.3 Measuring of air quality will be done through either of the following, in agreement between the parties:

(a) The Department of Environment and Science web site (des.qld.gov.au) using the closest station to the work site (see instruction below).

(i) Click on environment.

(ii) Go to Our Environment and click on air.

(iii) Click on live air data.

(iv) Scroll down and view closest Station to the job site.

(v) Refer to Air Quality Procedure (15.9 below).

(b) Where site-based monitoring is undertaken it shall take precedence over measurements from The Department of Environment and Science web site. Devices shall be certified to the Australian Standards AS3580 and operated by a competent person (e.g. occupational hygiene technician).

Bushfire smoke

15.4 Bushfire smoke is a mixture of different-sized particles, water vapor and gases, including carbon monoxide, carbon dioxide and nitrogen oxides. During bushfires and similar events, large amounts of finer particles are released that are small enough to breathe deep into the lungs and can cause adverse health effects. These chemicals are known "Cancer Causing Agents".

15.5 During bushfires and similar events, the Employer must verify that their work area is within a safe range for air quality as defined by the Queensland Department of Environment and Science.

Air Quality Procedure

15.6 The PCBU, Site Manager and WHS Reps must alert workers the day before extreme or excessive poor air quality conditions are expected.

15.7 After three consecutive hours of POOR air quality above 50µG per/m3, there will be an orderly cessation of work and preparation for safe completion of critical tasks. Unaffected work areas will be monitored and continue without disruption.

15.8 Once the air quality index reaches 75µG per/m3 there will be an immediate cessation of work with only safe completion of critical tasks allowable. Unaffected work areas will be monitored and continue without disruption.

15.9 Inclement weather provisions of the Award shall be invoked. To be clear, all the provisions contained in clause 24 of the Award shall apply in instances of poor air quality, including 24.14.

15.10 All air quality related incidents are to be reported to the employer, site safety coordinator, WHS Committee and any relevant employee representative`s immediately.

Fit testing

15.11 The accepted method of fit testing of RPE is Quantitative fit testing.

(a) Quantitative fit testing will only be done with reusable half face RPE. It is an essential step in the RPE selection process and allows a PCBU to determine if the specific make and model of RPE is a suitable size, fit and comfort for the worker who is going to use it..

(b) Quantitative fit-testing is a much more effective way to fit-test RPE, as it doesn't depend on tasting or smelling a test agent. For this reason, the PCBU must make sure quantitative fit-testing is used for all RPE.

16. INCLEMENT WEATHER

16.1 The parties are committed to working together to minimize the impact of inclement weather. The employer will ensure reasonable allowance is included in contracts taking into account historic weather conditions and forecast rainfall.

16.2 Inclement weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, extreme heat (as defined in clause 14), poor air quality (as defined in clause 15), or the like or any combination of these conditions) where it is not reasonable or it is unsafe for employees to continue working in those conditions.

16.3 The employer or its representative, when requested by the employees or their representative, must confer within a reasonable time (which does not exceed 60 minutes) for the purpose of determining whether or not the conditions referred to in clause 16.2 apply.

16.4 The time work stops due to inclement weather and the resumption of work after a period of inclement weather has ended will be recorded by the employer.

16.5 When inclement weather conditions exist, an affected employee is not required to start or continue to work where it is unreasonable or unsafe to do so. In cases where emergency work is required or it is necessary to complete a concrete pour already commenced to a practical stage, work may occur or continue provided that such work does not give rise to a reasonable concern on the part of an employee undertaking the work of an imminent risk to their health or safety.

16.6 Where emergency work or a concrete pour is completed in accordance with clause 16.5, work will be paid at the rate of 200% of the ordinary hourly rate calculated to the next hour, and in the case of wet weather, the employee will be provided with adequate wet weather gear. If an employee's clothes become wet as a result of working in the rain the employee will be allowed to go home for the remainder of the day without loss of pay.

16.7 Where an employee is not able to perform any work at any location because of inclement weather, the employee will receive payment at the ordinary hourly rate for ordinary hours. Payment for time lost due to inclement weather is subject to a maximum of 32 hours pay in any 4-week period for each employee. Payment is subject to adherence to the terms of clause 16.

16.8 An employee working on a Job Share arrangement pursuant to clause 30—Job Share, that is affected by inclement weather, will be entitled to payment from the 32-hour inclement weather bank on a pro rata basis.

16.9 Employees accumulated inclement weather bank shall not be deducted whilst they remain on site.

16.10 Inclement weather occurring during overtime will not be taken into account for the purposes of clause 16 and employees will not be entitled to any payment for stoppages because of inclement weather that occurs outside of ordinary hours.

16.11 Employees on a portion of a site not affected by inclement weather must continue to work even though employees working on other areas of the site may have stopped work because of inclement weather.

16.12 Subject to the availability of alternative work in an employee's classification, an employer may require employees to transfer:

(a) from a location on a site where it is unreasonable and/or unsafe to work because of inclement weather, to another area on the same site, where it is reasonable and safe to work; and/or

(b) from a site where it is unreasonable and/or unsafe to work because of inclement weather, to another site, where it is reasonable and safe to work, and where the employer, where necessary, provides transport.

Inclement weather procedure

16.13 Remaining on site where, because of inclement weather, the employees are prevented from working:

(a) for more than an accumulated total of 4 hours of ordinary time in any one day; or

(b) after the main meal break, for more than half of the ordinary work time; or

(c) during the final 2 hours of the normal workday for more than an accumulated total of one hour;

the employer will not be entitled to require the employees to remain on site beyond the expiration of any of the above circumstances. However, where genuine training has been agreed in writing between the parties, then the course maybe completed in extraordinary circumstances.

Rain at Starting Time

16.14 Where the employees are in the sheds, because they have been rained off, or because it is at starting time, morning tea, or lunch time, and it is raining, they will not be required to go to work in a dry area or to be transferred to another site unless:

(a) the rain stops; or

(b) a covered walkway has been provided; or

(c) the sheds are under cover and the employees can get to the dry area without going through the rain; or

(d) adequate protection is provided.

16.15 Protection must, where necessary, be provided for the employees' tools.

Dewatering

16.16 All sites will develop a Dewatering Plan through consultation with the Union, HSRs, Safety Committee and the site Contractors.

16.17 This plan will:

(a) Outline appropriate dewatering strategies, hydraulic engineering solutions and Dewatering Crew requirements

(b) Require relevant HSR`s to assess the areas in a staged sequence giving priority to accessways

(c) Commence dewatering activities and open areas progressively once dewatering is complete

(d) Including staggered meal breaks of the Dewatering Crew and Safety Committee

(e) Outline minimum requirements of PPE and dewatering tools/equipment

(f) The Dewatering plan will be reviewed and updated on a reasonable basis depending on job type, size, constitution etc.

(g) Plans for work activities (including agreed training) to take place in dry areas during periods of inclement weather

16.18 All Contractors will supply adequate manpower for the site Dewatering Crew as per the Dewatering Plan.

16.19 Mitigation strategies such as, but not limited to, the following should be considered where reasonably practicable;

(a) falls to slabs which are exposed to elements for extended periods of time

(b) additional drainage outlets to slabs

(c) integrated into jump or standalone retractable roof over stair/lift cores

16.20 Employees on the Dewatering Crew will remain on site in the instances the rest of the site has gone home only for the purpose of dewatering the site to maximise the potential for the site to be reopened the following day. These employees will be paid a disability allowance of double time for all hours worked once the site has gone home.

17. ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS

Personal Protective Equipment

17.1 The following clothing will be supplied to all Employees after consultation with Delegate. The employer shall provide clothing and Personal Protective Equipment that is suitable, fit for purpose and manages risk relative to the task at hand (no later than 1 month after commencement). Employees when working on site are required to wear all footwear and clothing supplied. The issue will be:

(a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to $225.00 upon producing of a purchase receipt): and

(b) 5 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed: and

(c) 1 high visibility winter jacket.

17.2 The abovementioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the abovementioned items on a fair wear- and-tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.

17.3 All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating. The Employer undertakes to source Australian made clothing and equipment, in so far as it is possible.

17.4 No agreement to pay cash in lieu of supply of clothing/footwear is permitted.

17.5 When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

Workplace Impairment Policy

17.6 The Employer Workplace Impairment Policy can be found in APPENDIX 4.

18. CRANE CREW

18.1 The crane crew for each crane must consist of at least the following:

(a) A crane driver; and

(b) A Dogman/stand-by driver; and

(c) A Dogman.

18.2 The Dogman/stand-by driver will be paid at the same rate as the driver for all hours worked.

18.3 From 1/7/2025 the entire crew on a tower crane shall be paid at the CW7 rate.

PART 4 EMPLOYMENT

19. SECURITY OF PERSONAL INFORMATION

19.1 For this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth).

19.2 The company undertakes not to pass on or sell Employees' personal information either directly or indirectly (e.g. contractual arrangements with clients), except to comply with a specific direction from a government authority or a request from a party to this agreement (e.g. time and wages information). To the extent allowable by law, all requests for the Company to provide personal information shall be notified to the Union and genuine consultation shall occur between the parties to this agreement. The company commits to minimise the extent of employee information held in order to meet its legal and employment relationship requirements.

20. SITE ACCESS SYSTEMS AND INDUCTIONS

20.1 Site access systems shall be agreed between the Parties.

20.2 The particular type of site access system to be installed will be reviewed for each project having regard to client requirements, the project's hours of work, work force numbers and available technology in order to alleviate 'bottle necks' and inconvenience to workers in its operations.

20.3 The Company will comply with the Australian Privacy Principles in the Privacy Act 1988 (Cth) in relation to any personal information (for the purpose of this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth)) they hold in relation to Employees.

20.4 The Company undertakes that, to ensure the highest level of compliance with Health and Safety legislation, all inductions shall be conducted "face to face" and on the job. Further, all inductions shall include site specific hazards and requirements for each project. Industry specific inductions that cannot be conducted onsite and are required by law (such as General Construction Induction, or Rail Industry Safety Induction etc) are excluded from the operation of this clause.

20.5 As part of the induction process Union Delegates will be afforded an opportunity to speak to new Inductees about the benefits of union membership and other Union business as the Delegate deems necessary.

20.6 Employees must not be required to use personal electronic devices, without agreement between the parties.

21. TOOLBOX MEETINGS

21.1 At least one toolbox meeting will be convened by the Employer per site, each month to facilitate and foster communication and consultation. Items to be discussed at each meeting may include programming of site work, site issues, work health and safety, job design, productivity issues, management policies, Agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date. There will exist a standing invitation for representatives of the Union to attend such toolbox meetings.

22. CONTRACT OF EMPLOYMENT

22.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent, casual or job share basis, stating by whom the Employee is employed, the job performed, the classification level, office from which they are engaged and the relevant rate of pay. Employees may relocate and transfer their office of engagement provided that there has been consultation between the Parties and it is agreed in writing between the Employer and the Employee. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employee.

22.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.

22.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to BUSSQ, BERT, BEWT, CIPQ and Qleave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

23. EFFECTIVE WORK ORGANISATION

23.1 Effective Work Organisation refers to methods of organising work so that Employee and Employer objectives can be achieved efficiently, sustainably and safely, producing results which are acceptable to all concerned.

23.2 Where the Employer is the principal contractor, or they are required under contract to provide the following key site attendant roles on a project, the Employer shall engage these employee`s directly unless otherwise agreed:

(a) Union Delegates

(b) First aid attendants

(c) Amenities attendants

(d) Hoist drivers (including builders' lift drivers)

(e) Crane crews (except were supplied by a specialist company or subcontractor)

(f) Gate persons

(g) Primary traffic attendant roles (except were supplied by a subcontractor as an ancillary aspect of their scope of works or where there is a legal requirement).

(h) Reasonable numbers of labourer's and tradespeople, relative to the size and nature of the project.

23.3 The parties acknowledge that traditional trade-based training through apprenticeships, was one of the best paths for career development in the Construction Industry. The employer will engage a reasonable number of apprentices and trainees directly through consultation with the Union.

24. CASUAL EMPLOYMENT

24.1 A casual Employee is an Employee employed on an occasional basis and whose work pattern is not regular and systematic. When a person is engaged on a casual basis, they will be supplied in writing that the engagement is to be as a casual, the job to be performed, the classification level, the actual or likely length of engagement including number of hours to be worked per week, and the relevant rate of pay.

24.2 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except annual leave, personal leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid bereavement leave, domestic violence leave and unpaid career's leave.

24.3 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by clause 0 below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by clause 0 below.

24.4 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX 1 for the Employee's classification.

24.5 A casual Employee required to work overtime, or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:

(a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification

(b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification; and

(c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by APPENDIX 1 for the Employee's classification.

24.6 For the purposes of clarity, the applicable contributions to BUSSQ, BERT, CIPQ and BEWT or other funds nominated herein, must be made by the Employer in respect of casual Employees. A casual Employee shall also be entitled to receive, in addition to their casual rate, penalty payments for Overtime, work performed on weekends, work performed on public holidays and RDOs, Domestic Violence leave and unpaid cultural leave.

24.7 Termination of all casual engagements shall require one hour's notice by either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

Casual Conversion

24.8 A casual Employee, who has been engaged by the Employer on a regular and systematic basis for a period in excess of six-weeks, thereafter, will have their contract of employment converted to permanent employment unless otherwise agreed in writing between the parties. Regular and systematic shall be defined as an average of 4 days or more, per week, over 6 weeks. Eligible current employees will be transitioned to full time no later than 6 weeks from the date of approval of this agreement.

24.9 Any Employee, who is entitled to be converted to permanent employment pursuant to this clause, and is not converted to permanent employment, is entitled to be paid 175% of the hourly

rate prescribed in this Policy for the Employee's classification from the first day of the seventh week of their employment onwards.

25. APPRENTICES/TRAINEES

25.1 Apprentices/Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.

25.2 For clarification, in addition to the rates in APPENDIX 1, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.

25.3 Training arrangements for Apprentices/Trainees shall be as provided in the Building and Construction General On-site Award 2020.

25.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.

25.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.

25.6 During the first year of an Apprenticeship, tools to the minimum retail value of $600.00 shall be supplied by the Employer within a period of three months after the expiry of the probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.

25.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of $600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured Apprenticeship.

25.8 Where an Apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:

(a) During the term of Apprenticeship, an Employer shall, in respect of each level of the apprenticeship program, supply the Apprentice with tools of trade, to a minimum retail value of $600.00.

(b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award.

(c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the apprenticeship.

(d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in clause 25.6 and clause 25.7 above.

Apprentice Ratio

25.9 The Employer recognises that in order to increase the efficiency and productivity of the Employer, a significant commitment to structured training and skill development is required. They also recognise the importance of the apprenticeship system to the construction industry. Therefore, the Parties agree:

(a) If the Employer employs five (5) or more tradespeople in any one classification, it undertakes to employ an apprentice(s) or make arrangements to host an apprentice from an agreed scheme.

(b) The Employer is committed to ensuring that apprentices receive appropriate on the job training by experienced tradespeople and apprentice numbers are maximised, to this end the Employer will endeavor to maintain at least one apprentice to every five (5) tradespeople.

(c) If the Employer does not currently have an apprentice as provided for in paragraph (a) above, the Employer will engage in consultation with the Union in relation to their obligations under this clause but shall be afforded reasonable time to enable the Employer to comply with this clause. Further, the Parties are committed to a strong ratio of apprentices in the industry.

26. ADULT APPRENTICES

26.1 Adult apprentices are apprentices who commence their apprenticeship at the age of 21 years or older. Adult apprentices engaged under any of the classifications set out in Appendix 1 and will be paid a minimum rate equal to the rate of pay for a second-year apprentice, for the first two years of the apprenticeship, then on parity with other apprentices for the third and fourth years.

27. TRAINING AND RELATED MATTERS

27.1 The parties are committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices, and skills development for the workforce will be provided during the term of this agreement.

27.2 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.

27.3 Where possible training and skill development is to be carried out in normal working hours. It is agreed that the Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

HSR training

27.4 Any Employees elected as a workplace HSR will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

Asbestos Awareness Training

27.5 The Employer agrees that it will schedule training in the nationally accredited asbestos awareness training course 10279NAT Identification and Awareness of Asbestos Containing Materials. The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

Silica Dust Training

27.6 The Employer agrees that it will schedule training in the "Course in identification of crystalline silica containing material and the associated risks for workers in the construction industry". The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

Mental Health Training

27.7 The Employer agrees that it will schedule training in the nationally accredited Supporting positive mental health in the Construction Industry 11085NAT. The training shall be booked and commenced within 3 months of the certification of this agreement, or within 3 months of the start of employment of each new employee, unless completed previously or unless otherwise agreed between the Parties.

General

27.8 The Employer agrees that it will, within 7 days of receiving a written request from the Union, provide:

(a) evidence to demonstrate the positive commitment to training and skill development; and
(b) the information as to the number of apprentices and visa holders engaged by the Employer.

27.9 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

28. EMPLOYMENT SECURITY

28.1 The parties to this agreement agree to maximise the continuity of employment for existing and future employees and to ensure that permanent employment opportunities and the opportunity for promotion transfer and re-training or upskilling are not eliminated, reduced or eroded.

28.2 The Employer recognises that the use of subcontractors and labour hire may affect the job security of current and future employees covered by this Agreement.

28.3 As soon as practicable after being awarded a contract and prior to engaging subcontractors to perform work in the classifications covered by this agreement, the employer shall inform the Union Delegate (where applicable) which subcontractors it intends to use for the project.

28.4 The application of this Employment Security clause shall recognise geographical and commercial circumstances. In these circumstances the Employer and the Union may agree to vary the requirements of clause 28 on a project-by-project basis. Negotiations are to be conducted in good faith and agreement will not be unreasonably withheld.

28.5 **Use of Contractors**

(a) If the employer wishes to engage contractors and their employees to perform work in the classifications covered by this agreement, the employer must first consult in good faith with the union. Consultation will occur prior to the engagement of sub-contractors.

(b) If the employer decides to engage subcontractors, the employer shall ensure that these contractors and their employees receive wages, allowances and conditions equal to or better than those contained in this agreement.

(c) The use of sham sub contracting arrangements is a breach of this agreement. The contractor who engages subcontractors is responsible for ensuring the employees of sub-contractors receive wages, allowances and conditions equal to or better those contained in this agreement, this obligation extends to liability for all outstanding wages conditions and entitlements under this agreement.

28.6 **Labour Hire**

(a) Labour hire is defined as temporary "top up" labour designed to meet short situations such as absences due to sick leave, annual leave, and short time work peaks. The employer will not use labour hire in any position on site for a period of more than six weeks. Any departure from this maximum period shall require the agreement of the Union and incur a 175% penalty rate for all work done.

(b) Where there is need for supplementary labour to meet temporary/peak work requirements, such labour may be accessed from bona fide businesses, including sub-contractors and labour hire companies, following consultation with the union.

(c) The employer shall ensure that any workers engaged by such businesses and performing work described in the classifications of this agreement receive wages, allowances and conditions equal to or better than those contained in this agreement.

28.7 The contractor who engages labour hire workers is responsible for ensuring those workers are paid at rates no less than those contained in this agreement. This obligation extends to liability for all outstanding wages conditions and entitlements under this agreement.

28.8 There will be no redundancies made while the employer has engaged labour hire to undertake work that is the subject of this agreement. Any departure from this shall require the agreement of the Union.

28.9 **Tower Cranes**

(a) In order to maximise the continuity and security of employment for Employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes all tower cranes which are hired out by the Employer (or by an associated entity of the Employer), and which are capable of being operated by Employees of the Employer shall be supplied with a suitably qualified crane crew who are current Employees of the Employer for the duration of the hire period.

29. INDIVIDUAL FLEXIBILITY AGREEMENTS

29.1 Where the Employer wants to enter into a variation agreement it must provide a written proposal to the Employee and the Union. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

29.2 The Employer must ensure that any variation agreement is genuinely agreed to by the Employer, the Union and the Employee and that the terms of the variation agreement:

(a) are about permitted matters under section 172 of the FW Act; and

(b) Relates only to:

(i) Salary sacrifice agreements

(ii) Increase in annual leave accrual each year

(iii) Increase in rate of accrual of Rostered days off

(iv) Increase in wages

(v) Increase in training leave (Union or otherwise)

(c) are not unlawful terms under section 194 of the FW Act; and

(d) result in the Employee being better off overall than the Employee would be if no arrangement (variation agreement) was made.

29.3 The Employer must also ensure that any such variation agreement is:

(a) Agreed to by the Union

(b) in writing (including details of the terms that will be varied, how the variation agreement will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the arrangement commences)

(c) includes the name of the Employer and Employee

(d) signed by the Employer and the Employee, and if the Employee is under 18, by a parent or guardian of the Employee

(e) provided to the Employee within 14 days after it is agreed to: and

(f) able to be terminated by either the Employer or Employee giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.

29.4 Where any of the requirements of this clause are not met, the variation agreement is of no effect.

30. JOB SHARE

30.1 In order to promote flexibility in the workplace, in particular for older workers and single parents, the parties agree to consider job sharing arrangements only in accordance with this clause.

30.2 For the purposes of this agreement job sharing is defined as two permanent Employees of the same classification sharing one full-time position. This is taken to mean that the 2 positions shall provide a combined minimum of 36 ordinary hours.

30.3 All job share arrangements shall be subject to agreement between the Union and theEmployer and must be confirmed in writing to the Employee prior to the commencement of such an arrangement.

30.4 Variation of a job share agreement will require consultation between the relevant Employees, the Employer and the Union and 14 days' notice of variation unless agreed by all parties.

30.5 The termination of a Job Share agreement will require consultation between the relevant Employees, the Employer and the Union and 28 days' notice unless agreed by all parties.

30.6 Superannuation and BERT payments will be calculated on a pro rata basis. As will any allowances that are calculated on a weekly basis.

30.7 Breaches of this clause will require the breaching Employer to back pay both employees as if employed fulltime 50 hours per week for the length of the Job Share agreement.

PART 5 WAGES AND ALLOWANCES

31. WAGES

31.1 Employees must be paid wages in accordance with APPENDIX 1 from the first full pay period after the dates specified. Those rates include the following increases:

Date	Percent
1 July 2023	5%
1 July 2024	5%
1 July 2025	5%
1 July 2026	5%
1 July 2027	5%

31.2 The wage rates detailed in APPENDIX 1 of this agreement are structured as follows:

(a) The wage rates detailed in APPENDIX 1 for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant)

(b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36.

(c) The wage rates for classifications CW 5 and above detailed in APPENDIX 1 do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX 1.

31.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

Jump Up

31.4 Where on a site at which the employee is engaged thewages and conditions for the majority of people employed are higher than those provided in this enterprise agreement, the employee will receive such higher wages and conditions in accordance with their relevant classification.

32. CLASSIFICATIONS

32.1 The Classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX 1.

Marker/Setter Out

32.2 An Employee not already engaged as CW4 (marker/setter) shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate when performing this work.

Higher Duties

32.3 Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

Health and Safety Representative

32.4 Where an Employee is elected by Employees of the Employer as a HSR and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the Employee's usual classification. In addition, a HSR is entitled to an all-purpose hourly allowance for the life of this agreement as per the table at Appendix 2 – Health and Safety Representatives Allowance.

(a) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 32.4 and 32.5.

Union Delegate

32.5 Where an Employee is elected by Employees of the Employer as a Union Delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union Delegate is entitled to an all-purpose hourly allowance for the life of this agreement as per the table at Appendix 2 – Delegate Allowance.

(a) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 32.4 and 32.5. Notwithstanding, no Union Delegate will suffer a reduction in pay as a result of the implementation of this clause.

33. SUPERANNUATION

33.1 It is agreed that the default fund under this agreement shall be BUSSQ.

33.2 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages.

33.3 On projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

Date	1/7/2023	1/7/2024	1/7/2025	1/7/2026	1/07/2027
Super	$285/week	$297/week	$310/week	$323/week	$345/week

33.4 On projects where the Total Cost of Work is $50m or greater, every Employee shall co-contribute by way of salary sacrifice the following minimum weekly amount:

Date	1/7/2023	1/7/2024	1/7/2025	1/7/2026	1/07/2027
Co-Cont.	$72/week	$75/week	$78/week	$81/week	$85/week

33.5 The contributions in clauses 33.3 and 33.4 shall be in addition to all other entitlements prescribed by this Agreement.

33.6 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.

33.7 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

33.8 On projects where the Total Cost of Work is less than $50m, superannuation shall be calculated at the rate outlined in the Superannuation Guarantee (Administration) Act 1992 (SGAA), be paid on all hours worked, up to a maximum of 36 hours per week and contributed to the Superannuation fund on a monthly basis.

33.9 Where an employee has worked on multiple sites during the week, the higher contribution for superannuation outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

33.10 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.

33.11 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by Qleave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

33.12 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement, or any similar cover existing within the terms of a relevant fund.

34. SALARY SACRIFICE ARRANGEMENTS

34.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:

(a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.

(b) An Employee wishing to enter into a salary sacrifice arrangement will be required to notify their Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.

(c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.

(d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

35. INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE

35.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

Date	1/3/2023	1/3/2024	1/3/2025	1/3/2026	1/3/2027
CIPS	$47.00	$51.00	$54.00	*	*

To be advised in accordance with 35.2

The income protection policy provided by the Employer will provide $1600 as a weekly benefit in the event of a claim.

35.2 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under clause 35.1 from the date determined by CIPQ will satisfy the Employer's obligations under clause 35.1.

35.3 If the Employer does not contribute to CIPQ the amount required under clause 35.1 in respect of each and every Employee, the Employer will pay an additional $1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (i.e. medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.

35.4 All accrued and unused sick leave will be notified to CIPQ upon termination for each employee, for the purposes of portable sick leave.

36. REDUNDANCY

36.1 The Employer will utilise BERT to meet all of the liabilities for Redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's Redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's Redundancy fund.

36.2 For projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount listed below for redundancy:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$120.00	$126.00	$138.00	$151.00	$165

New rates are effective from the first pay period of the month listed

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$17.50	$20.00	$23.00	$25.00	$28.00

New rates are effective from the first pay period of the month listed

36.3 For projects where the Total Cost of Work is less than $50m, the Employer will contribute on behalf of each Employee the following minimum weekly amount for redundancy:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$82.00	$87.00	$91.00	$96.50	$100.00

New rates are effective from the first pay period of the month listed

At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

1 July 2023	1 January 2024	1 January 2025	1 January 2026	1 January 2027
$9.00	$9.50	$10.00	$10.50	$11.00

New rates are effective from the first pay period of the month listed

36.4 Where an employee has worked on multiple sites during the week, the higher contributions for BERT and BEWT outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

36.5 Apprentice contributions shall be calculated using the following percentage of the trade rate:

Stage	4 year Apprentice Percentage	3 year Apprentice Percentage
1st	50%	50%
2nd	60%	70%
3rd	75%	90%
4th	90%	N/A

36.6 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

36.7 Where the Employee's balance in the Employee's Redundancy fund reaches $20,000.00 or an amount that equals 10 weeks' wages, the Employee will have the option to continue to have contributions paid to their Redundancy fund or redirected to BUSSQ. It is the Employee's option only. Where an employee exercises (or has exercised) this option, his or her Redundancy

entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.

36.8 Contributions to the Employee's Redundancy fund must be made, at a minimum, monthly, by no later than the 15th of the following month. Details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee's wage statement by the end of the second week of each subsequent month. Late payments shall attract a penalty of 10% of the total amount due, unless there is a reasonable explanation that is acceptable to the parties of this agreement.

37. ALLOWANCES

37.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX 2 of this Agreement.

37.2 The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

Fares and Travel Allowance

37.3 All Employees shall be entitled to receive the fares and travel allowance as follows:

(a) Employees engaged on projects valued over $50 million.

Distance	1/9/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Zone 1	$55 per day*	$60 per day	$62 per day	$64 per day	$66 per day
Zone 2	$75 per day	$80 per day	$82 per day	$84 per day	$86 per day
Zone 3	$95 per day	$100 per day	$102 per day	$104 per day	$106 per day

*This rate applies from 1/7/2023

(b) Employees engaged on projects valued under $50 million.

Distance	1/9/2023	1/1/2024	1/1/2025	1/1/2026	1/1/2027
Zone 1	$30 per day*	$35 per day	$37 per day	$39 per day	$41 per day
Zone 2	$50 per day	$55 per day	$57 per day	$59 per day	$61 per day
Zone 3	$70 per day	$75 per day	$77 per day	$79 per day	$81 per day

*This rate applies from 1/7/2023

(c) Zones 2 and 3 only apply to employees who live further than 50Kms from their place of work.

(d) There shall exist zone borders at both 50kms, 100kms and 150kms from the business address where the employee is engaged. The business address where the employee is engaged will be the address listed in definitions under `Employer` or by written agreement with the Union.

(e) At the commencement of the project the radial distance from the business address to the project will be calculated.

(f) Employees will be paid the corresponding travel allowance based on the zone the project is located in relative to the business address where they are engaged. Appendix 2 contains visual representation to enable easier understanding of this clause.

(g) In the event that the Employer supplies a vehicle for travelling to and from work to the employee the amount of travel paid for zone 2 and 3 will be the difference between the relevant zone travelled too and the amount due from zone one. This shall be considered payment for distant travel.

(h) No employee will be worse off, than they were directly prior to certification, due to the implementation of this clause.

(i) For clarity the fares and travel allowance under the applicable awards will not apply. The allowances for being sent to multiple jobs in a day as listed in Appendix 2 will continue to apply.

(j) Apprentices shall receive the following percentage of the amount detailed above:

Stage	Percentage	Stage	Percentage
1st	75%	3rd	90%
2nd	85%	4th	95%

Leading Hand

37.4 A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

Living Away from Home Allowance

37.5 Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.

(a) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.

(b) Where reasonable board and lodging are not available, the Employer and the Employee may agree to alternative arrangements, provided that the Employee is not placed in a financial disadvantage as a result of the alternative arrangement.

(c) If the Employer does not supply meals then an allowance will be paid per meal in accordance with appendix 2 per meal not supplied.

(d) Where Employees are required to work on a project more than 150km from the business address where the Employee is engaged, this shall be referred to as distant work. Distant work shall only be undertaken with agreement from the Union. Such agreement will take into consideration daily travelling time and its effect on fatigue and may include an agreement to enact the distant works provision of this agreement where workers are required to travel less than 150km.

(e) Rosters for distant work shall be agreed in writing between the Employer and the Union before the distant work commences.

(f) Employees rostered for distant work must be notified in writing by the Employer. To ensure fatigue is managed safely, no Employee will be required to work on distant work for more than 14 consecutive days or have less than 7 consecutive days between engagements on distant work. Notwithstanding any other requirements in this clause, no Employee will be required to be away from home for more than 3 weeks without returning home at the Employer's expense.

(g) An Employee may refuse to work in circumstances where the working would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;
(ii) the Employee's personal circumstances including any family responsibilities.
(iii) the needs of the workplace or enterprise;
(iv) the notice (if any) given by the Employer, and by the Employee of his or her intention to refuse it; and
(v) any other relevant matter.

(h) All time spent by Employees travelling to and from distant work will be paid as if worked during the time the travel is taken.

Power Tools

37.6 Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX 2 of this Agreement.

Site Allowance

37.7 A Site Allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the Qleave or NTBuild declaration of the "Total Cost of Work" will apply.

Value of Project	Site Allowance	Value of Project	Site Allowance
$50m-$80m	$1.70	$500m-$600m	$6.00
$80m-$100m	$2.50	$600m-$700m	$7.00
$100m-$200m	$3.50	$700m-$800m	$8.00
$200m-$300m	$4.50	$800m-$900m	$9.00
$300m-$400m	$5.00	$900m-$1b	$10.00
$400m-$500m	$5.50	$1b +	$11.00

(a) Site Allowance is not subject to any premium or penalty and shall compensate for

(b) all disabilities other than:

(i) Heavy Blocks

(ii) Explosive

(iii) Powered Tools

(iv) Scaffolder's Licence Allowance

(v) Unbacked Insulation

(vi) Swing Stage

(vii) Height/ Multi Storey.

For these items the applicable rate in APPENDIX 2 will apply.

NB: the Living Away from Home Allowance, travel allowance, transfers during working hours and all allowances referred to in clause 37 of this Agreement are not disability allowances for the purposes of this clause.

Height Allowance

37.8 Height allowance will be payable on all multi-story projects from commencement as per the following:

a) Where the Total Cost of Work is $50m or greater, height allowance shall be paid in accordance with the rates in Appendix 2 of this Agreement.

b) Where the Total Cost of Work is less than $50m, the value of height allowance shall be paid in accordance with the Building and Construction General Onsite Award 2020.

37.9 The applicable Height and Site Allowances will be paid to Employees on a project in respect of works performed by the Employer on that project:

a) Up to the Employer's contractual practical completion for the last separable portion of that project, and

b) Also, to any additional work that is continuous and carried out by the Employees of the Employer on that project post practical completion, that falls under the Employer's original contract (for example defects work).

Engagement of more than one mobile crane

37.10 Where more than one mobile crane is engaged on any single lift the following additional payments shall be made per lift:

Number of Cranes	1/07/2023	1/72024	1/07/2025	1/07/2026	1/07/2027
2	$4.64	$4.87	$5.12	$5.37	$5.64
3	$8.92	$9.37	$9.84	$10.33	$10.85
4	$13.72	$14.41	$15.13	$15.89	$16.68
5+	$18.13	$19.04	$19.99	$20.99	$22.04

PART 6 HOURS OF WORK

38. HOURS OF WORK

38.1 Appendix 2 contains a visual representation to aid in the interpretation of hours of work clauses under this document.

Ordinary hours

38.2 Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00am and 6.00pm Monday to Friday. All time worked outside the aforementioned span of hours shall be by agreement with and notified to the Union and paid at double time. Agreement will not unreasonably be withheld.

38.3 There must be allowed, without deduction of pay, a minimum rest break of 20 minutes between 9.00am and 11.00am in lieu of an afternoon rest pause.

Start and Finish Times

38.4 Typically, work should not commence later than 7.00am on any day unless prior written agreement has been reached with the Union.

38.5 Any hours worked between 4.00am and 6.00am will be paid at double time for the disability of starting early and accrue towards the ordinary hours for the day.

38.6 Alteration of the typical start and finish times within the spread of ordinary daily hours shall be by written agreement with the Union. Additionally, the Employer will;

(a) provide not less than 48 hours' notice to affected Employees of the change to start and finish times;

(b) have regard to the intention of avoiding excessive overtime.

Overtime

38.7 It is the intention of the Employer and Employees that excessive overtime will not be worked.

(a) To this end the general standard of weekly hours will usually not be more than 50 per week, which shall be taken to mean not more than 10 hours per day Monday to Friday, for an individual Employee. The aforesaid 'usual weekly hours' of the affected Employees may by agreement be exceeded from time to time to perform works which the Employer considers necessary and to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.

38.8 Reflecting this intention, it is recognised that:

(a) The Employer is not restricted as to the setting of daily hours within the 50-hour general standard;

(b) Subject to written agreement with the Union a majority of Employees may agree to work on a Saturday following a Monday RDO, provided there is strict adherence with the rest of this clause. Agreement will not unreasonably be withheld, and particular consideration shall be given to weeks where both RDOs and public holidays occur.

38.9 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees

(b) the Employee's personal circumstances including any family responsibilities

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

Overtime Penalty Rates

38.10 On projects where the Total Cost of Work is $50m or greater, all time worked in excess of the ordinary hours and on weekends shall be paid at double time.

38.11 On projects where the Total Cost of Work is less than $50m, the overtime penalties will be paid for at the rate of time and a half for the first two hours and at double time thereafter, notwithstanding this, all hours worked on Saturdays and` Sunday will be paid at Double time.

Shiftwork

38.12 All shifts starting or finishing more than 2 hours outside of the ordinary hours of work will be classified as Shiftwork and be paid at double time for the entire shift. Appendix 2 of this agreement contains a visual representation to clarify hours of work obligations.

38.13 An early start between 4.00am and 6.00am on a regular day shift will be paid at double time for those hours worked up until 6.00am, and will count towards the ordinary hours for the day and not be considered shift work for the purposes of this clause.

38.14 A late finish between 6.00pm and 8.00pm will be paid at double time for those hours worked outside the ordinary span of hours, will count towards the ordinary hours for the day if occurring within 8 hours of the start time and not be considered shift work for the purposes of this clause.

38.15 Shiftwork shall be paid at the rate of double time for all hours worked.

38.16 Unless otherwise agreed between the parties an Employee who has to work Shiftwork shall be given at least 48 hours' notice of the requirements to work shift work.

38.17 An Employee may refuse to work Shiftwork in circumstances where the working of such shift would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees

(b) the Employee's personal circumstances including any family responsibilities

(c) the notice (if any) given by the Employer of the Shiftwork and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

38.18 This clause will replace the Shiftwork clause under the Award.

Easter and Christmas

38.19 An Employee required to work during the Easter and Christmas period, that is to work on any day between and inclusive of Christmas Day and New Year's Day and any day, between and inclusive of Good Friday and Easter Monday, shall be paid 300% of the hourly rate prescribed in the Agreement for the Employee's classification. Any work undertaken during these periods will be by written agreement with the Union.

39. EMPLOYEE ROSTERED DAY OFF

39.1 Ordinary working hours will be scheduled in a 10-day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

39.2 26 rostered days are scheduled to be taken off by an Employee for every 12 months' continuous service in accordance with the dates set out in the calendar contained in APPENDIX 3. The purpose of this calendar is to ensure workers and site management manage their fatigue levels, thereby encouraging safer and more productive Projects. Calendars for years not contained in this agreement will be published by the Union when the Holiday and School Terms are released by the Queensland Government.

39.3 Payment for RDOs will include an entitlement to the daily fares and travel allowance.

39.4 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.

39.5 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.

39.6 Where an Employee has insufficient accruals for an RDO, the Employer may by agreement with the affected Employee, offset any deficiency from the Employee's annual leave entitlement.

39.7 Where the Employer wants an Employee or Employees to work on an RDO, the following process shall be followed:

(a) The Employer shall establish that there is a genuine need for the work to take place on the RDO. Examples of where work may take place include, but are not limited to, the following:

(i) jumping cranes, erecting, or dismantling jump form, high-risk activity after consultation with the safety committee),

(b) The Employer must consult with the affected Employee(s); and

(c) All work on RDO`s will only occur by agreement between the Employer and the Union. Such agreement will be in writing.

39.8 The Employer is committed to providing as much notice as is reasonably practicable for a requirement to work. Wherever possible, the process outlined above will occur at least 7 calendar days prior to the RDO in question.

39.9 An Employee may refuse to work an RDO in circumstances where the working of such a RDO would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e., excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees

(b) the Employee's personal circumstances including any family responsibilities

(c) any other relevant matter.

39.10 Where the procedure in clause 39.7 above has been followed and at least seven days' notice has been provided to Employees to work on the RDO, Employee's must be paid for at 200% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment for 8 hours, for that RDO. Where the procedure in clause 39.7 above has not been followed or less than 7 days' notice has been provided to Employees to work on the RDO, Employee's must be paid at 250% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment of 8 hours, for that RDO.

39.11 In addition to the loadings listed above, employees will be provided the opportunity to take the RDO at a later date of their choosing for each RDO that they are required to work.

39.12 Up to five (5) RDOs may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be transferred to the employee's annual leave bank in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year.

40. PRODUCTIVITY SCHEMES

40.1 Productivity Schemes will be prohibited unless written agreement has been reached between the Employer and The Union.

PART 7 LEAVE

41. LEAVE

Annual leave

41.1 An employee's entitlement to annual leave will be consistent with the NES contained in the FW Act.

41.2 Annual leave shall accrue at the rate of three hours per week (i.e. 36 ordinary hours) of service. If the Employee is a Continuous Shiftworker (as defined in this Agreement), the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.

41.3 The Employer will not unreasonably refuse a request for annual leave by an Employee.

41.4 Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.

41.5 At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. The annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

Personal leave

41.6 Permanent Employees shall be entitled to paid leave when they are absent from work due to:

(a) personal illness or injury (sick leave, a form of personal leave)

(b) for the purposes of caring for partners, children and/or other household or family members who are sick or in a personal emergency and require the Employee's care and support (carer's leave, another form or personal leave)

(c) for cultural purposes as defined in clause 8.6 of this agreement; or

(d) compassionate leave.

41.7 Personal leave shall accrue as follows:

(a) Three days in the first month and then one additional day at the beginning of each of the next nine-calendar months will be available in the first year of employment

(b) 12 days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement

(c) All unused personal leave is cumulative.

41.8 If required by the Employer, when an Employee is absent for more than two consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.

41.9 Unpaid carer's leave will be in accordance with the NES.

Parental leave

41.10 An employee is entitled to the Parental Leave provisions contained within the NES.

41.11 In addition to the entitlement under the NES the Employer will pay an additional amount as follows:

(a) Where the employee is to be the primary care giver, pay the equivalent of the difference between the Government paid parental leave scheme and the employees normal take home pay for a period of four (4) weeks.

(b) Where the employee is not to be the primary care giver, pay the equivalent of the difference between the government paid parental leave scheme and the employees normal take home pay for a period of two (2) weeks.

41.12 To avoid doubt, if the Government paid parental leave scheme ceases to exist the Employer will pay to the employee the employees normal take home pay for the periods set out above.

Compassionate leave

41.13 Employees are entitled to compassionate leave in accordance with the National Employment Standards contained in the FW Act. In addition, compassionate leave is available for Employees upon the death of a family or household member, or close family Relatives.

Community Service Leave

41.14 Community Service Leave will be in accordance with the FW Act.

Long Service Leave

41.15 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Division 9, sections 93-114 of the *Industrial Relations Act 2016 (Qld)* as amended from time to time, or the provisions of the *Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld)*. Section 95 subsection (4) of the *Industrial Relations Act 2016 (Qld)* does not apply to Employees covered by this Agreement.

Unpaid leave

41.16 Employees may take unpaid leave (in addition to any entitlements to certain types of unpaid leave that are available in accordance with the NES). Such leave will be subject to the Employer's approval except for up to five-days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

Public Holidays

41.17 Employee entitled to be absent on public holiday.

41.18 An Employee is entitled to be absent from their employment on a day or part-day that is a public holiday in the place where the employee is based for work purposes. If, in accordance with this clause, an employee is absent from his or her employment on a day or part-day that is a public holiday, the Employer must pay the employee at the employee's base rate of pay for the employee's ordinary hours of work on the day.

41.19 Reasonable requests to work on public holidays.

(a) The Employer may request an Employee to work on a public holiday if the request is reasonable. Further, written agreement must be reached between the Employer and the Union for any work on public holidays.

(b) If the Employer requests an Employee to work on a public holiday, the Employee may refuse the request if

(i) the request is not reasonable; or

(ii) the refusal is reasonable.

41.20 In determining whether a request, or a refusal of a request, to work on a public holiday is reasonable, the following must be taken into account:

(a) the nature of the Employer's workplace or enterprise (including its operational requirements), and the nature of the work performed by the employee

(b) the Employee's personal circumstances, including family responsibilities

(c) whether the Employee could reasonably expect that the Employer might request work on the public holiday

(d) whether the Employee is entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects an expectation of, work on the public holiday

(e) the type of employment of the Employee (for example, whether full-time, part-time, casual or shiftwork)

(f) the amount of notice in advance of the public holiday given by the Employer when making the request

(g) in relation to the refusal of a request—the amount of notice in advance of the public holiday given by the Employee when refusing the request

(h) any other relevant matter.

41.21 All work done by any employee on:

- 1st January
- 26th January
- Good Friday
- Easter Saturday (the day after Good Friday)
- Easter Sunday
- Easter Monday
- 25th April (Anzac Day)
- May Day
- The Birthday of the Sovereign
- Christmas Eve (from 6.00pm to midnight)
- Christmas Day
- Boxing Day; or
- any day appointed under the Holidays Act 1983 will be paid for at the rate of double time and a-half with a minimum of 4 hours.

41.22 In addition to the days set out above, Employees will be entitled to public holidays on any other day, or part-day, declared or prescribed by or under a law of Queensland to be observed generally within the Queensland, or a region of the State of Queensland, as a public holiday, other than a day or part-day, or a kind of day or part-day, that is excluded by the regulations from counting as a public holiday.

42. FAMILY VIOLENCE LEAVE

General Principles

42.1 The Employer recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. The Employer is committed to providing support to staff that are subjected to family and/or domestic violence.

42.2 Understanding the traumatic nature of family and/or domestic violence the Employer will support their Employee if they have difficulties performing tasks at work. No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of being subjected to family and/or domestic violence. An Employee will not be discriminated

against or have adverse action taken against them because of their disclosure of, experience of, or perceived experience of, family violence.

Definition of Family and/or Domestic Violence

42.3 For the purpose of this clause, family and/or domestic violence is defined as any violent, threatening or other abusive behavior by a person against a member of the person's family or household (current or former). To avoid doubt, this definition includes behavior that:

(a) is physically or sexually abusive; or

(b) is emotionally or psychologically abusive; or

(c) is economically abusive; or

(d) is threatening; or

(e) is coercive; or

(f) in any other way controls or dominates the family or household member and causes that person to feel fear for their safety or wellbeing or that of another person; or

(g) causes a child to hear or witness, or otherwise be exposed to the effects of, such behavior.

Family and/or Domestic Violence Leave

42.4 An Employee, including a casual Employee, who is subjected to family and/or domestic violence is entitled to 10 days per year of paid family and/or domestic violence leave for the purpose of:

(a) attending legal proceedings, counselling, appointments with a medical or legal practitioner

(b) relocation or making other safety arrangements; or

(c) other activities associated with the experience of family and/or domestic violence.

42.5 In addition, an Employee, including a casual Employee, who provides support to a close personal contact who is subjected to family and/or domestic violence is entitled to access family and/or domestic leave for the purpose of:

(a) accompanying that person to legal proceedings, counselling, appointments with a medical or legal practitioner

(b) assisting with relocation or other safety arrangements; or

(c) other activities associated with the family and/or domestic violence including caring for children.

42.6 This leave will be in addition to existing leave entitlements, may be taken as consecutive or single days or as a fraction of a day, and can be taken without prior approval.

42.7 Upon exhaustion of the leave entitlement in clause 42.4, Employees will be entitled to up to [2] days unpaid family and/or domestic violence leave on each occasion.

Notice and Evidentiary Requirements

42.8 The employee will give his or her employer notice as soon as reasonably practicable of their request to take leave under this clause.

42.9 If required by the Employer, the Employee must provide evidence that would satisfy a reasonable person that the leave is for the purpose as set out in clause 42.4. Such evidence may include a document issued by the police service, a court, a health professional, a family violence support service, a lawyer, a financial institution, an accountant or a statutory declaration.

42.10 The Employer must ensure that any personal information provided by the Employee to the employer concerning an Employee's experience of family and/or domestic violence is kept confidential. Information will not be kept on an Employee's personnel file.

Individual Support

42.11 In order to provide support to an Employee who is subjected to family and/or domestic violence and to provide a safe work environment to all Employees, the Employer will approve any reasonable request from an Employee subjected to family and/or domestic violence for:

(a) changes to their span of hours or pattern or hours and/or shift patterns

(b) job redesign or changes to duties

(c) relocation to suitable employment within the Employer

(d) a change to their telephone number or email address to avoid harassing contact; or

(e) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.

PART 8 TERMINATION

43. TERMINATION

43.1 The Employer will consult with the Union prior to making any decision to terminate make redundant or any other form of cancelling the employment contract for any Employee.

43.2 Employment may be terminated by the Employer due to performance/general misconduct, serious and willful misconduct, or Redundancy.

Performance/General Misconduct

43.3 In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for Redundancy situations. An Employee may elect at any step to have their Employee Representative or any other person or persons of their choice, present. The Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the Employee Representative or any other party to this Agreement.

43.4 Step 1- First Written Warning

(a) The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required.

43.5 Step 2- Final Written Warning

(a) If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required; and

(iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.

(b) If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.

43.6 Step 3- Dismissal

(a) If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.

43.7 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.

43.8 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination, or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).

43.9 The Employer shall pay each terminated Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.

43.10 In cases where the Employer is considering transferring, or terminating the services of an elected Union Delegate, Employee Representative, or a HSR, a five-day mandatory consultation period shall be initiated by the Employer in the form of a face to face meeting with the Union prior to any final decision on transfer or termination being made. The affected Employee and their nominated representative will be immediately advised in writing of the initiation of the consultation period and shall remain on the job during the consultation process. If the Employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.

43.11 The Employer shall notify all funds upon termination of an Employee. This will include informing Qleave of time served.

PART 9 REPRESENTATION

44. UNION DELEGATE

44.1 Where an Employee has been elected as a Union Delegate, the Employer will recognise the following:

(a) the right to be treated fairly and to perform their role without any discrimination in their employment.

(b) for the Union Delegate to represent an Employee were requested in relation to a grievance, dispute or a discussion with a member of the Union.

(c) the right to place information related to permitted matters in prominent locations in the workplace except that the material must not breach freedom of association, privacy and other applicable laws.

(d) the right to paid time to attend industrial tribunals and/or courts where they have been requested to do so by an Employee (which may include themselves) whom they represent in a particular dispute in their workplace.

(e) the right to paid time to assist and represent Employees who have requested them to represent them in respect of a dispute arising in their workplace.

(f) the right to represent the interests of members in their workplace to the Union, the Employer and industrial tribunals/courts.

(g) the right to represent the interests of Employees who request their assistance in their workplace to the Employer and industrial tribunals/courts.

(h) the right for reasonable time off to attend accredited union education.

(i) the right to take reasonable leave to work with the Union.

(j) the right to have reasonable time off to participate in the operation of the Union.

(k) the right to address new Employees about the benefits of union membership at the time that they enter employment or on their first day on site.

45. UNION DELEGATE FACILITIES

45.1 The Employer shall provide an agreed facility for the use of the Union Delegate to perform their duties and functions as the on-site representative of the Employees. The provision of the following facilities is to ensure that the Union Delegate is able to effectively perform their functions in a professional and timely manner. The facilities shall include:

(a) a telephone

(b) an iPad equipped with mobile Internet access

(c) a table and chairs

(d) a filing cabinet

(e) air-conditioning/heating

(f) access to stationery and other administrative facilities, including use of facsimile, use of e-mail, (if available on site), following consultation between the Union Delegate and Site Management

(g) a private lockable area.

46. UNION TRAINING LEAVE

46.1 An Employee elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.

46.2 Consultation may take place between the parties in the furtherance of this objective.

46.3 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:

(a) The name of the Union Delegate seeking the leave

(b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) A general description of the content and structure of the course and the location where the course is to be conducted.

46.4 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.

46.5 The time of taking leave shall be arranged to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.

46.6 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.

46.7 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.

46.8 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from anyother moneys due to the Union Delegate.

46.9 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.

46.10 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

47. UNION RIGHTS PROMOTING REPRESENTATION OF MEMBERS

47.1 The company shall establish policies and procedures so that all reasonable steps are taken to encourage employees, to become financial members of the relevant branch of the Union, subject to relevant legislation.

47.2 Any company representative who discourages an employee from becoming a financial member of the Union breaches the intent of this agreement.

47.3 The company must invite the Union Delegate to attend every company induction for new Employees and to address Employees for at least half an hour per attendance.

47.4 A standing invitation exists for any representative of the Union covered by this agreement to enter any place where company Employees or representatives are for purposes including, but not limited to, dispute resolution or consultation meetings but not for purposes for which a Right of Entry exists under Part 3-4 of the Fair Work Act.

47.5 The company will allow the Union to promote membership of the Union.

47.6 The company will provide a Union noticeboard at every workplace. The display of material upon the Union noticeboard will be under the control of the Union.

47.7 The company will provide any information to the Union about Employees that the Union requires, and that is necessary to ensure compliance with this agreement.

47.8 The company will provide information about the Union to an Employee that the Union requires.

47.9 Employees are entitled to have paid time off to attend union meetings of up to 2 hours (or more by agreement) or participate in union activities. There shall be no more than one meeting per shift. The Union shall notify the Company that a meeting is to occur prior to the commencement of the meeting.

47.10 Upon request, the company will deduct Union dues from an Employee's weekly wages and remit such amount to the Union by EFT within 2 days of the deduction.

PART 10 COMPLIANCE

48. TIME AND WAGE RECORDS

48.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:

(a) Name of employing Employer;

(b) Name of Employee;

(c) Employee's classification;

(d) Date of payment and period covered by wage statement;

(e) Details of the number of ordinary hours worked;

(f) Details of the number of overtime hours worked;

(g) The ordinary hourly rate and the amount paid at that rate;

(h) The overtime hourly rates and the amounts paid at those rates;

(i) The gross wages paid;

(j) The net wages paid;

(k) Details of any deductions made from the wages;

(l) Details of all accrued entitlements such as RDOs, personal leave, annual leave, etc;

(m) Details of the Employer BUSSQ contribution;

(n) Details of the Employer BERT contribution, including the amount;

(o) Details of the Employer CIPQ payment, including the amount;

(p) Details of the Employees BEWT payment, including and the amount.

48.2 In addition, the Employer must also maintain the following time and wage records:

(a) The Employee’s date of birth;

(b) date when the Employee became an Employee of the Employer, if appropriate, the date when the Employee ceased employment with the Employer;

(c) The Employee’s tax file number;

(d) The Employee’s number;

(e) The Employee’s BERT number;

(f) The Employee’s QLeave or NTBuild number;

(g) The Employee’s CIPQ number;

(h) Daily details of work including:

(i) Daily start time and finish time;

(ii) Time lunch and crib breaks taken;

(iii) Total ordinary hours worked and resulting wage;

(iv) Total time and a half hours worked and resulting wage;

(v) Total double time hours worked and resulting wage;

(i) Details of allowances paid;

(j) Details and payment for RDOs, Personal and annual leave, public holidays;

(k) Details of deductions;

(l) Details of additions;

(m) Total gross allowances paid per week and year to date;

(n) Total gross wages paid per week and year to date;

(o) Tax deducted from wages per week and year to date;

(p) Net wages per week and year to date;

(q) RDOs, sick and annual leave accrued per week and year to date;

(r) Superannuation, BERT, BEWT, and CIPQ paid per week and year to date.

49. SHAM CONTRACTING

49.1 Sham Contracting occurs when an Employer engages an individual to perform building work under a contract for services where the true character of the engagement or proposed engagement is that of employment.

49.2 The Employer agrees they will not engage in Sham Contracting and recognises that the practice of sham contracting is unlawful and undermines the job security of the Employees covered by this Agreement.

49.3 The Employer will not enter into a contract with another person ("the Contractor") under which services in the nature of building work are to be provided to the employer, if:

(a) the services are to be performed by an individual (who is not the Contractor); and the individual has any ownership in, or is an officer or trustee of, the contractor; and

(b) if the contract were entered into with the individual, the contract would be a contract of employment.

49.4 The Employer will maintain records about any Contractors that it has engaged in the preceding month which will include:

(a) the name of the Contractor;

(b) the owner(s) of the Contractor;

(c) the works that the Contractor was engaged to perform;

(d) basis on which the Contractor was paid for the work e.g. lump sum/fixed price, daily rate, other; and

49.5 The Employer will, within 7 days of receiving a written request from the Union, provide a copy of the records which it is required to keep pursuant to the previous subclause. Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

49.6 Where in breach of this clause a sham contract was in place, such that that Contractor was in fact an Employee under this Agreement, the calculation for back pay will be calculated on the basis of the difference between what they were paid under sham contract arrangement and:

(a) 175% of the applicable hourly rate contained in this Agreement; and

(b) the Site Allowance (if applicable); and

(c) the multi-story allowance (if applicable); and

(d) Superannuation (BUSSQ), BERT, CIPQ and BEWT.

50. SECURITY OF PAYMENTS

50.1 The Employer recognises that the under, non or late payment of building industry participants for services rendered can affect the entitlements of workers and the security of their employment.

50.2 The Employer acknowledges its obligations under the Building and Construction Industry Payments Act 2004 (as amended) and the Subcontractors Charges Act 1974.

50.3 The Employer will not engage in illegal or fraudulent phoenix activities for the purpose of avoiding any payment due to another building contractor or building industry participant or other creditor.

50.4 The Employer will:

(a) comply with all applicable laws and other requirements relating to the security of payments that are due to subcontractors; and

(b) ensure that payments which are due and payable are made in accordance with applicable legislative requirements; and

(c) have a documented dispute settlement process in accordance with all applicable legislative requirements that details how disputes about payments will be resolved, includes a referral process to an independent adjudicator for determination if the dispute cannot be resolved between the parties and must comply with that process; and

(d) as far as practicable, ensure that disputes about payments are resolved in a reasonable, timely and cooperative way.

(e) Principal contractors and contractors will ensure reasonable allowance is included in contracts taking into account historic weather conditions and forecast rainfall.

(f) The Employer will keep records demonstrating its compliance with clause 50.4 above. The Employer will, within 7 days of receiving a written request from the Union who has a reasonable belief of a non-compliance with clause 50.4 above, provide evidence demonstrating its compliance. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

51. TEMPORARY FOREIGN LABOUR

51.1 In this clause the term “temporary foreign labour” means a person that is not an Australian citizen or Australian permanent resident or does not have rights to work and live permanently with Australia who is employed or engaged to undertake building work by the Employer.

51.2 The Employer recognises that the engagement of temporary foreign labour may undermine the job security of the Employees covered by this Agreement. The parties wish to limit the circumstances in which temporary foreign labour can be engaged to ensure the job security of the Employees covered by this Agreement.

51.3 The Employer will not engage temporary foreign labour unless:

(a) the position is first advertised in Australia; and

(b) the advertising was targeted in such a way that a significant proportion of suitably qualified and experienced Australian citizens and Australian permanent residents (within the meaning of the Migration Act 1958 (Cth) would be likely to be informed about the position; and

(c) any skills or experience requirements set out in the advertising were appropriate to the position; and

(d) the employer demonstrates that no Australian citizen or Australian permanent resident is suitable for the job; and

(e) temporary foreign labour will be engaged in accordance with this Agreement, and

(f) Written agreement has been reached with the Union.

51.4 The Employer will, within 7 days of receiving a written request from the Union provide evidence demonstrating its compliance with this clause. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

51.5 Where an employer engages temporary foreign labour in breach of this clause, the position shall, as soon as practicable, be re-advertised and filled by the employer strictly in accordance with this clause.

52. QUALITY BUILDING MATERIALS

52.1 The Parties recognise the complex issue of non-conforming building products (NCBPs). NCBPs are building products about which false claims have been made as to their quality and purpose or do not meet required standards for their intended use. A building product is non-conforming if, in association with a building, the product:

(a) is not, or will not be, safe; or

(b) does not, or will not, comply with relevant regulatory provisions; or

(c) does not perform, or is not capable of performing, for the use to the standard represented.

52.2 The Parties recognise that domestically sourced and manufactured conforming building products are less likely to create the above conditions and accordingly wish to maximise the use of domestically sourced and manufactured building materials by the Employer.

52.3 The Employer will only use products in building work that comply with relevant Australian standards published by, or on behalf of, Standards Australia in accordance with the National Construction Code.

52.4 In order to maintain compliance, the Employer will maintain records in accordance with the Building and Construction Legislation (Non-Conforming Building Products – Chain of Responsibility and Other Matters) Amendment Act 2017

52.5 The Employer will, within 7 days of receiving a written request from the Union, provide a copy of the records which it is required to be keep pursuant to the previous clause 52.4 above.

53. COMPLIANCE WITH THIS AGREEMENT

53.1 Complaints, queries and concerns regarding entitlements paid in relation to the Award or this Agreement shall be raised and resolved in accordance with the disputes procedure in this Agreement. Authorised industrial personnel shall be provided access to time and wage records in accordance with all legal requirements. Relevant Union Officials shall be provided access to time and wages records in accordance with the FW Act.

53.2 The Employer will conduct an audit using the Audit Form provided for in APPENDIX 6 to confirm compliance with:

(a) Awards and workplace arrangements which have been certified, registered or otherwise approved under the relevant industrial legislation.

(b) Legislative requirements such as:

(i) the Fair Work Act 2009; or

(ii) QLD/NT Workers Compensation; or

(iii) Superannuation; and

(iv) Long Service Leave.

53.3 This audit will be conducted when there is a request from the Union that that there is a reasonable suspicion of non-compliance. The audit will be undertaken in accordance with ISO9001-2008 by an auditing company agreed between the Employer and the Union. A copy of the audit record will be provided to the Union, and any representative nominated by the Employee.

54. POSTING OF AGREEMENT AND NOTICES

54.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

55. SEVERABILITY

55.1 It is the intention of those covered by this Agreement that the Agreement contains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

APPENDIX 1 – RATES OF PAY

CONSTRUCTION WORKER CLASSIFICATIONS AND RATES OF PAY							
Level	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
CW8	Supervisor	p/w	$2,308.07	$2,423.47	$2,544.64	$2,671.88	$2,805.47
		p/h	$64.11	$67.32	$70.68	$74.22	$77.93
CW7	Tower Crane Operator, Tower Crane Rigger, Hoist Rigger, Supervisor (Sub-Foreperson)	p/w	$2,215.08	$2,325.83	$2,442.13	$2,564.23	$2,692.44
		p/h	$61.53	$64.61	$67.84	$71.23	$74.79
CW6	Trainer	p/w	$2,122.85	$2,228.99	$2,340.44	$2,457.46	$2,580.34
		p/h	$58.97	$61.92	$65.01	$68.26	$71.68
CW5	Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver	p/w	$2,030.62	$2,132.15	$2,238.75	$2,350.69	$2,468.23
		p/h	$56.41	$59.23	$62.19	$65.30	$68.56
CW4	Signwriter	p/w	$1,972.03	$2,070.63	$2,174.16	$2,282.87	$2,397.01
		p/h	$54.78	$57.52	$60.39	$63.41	$66.58
CW4	Marker Setter Out, Letter Cutter, WHSO, Union delegate	p/w	$2,040.44	$2,142.47	$2,249.59	$2,362.07	$2,480.17
		p/h	$56.68	$59.51	$62.49	$65.61	$68.89
CW4	Mobile Concrete Boom Pump Operator	p/w	$1,941.03	$2,038.08	$2,139.99	$2,246.98	$2,359.33
		p/h	$53.92	$56.61	$59.44	$62.42	$65.54
CW3	Carpenters/Joiners, Stonemason, Window Fixer, Other Qualified Tradesperson*	p/w	$1,948.21	$2,045.62	$2,147.90	$2,255.30	$2,368.06
		p/h	$54.12	$56.82	$59.66	$62.65	$65.78
CW3	Floor layers, Plasterers, Tilers, Tuck-pointers	p/w	$1,933.85	$2,030.54	$2,132.07	$2,238.67	$2,350.60
		p/h	$53.72	$56.40	$59.22	$62.19	$65.29
CW3	Bricklayers, Water-proofers	p/w	$1,922.13	$2,018.24	$2,119.15	$2,225.11	$2,336.36
		p/h	$53.39	$56.06	$58.87	$61.81	$64.90
CW3	Slater, Ridge or Roof Fixer, Roof Tiler	p/w	$1,904.36	$1,999.58	$2,099.56	$2,204.54	$2,314.77
		p/h	$52.90	$55.54	$58.32	$61.24	$64.30
CW3	Painters, Glaziers, Installers	p/w	$1,879.79	$1,973.78	$2,072.47	$2,176.10	$2,284.90
		p/h	$52.22	$54.83	$57.57	$60.45	$63.47
CW3	Rigger, Dogman, Employees with AQF 3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators, Concrete Cutter (+ 6 months experience)	p/w	$1,848.80	$1,941.24	$2,038.30	$2,140.21	$2,247.23
		p/h	$51.36	$53.92	$56.62	$59.45	$62.42
CW2	Scaffolder, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsman, Steelfixer (including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand, Post Tensioning, Caulkers/Joint Sealers	p/w	$1,774.71	$1,863.45	$1,956.62	$2,054.45	$2,157.17
		p/h	$49.30	$51.76	$54.35	$57.07	$59.92
CW1	Skilled Labourer, Formwork Labourer, Truck Delivery Driver and Others	p/w	$1,708.18	$1,793.59	$1,883.27	$1,977.43	$2,076.31
		p/h	$47.45	$49.82	$52.31	$54.93	$57.68

APPRENTICE RATES OF PAY (4 Year)							
Stage	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
4	Apprenticeship (90% of CW3)	p/w	$1,663.96	$1,747.15	$1,834.51	$1,926.24	$2,022.55
		p/h	$46.22	$48.53	$50.96	$53.51	$56.18
3	Apprenticeship (75% of CW3)	p/w	$1,320.54	$1,320.54	$1,320.54	$1,320.54	$1,320.54
		p/h	$38.52	$40.45	$42.47	$44.60	$46.83
2	Apprenticeship (60% of CW3)	p/w	$1,056.43	$1,056.43	$1,056.43	$1,056.43	$1,056.43
		p/h	$30.81	$32.35	$33.96	$35.66	$37.45
1	Apprenticeship (50% of CW3)	p/w	$924.21	$970.42	$1,018.94	$1,069.89	$1,123.38
		p/h	$25.67	$26.96	$28.30	$29.72	$31.21

APPRENTICE RATES OF PAY (3 year)							
Stage	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
3	Apprenticeship (90% of CW3)	p/w	$1,663.96	$1,747.15	$1,834.51	$1,926.24	$2,022.55
		p/h	$46.22	$48.53	$50.96	$53.51	$56.18
2	Apprenticeship (70% of CW3)	p/w	$1,293.89	$1,358.59	$1,426.52	$1,497.84	$1,572.74
		p/h	$35.94	$37.74	$39.63	$41.61	$43.69
1	Apprenticeship (50% of CW3)	p/w	$924.21	$970.42	$1,018.94	$1,069.89	$1,123.38
		p/h	$25.67	$26.96	$28.30	$29.72	$31.21

TRAINEE WAGES

Persons undertaking a Trainees hip will receive either the following rates or remain at their existing level, whichever is the greater:

Stage	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
5	Traineeship (100% of CW3)	p/w	$1,848.80	$1,941.24	$2,038.30	$2,140.21	$2,247.23
		p/h	$51.36	$53.92	$56.62	$59.45	$62.42
4	Traineeship (CW2 - 96% of CW3)	p/w	$1,774.71	$1,863.45	$1,956.62	$2,054.45	$2,157.17
		p/h	$49.30	$51.76	$54.35	$57.07	$59.92
3	Traineeship (CW1 - 92.4% of CW3)	p/w	$1,708.18	$1,793.59	$1,883.27	$1,977.43	$2,076.31
		p/h	$47.45	$49.82	$52.31	$54.93	$57.68
2	Traineeship (CW1(b) - 88% of CW3)	p/w	$1,626.91	$1,708.26	$1,793.67	$1,883.35	$1,977.52
		p/h	$45.19	$47.45	$49.82	$52.32	$54.93
1	Traineeship (New Entrant - 82% of CW3)	p/w	$1,515.78	$1,591.57	$1,671.15	$1,754.70	$1,842.44
		p/h	$42.11	$44.21	$46.42	$48.74	$51.18

Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.

EARTHMOVERS CLASSIFICATIONS – RATES OF PAY							
Level	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
CW3	Bobcat, Pile Driver	p/w	$1,814.59	$1,905.32	$2,000.58	$2,100.61	$2,205.64
		p/h	$50.40	$52.92	$55.57	$58.34	$61.26
CW4	Backhoe, Drott, Vibrating Roller, Front Mini Excavator	p/w	$1,873.35	$1,967.01	$2,065.37	$2,168.63	$2,277.06
		p/h	$52.03	$54.63	$57.36	$60.23	$63.24
CW5	Bulldozer, Scraper Excavator, Grader, Front end loader over 2.25mtrs	p/w	$1,952.96	$2,050.61	$2,153.14	$2,260.79	$2,373.83
		p/h	$54.23	$56.94	$59.79	$62.78	$65.92
CW6	Final Trim Grader	p/w	$2,026.26	$2,127.57	$2,233.95	$2,345.65	$2,462.93
		p/h	$56.27	$59.08	$62.04	$65.14	$68.40

MOBILE HYDRAULIC PLATFORMS CLASSIFICATIONS - RATES OF PAY						
MOBILE HYDRAULIC PLATFORMS						
Occupations	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
Trainee (as defined)	p/w	$1,795.02	$1,884.77	$1,979.01	$2,077.96	$2,181.85
	p/h	$49.86	$52.36	$54.98	$57.72	$60.61
Boom length up to and including 11 metres (including trainees)	p/w	$1,803.85	$1,894.04	$1,988.74	$2,088.18	$2,192.59
	p/h	$50.11	$52.61	$55.24	$58.00	$60.90
Boom length over 11 metres and up to 17 metres	p/w	$1,885.99	$1,980.29	$2,079.30	$2,183.27	$2,292.43
	p/h	$52.40	$55.01	$57.77	$60.65	$63.69
Boom length over 17 metres and up to 23 metres	p/w	$1,939.70	$2,036.68	$2,138.52	$2,245.44	$2,357.71
	p/h	$53.89	$56.58	$59.41	$62.38	$65.50
Boom length over 23 metres and up to 28 metres	p/w	$2,002.88	$2,103.02	$2,208.17	$2,318.58	$2,434.51
	p/h	$55.63	$58.41	$61.33	$64.40	$67.62
Unit equipped with underbridge unit	p/w	$2,002.88	$2,103.02	$2,208.17	$2,318.58	$2,434.51
	p/h	$55.63	$58.41	$61.33	$64.40	$67.62

MOBILE CRANE CLASSIFICATIONS - RATES OF PAY							
MOBILE CRANES							
Level	Occupations		1/07/2023	1/07/2024	1/07/2025	1/07/2026	1/07/2027
MC1	Rigger, Dogman, Truck Driver	p/w	$1,945.57	$2,042.84	$2,144.99	$2,252.24	$2,364.85
		p/h	$54.04	$56.75	$59.58	$62.56	$65.69
MC2	Up to 20 tonnes	p/w	$1,985.63	$2,084.92	$2,189.16	$2,298.62	$2,413.55
		p/h	$55.16	$57.91	$60.81	$63.85	$67.04
MC3	Over 20 tonnes and up to 60 tonne	p/w	$2,040.07	$2,142.07	$2,249.17	$2,361.63	$2,479.71
		p/h	$56.67	$59.50	$62.48	$65.60	$68.88
MC4	Over 60 tonnes and up to 100 tonnes, Dogman/Rigger with class HC Licence	p/w	$2,094.12	$2,198.83	$2,308.77	$2,424.21	$2,545.42
		p/h	$58.17	$61.08	$64.13	$67.34	$70.71
MC5	Over 100 tonnes and up to 200 tonnes, Intermediate Rigger, Trades Person	p/w	$2,143.64	$2,250.82	$2,363.36	$2,481.53	$2,605.61
		p/h	$59.55	$62.52	$65.65	$68.93	$72.38
MC6	Over 200 tonnes and up to 300 tonnes	p/w	$2,239.27	$2,351.24	$2,468.80	$2,592.24	$2,721.85
		p/h	$62.20	$65.31	$68.58	$72.01	$75.61
MC7	Over 300 tonnes and up to 400 tonnes	p/w	$2,280.10	$2,394.10	$2,513.81	$2,639.50	$2,771.47
		p/h	$63.34	$66.50	$69.83	$73.32	$76.99
MC8	Over 400 tonnes and up to 500 tonnes	p/w	$2,333.77	$2,450.46	$2,572.98	$2,701.63	$2,836.71
		p/h	$64.83	$68.07	$71.47	$75.05	$78.80
MC9	Over 500 tonnes and up to 600 tonnes	p/w	$2,397.65	$2,517.54	$2,643.41	$2,775.58	$2,914.36
		p/h	$66.60	$69.93	$73.43	$77.10	$80.95
MC10	Over 600 tonnes and up to 700 tonnes	p/w	$2,453.98	$2,576.67	$2,705.51	$2,840.78	$2,982.82
		p/h	$68.17	$71.57	$75.15	$78.91	$82.86
MC11	700 tonnes (+$1.59 for every 100 tonnes above 700 tonnes)	p/w	$2,514.46	$2,640.18	$2,772.19	$2,910.80	$3,056.34
		p/h	$69.85	$73.34	$77.01	$80.86	$84.90

a) Where a Rigger/Dogman is assigned to a crane with a Crane Drive being paid at MC6 or MC7 the Rigger/Dogman will be paid at the hourly rate of classifications MC5.

b) Where a Rigger/Dogman is assigned to a crane with a Crane Driver being paid at classification MC8 or above, the Rigger/Dogman will be paid at the hourly rate of the classification two levels below the Crane Driver to a maximum of MC7.

PILING CLASSIFICATIONS - RATES OF PAY							
Level	**Occupations**	**From**	**1/07/2023**	**1/07/2024**	**1/07/2025**	**1/07/2026**	**1/07/2027**
CW7	Senior Supervisor	p/w	$2,162.38	$2,270.50	$2,384.02	$2,503.23	$2,628.39
		p/h	$60.06	$63.06	$66.22	$69.53	$73.00
CW6	Working Supervisor	p/w	$2,072.37	$2,175.99	$2,284.79	$2,399.03	$2,518.98
		p/h	$57.56	$60.44	$63.46	$66.63	$69.97
CW5	Junior Supervisor	p/w	$1,982.22	$2,081.33	$2,185.40	$2,294.67	$2,409.40
		p/h	$55.06	$57.82	$60.71	$63.74	$66.93
CW4	Senior Foundation Operator (SFO)	p/w	$1,904.25	$1,999.46	$2,099.43	$2,204.41	$2,314.63
		p/h	$52.89	$55.53	$58.31	$61.23	$64.29
CW3	Foundation Operator (FO)	p/w	$1,848.97	$1,941.41	$2,038.49	$2,140.41	$2,247.43
		p/h	$51.37	$53.93	$56.63	$59.46	$62.44
CW3	Foundation Labourer - Skilled (FSL)	p/w	$1,848.97	$1,941.41	$2,038.49	$2,140.41	$2,247.43
		p/h	$51.37	$53.93	$56.63	$59.46	$62.44
CW2	Foundation Labourer 2 (FL2)	p/w	$1,774.93	$1,863.68	$1,956.86	$2,054.70	$2,157.44
		p/h	$49.31	$51.77	$54.36	$57.08	$59.93
CW1	Foundation Labourer 1 (FL1)	p/w	$1,708.50	$1,793.92	$1,883.62	$1,977.80	$2,076.69
		p/h	$47.45	$49.82	$52.31	$54.93	$57.68

APPENDIX 2 -ALLOWANCES

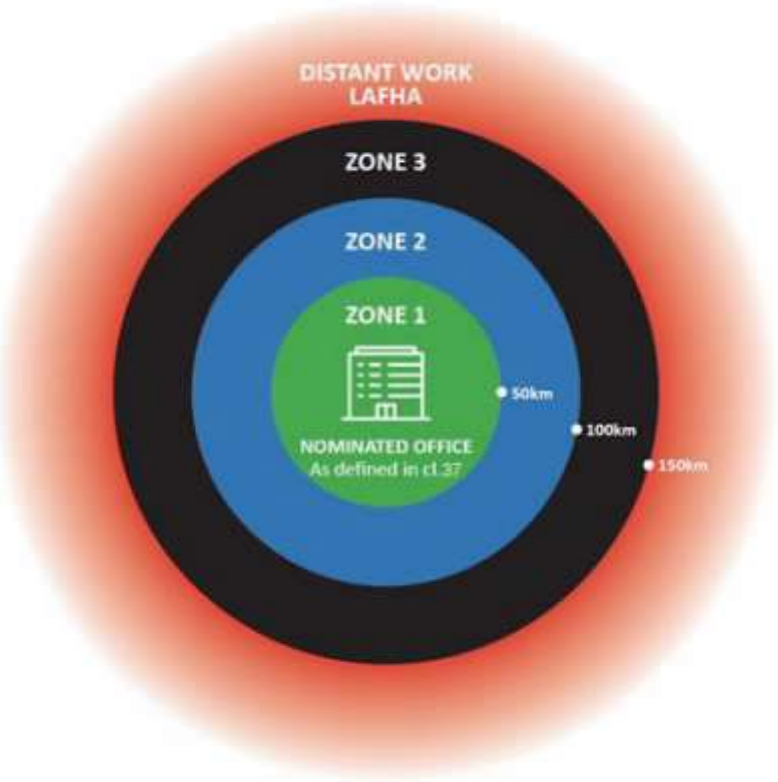
ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Acid work	$2.59	$2.72	$2.86	$3.00	$3.15	$3.31
Asbestos	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Asbestos eradication	$3.18	$3.34	$3.51	$3.68	$3.87	$4.06
Bagging	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15
Bitumen	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
laying or lifting other than standard bricks Over 5kg but under 9kg	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Over 9kg but under 18kg	$1.77	$1.86	$1.95	$2.05	$2.15	$2.26
18kg and over	$2.47	$2.59	$2.72	$2.86	$3.00	$3.15
Certificate allowance	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Cleaning down brickwork	$0.91	$0.96	$1.00	$1.05	$1.11	$1.16
Cold work	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Computing quantities	$7.08	$7.43	$7.81	$8.20	$8.61	$9.04
Confined spaces	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Cutting tiles	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Delegate Allowance	$2.39	$2.51	$2.63	$2.77	$2.91	$3.06
Dirty work	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Dry polishing of tiles	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Explosive power tools	$2.32	$2.44	$2.56	$2.69	$2.82	$2.96
First-aid attendant (minimum qualification) per day	$4.15	$4.36	$4.58	$4.80	$5.04	$5.30
Higher first aid cert. (per day)	$6.55	$6.88	$7.22	$7.58	$7.96	$8.36
Furnace work	$2.57	$2.70	$2.83	$2.98	$3.12	$3.28
Higher work- Painting trades	$0.91	$0.96	$1.00	$1.05	$1.11	$1.16
Hot work between 46-54 Degrees Celsius	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Health and Safety Representative Allowance	$2.39	$2.51	$2.63	$2.77	$2.91	$3.06
Exceeding 54 degrees	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Insulation	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Laser user and allowance (per day)	$4.06	$4.26	$4.48	$4.70	$4.93	$5.18
Living away from home allowance (per day)	$83.03	$87.18	$91.54	$96.12	$100.92	$105.97
Return trip transport Employee/tools (per return trip)	$33.06	$34.71	$36.45	$38.27	$40.18	$42.19
Leading hand not more than 1	$0.76	$0.80	$0.84	$0.88	$0.92	$0.97
Leading hand 2 and not more than 5	$1.65	$1.73	$1.82	$1.91	$2.01	$2.11
Leading hand 6 and not more than 10	$2.10	$2.21	$2.32	$2.43	$2.55	$2.68
Leading hand more than 10	$2.79	$2.93	$3.08	$3.23	$3.39	$3.56
Meal allowance (per instance)	$20.34	$21.36	$22.42	$23.55	$24.72	$25.96
Multi-storey (Height): commencement to 15th floor	$1.38	$1.45	$1.52	$1.60	$1.68	$1.76

ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Multi-storey (Height): 16th to 30th	$1.64	$1.72	$1.81	$1.90	$1.99	$2.09
Multi-storey (Height): 31st to 45th	$2.55	$2.68	$2.81	$2.95	$3.10	$3.25
Multi-storey (Height): 46th to 60th	$3.30	$3.47	$3.64	$3.82	$4.01	$4.21
Multi-storey (Height): 61st and onwards	$4.03	$4.23	$4.44	$4.67	$4.90	$5.14
Plaster or composition spray	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Power Tools	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Roof repairs	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15
Roof repairs over 15 metres eaves pitch over 35 degrees	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Roof repairs over 15 metres eaves pitch over 40 degrees	$1.76	$1.85	$1.94	$2.04	$2.14	$2.25
Second hand timber (per day)	$3.84	$4.03	$4.23	$4.45	$4.67	$4.90
Slushing	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Spray application- Painters	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Swing scaffold (including Bosuns Chair) first 4 hours 0-15 storeys	$7.08	$7.43	$7.81	$8.20	$8.61	$9.04
Swing scaffold (including Bosuns Chair) after 4 hours 0-15 storeys	$1.48	$1.55	$1.63	$1.71	$1.80	$1.89
Swing scaffold (including Bosuns Chair) first 4 hours 16-30 storeys	$9.11	$9.57	$10.04	$10.55	$11.07	$11.63
Swing scaffold (including Bosuns Chair) after 4 hours 16-30 storeys	$1.92	$2.02	$2.12	$2.22	$2.33	$2.45
Swing scaffold (including Bosuns Chair) first 4 hours 31-45 storeys	$10.78	$11.32	$11.88	$12.48	$13.10	$13.76
Swing scaffold (including Bosuns Chair) after 4 hours 31-45 storeys	$2.27	$2.38	$2.50	$2.63	$2.76	$2.90
Swing scaffold (including Bosuns Chair) first 4 hours 46-60 storeys	$17.66	$18.54	$19.47	$20.44	$21.47	$22.54
Swing scaffold (including Bosuns Chair) after 4 hours 46-60 storeys	$3.71	$3.90	$4.09	$4.29	$4.51	$4.74
Swing scaffold (including Bosuns Chair) first 4 hours greater than 60 storeys	$22.52	$23.65	$24.83	$26.07	$27.37	$28.74
Swing scaffold (including Bosuns Chair) after 4 hours greater than 60 storeys	$4.73	$4.97	$5.21	$5.48	$5.75	$6.04
Tool Allowance: Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	$2.45	$2.57	$2.70	$2.84	$2.98	$3.13
Tool Allowance: Caster, Fixer, Floor layer specialist, Plasterer, Tiler	$2.10	$2.21	$2.32	$2.43	$2.55	$2.68
Tool Allowance: Bricklayer, Waterproofer	$1.83	$1.92	$2.02	$2.12	$2.22	$2.34
Tool Allowance: Roof Tilers, Slate Ridge, or Roof Fixer	$1.40	$1.47	$1.54	$1.62	$1.70	$1.79
Tool Allowance: Scaffolder, Rigger, Steelfixer, Concreter	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15

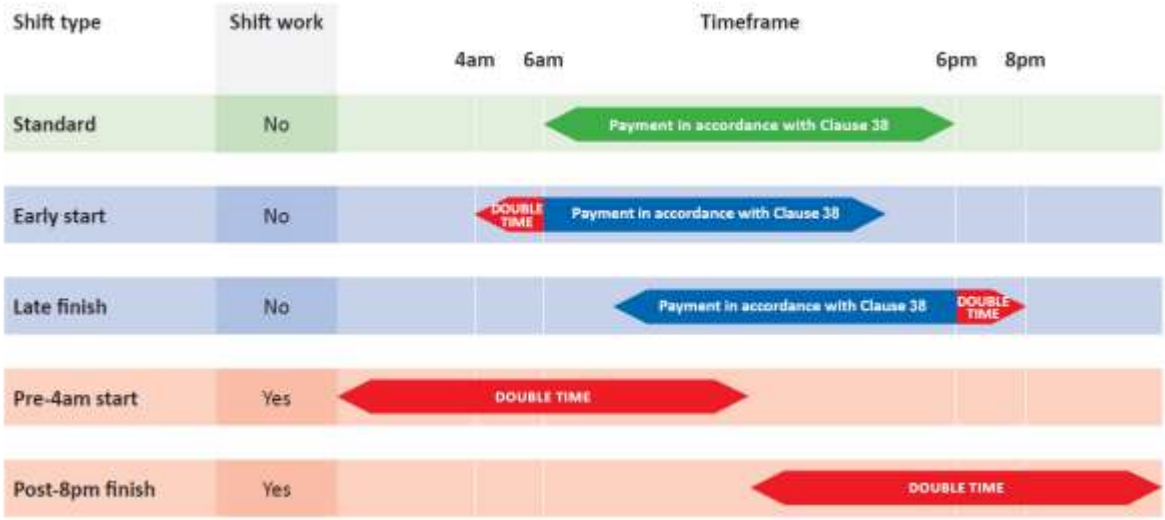
ALLOWANCE TITLE	From Commencement	From 1/07/2023	From 1/07/2024	From 1/07/2025	From 1/07/2026	From 1/07/2027
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	$0.80	$0.84	$0.88	$0.93	$0.97	$1.02
Towers allowance	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Toxic substances working in close proximity	$1.24	$1.30	$1.37	$1.44	$1.51	$1.58
Toxic substances (working with)	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Underground allowance (per week)	$21.02	$22.07	$23.17	$24.33	$25.55	$26.83
Underground allowance (per day or shift or part thereof)	$4.23	$4.44	$4.66	$4.90	$5.14	$5.40
Wet concrete or campo	$0.90	$0.95	$0.99	$1.04	$1.09	$1.15
Wet work	$0.99	$1.04	$1.09	$1.15	$1.20	$1.26
Transfers during working hours (per Km)	$1.44	$1.51	$1.59	$1.67	$1.75	$1.84

*Please note all allowances are listed by hourly rate unless noted otherwise.

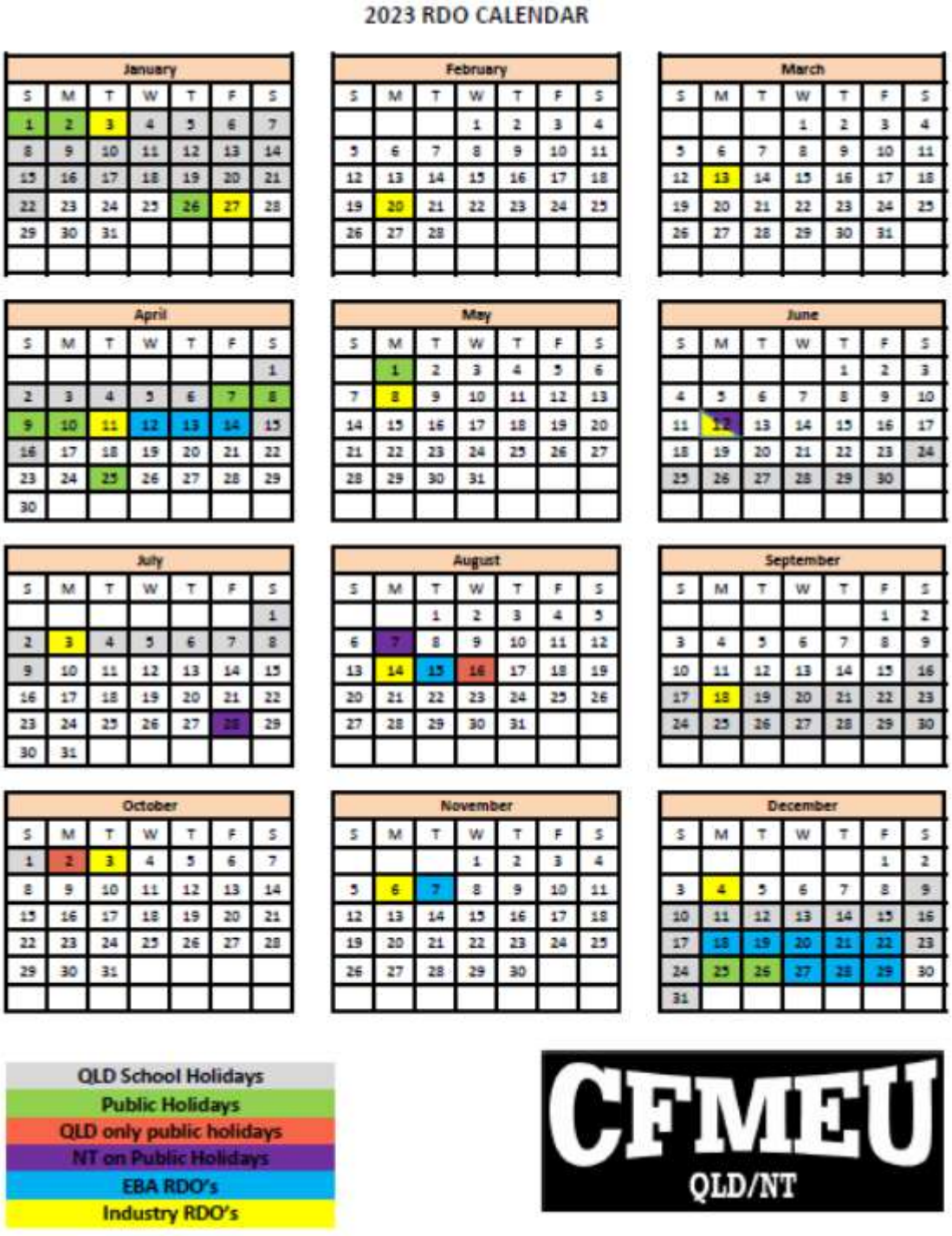
TRAVEL ALLOWANCE EXPLANATORY DIAGRAM



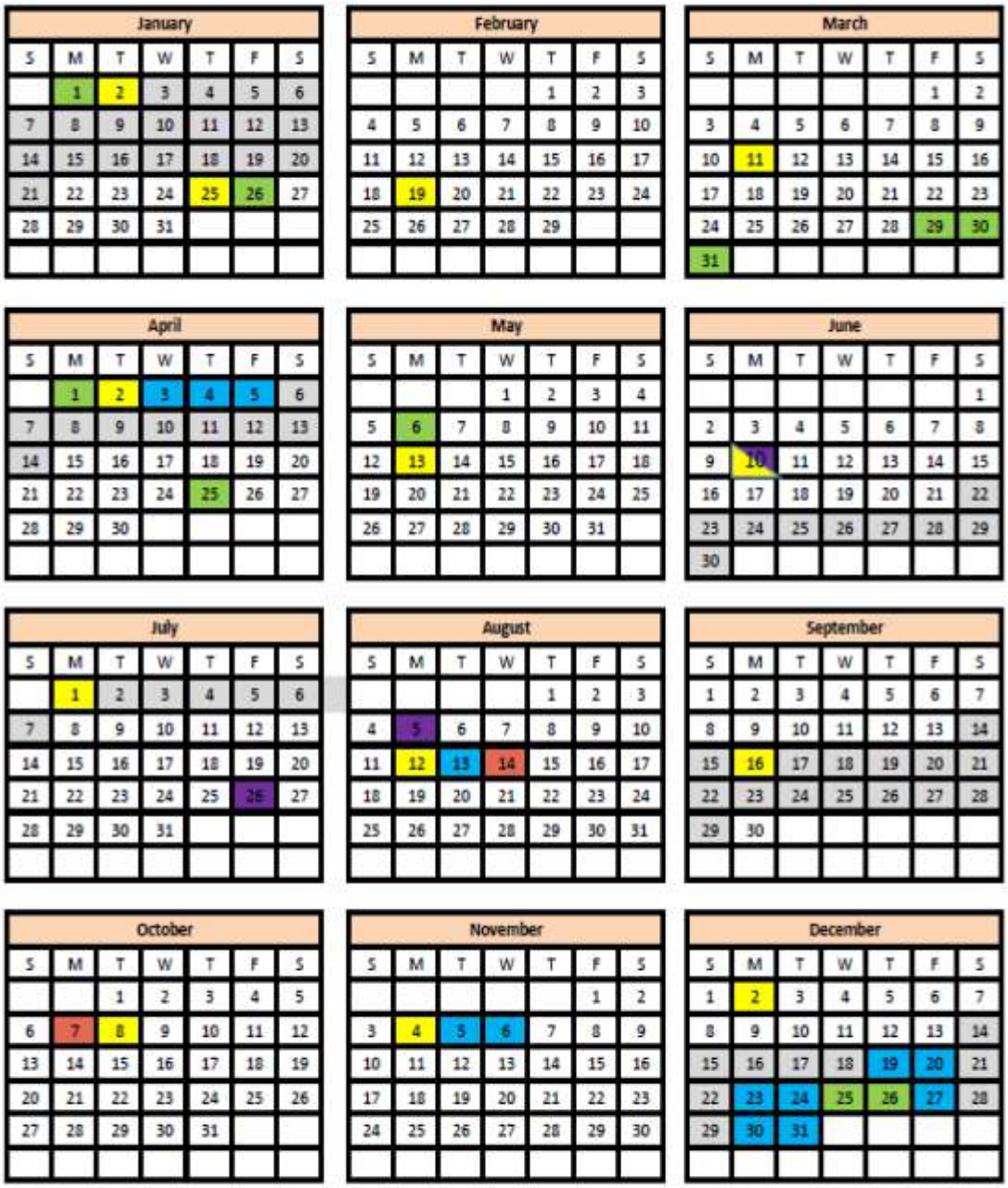
HOURS OF WORK EXPLANATORY DIAGRAM



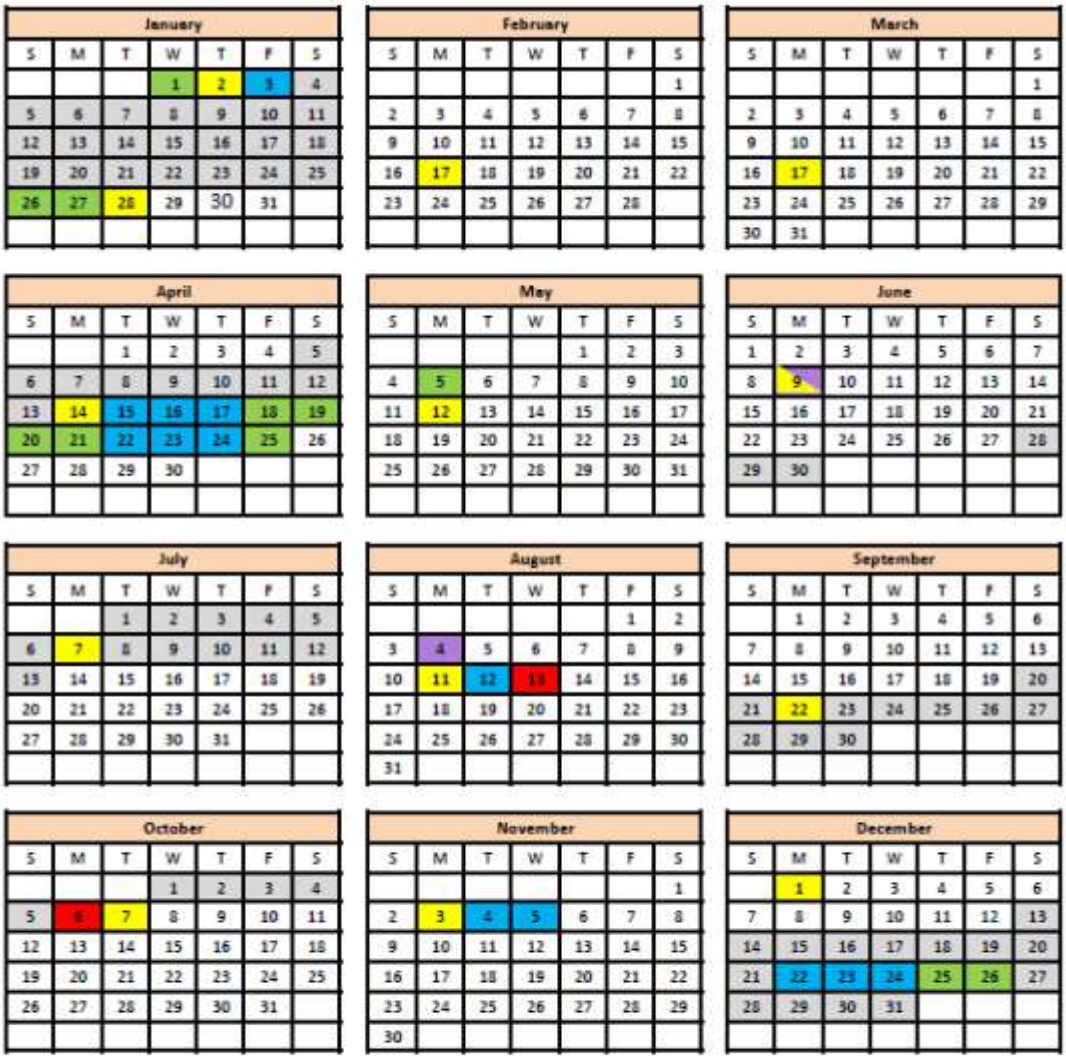
APPENDIX 3 – RDO CALENDARS



2024 RDO CALENDAR



2025 RDO CALENDAR



APPENDIX 4 – IMPAIRMENT POLICY

1. PRINCIPLES

1.1. The health, wellbeing and safety of employees are of paramount importance to the employer, employees and their Unions. This policy is part of a broad work, health and safety (WHS) program to secure the highest level of health and safety in the workplace.

1.2. The policy adopts a WHS approach that involves identifying, assessing and controlling all workplace hazards, using the hierarchy of control, and then reviewing these controls to ensure ongoing improvements.

1.3. The focus of this policy is on the WHS risks associated with impairment and should be read in conjunction with other company policies concerning health and safety, particularly in relation to fatigue management, risk management and safe systems of work.

1.4. This policy has been compiled in a manner that is non-punitive and supportive of employees. This policy shall not be used in a discriminatory manner. Anti-Discrimination Law protects against discrimination on the basis of addiction and may also protect against discrimination on the basis of impairments caused by drug and alcohol addiction or use.

1.5. The policy and procedures adopt a peer based intervention approach based on fairness and equity for all employees.

2. SCOPE

2.1. This policy will apply to all employees (including managers and supervisors), contractors and labour hire staff. The policy applies to these groups at all times when they are engaged in company business, whether on or off site and when driving company vehicles.

3. STRUCTURE

The Impairment Policy is categorised in order with the intended implementation:

3.1. Training & Awareness

(a) Extensive research has shown training and awareness of impairment related issues provides the most effective means of behavioral change and encourages better decision making. The two types of training in accordance with this policy to do this are:

(i) Workplace Impairment Training (WIT) - all workers onsite will do this training;

(ii) Preliminary Impairment Assessment (PIA) - HSRs, delegates and the PC's safety staff will undertake this training.

3.2. Testing

Testing for drugs and alcohol is used to support and measure the results of the education and awareness program.

3.3. Support Services

Rehabilitation, counselling and EAP's. Support is strictly non- punitive, and can be accessed at anytime (self-identification of the need for help is strongly encouraged).

4. OBJECTIVES

4.1. The objectives of this policy are as follows:

(a) To provide a safe and healthy working environment for all workers;

(b) To work collaboratively in the implementation and co-ordination of this policy with employees, employers and their elected representatives to achieve the objectives of this policy;

(c) To eliminate and control risks which may lead to impairment affecting health and safety in the workplace;

(d) To ensure that there is a mechanism for managing impairment at work that is transparent, objective and in accordance with the purpose of this policy;

(e) To ensure that all persons are provided with adequate information and education on the health and safety issues surrounding impairment, and on the operation of this policy;

(f) To ensure that employees have access to rehabilitation, support and counselling of their choice on a voluntary basis that is independent, professional and confidential, without jeopardising their employment;

(g) To ensure confidentiality of information concerning the application of this policy to a worker is maintained.

5. RESPONSIBILITIES

5.1. The employer shall:

(a) Provide a work environment that is safe and without risks to health and safety;

(b) Provide information about the testing requirements to all existing employees, contractors and labour hire staff and to all new staff at the point of induction;

(c) Ensure that this policy is implemented fairly and equitably across all sections of the workforce;

(d) Comply with the four policy implementation steps outlined below;

(e) Have adequate resources (e.g., a room that allows for confidential impairment assessments to be discussed, if necessary, suitable transport to safely remove impaired employees from the workplace to be able to meet the objectives of this policy.

5.2. Employees shall:

(a) Co-operate reasonably with the employer in the implementation of this policy;

(b) If any employee reasonably believes that any person on the site may be a health and safety risk to themselves or others they should inform their employer and their relevant Preliminary Impairment Assessor (PIA) of this belief;

(c) Not possess, consume, or be under the influence of, alcohol or other drugs while working;

(d) Ensure that they do not work, if they believe that they may be impaired;

(e) Consult their doctor or pharmacist about possible side effects of using prescribed or over-the-counter medication;

(f) Inform their employer and their Preliminary Impairment Assessor (PIA) if they have been made aware by their treating doctor or pharmacist of possible impairment as a side effect of medication, or if they feel impaired by medication.

6. POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.

6.1. PC/Employer and Union shall agree on a policy start date.

6.2. Engagement of an agreed training and rehabilitation/treatment service providers.

6.3. Provision of on-going Workplace Impairment Training (WIT) and Preliminary Impairment Assessors training (PIA).

6.4. Ongoing promotion of this policy

6.5. A purpose of the policy and procedure is to provide protocols and procedures for workplace alcohol and other drug testing that are evidence-based, consistent with best practice, comply with relevant Australian Standards, and contribute to workplace safety and worker wellbeing.

6.6. The following drug and alcohol testing programs will be adopted:

(a) Self-testing;

(b) Random Shift testing;

(c) For-cause testing;

(d) Post-incident testing;

(e) Reasonable concern testing;

(f) Testing of Minors.

6.7. Any employee who is assessed as being impaired shall be advised to contact the rehabilitation/treatment provider.

6.8. The employee will be permitted to access personal leave in the first instance and then take accrued personal leave entitlements for the period of time they are accessing the treatment provider.

6.9. With the endorsement/acceptance of the Impairment Policy the Principle Contractor (PC) will undertake to not pass the implementation and cost of drug and alcohol testing to its subcontractors.

6.10. It will also ensure compliance with this policy as follows:

(a) Subcontractors will be contractually required to comply with this procedure as a condition of contract/EBA;

(b) All direct employees of the PC as a condition of their employment must agree to adhere to the terms and conditions of the impairment policy.

6.11. Notwithstanding anything else contained in the policy, the costs of all testing contained within this policy shall be borne by the PC unless otherwise specified in this document.

7. DEFINITION OF A WORKER

7.1. Anyone who carries out work for a Person Conducting a Business or Undertaking, such as:

(a) an employee (either salaried or wages);

(b) a contractor or subcontractor;

(c) an employee of a contractor or subcontractor;

(d) an employee of a labour hire company;

(e) an apprentice or trainee;

(f) a student gaining work experience;

(g) an outworker;

(h) a volunteer;

(i) a visitor to a workplace.

8. TRAINING

8.1. The training provider shall be the Workplace Impairment Officer or other agreed provider between the Union and the PC/employer. Impairment awareness training sessions will be delivered to all workers (including principle contractor workers), sub-contractors and labour hire workers at least once every two years.

8.2. In addition to the below training course outlines, principal contractors will be required to develop a site specific information session to be delivered as part of the site induction outlining their Drug and Alcohol testing procedures for the site.

8.3. The below requirements will be audited on an annual basis. Requirements for an approved training provider:

(a) Must have previous experience delivering Workplace Impairment Training;

(b) Must consult with professional organisations to develop all training courses;

(c) Must be able to demonstrate a continuous improvement plan for each training course.

8.4. Trainers must have the following qualifications:

(a) Cert IV in WHS;

(b) Cert IV in Training and Assessing (TAE);

(c) Nationally Accredited Course in On-Site Drug and Alcohol Testing;

8.5. All training must be delivered Face to Face (F2F).

8.6. Workplace Impairment Training (WIT)

(a) WIT course must be a minimum of (2) hours in length and must cover the following topics:

(i) Australian Workplace Health and Safety construction statistics;

(ii) Overview of the Workplace Health and Safety Act, state specific;

(iii) Mental Health - discussing at length stress, anxiety and depression;

(iv) Fatigue - overview of causes and coping mechanisms;

(v) Illness and Injury - management of illness and injury, legal requirements and rehabilitation process;

(vi) Chemicals, Heat, Cold, and Noise and their abilities to cause impairment at work;

(vii) Legal/Illegal Drugs and Alcohol - statistics on current usage, potential negative consequences to the workplace, workplace deaths and accidents associated with drug and alcohol use;

(viii) Harm related to drug and alcohol use;

(ix) Understanding what is a standard drink and how long this will stay in your system;

(x) Detection rates for illegal drugs;

(xi) Administering self-alcohol and drug tests;

(xii) Information about EAP and the services they offer.

8.7. Preliminary Impairment Assessor (PIA)

(a) PIA training must be a minimum of (4) hours in length and must cover the following topics:

(i) Understanding the signs of impairment;

(ii) Conflict resolution;

(iii) Skills to conduct an impairment Assessment;

(iv) Overview of what a PIA is;

(v) What are possible impairment factors;

(vi) Causes and symptoms of impairment;

(vii) Investigative skills.

(a) Training is not to be conducted in a lunchroom, unless there are multiple lunchrooms on site and:

(i) the training session will not interfere with workers wanting to use the room for smoko or lunch; or

(ii) the training session will not be interfered with by workers wanting to use the room in general.

8.8. No worker can be tested for drugs and/or alcohol unless they have been trained in this policy.

9. TESTING METHODS

9.1. Alcohol Testing Method

Alcohol testing must only be done by use of an Accredited Breath Test device. The device must be calibrated and meet the minimum requirements of AS3547.

9.2. Drug Testing Method

Drug testing may only be performed by oral fluid testing;

9.3. The equipment used to perform the test shall be used, tested and calibrated to the manufacturer's instructions and certified to AS 4760 (Process for specimen collection and the detection and quantitation of drug in oral fluid);

(a) The drug testing shall be conducted by an accredited person, following all of the chain of custody provisions;

(b) The test must be performed in accordance with AS 4760 (Procedures for specimen collection and the detection and quantitation of drugs in oral fluid).

9.4. As part of this policy with regards to Drug and Alcohol testing the following substances must be tested for:

(a) Alcohol;

(b) Opiates;

(c) THC;

(d) Cocaine;

(e) Benzodiazepines;

(f) Amphetamine; and

(g) Methamphetamine

10. TESTING PROVIDER

10.1. Must be NATA Accredited.

10.2. Must have accreditation AS4760:2006 Procedures for specimen collection and the detection and quantitation of drug abuse in oral fluid.

10.3. Must be agreed upon by the PC/Employer and the Union.

10.4. Minimum standards that the testing company must meet are as follows:

(a) competent and trained staff;

(b) appropriate equipment and instruments;

(c) proper management and storage of test kits and reagents;

(d) secure and controlled storage and management of samples;

(e) comprehensive record keeping; and

(f) clear and precise reporting.

10.5. Before the Authorised Testing Agent is engaged to be the sample collector for the principle contractor all relevant stakeholders must be engaged to make sure there is no conflict of interest and that they are totally independent. If a conflict of interest exists, or should arise, the Authorised Testing Agent must report it immediately.

11. ROOM REQUIREMENTS

11.1. Each workplace shall have a room nominated for use to undertake drug and alcohol testing consistent with this procedure. This room will not normally be the first aid room at a workplace unless a workplace has multiple first aid rooms and the use of a first aid room for the purpose of drug and alcohol testing will not affect the ability of the workplace to respond to a first aid incident.

11.2. The room selected for use must so far as reasonably practicable:

(a) Provide privacy for the Worker being tested including but not limited to:

(i) Have a closing door;

(ii) Not allow for casual visual observation of the testing process by other Workers external to the room e.g. through glass windows;

(iii) Not allow conversations to be casually overheard by other workers;

(b) Be clean and hygienic;

(c) Be free from interruption whilst testing is being undertaken;

(d) Include discrete entry and exit.

12. TESTING REQUIREMENTS -

12.1. Workplaces -

12.2. On workplaces where the value of the Commonwealth's contribution to the project that includes the building work is at least $5,000,000, and represents at least 50% of the total construction project value or the Commonwealth's contribution to the project that includes the building work is at least $10,000,000 (irrespective of its proportion of the total construction project value) the following minimum testing requirements must be adhered to.

12.3. Alcohol - on the day of testing all workers onsite shall be required to submit a breath sample i.e. blanket testing.

12.4. Drugs -As a minimum, frequent periodic testing (at least once per month where required by law, at intervals required by the client or by mutual agreement by the PC/employer and the Union) of the workforce (both construction Workers and site office Workers) will be as follows:

(a) where there are less than 30 Workers at a workplace – at least 10% of the workforce;

(b) where there are 30 to 100 Workers at a workplace – a minimum of 5 Workers; and

(c) where there are greater than 100 Workers at a workplace – a minimum of 10 Workers;

(d) The frequency of testing and the number of workers selected shall be increased in line with the escalation below where test results meet the criteria indicated:

Number of Workers	Criteria	Action
Less than 30 workers at a workplace	Confirmed positive results in 2 consecutive tests at the same workplace	Testing of 20% of workforce
30-100 workers at a workplace	Confirmed positive results for 3 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 10 workers
Greater than 100 workers	Confirmed positive results for 6 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 20 workers

12.5. The increased testing requirements shall continue until no Confirmed Positive test results are recorded for 2 consecutive testing periods.

12.6. Other jobs

On jobsites/workplaces where there is no Commonwealth contribution testing frequency will be agreed upon by mutual consent by the PC/Employer and the Union. Testing requirements will remain the same for all jobsites.

13. PRESCRIBED MEDICATIONS

13.1. Workers that are taking Prescribed Drugs or Pharmacy Only Drugs that they believe could register a positive test result should inform the Authorised Testing Agent prior to undergoing any requested test

13.2. If a Worker fails to declare that they are taking Prescribed Drugs or Pharmacy Only Drugs before being tested and they record a Non Negative Result Initial Test result, a post test declaration will not be considered relevant to the result and the Worker will be excluded from duty for the remainder of the shift, subject to a Confirmatory Test.

13.3. Workers who record a Non Negative Result Initial Test result will be excluded from their work duties and the workplace until a Confirmatory Test result has been received.

13.4. If that confirmatory result is a Positive Result Confirmatory Test, then:

(a) The terms and conditions of the applicable industrial agreement shall be observed in relation to consultation and consequence management action.

13.5. When a confirmatory test result is negative or the result recorded is less than the target level or is consistent with a level expected from therapeutic use of a Prescribed Drug or Pharmacy Only Drug, which was advised by the Worker, then the test result shall be considered a Negative Result Initial Test for the purpose of any consequence management action

13.6. Where a Worker is excluded from the workplace as a result of a Non Negative Result Initial Test for Drugs and the confirmatory test is positive for a Pharmacy Only or Prescription Drug, the following factors would normally be considered in deciding when it is appropriate to allow a worker to return to the workplace and/or return to normal duties:

(a) Whether the worker declared the medication during the pre-test interview with the Designated Collector or Authorised Testing Agent;

(b) The level of the medication detected is consistent with therapeutic use;

(c) Written advice from the worker's doctor advising that the medication is required to treat a medical condition; and

(d) The medication will not affect the worker's ability to perform the inherent requirements of their job - i.e. they are fit for work.

14. SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION

14.1. A Worker participating in a treatment plan for a medical condition, managed by a Registered Medical Practitioner and involving a Prescribed Drug/Only Drug could result in a Non Negative Result Initial Test if they are selected for Drug and Alcohol testing.

14.2. If in the above circumstance a Non Negative Result Initial Test occurs, and provided that the Worker has:

(a) Declared their use of the Prescribed Drug/Pharmacy Only Drug in a letter less than 12 months old from a registered medical practitioner before the commencement of testing; and

(b) Declared their use of the Prescribed Drug/Pharmacy Only Drug to the Authorised Testing Agent or Designated Collector before the commencement of testing;

(c) Then the Non Negative Result Initial Test result shall be recorded at the workplace and a second sample of oral fluid shall be taken and sent for confirmatory testing. The worker shall be allowed to remain at work but must be precluded from high risk construction work activity until the result of the confirmatory test is known.

14.3. Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are consistent with that prescribed by the prescribed medical practitioner, then a Negative Result shall be recorded and no results retained.

14.4. Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are not consistent with that prescribed by the Registered Medical Practitioner or another drug(s) type is recorded then a positive result confirmatory test shall be recorded.

14.5. Where the Worker has not provided both declarations contained within this part then the Worker shall be excluded from the workplace until the results of the confirmatory test are known.

15. **TESTING RESULTS**

15.1. Alcohol

(a) A worker who returns a negative alcohol test will be allowed to return to work with no record of the test kept. A worker who returns a positive result for alcohol (above 0.00mg/ml) will be deemed not fit work and will not be permitted to return to work;

(b) When a worker tests positive to alcohol in their system the workers blood alcohol concentration (BAC) may be decreasing or it may be increasing. In the interests of safety the Workers will be directed to remain within the testing vicinity and they will be re-tested no sooner than 60 minutes after the original test;

(c) If the second test result is 0.000% the test will be regarded as negative and the Worker may return to normal duties. A Positive Result Confirmatory Test will not be recorded in these circumstances;

(d) If the later confirmatory test indicates a BAC of greater than 0.000% a Positive Result Confirmatory Test will be recorded;

(e) Alcohol testing shall be carried out by an Authorised Testing Agent agreed upon by the PC/Employer and the Union. The following steps shall be undertaken:

(i) Details of the identity of the Worker to be tested shall be recorded including the workplace name, work area and their employer will be listed on a drug and alcohol testing record form by the independent Authorised Testing Agent:

(ii) Workers with a BAC of greater than zero (greater than 0.000%) shall discontinue any work activities and shall be directed to undertake a second test sixty (60) minutes after the first test and the results recorded on a Drug and Alcohol Testing record Form by the independent Authorised Testing Agent:

(iii) Where the second test indicates a level greater than 0.00% BAC the Worker will be further excluded from work duties for the remainder of the shift;

(iv) Where a Worker is to be sent home using their own transport this shall only be permitted if the blood alcohol concentration test result is below that prescribed

by applicable road transport legislation and has been determined as not rising for that Worker.

(v) Note: If the Worker's blood alcohol concentration result is greater than or equal to 0.05% BAC, all reasonable assistance is to be afforded to ensure an affected Worker can make their way from the Workplace to a safe location without harm (e.g. taxi, lift from a friend or Supervisor).

(vi) Contractors will be responsible for the management/arrangements for their employees in accordance with their own employment arrangements.

(vii) Any Worker that is excluded from work duties for the remainder of a shift or sent home, must, before commencing work for their next shift undertake an alcohol breath test prior to commencing that shift. If the results are negative (0.00mg/ml) the Worker shall be allowed to commence work. If the Worker returns a positive test they will not be allowed to commence work, hence page 12 of this document, 15.1 Alcohol- d) will apply.

15.2. Drugs

(a) A worker who returns a negative test will be allowed to return to work. A worker who returns a non-negative test result from their initial test (equal to or above the relevant cut-off levels of the substances referred to in AS 4760) will be deemed not fit for work and will not be allowed to return to work. (Benzodiazepine level to be provided by the prescribed testing laboratory);

(b) Drug testing will be administered by the collection and analysis of an oral fluids specimen (saliva). Before conducting a drug test, the process used by the independent Authorised Testing Agent must be explained to the Worker providing the saliva sample;

(c) Collecting and testing of saliva specimens shall be carried out by an Authorised Testing Agent, agreed upon by the PC/Employer and the Union, and confirmatory testing is to be carried out by a NATA accredited laboratory;

(d) A Confirmatory Test will be required where a Non Negative Result Initial Test is recorded at the initial test. The handling of specimens taken for confirmatory testing is detailed in the process used by the Authorised Testing Agent and must be completed to Australian Standards;

(e) Any worker attending the workplace under the influence of drugs or alcohol will be prohibited from entry. A worker returning to the workplace following their exclusion for a Positive Result Confirmatory test will be required to submit to a drug and alcohol test prior to commencing work and receive a Negative Result Initial Test for Drugs or Alcohol prior to commencing work.

16. **FORMS OF TESTING**

16.1. Self-Testing

(a) The PC/Employer shall be required to provide sufficient self-testing facilities for alcohol and/or drugs for up to 10% of the workforce;

(b) Where self-test facilities are made available voluntary or self-testing for alcohol will be available for Workers prior to presenting for work. A wall mounted breathalyser (optional) will be located in an area that provides for discrete privacy for the worker, whilst completing the test so the test results cannot be inadvertently observed and disclosed to other parties;

1212
COM.0002.0010.9174_0073

(c) A Worker undertakes self-testing at his/her own accord; therefore, no test details are recorded. However, all Workers have obligations under the Work Health and Safety Act or equivalent occupational health and safety or occupational safety and health legislation in other States or Territories and must not wilfully place at risk their health and safety or the health and safety of other Workers or people at the workplace by commencing work if they believe they're impaired.

16.2. Random Shift Testing

(a) In terms of Random Shift Testing it is in imperative that the PC/Employer and the Union do not know on what day, or at what time the Authorised Testing Agent will conduct the tests;

(b) It is a condition of entry for all Workers at any workplace to comply with any request to participate in random Drug and Alcohol testing as a condition of employment or contract. This means that all Workers attending or seeking to attend a workplace will be eligible for testing;

(c) Testing for Alcohol or other Drugs for Workers shall be mandatory and will be undertaken at any time throughout the Worker's hours of work (including overtime) or at any time whilst at the workplace;

(d) Individual Workers will be selected for drug testing using a simple random selection process. A random draw will be conducted using an Authorised Testing Agent independent software to randomise the selection of Workers for testing;

(e) The random selection process includes the selection of Workers from across the entire workplace subject to the testing;

(f) A Worker selected for testing will be required to present themselves for testing within a reasonable time. Random shift testing shall be conducted in a room which provides for privacy for the selected worker during testing; the requirements for this room are outlined in the Room Requirements section of this policy.

16.3. For Cause Testing

(a) An employer/supervisor may only request an employee to undertake for cause testing if:

(i) The employee has been involved in an accident or incident, or had the potential to, cause:

(ii) serious and major damage to mobile plant or property; or

(iii) an injury to themselves or other individual(s);or

(iv) Participation in a relevant and specific industry focus area when the worker is undertaking High Risk Work as identified by the employer and consistent with OHS legislation. Workers will be selected for testing using a random selection process nominated by the employer following a consultation process in line with OHS legislation.

16.4. Post Incident Testing

(a) After the occurrence of a significant incident/event at a workplace, all Workers involved in the incident may be required to undergo an initial Drug and Alcohol test.

(b) Where a Worker(s) is to be tested following a significant incident/event they shall be supervised by an Employer Representative and Employee Representative continually from the time of the incident until they have completed all testing required.

(c) Post Incident Testing will be conducted as soon as practical after the incident/event and when it is safe to do so.

(d) An injured Worker who requires immediate medical attention may only be tested when it is appropriate and safe to do so. This will be determined by the Construction Manager, the HSR, Delegate and the relevant PIA in consultation with the attending medical practitioner. In such cases, where testing can be conducted while under medical care, a saliva testing process will be used.

16.5. Reasonable Concern Testing

(a) An employer may only request an employee to undertake reasonable concern testing if the following criteria are met:

(i) An observable phenomena occurs, which is:

a. the direct observation of the employee of use of, and/or the physical behavioural symptoms of being impaired by, alcohol; and/or

b. Unusual and/or inexplicable actions by the employee; or

(ii) There is evidence that the employee is involved in the use or possession of alcohol and/or other drugs while working; or

(iii) The employee has breached safety precautions or procedures.

16.6. Testing of Minors

(a) A letter of consent contained within the work experience and student placement procedure shall be signed by the parent or guardian of any worker who is a minor seeking to access a workplace where the Impairment Policy is in place, as a condition of entry to that workplace. Alternatively, an equivalent letter signed by the parent or guardian can be provided through the minor's employer/host employer.

(b) Where a minor is selected for testing and:

(i) A letter of consent is held, then the provisions of this procedure shall apply; or

(ii) Where a letter of consent is not held, every effort will be made to contact the minor's parents/guardians to get verbal consent to participate in the testing procedure. If consent is given then the normal testing procedures will apply, if contact cannot be made and/or consent is not given then the minor will be excluded from any high risk activities or potentially excluded from site until consent is given.

17. **REFUSAL TO TEST**

17.1. If a Worker refuses to participate in workplace Drug and Alcohol testing the following will apply:

(a) The Employer, will inform the Worker and the workers chosen representative, that the refusal will have the same consequences as a non-negative result, i.e. that the employee will be deemed to be unfit for work due to the presence of alcohol or drugs;

(b) If the worker still refuses, the Employer and the PIA, shall consult with the worker and the workers chosen representative, regarding the requirements, process and

consequences of refusing to test and encourage them to partake in the test. This would be the second request to be tested;

(c) If the worker still refuses, the refusal will be treated as a confirmed positive result, and will be subjected to the relevant consequences of such. All reasonable assistance is to be offered to ensure the employee can make their way from the workplace to a safe location without harm (i.e. taxi, lift from a friend or fellow worker). An agreed leave of absence arrangement is to apply for the duration of their absence.

18. DISCIPLINARY ACTION

18.1. The following sets out the action which may be taken when a worker returns a confirmed positive result to an alcohol or drug test.

18.2. First Occasion - A worker who has received a first confirmed positive test for alcohol or drugs (other than by self-testing) will be:

(a) Required to attend the Support as referred to in this Policy;

(b) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(c) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.3. Second occasion - A worker who has received a second confirmed positive test for alcohol or drugs (other than by self-testing) within any 12 month period will be:

(a) Required to re-attend the Support as referred to in this Policy

(b) Required to participate in a rehabilitation program referred to in “Support” in this policy

(c) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(d) Given a verbal warning with a diary entry placed on file; and

(e) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.4. A worker who has received three confirmed positive test results for alcohol or drugs which has been detected in a 12 month period may be disciplined under the Employer’s disciplinary processes.

18.5. A worker who fails to attend EAP sessions may be disciplined under this policy in accordance with principles of natural justice.

18.6. No disciplinary action will be taken in respect of positive test results from a self-test.

19. SUPPORT

19.1. The Principle Contractor (PC)/Employer will make available support to workers in respect of drug and alcohol issues. This will include:

(a) allowing access to any Union support programs; and

(b) provide an employer funded Employee Assistance Provider (EAP) to be available to workers.

19.2. The worker will be allowed to access a Union support program and/or EAP counselling during normal working hours and without loss of pay, or any form of employer retribution.

20. SELF- DECLARATION

20.1. Workers will not be disadvantaged for self-disclosure and therefore will be supported through counselling and rehabilitation processes and provided with the Support contained in this policy. In such cases the worker will be permitted to access personal leave in the first instance, then accrued leave, and may return to work when fit for duty.

20.2. The worker may be suspended from any work, with pay, with immediate effect in order for an assessment to be made of the duties they are able to perform safely and a drug and alcohol test is to be taken as soon as reasonably practicable.

21. PRIVACY

21.1. Drug and Alcohol testing results shall remain confidential and will only be used for the purpose of compliance with this Procedure in the manner required by the Privacy Act 1988 (Cth). Any information provided or declared by a Worker regarding:

(a) Prescribed Drug and Pharmacy Only Drug consumed;

(b) Medical conditions or the like;

(c) Their proposed return to the workplace following exclusion by this procedure;

21.2. Will also remain confidential and managed in accordance with the Privacy Act 1988 (Cth). Similarly, where a Worker supplies information regarding the use, sale or supply of Drugs or Alcohol at a workplace, unless the Worker otherwise agrees or as otherwise required by law, the Worker's identity will be kept confidential.

21.3. All Positive Results Confirmatory Test will be maintained on the relevant Worker's personnel records located at the workplace.

21.4. Protections from Worker Deoxyribonucleic Acid (DNA) misuse

21.5. Workers selected for testing shall have their personal DNA protected by:

(a) In the case of unintended collection of a Worker's DNA during the collection of an oral saliva sample for an initial test, by the worker being offered the used collection cartridge upon completion of the initial test.

(b) In the case of unintended collection of a Workers DNA during the collection of an oral saliva sample for testing at a NATA approved laboratory for an initial Non Negative Result Initial Test, by ensuring that the documentation that accompanies the collection cartridge to the NATA approved laboratory does not include the workers name or address but contains only that information sufficient to comply with AS4760 e.g. test report number and date of birth.

21.6. These protections will be notified to Workers during training.

22. CONSULTATION

22.1. If a party believes that an amendment to the impairment policy is required, they shall request and organise a consultation meeting involving the Employer, the Union and any other relevant stakeholders.

22.2. The attendees shall seek to reach agreement on any proposed amendments.

22.3. No amendments shall be implemented unless agreement is reached by the Employer, the Union and the relevant stakeholders.

22.4. Employment Assistance Program (EAP)

22.5. The Employment Assistance Program (EAP) is an agreed independent, professional and confidential service that aims to provide employees with assistance when affected by personal or job related problems.

22.6. To have a successful Impairment Policy at the workplace, the Policy must address how those at the workplace, including employees of the principal contractor, subcontractors and their employees and others, will be required to comply with the Impairment Policy.

22.7. The below requirements will be audited on an annual basis of the employer:

(a) Must be able to provide EAP support in all States, Territories and regional areas of Australia;

(b) Must outline in their Impairment Policy how workers who attend for work affected by drugs or alcohol will be counselled and assisted, apart from any disciplinary process that might apply;

(c) Must have a memorandum of understanding (MOU) with relevant stakeholders within treatment support areas;

(d) Provide support for their workers and their immediate families;

(e) Must be able to provide treatment services which must include the following:

(i) General counselling;

(ii) Drug and Alcohol counselling;

(iii) Drug and Alcohol detoxification services;

(iv) Drug and Alcohol rehabilitation services;

(v) Case Management services;

(vi) Psychology services;

(f) Must have a history of delivering support services to the Building and Construction Industry

(g) Must be able to develop and implement a plan to promote the impairment policy within the workplace

APPENDIX 5 – AUDIT FORM

EMPLOYER NAME:	_____	
ABN NUMBER:	_____	
ADDRESS:	_____	
PRINCIPAL NAME:	_____	
PRINCIPAL TITLE:	_____	
WORKCOVER POLICY NUMBER:	_____	
Number of personnel:	_____	
Overtime 1½x	_____	
Overtime 2x	_____	
Base Hourly Rate	_____	
Fares & Travel	_____	
BUSSQ (Superannuation):	□ Yes	□ No
BERT:	□ Yes	□ No
BEWT:	□ Yes	□ No
CIPQ:	□ Yes	□ No
RDO Accrual:	□ Yes	□ No
Annual Leave:	□ Yes	□ No
Sick Leave:	□ Yes	□ No
PSLS:	□ Yes	□ No
Group Tax:	□ Yes	□ No

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

.....PRINCIPAL

AUTHORISED BY CPA/INSTITUTE OF CHARTERED ACCOUNTANTS

EMPLOYER NAME:

NAME OF ACCOUNTANT:

REGISTRATION DETAILS

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

.....CERTIFIED PRACTISING ACCOUNTANT

APPENDIX 6 - CALCULATION OF SUPERANNUATION

The rates as calculated under Superannuation in this Agreement have been calculated using the agreed industry formula as follows:

Employer Contribution

12% of the sum of:

CW3 – Carpenters rate (36 hours);

Site allowance p/h ($50m project);

leading hand rate (2-5) p/h; and

fares and travel 5-day week.

Co-contribution

CW3 – Carpenters rate (36 hours);

Site allowance p/h ($50m project);

leading hand rate (2-5) p/h; and

fares and travel 5-day week.

ENDORSEMENT OF THE AGREEMENT

Signed for and on behalf of **Multiplex Australasia Pty Ltd** (ABN 33146787395)

I, Michael Sinclair, Managing Director of Multiplex Australasia Pty Ltd am authorised to sign the Agreement on behalf of **Multiplex Australasia Pty Ltd:**

MR Sinclair

SIGN NAME

240 Queen Street, BRISBANE, QLD, 4000

ADDRESS

14.11.2023

DATE

IN THE PRESENCE OF

Eaves

WITNESS SIGNATURE

Emma Eaves

WITNESS NAME

Signed for and on behalf of the **Construction, Forestry, Maritime, Mining and Energy Union**

I, ~~Michael Ravber~~/Jade Ingham, Divisional Branch ~~Secretary~~/Assistant Secretary of The Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch am authorised to sign the Agreement on behalf of The Construction, Forestry, Maritime, Mining and Energy Union:

SIGN NAME

14.11.23

DATE

16 Campbell Street, Bowen Hills, Qld, 4006

ADDRESS

IN THE PRESENCE OF

WITNESS SIGNATURE

Liana Yaucott

PRINT NAME

DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Multiplex Australasia Pty Ltd T/A Multiplex
(AG2021/7351)

MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU UNION COLLECTIVE AGREEMENT 2020-2022

Building, metal and civil construction industries

DEPUTY PRESIDENT BOYCE SYDNEY, 20 SEPTEMBER 2021

Application for approval of the Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2020-2022

[1] An application has been made for approval of an enterprise agreement to be known as the *Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2020-2022* (**Agreement**). The application was made pursuant to s.185 of the *Fair Work Act 2009* (**Act**). It has been made by Multiplex Australasia Pty Ltd T/A Multiplex (**Employer**). The Agreement is a single enterprise agreement.

[2] The Construction, Forestry, Maritime, Mining and Energy Union, being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants to be covered by the Agreement. In accordance with s.201(2) of the Act, I note that the Agreement covers this organisation.

[3] I am satisfied that each of the requirements of ss.186, 187, 188 and 190 of the Act, as are relevant to this application for approval, have been met.

[4] I am satisfied the more beneficial entitlements of the NES will prevail where there is an inconsistency between the Agreement and the NES.

[5] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 27 September 2021. The nominal expiry date of the Agreement is 31 December 2022.

DEPUTY PRESIDENT

Printed by authority of the Commonwealth Government Printer

<AE513152 PR734105>

MULTIPLEX AUSTRALASIA PTY LTD (ABN 33 146 787 295) AND THE CONSTRUCTION, FORESTRY, MARITIME, MINING AND ENERGY UNION

UNION COLLECTIVE AGREEMENT

2020-2022

Contents

1	TITLE	1
2	DEFINITIONS	1
3	DATE OF OPERATION	2
4	APPLICATION OF AGREEMENT	3
5	PARTIES BOUND AND COVERED	3
6	RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS	3
7	DISPUTES SETTLEMENT PROCEDURE	3
8	CONSULTATION	4
9	PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS	5
10	HEALTH AND SAFETY REPRESENTATIVES	7
11	HEALTH AND SAFETY REPRESENTATIVE MEETINGS	7
12	HOT WEATHER GUIDELINES	7
13	AIR QUALITY PROCEDURE	8
14	INCLUSION	9
15	SECURITY OF PERSONAL INFORMATION	10
16	SITE ACCESS SYSTEMS AND INDUCTIONS	10
17	TOOL BOX MEETINGS	10
18	CONTRACT OF EMPLOYMENT	11
19	EFFECTIVE WORK ORGANISATION	11
20	CASUAL EMPLOYMENT	11
21	APPRENTICES/TRAINEES	12
22	ADULT APPRENTICES	14
23	TRAINING AND RELATED MATTERS	14
24	JOB SECURITY	15
25	EMPLOYMENT SECURITY	15
26	TERMINATION	15
27	REDUNDANCY	17
28	WAGES	18
29	CLASSIFICATIONS	18
30	ALLOWANCES	19
31	PRODUCTIVITY SCHEMES	22
32	SUPERANNUATION	22
33	SALARY SACRIFICE ARRANGEMENTS	23
34	INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE	23
35	HOURS OF WORK	24
36	EMPLOYEE ROSTERED DAY OFF	25
37	LEAVE	27
38	FAMILY VIOLENCE LEAVE	28
39	ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS	29
40	WORKPLACE IMPAIRMENT POLICY	30
41	TIME AND WAGES RECORDS	30
42	UNION DELEGATES/EMPLOYEE REPRESENTATIVE RIGHTS	31
43	UNION DELEGATE FACILITIES	32
44	UNION TRAINING LEAVE	32
45	INDIVIDUAL FLEXIBILITY AGREEMENTS	33
46	SHAM CONTRACTING	34
47	SECURITY OF PAYMENTS	34
48	TEMPORARY FOREIGN LABOUR	35

Contents

49	QUALITY BUILDING MATERIALS	36
50	COMPLIANCE WITH THIS AGREEMENT	36
51	POSTING OF AGREEMENT AND NOTICES	37
52	SEVERABILITY	37
APPENDIX ONE		38
APPENDIX TWO		7
APPENDIX THREE		4
APPENDIX FOUR		6
1	PRINCIPLES	1
2	SCOPE	1
3	STRUCTURE	1
4	OBJECTIVES	2
5	RESPONSIBILITIES	2
6	POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.	3
7	DEFINITION OF A WORKER	3
8	TRAINING	4
9	TESTING METHODS	5
10	TESTING PROVIDER	6
11	ROOM REQUIREMENTS	6
12	TESTING REQUIREMENTS	6
13	PRESCRIBED MEDICATIONS	7
14	SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION	8
15	TESTING RESULTS	9
16	FORMS OF TESTING	10
17	REFUSAL TO TEST	12
18	DISCIPLINARY ACTION	12
19	SUPPORT	13
20	SELF- DECLARATION	13
21	PRIVACY	13
22	CONSULTATION	14
23	ADDENDUM	15
APPENDIX SIX		16
APPENDIX SEVEN		2
APPENDIX EIGHT		2

Enterprise Agreement 2020-2022

1 TITLE

1.1 This Agreement is known as the MULTIPLEX AUSTRALASIA PTY LTD and CFMEU Union Collective Agreement 2020-2022 (the Agreement).

2 DEFINITIONS

2.1 The following definitions shall apply to this Agreement:

Apprentice or Trainee means an Apprentice or Trainee within the meaning of the Vocational Education, Training and Employment Act 2000 (VETE Act). Apprenticeship and Traineeship have a corresponding meaning;

Award means the Building and Construction General On-site Award 2020, Mobile Crane Hiring Award 2020, each as amended from time to time;

BERT is an acronym for the Building Employees Redundancy Trust (ACN 82 010 917 281 (BERT Fund) as described in the Trust Deed creating the BERT Fund;

BEWT is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed;

BUSS(Q) is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd. ABN 85 571 332 201;

Continuous Service includes absence due to: Annual Leave; Personal Leave; Parental Leave; illness or accident up to a maximum of 4 weeks after the expiration of sick leave; jury service; injury received during the course of employment and up to a maximum of 52 weeks for which the Employee received workers' compensation; where called up for military service for up to 3 months; long service leave;

Continuous Shiftworker means, for the purpose of the additional week of annual leave provided by the NES means an Employee engaged to work in a system of consecutive shifts throughout the 24 hours of each of at least five consecutive days without interruption (except during breakdown or meal breaks or due to unavoidable causes beyond the control of the Employer) and who is regularly rostered to work those shifts;

CBUS is an acronym for the Construction & Building Industry Superannuation Pty Ltd. ABN 75 493 363 262;

CIPQ means Construction Income Protection Queensland Ltd (ACN 110 841 962);

Double time and a half means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day;

Employee means an employee of the Employer;

Employer means Multiplex Australasia Pty Ltd;

FW Act means the Fair Work Act 2009 (Cth);

FWC means the Fair Work Commission;

Inclement Weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, fog, extreme high temperature, lightening, smoke or the like or any combination of these conditions) where it is not reasonable or it is unsafe to continue working in those conditions.

Injury shall have the same definition as the Workers' Compensation and Rehabilitation Act 2003 (Qld), the Workers' Compensation Act 2015 (NT), as applicable;

Kept waiting for wages on pay day means all such time spent waiting, wherever the waiting is done;

Parties means the Employer, the Employees and/or the Union as the context requires;

Permanent Employees means all Employees other than casual Employees;

QBCC means the Queensland Building and Construction Commission

QIRC means Queensland Industrial Relations Commission;

Overtime means any time worked in excess of or outside of the ordinary working hours;

Redundancy means a situation where an Employee ceases to be employed by the Employer, other than for reasons of Serious and Wilful misconduct.

Redundant has a corresponding meaning;

SGL means Superannuation Guarantee Levy;

Special Class Dogman means a dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Completion (VOC)' for the particular tower crane;

Special Class Tradesperson means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal construction work. For the purpose of this definition, complex and high quality trade skills and experience will be deemed to be acquired by the tradesperson:

(a) Having had not less than 12 months on-the-job experience of such skilled work, and

(b) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill;

Total Cost of Work means the total value of the project declared to QLeave or NT Build

Union Delegate means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate;

Union or CFMEU means The Construction, Forestry, Maritime, Mining and Energy Union (Queensland Northern Territory Construction and General Divisional Branch);

WHS Act means the Work Health and Safety Act 2011 (Qld) or the Work Health and Safety (National Uniform Legislation) Act 2012 (NT), where applicable;

WHS EPH means Workplace Health and Safety Entry Permit Holders under the WHS Act;

Workplace Impairment Policy and Procedures means the Workplace Impairment Policy and Procedures found in APPENDIX 4.

3 DATE OF OPERATION

3.1 This Agreement remains in force until 31/12/2022. The Agreement will continue to apply beyond its expiration date until it is replaced by another agreement, and otherwise in accordance with applicable laws.

4 APPLICATION OF AGREEMENT

4.1 This Agreement applies to:

(a) Multiplex Australasia Pty Ltd (the Employer);

(b) the CFMEU (the Union) (provided FWC notes this in its decision to approve the Agreement); and

(c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement (the Employee).

Collectively known as Parties

4.2 This Agreement only applies to work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory, but excludes work on any Queen's Wharf Project or where employees are covered by a subsequent greenfields agreement made under s.182(3) of the Fair Work Act 2009 (Cth) and approved by the Fair Work Commission.

4.3 Associated Entity

(a) In accordance with Division 2 of Part 2-8 of the Fair Work Act, where an Employee transfers to an Associated Entity of the Employer and performs the same work or substantially the same work for the Associated Entity of the Employer, the Agreement will continue to cover the Employee.

(b) For clarity, this clause does not apply to a circumstance where an Employee commences employment with the associated entity more than 3 months after the Employee ceases working for the Employer.

5 PARTIES BOUND AND COVERED

5.1 This Agreement is legally binding upon and covers the Employer, its Employees and The Construction, Forestry, Maritime, Mining and Energy Union (provided FWC notes this in its decision to approve the Agreement).

6 RELATIONSHIP TO AWARDS, AGREEMENTS, AND OTHER DOCUMENTS

6.1 This Agreement is intended to be interpreted in conjunction with the Building and Construction General On-Site Award 2020, Mobile Crane Hiring Award 2020 and the terms of the Workplace Impairment Policy and Procedures in APPENDIX 4, QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (excluding certain Queensland Government entities) 2003 as it was immediately prior to its rescission.

6.2 Where this Agreement is silent, the terms of the above documents as amended from time to time during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between two terms of this Agreement, the higher wage outcome or other outcome more favourable to the Employee will apply.

7 DISPUTES SETTLEMENT PROCEDURE

7.1 A major objective of this Agreement is to eliminate lost time and/or production arising out of disputes or grievances. Disputes over any work related or industrial matter or any matters arising out of the operation of the Agreement or incidental to the operation of the Agreement should be dealt with as close to its source as possible. Disputes over matters arising from this Agreement (or any other

dispute related to the employment relationship or the NES, including subsections 65(5) or 76(4) of the Fair Work Act) shall be dealt with according to the following procedure.

7.2 The pre-dispute status quo shall prevail while the matter is being dealt with in accordance with this procedure.

7.3 All Employees have the right to appoint a representative in relation to a dispute. It is the express priority of all Parties to attempt to settle a dispute at the workplace level at first instance.

7.4 In the event of any work related grievance arising between the Employer and an Employee or Employees, the matter shall be dealt with in the following manner:

(a) The matter shall be first submitted by the Employee/s or his/her job delegate/employee representative or other representative, to the site foreperson/supervisor or the other appropriate site representative of the Employer and if not settled, to a more senior representative of the Employer.

(b) Alternatively, the Employer may submit an issue to the Employee/s who may seek the assistance and involvement of the job delegate/employee representative or other representative.

(c) If still not resolved, there may be discussions between the relevant Union official (if requested by the employee/s), or other representative of the employee, and senior representative of the Employer.

(d) Should the matter remain unresolved, either of the parties or their representative shall refer the dispute at first instance to FWC for review. FWC may exercise conciliation and/or arbitration powers in such review.

7.5 This procedure shall be followed in good faith without unreasonable delay.

7.6 If any party fails or refuses to follow any step of this procedure the non breaching party will not be obligated to continue through the remaining steps of the procedure, and may immediately seek relief by application to FWC.

7.7 Any resolution of a dispute under this clause by the FWC will not be inconsistent with legislative obligations or any other applicable Codes or Regulations.

8 CONSULTATION

8.1 Effective consultation is essential for continuous workplace reform and such consultation can take place at any time during the life of a Project.

8.2 Consultative Committees may be set up for this purpose.

8.3 If the Employer is considering a decision to introduce a major workplace change that is likely to have a Significant Effect on a number of Employees, the Employer must notify the Employee(s) who will be affected by the decision.

8.4 As soon as practicable and prior to implementation, the Employer must discuss with the relevant Employees and/or their nominated representative/s (e.g. Union or other representative) the introduction of the change; and the effect the change is likely to have on the employees. The Employer must discuss measures to avert or mitigate the adverse effect of the change on the Employees.

8.5 For the purposes of the discussion the Employer will provide the relevant Employees and/or their nominated representative/s in writing:

(a) All relevant information about the change including the nature of the change proposed;

(b) Information about the expected effects of the change on the Employees; and

(c) Any other matters likely to affect the Employees.

8.6 However, the Employer is not required to disclose confidential or commercially sensitive information.

8.7 The Employer must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

8.8 "**Significant Effect**" under **clause 8.3** above includes termination of employment (including redundancy), major changes in the composition, operation or size of the Employer's workforce or in the skills required, the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work; any changes to employment practices that result in privacy concerns for employees such as implementation of electronic inductions and/or access systems; the need for retraining or transfer of Employees to other work areas or locations and the restructuring of jobs.

8.9 Consultation about changes to rosters or hours of work

Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with the Employee(s) affected and, if required their representative, about the proposed change.

8.10 As soon as practicable after proposing to in introduce the change, the Employer must:

(a) discuss with the relevant Employees the introduction of the change; and

(b) if requested by the Employees, and for the purposes of the discussion, provide to the relevant Employees and their representative details of the following in writing:

(i) all relevant information about the change, including the nature of the change; and

(ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and

(iii) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

(c) invite the Employee(s) affected and any applicable representatives, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities), and give consideration to any views about the impact of the proposed change that are given by the Employee(s) concerned and/or their Union.

(d) The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

8.11 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

8.12 For clarity relevant employees may appoint a representative of their choosing for the procedures in this term.

9 PROCEDURE FOR DEALING WITH SAFETY ISSUES OR INCIDENTS

9.1 The Employer, the Employees and the Union agree that for the purposes of s.81 of the WHS Act matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.

9.2 The parties agree that for the purposes of this procedure and s.81(3) of the WHS Act the following persons shall be the representatives of the following parties:

(a) the Principal Contractor (as defined in the WHS Act) - Site Manager or any other person nominated by the Principal Contractor;

(b) the Employers - the Site Manager or any other person nominated by the Employer(s); and

(c) The Employees – person nominated by the Employee (e.g. Union or other representative).

(collectively referred to as "Nominated Parties")

9.3 The Nominated Parties agree that representatives shall be entitled to:

(a) inspecting any work system, plant, substance, structure or other thing relevant to resolving the issue;

(b) consulting with relevant Employees in relation to resolving the issue;

(c) consulting with the relevant PCBU (as defined in the WHS Act) about resolving the issue;

(d) inspect and take copies of any document that is directly relevant to resolving the issue; and

(e) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.

9.4 The Nominated Parties and/or their representatives may commence the procedure by informing, either by themselves or their representative, the other Parties and/or representatives that:

(i) there is an issue to be resolved; and

(ii) the nature and scope of the issue.

9.5 As soon as the Parties and/or their representatives are informed of the issue, the Nominated Parties and/or their representatives must meet or communicate with each other to attempt to resolve the issue.

9.6 The Nominated Parties and/or their representatives must have regard to all relevant matters including:

(a) the degree and imminent risk to the Employees or other persons affected by the issue;

(b) the number and location of Employees and other persons affected by the issue;

(c) the measures both temporary and permanent that must be implemented to resolve the issue;

(d) who will be responsible for implementing the resolution measures;

(e) whether the hazard or risk can be isolated; and

(f) the time that may elapse before the hazard or risk is permanently corrected.

9.7 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Parties and/or their representatives to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Nominated Parties and/or their representatives to the issue. The issue, once resolved, shall be recorded in the next safety committee meeting minutes with the agreed resolution.

9.8 The Nominated Parties and/or their representatives must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Nominated Parties attempting to resolve the issue may then ask Work Health and Safety Queensland, and/or the QBCC, where applicable, to arrange for an inspector to attend the workplace to assist in resolving the issue.

9.9 Direction to cease work

(a) If-

(i) an issue concerning health or safety arises at a workplace or from the conduct of the undertaking of the Employer; and

(ii) the issue concerns work which involves an immediate threat to the health or safety of any person; and

(iii) given the nature of the threat and degree of risk, it is not appropriate to adopt the processes set out in **clause 9.7** above-

(b) the Employer and/or the health and safety representative for the designated work group in relation to which the issue has arisen may, after consultation between them, direct that the work is to cease.

(c) During any period for which work has ceased in accordance with such a direction, the Employer may assign any Employees whose work is affected to suitable and safe alternative work.

10 HEALTH AND SAFETY REPRESENTATIVES

10.1 The Employer and its Employees will comply with Part 5 of the WHS Act - Consultation, representation and participation in relation to the establishment of a health and safety committee;

10.2 The health and safety representative/s (**HSR**) shall be elected by the Employees on the job on a democratic basis, and shall be subject to recall by a similar process.

10.3 Parties covered by this Agreement recognise the important role of HSRs. The HSRs have a key role in the early intervention in health and safety issues under this Agreement.

10.4 The HSR shall be allowed to consult with the principal contractor, or persons acting on his/her behalf, on matters directly concerned with safety of workers, and promote the safe conduct of work generally.

11 HEALTH AND SAFETY REPRESENTATIVE MEETINGS

11.1 A health & safety representative will be allowed reasonable paid time during working hours to attend to occupational health and safety matters affecting employees he/she represents providing that the Representative informs their manager.

12 HOT WEATHER GUIDELINES

12.1 Under this Agreement when air temperature reaches

(a) 35°C; or

(b) 29°C and 75% humidity or more, after three hours from commencement of the shift in southeast Queensland it shall constitute inclement weather (Extreme Hot Weather).

This definition will be subject to review in other regions. This **clause 12** must be in in the Employer's OHS Procedures for all applicable projects.

12.2 Before finishing work, Employees should be alerted to possible Extreme Hot Weather forecasted for the following day by the PCBU, Site manager, and HSRS. This will allow preparation for works to be modified to reduce this category of heat exposure in accordance with **clause 12.3** below. For forecasting, planning and guidance the Bureau of Meteorology (BOM) shall be used for weather observations. BOM weather stations used for weather observations shall be the closest to the project and or with similar weather conditions.

12.3 When Extreme Hot Weather is forecasted for the following day, the Employer's Site Manager, WHS Committee and WHS Representatives will consult and determine what actions are to be taken to reduce exposure and modify the workload prior to the Extreme Hot Weather, which may include:

(a) rescheduling work so that certain parts are performed during the cooler part of the day, or on another day;

(b) reducing the time spent doing hot tasks (for example, by job rotation);

(c) arranging for more workers to do the job;

(d) providing extra rest breaks in a cool area;

(e) providing cool drinking water and ice (machines) near the work site;

(f) increasing air movement by fans or coolers;

(g) installing shade cloth to reduce radio heat from the sun;

(h) consideration should be given to working an eight hour day.

12.4 Once the temperature reaches Extreme Hot Weather the following process will be followed:

(a) Where the temperature reaches 35°C there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the workload as described in **clause 12.5**.

(b) where the temperature is 28°C and 75% humidity or more after three hours from the commencement of a shift there will be an orderly cessation of work and preparations for safe completions of critical tasks currently under way and/or applicable modifications to the workload as described in **clause 12.5**.

12.5 If there are areas of the workplace that are below any Extreme Hot Weather, work shall continue as normal in those areas, Employees unable to work elsewhere may be transferred to these areas if work is available. Employees may walk a reasonable distance through the open to and from amenities, provided it does not pose an imminent risk to their health or safety. The primary objective is to ensure that there is no reasonable concern for an Employee undertaking the work of an imminent risk to their health or safety.

12.6 Extreme Hot Weather shall be measured on site by a temperature gauge and/or BOM weather station (if close proximity to project with similar climatic conditions) compliant to Australian Standards and shall be undertaken in accordance with the manufacturer's operating instructions. The Parties agree that a measurement taken using the Wet Bulb Globe Temperature index will be an acceptable method of measuring extreme high temperature. It is the responsibility of the PCBU to implement these guidelines.

13 AIR QUALITY PROCEDURE

13.1 Definitions

(a) **Acceptable Air Quality**

Air Quality Index (AQI) is categorized as very good to fair Queensland Department of Environment and Science.

PM2.5 are tiny particles in the air that reduce visibility and cause air to appear hazy when levels are elevated. They can be carcinogenic, as advised by the World Health Organisation. Where possible, PM2.5 readings shall be the preferred test for acceptable air quality.

(b) **Bushfire smoke**

Bushfire smoke is a mixture of different sized particles, water vapor and gases, including carbon monoxide, carbon dioxide and nitrogen oxides. During bushfires and similar events, large amounts of finer particles are released that are small enough to breathe deep into the lungs and can cause adverse health effects. These chemicals are known "Cancer Causing Agents".

13.2 The Employer must verify that their work area is within a safe range for air quality as defined by the Queensland Department of Environment and Science.

13.3 **Air Quality Procedure**

(a) The PCBU, Site Manager and WHS Reps must alert workers the day before extreme or excessive poor air quality conditions are expected.

(b) Once the air quality index reaches above 50µG per m^3 and stays above 50µG x m^3 for three consecutive hours during a work period, there will be an orderly cessation of work and preparation for safe completion of critical tasks.

(c) Once the air quality index reaches 75µG per m^3 there will be an immediate cessation of work with only safe completion of critical tasks allowable.

(d) Inclement weather provisions of the Award shall be invoked. To be clear, all the provisions contained in clause 24 of the Award shall apply in instances of poor air quality, including 24.13.

13.4 All air quality related incidents are to be reported to the employer, site safety coordinator, WHS Committee and any relevant employee representative's immediately.

14 INCLUSION

14.1 The Parties recognise that everyone is entitled to work in an environment that is free of discrimination, harassment and bullying. It is the Employer's responsibility to ensure it complies with relevant legislative requirements including the Anti-Discrimination Act 1991 (Qld).

First Nations People

14.2 The Employer recognises there is a significant population of First Nations People within Queensland. The Employer shall use best endeavours to employ a minimum 5% total workforce who identify as First Nations People.

14.3 The Employer will ensure that all Employees receive cultural awareness training as part of the induction process to ensure that all workers are made aware of the history and spiritual connection that traditional owners have with each area where work takes place.

14.4 A 'Welcome to Country' ceremony will be arranged with the Traditional Owners when the number of workers at a workplace reaches 50, as part of the Employers commitment to the principles of social, restorative justice and cultural affirmation.

The Employer will also implement policies that ensure:

(a) access to annual leave for participation in cultural and ceremonial activities;

(b) skill and career development opportunities for First Nations Employees;

(c) the development of retention and promotion for First Nations Employees.

14.5 Where the workplace is a construction site, the Employer's obligations in **14.2** and **14.3** will be deemed to have been met, if provided by the principal contractor on the site.

Women in the Industry

14.6 Parties respect equal employment opportunity and it is recognised the demographic of the construction industry could be more diverse. To that end, the Parties support the promotion of women into the industry and shall discuss means to achieve this objective including ways to encourage and assist women to seek and maintain employment in the construction industry.

14.7 At a minimum, female toilets with sanitary bins shall be provided at all workplaces where women work. In determining the location of the amenities the Employer must consider the most appropriate balance of privacy, safety and security.

14.8 The parties recognise the right of women to feel safe at work. Sexual harassment, intimidation, ostracism or any other unacceptable behaviour will not be tolerated, and may result in disciplinary action in accordance with this agreement.

Mature Age Workers

14.9 The parties recognise that a lifetime in the construction industry can take its toll on a persons body and mind. Wherever possible, the Employer shall implement measures to encourage the retention of older employees. To the extent possible, this includes (but is not limited to) the preservation of jobs such as hoist operators and peggies for workers over the age of 50.

15 SECURITY OF PERSONAL INFORMATION

15.1 For the purpose of this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth).

15.2 The Employer undertakes not to pass on or sell Employees' personal information (either directly or indirectly, for example through contractual arrangements with clients), except to comply with an direction from a Government authority.

16 SITE ACCESS SYSTEMS AND INDUCTIONS

16.1 Site access issues shall be discussed between the Parties.

16.2 The particular type of site access system to be installed will be reviewed for each project having regard to client requirements, the project's hours of work, work force numbers and available technology in order to alleviate 'bottle necks' and inconvenience to workers in its operations.

16.3 The Employer will comply with the Australian Privacy Principles in the Privacy Act 1988 (Cth) in relation to any personal information (for the purpose of this clause "personal information" has the meaning given to it in the Privacy Act 1988 (Cth)) they hold in relation to Employees.

16.4 The Employer undertakes that, to ensure the highest level of compliance with Health and Safety legislation, all inductions shall be conducted "face to face" and on the job. Further, all inductions shall include site specific hazards and requirements for each project. Industry specific inductions that cannot be conducted onsite, and are required by law (such as General Construction Induction, or Rail Safety Induction etc) are excluded from the operation of this clause.

17 TOOL BOX MEETINGS

17.1 At least one tool box meeting will be convened by the Employer per site each month to facilitate and foster communication and consultation. Items to be discussed at each meeting may include: programming of site work, site issues, Workplace Health and Safety, job design, productivity issues, management policies, agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date.

18 CONTRACT OF EMPLOYMENT

18.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent or casual basis, stating by whom the Employee is employed, the job performed, the classification level, and the relevant rate of pay. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employee.

18.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.

18.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to CBUS/BUSS(Q), BERT, BEWT, CIPQ and QLeave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

19 EFFECTIVE WORK ORGANISATION

Effective Work Organisation refers to methods of organising work so that Employee and Employer objectives can be achieved efficiently, sustainably and safely, producing results which are acceptable to all concerned.

19.1 Where the Employer is the principal contractor, or they are required under contract to provide the following key site attendant roles on a project, the Employer will use its best endeavours to engage these employee's directly:

(a) First aid attendants;

(b) Amenities attendants;

(c) Hoist drivers (including builders' lift drivers);

(d) Crane crews (except where supplied by a specialist company or subcontractor);

(e) Gate persons; and

(f) Primary traffic attendant roles (except where supplied by a subcontractor as an ancillary aspect of their scope of works or where there is a legal requirement).

19.2 The parties acknowledge that traditional trade based training through apprenticeships, was one of the best paths for career development in the construction industry. Where the Employer is the principal contractor, the Employer agrees to consult during the life of this agreement regarding the direct engagement of tradespeople including apprentices.

19.3 The Employer will consult with affected Employees and/or their nominated representatives regarding the implementation of this clause, taking into consideration factors such as project size and location.

20 CASUAL EMPLOYMENT

20.1 A casual Employee is an Employee employed on an occasional basis and whose work pattern is not regular and systematic. When a person is engaged as a casual employee they will be informed in writing that the Employee is to be employed as a casual, the job to be performed, the classification level, the actual or likely length of engagement including number of hours to be worked per week, and the relevant rate of pay.

20.2 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except annual leave, personal leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid bereavement and carer's leave.

20.3 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by **clause 30.3** below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by **clause 30.3** below.

20.4 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX 1 for the Employee's classification.

20.5 A casual Employee required to work overtime or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:

(a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by **clause 28** below and APPENDIX 1 for the Employee's classification;

(b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate prescribed by **clause 28** below and APPENDIX 1 for the Employee's classification; and

(c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by **clause 28** below and APPENDIX 1 for the Employee's classification.

20.6 For the purposes of clarity, the applicable contributions to CBUS/BUSS(Q), BERT, CIPQ and BEWT or other funds nominated herein, must be made by the Employer in respect of casual Employees. A casual Employee shall also be entitled to receive, in addition to their casual rate, penalty payments for Overtime, work performed on weekends, work performed on public holidays and RDOs.

20.7 Termination of all casual engagements shall require one hour's notice by either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

20.8 **Casual Conversion**

(a) casual Employee, who has been engaged by the Employer on a regular and systematic basis for a period in excess of 6 weeks, thereafter has the right to request in writing to have their contract of employment converted to permanent employment if the employment is to continue beyond the conversion process. The decision as to whether a regularly and systematically engaged casual employee is made permanent is a decision of the Employer.

(b) A casual Employee, who has requested in writing to be converted to permanent employment pursuant to **clause (a)** above whose request is refused by the Employer, is entitled to be paid 175 percent of the hourly rate prescribed in this Agreement for the Employee's classification.

(c) For the purposes of this clause, "regular and systematic" shall be defined as an average of 4 days or more over 6 weeks.

21 APPRENTICES/TRAINEES

21.1 Apprentices / Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.

21.2 For clarification, in addition to the rates in APPENDIX 1, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.

21.3 Training arrangements for Apprentices/Trainees shall be as provided in QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

21.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.

21.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.

21.6 During the first year of an apprenticeship, tools to the minimum retail value of $600.00 shall be supplied by the Employer within a period of three months after the expiry of the probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.

21.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of $600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured apprenticeship.

21.8 Where an apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:

(a) During the term of apprenticeship, an Employer shall, in respect of each level of the Apprenticeship program, supply the apprentice with tools of trade, to a minimum retail value of $600.00;

(b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award;

(c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the Apprenticeship;

(d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in **clause 21.6** and **clause 21.7** above.

21.9 **Apprentice Training**

The Employer recognises that in order to increase the efficiency and productivity of the Employer, a significant commitment to structured training and skill development is required. They also recognise the importance of the apprenticeship system to the construction industry. Therefore the Parties agree:

(a) If the Employer employs seven (7) or more tradespeople in any one classification it undertakes to employ an apprentice(s) or make arrangements to host an apprentice from an agreed scheme.

(b) The Employer is committed to ensuring that apprentices receive appropriate on the job training by experienced tradespeople and apprentice numbers are maximised, to this end the Employer will endeavour to maintain at least one apprentice to every seven (7) tradespeople.

If the Employer does not currently have an apprentice as provided for in **paragraph (a)** above, reasonable time shall be allowed to enable the Employer to comply with this clause. Further, the Parties are committed to a strong ratio of apprentices in the industry.

22 ADULT APPRENTICES

22.1 Adult apprentices are apprentices who commence their apprenticeship at the age of 21 years or older. Adult apprentices engaged under any of the classifications set out in this clause 1 of this Appendix will be paid a minimum rate equal to the rate of pay for a second year apprentice, for the first two years of the apprenticeship, then on parity with other apprentices for the third and fourth years

23 TRAINING AND RELATED MATTERS

23.1 The parties are committed to the promotion of a highly skilled industry that delivers ongoing employment opportunities and a world-class end product through an efficient and safe construction process. To this end, the Employer agrees that appropriate training, including the engagement and training of apprentices, and skills development for the workforce will be provided during term of this agreement.

23.2 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.

23.3 Where possible training and skill development is to be carried out in normal working hours. It is agreed that Tthe Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

HSR training

23.4 Any Employees elected as a workplace HSR will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

Asbestos Awareness Training

23.5 The Employer agrees that it will schedule training in the nationally accredited asbestos awareness training course 10279NAT Identification and Awareness of Asbestos Containing Materials. The training shall be completed within 3 months of the commencement of this agreement, or within 3 months of commencement of each new employee.

Silica Dust Training

The Employer agrees that it willschedule training in the nationally accredited silica dust management course 10830NAT Course in Crystalline Silica Exposure Prevention. The training shall be completed within 3 months of the commencement of this agreement, or within 3 months of commencement of each new employee.

23.6 The Employer agrees that it will, within 7 days of receiving a written request from an Employee, provide:

(a) evidence to demonstrate the positive commitment to training and skill development; and

(b) the information as to the number of apprentices and visa holders engaged by the Employer;

(a) each of which it is required to provide to the funding entity in accordance with Clause 24(2) of the Code.

23.7 Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

24 JOB SECURITY

24.1 Without limiting the Employer's right to determine its operational requirements the Parties to this Agreement will encourage the continuity of employment for permanent employees with the aim of ensuring that permanent employment opportunities are not eliminated or eroded insofar as it is reasonably practicable to do so.

24.2 In order to maximise the continuity and security of employment for Employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes all tower cranes which are hired out by the Employer (or by an associated entity of the Employer), and which are capable of being operated by Employees of the Employer shall be supplied with a suitably qualified crane crew who is a current Employee of the Employer for the duration of the hire period. The Employer will consult with affected Employees and/or their nominated representatives regarding the implementation of this clause, taking into consideration factors such as project size and location.

25 EMPLOYMENT SECURITY

25.1 The Employer recognises that in certain circumstances the use of contractors and labour hire may affect the job security of Employees covered by this Agreement.

25.2 The Employer is also committed to maintaining a stable and skilled workforce, having regard to the contribution that a stable and skilled up workforce has for Employee's job security. The Employer also acknowledges that use of subcontractors or supplementary labour may amount to a workplace concern on the part of Employees. The Employer will take all reasonable measures to achieve employment security for the Employees insofar as it is practicable to do so.

25.3 If the Employer wishes to engage subcontractors or supplementary labour to perform work which is usually performed by its own Employees under this Agreement, the Employer must consider any matters raised in consultation by potentially affected Employees and/or their nominated representatives, before making any final decision to engage subcontractors or supplementary labour.

25.4 Following consultation and subject to this clause, the decision whether to engage subcontractors or supplementary labour is a decision of the Employer alone. Any dispute as to the application of this clause will be dealt with under the disputes settlement procedure under this Agreement. The Employer will ensure that all subcontractors are bona fide contractors and engage their employees on lawful terms and conditions.

25.5 As soon as practicable after being awarded a contract, upon request from the Union Delegate, the Employer shall inform the Union via its Union Delegate which subcontractors have been engaged for the project.

26 TERMINATION

26.1 Employment may be terminated by the Employer due to performance/general misconduct, serious and wilful misconduct, or Redundancy.

Performance/General Misconduct

26.2 In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for Redundancy situations. An Employee may elect at any step to have their

Employee representative or any other person or persons of his or her choice, present. The Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the employee representative or any other party to this Agreement.

26.3 Step 1- First Written Warning

(a) The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required.

26.4 Step 2 - Final Written Warning

(a) If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required; and

(iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.

(b) If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.

26.5 Step 3 - Dismissal

(a) If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.

26.6 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.

26.7 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).

26.8 The Employer shall pay each dismissed Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.

26.9 In cases where the Employer is considering transferring or terminating the services of an elected Union Delegate, employee representative or a HSR, a five day mandatory consultation period shall be initiated by the Employer with the Union prior to any final decision on transfer or termination being made. The affected Employee and their nominated representative will be immediately advised of the initiation of the consultation period and shall remain on the job during the consultation process. If the

Employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.

27 REDUNDANCY

27.1 The Employer will utilise BERT to meet all of the liabilities for Redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's Redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's Redundancy Fund.

27.2 For projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $115.00 per Employee for the life of this agreement;

27.3 At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

(a) $14.90 per Employee for the life of this agreement;

27.4 For projects where the Total Cost of Work is less than $50m, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $54 per employee for the life of this agreement;

27.5 At the same time contributions are made to the Employee's Redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

(a) $6 per employee for the life of this agreement;

27.6 Where an employee has worked on multiple sites during the week, the higher contributions for BERT and BEWT outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

27.7 Apprentice contributions shall be calculated using the following percentage of the trade rate:

(a) 1st stage - 50%;

(b) 2nd stage - 60%;

(c) 3rd stage - 75%;

(d) 4th stage - 90%.

27.8 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

27.9 Where the Employee's balance in the Employee's Redundancy fund reaches $20,000.00 or an amount that equals 10 weeks' wags, the Employee will have the option to continue to have contributions paid to their Redundancy fund or redirected to CBUS or BUSS(Q). It is the Employee's option only. Where an Employee exercises (or has exercised) this option, his or her Redundancy entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.

27.10 Contributions to the Employee's Redundancy fund must be made, at a minimum, on a monthly basis, by no later than the 15th of the following month details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee 's wage statement by the end of the second week of each subsequent month. Late payments shall attract a penalty of 10% of the total amount due, unless there is a reasonable explanation that is acceptable to the parties of this agreement.

28 WAGES

28.1 Employees must be paid wages in accordance with APPENDIX 1 from the first full pay period after the dates specified. Those rates include the following increases:

(a) 1.5% from the 1st January 2021;

(b) 3% from the 1st July 2021; and

(c) 3% from the 1st July 2022.

28.2 The wage rates detailed in APPENDIX 1 of this agreement are structured as follows:

(a) The wage rates detailed in APPENDIX 1 for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant);

(b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36;

(c) The wage rates for classifications CW 5 and above detailed in APPENDIX 1 do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX 1.

28.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

28.4 Inclement Weather (Emergency Works)

Clause 24.6 of the Award will also apply in the case of emergency work where the Employee's and the relevant HSRs concerned agree that the work is of an emergency nature and can start and/or proceed.

28.5 Inclement Weather

Where there is the existence of inclement weather clause 24 of the *Building and Construction General On-site Award 2020* shall apply. Additionally, the procedure's listed at 24.13 of the *same Award* shall apply in all instances of inclement weather in the work place.

29 CLASSIFICATIONS

29.1 The Classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX 1.

29.2 **Health and Safety Representative**

(a) Where an Employee is elected by Employees of the Employer as a HSR, and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the Employee's usual classification. In addition, a HSR is entitled to an all-purpose hourly allowance of:

(i) $2.39 for the life of this agreement;

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to **clauses 29.2** and **29.5** below.

29.3 **Marker/Setter Out**

An Employee performing the work of a marker/setter out shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate.

29.4 **Higher duties**

Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

29.5 **Union delegate**

(a) Where an Employee is elected by Employees of the Employer as a Union Delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union Delegate entitled to an all-purpose hourly allowance of:

(i) $2.39 for the life of this agreement;

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to **clauses 29.2** above and **29.5**. Notwithstanding, no Union Delegate will suffer a reduction in pay as a result of the implementation of this clause.

30 ALLOWANCES

30.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX 2 of this Agreement.

30.2 The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

30.3 **Fares and Travel Allowance**

All Employees shall be entitled to receive the fares and travel allowance in accordance with **clause 26** of the Award. The rate to be paid on projects where the Total Cost of Work is $50m or greater shall be as follows:

(a) Daily Entitlement

(i) $50.00 for the life of this agreement;

(b) Apprentices shall receive the following percentage of the amount detailed above:

(i) 1st stage – 75%;

(ii) 2nd stage – 85%;

(iii) 3rd stage – 90%;

(iv) 4th stage – 95%.

(c) The rate to be paid on projects where the Total Cost of Work is less than $50m shall be in accordance with the Award.

30.4 **Leading Hand**

A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

30.5 **Living Away from Home Allowance**

(a) Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.

(b) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.

(c) Where reasonable board and lodging are not available, the Employer and the Employee may agree to alternative arrangements, provided that the Employee is not placed in a financial disadvantage as a result of the alternative arrangement.

(d) Where an Employee is engaged on distant work where the Total Cost of Work is $50m or greater, the Employer will pay the Employee, in addition to all other entitlements, a daily allowance as provided by APPENDIX 2.

(e) Employees rostered for distant work must be notified in writing by the Employer. To ensure fatigue is managed safely, no Employee will be required to work on distant work for more than 14 consecutive days or have less than 7 consecutive days between engagements on distant work. Notwithstanding any other requirements in this **clause 30.5**, no employee will be required to be away from home for more than 3 weeks without returning home at the employer's expense.

(f) An Employee may refuse to work in circumstances where the working would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(ii) the Employee's personal circumstances including any family responsibilities;

(iii) the needs of the workplace or enterprise;

(iv) the notice (if any) given by the Employer, and by the Employee of his or her intention to refuse it; and

(v) any other relevant matter.

(g) All time spent by Employees travelling to and from distant work will be paid as if worked during the time the travel is taken.

30.6 **Power Tools**

Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to

have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX 2 of this Agreement.

30.7 **Site Allowance**

(a) A Site Allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the QLeave or NTBuild declaration of the "total cost of work" will apply.

Value of Project	**Site Allowance**
>$50m-$80m	$1.70
>$80m-$100m	$2.50;
>$100m-$200m	$3.50;
>$200m-$300m	$4.50;
>$300m-$400m	$5.00;
>$400m-$500m	$5.50;
>$500m-$600m	$6.00;
>$600m-$700m	$7.00;
>$700m	$8.00.

(b) Site Allowance is not subject to any premium or penalty and shall compensate for all disabilities other than:

(i) Heavy Blocks;

(ii) Explosive Powered Tools;

(iii) Scaffolder's Licence Allowance;

(iv) Unbacked Insulation;

(v) Swing Stage;

(vi) Height/Multi Storey.

For these items the applicable rate in APPENDIX 2 will apply.

NB: the Living Away from Home Allowance, travel outside radial areas, transfers during working hours and all allowances referred to in **clause 30** of this Agreement are not disability allowances for the purposes of this clause.

30.8 **Height Allowance**

Where the Total Cost of Work is $50m or greater, height allowance shall be paid in accordance with the rates in Appendix 2 of this agreement.

Where the Total Cost of Work is less than $50m, height allowance shall be paid in accordance with the Award.

30.9 The applicable Height and Site Allowances will be paid to Employees on a project in respect of works performed by the Employer on that project:

(i) Up to the Employer's contractual practical completion for the last separable portion of that project, and

(ii) Also to any additional work that is continuous and carried out by the Employees of the Employer on that project post practical completion up until Contractors Final Completion.

30.10 Engagement of more than one mobile crane:

(a) Where more than one mobile crane is engaged on any single lift the following additional payments shall be made:

(i) Where two mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

- From 1/7/2020 - $4.42;

(ii) Where three mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

- From 1/7/2020 - $8.50;

(iii) Where four mobile cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

- From 1/7/2020 - $13.07;

(iv) Where more than four mobile cranes are engaged the crane crew shall be paid at the following additional amount per lift:

- From 1/7/2020- $17.27;

31 PRODUCTIVITY SCHEMES

Productivity Schemes will be prohibited unless written agreement has been reached between the Employer and Employee.

32 SUPERANNUATION

32.1 It is agreed that the default fund under this agreement shall be BussQ.

32.2 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages.

32.3 On projects where the Total Cost of Work is $50m or greater, the Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $255.00 per week for the life of this agreement.

32.4 On projects where the Total Cost of Work is $50m or greater, every Employee shall contribute by way of salary sacrifice the following minimum weekly amount:

(a) $64.00 per week for the life of this agreement.

32.5 The contributions in **clauses 32.3** and **32.4** above shall be in addition to all other entitlements prescribed by this Agreement.

32.6 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.

32.7 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

32.8 On projects where the Total Cost of Work is less than $50m, superannuation shall be paid in accordance with the Superannuation Guarantee (Administration) Act 1992 (SGAA).

32.9 Where an employee has worked on multiple sites during the week, the higher contribution for superannuation outlined above will apply, provided the employee has worked any of the week on a project where the Total Cost of Work is $50m or greater.

32.10 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.

32.11 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

32.12 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement or any similar cover existing within the terms of a relevant fund.

33 SALARY SACRIFICE ARRANGEMENTS

33.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:

(a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.

(b) The Employee wishing to enter into a salary sacrifice arrangement will be required to notify his/her Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.

(c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.

(d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

34 INCOME PROTECTION AND PORTABLE UNUSED SICK LEAVE

34.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

(a) from 1 March 2019 - $39.30;

(b) from 1 March 2021 - $40.30;

(c) from 1 March 2022 - $41.30.

34.2 The income protection policy provided by the Employer will provide the following amounts as weekly benefits in the event of a claim:

(a) from 1 March 2019-$1,600.00.

34.3 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under this **clause 34.1** above from the date determined by CIPQ will satisfy the Employer's obligations under **clause 34.1** above.

34.4 If the Employer does not contribute to CIPQ the amount required under **clause 34.1** above in respect of each and every Employee, the Employer will pay an additional $1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (ie medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.

34.5 All accrued and unused sick leave will be notified to CIPQ upon termination for each employee, for the purposes of portable sick leave.

35 HOURS OF WORK

35.1 **Ordinary hours**

Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00 a.m. and 6.00 p.m. Monday to Friday. Typically, work should not commence later than 7am. All time worked outside the aforementioned span of hours shall be by agreement with the affected employees concerned, and paid at double time.

35.2 **Start and finish times**

(a) If the Employer wishes to alter start and finish times within the spread of ordinary daily hours, the Employer will consult with the affected Employees and:

(i) provide not less than 48 hours' notice to affected Employees of the change to start and finish times; and

(ii) have regard to the intention of avoiding excessive overtime.

35.3 **Overtime**

(a) It is the intention of the Employer and Employees that excessive overtime will not be worked.

(b) To this end the general standard of weekly hours will usually not be more than 50 per week, which shall be taken to mean not more than 10 hours per day Monday to Friday, for an individual Employee. The aforesaid 'usual weekly hours' of the affected Employees may by agreement be exceeded from time to time to perform works which the Employer considers necessary and to meet operational requirements including but not limited to the need to perform works which are critical to the ongoing productivity or safety of other employees on the project or where a critical work task is delayed due to unforeseen circumstances.

35.4 Reflecting this intention, it is recognised that:

(a) The Employer is not restricted as to the setting of daily hours within the 50 hour general standard;

(b) Subject to consultation a majority of employees may agree to work on a Saturday following a Monday RDO, provided there is strict adherence with the rest of this **clause 35**.

35.5 An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(d) any other relevant matter.

35.6 Overtime Penalty Rates

(a) On projects where the Total Cost of Work is $50m or greater, all time worked in excess of the ordinary hours, shall be paid at double time.

(b) On projects where the Total Cost of Work is less than $50m, the overtime penalties that will apply are:

(i) paid for at the rate of time and a half for the first two hours and at double time thereafter.

Shiftwork

(c) In this clause Shiftwork means work comprising recurring periods in which different groups of workers do the same jobs in rotation;

(d) Shiftworker for the purposes of this **clause 35** is defined as an Employee who is required by the Employer to work Shiftwork which commences or finishes outside 6.00 a.m. and 6.00 p.m. Monday to Friday.

(e) On projects where the Total Cost of Work is $50m or greater Shiftworker shall be paid at the rate of double time for all hours worked.

(f) On projects where the Total Cost of Work is less than $50m, the shiftwork penalties of the Award will apply.

(g) An Employee who has to work Shiftwork shall be given at least 48 hours' notice of the requirements to work shift work. An Employee may refuse to work overtime in circumstances where the working of such shift would result in the Employee working hours which are unreasonable having regard to matters including:

(i) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(ii) the Employee's personal circumstances including any family responsibilities;

(iii) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and

(iv) any other relevant matter.

36 EMPLOYEE ROSTERED DAY OFF

36.1 Ordinary working hours will be scheduled in a 10 day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

36.2 26 rostered days are scheduled to be taken off by an Employee for every 12 months' continuous service in accordance with the dates set out in the calendar indicative of scheduled RDO contained in

APPENDIX 3. The purpose of this calendar is to ensure workers and site management manage their fatigue levels, thereby encouraging safer and more productive projects.

36.3 For clarity, nothing in this clause or the calendar is intended to impose a limit on the ability of the Employer to determine with the majority of its affected Employees when and where work can be performed to meet operational requirements or otherwise limit the Employer's right to manage its business.

36.4 Payment for RDOs will include an entitlement to the daily fares and travel allowance.

36.5 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.

36.6 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.

36.7 Where an Employee has insufficient accruals for an RDO, the Employer may by agreement with the affected Employee, offset any deficiency from the Employee's annual leave entitlement.

36.8 Where the Employer wants an Employee or Employees to work on an RDO, the following process shall be followed:

(a) The Employer shall establish that there is a genuine need for the work to take place on the RDO. Examples of where work may take place include, but are not limited to, the following: jumping cranes, erecting or dismantling jump form, high-risk activity after consultation with the safety committee), or other operational circumstances that require work on that day; and

(b) The Employer must consult with the affected Employee(s); and

(c) Provide affected Employee/s the opportunity to notify the Union using the form provided for in APPENDIX 6, or other chosen representative/s in writing (fax or email) prior to the RDO that work will be performed.

36.9 The Employer is committed to providing as much notice as is reasonably practicable for a requirement to work. Wherever possible, the process outlined above will occur at least 7 calendar days prior to the RDO in question.

36.10 An Employee may refuse to work an RDO in circumstances where the working of such a RDO would result in the Employee working hours which are unreasonable having regard to matters including:

(a) any risk to Employee health and safety including the risk of fatigue i.e. excessive hours, exposure to noise, fumes, or any matter that can impair an Employee's ability to work safely and/or create a danger to Employees;

(b) the Employee's personal circumstances including any family responsibilities;

(c) any other relevant matter.

36.11 Where the procedure in **clause 36.8** above has been followed and at least seven days' notice has been provided to Employees to work on the RDO, Employees must be paid for at 200% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment for 8 hours, for that RDO. Where the procedure in **clause 36.8** above has not been followed or less than 7 days' notice has been provided to Employees to work on the RDO, Employee's must be paid at 250% of the rate applicable for the Employee's classification in the Agreement, with a minimum payment of 8 hours, for that RDO.

36.12 In addition to the loadings listed above, Employees will be provided a day in lieu for each RDO that they are required to work.

36.13 Up to five (5) RDOs may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be transferred to the employee's annual leave bank in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year.

36.14 **Easter and Christmas**

An Employee required to work during the Easter and Christmas period, that is to work on any day between and inclusive of Christmas Day and New Year's Day and any day, between and inclusive of Good Friday and Easter Monday, shall be paid 300% of the hourly rate prescribed in the Agreement for the Employee's classification.

37 LEAVE

37.1 Permanent Employees shall be entitled to paid personal leave when they are absent from work due to:

(a) personal illness or injury (sick leave);

(b) for the purposes of caring for partners, children and/or other household or family members who are sick or in a personal emergency and require the Employee's care and support (carer's leave); or

(c) compassionate leave.

37.2 Personal leave shall accrue as follows:

(a) Three days in the first month and then one additional day at the beginning of each of the next nine calendar months will be available in the first year of employment;

(b) Twelve days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement.

(c) All unused personal leave is cumulative.

37.3 If required by the Employer, when an Employee is absent for more than 2 consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.

37.4 Parental Leave will be in accordance with the FW Act.

37.5 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Industrial Relations Act 2016 (Qld) as amended from time to time, or the provisions of the Building and Construction Industry (Portable Long Service Leave) Act 1991 (Qld). Section 95 subsection (4) of the Industrial Relations Act 2016 (Qld) does not apply to Employees covered by this Agreement.

37.6 Employees may take unpaid leave. Such leave will be subject to the Employer's approval except for up to 5 days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

37.7 An Employee's entitlement to annual leave will be consistent with the National Employment Standards contained in the FW Act.

37.8 Annual leave shall accrue at the rate of 3 hours per week (i.e. 36 ordinary hours) of service. If the Employee is a continuous shift Employee (as defined in the Award), the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.

37.9 The Employer will not unreasonably refuse a request for annual leave by an Employee.

37.10 Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.

37.11 At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. As per the National Employment Standards, the annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

37.12 Employees are entitled to compassionate leave in accordance with the National Employment Standards contained in the FW Act. In addition, compassionate leave is available for Employees upon the death of a family or household member, or close family relative.

38 FAMILY VIOLENCE LEAVE

38.1 For the purposes of this clause, family violence is:

(a) behaviour by a person towards a family member of that person if that behaviour:

(i) is physically or sexually abusive;

(ii) is emotionally or psychologically abusive;

(iii) is economically abusive; or

(iv) is threatening; or

(v) is coercive; or

(vi) in any other way controls or dominates the family member and causes that family member to feel fear for the safety or wellbeing of that family member or another person; or

(vii) behaviour by a person that causes a child to hear or witness, or otherwise be exposed to the effects of, behaviour referred to in **paragraph (a)**.

38.2 For the purposes of this clause, a "family member", in relation to a person (a "relevant person"), means-

(a) a person who is, or has been, the relevant person's spouse or domestic partner; or

(b) a person who has, or has had, an intimate personal relationship with the relevant person; or

(c) a person who is, or has been, a relative of the relevant person; or

(d) a child who normally or regularly resides with the relevant person or has previously resided with the relevant person on a normal or regular basis; or

(e) a child of a person who has, or has had, an intimate personal relationship with the relevant person.

38.3 For the purposes of **clauses 38.2(b)** and **38.2(e)** above, a relationship may be an intimate personal relationship whether or not it is sexual in nature.

38.4 **Confidentiality**

The Employer must take all reasonable measures to ensure personal information concerning an Employee's experience of family violence is kept confidential. A breach of confidentiality is an express breach of this agreement.

38.5 **Leave**

(a) An Employee (other than casual Employees) experiencing family violence will have access to 10 days per year of paid family violence leave paid at the Employee's minimum wage rate prescribed by clause 19.1(a) of the Award applicable to their classification to attend legal proceedings, counselling, and appointments with a medical or legal practitioner, relocation, the making of safety arrangements and other activities associated with the experience of family and domestic violence.

(b) Family violence leave is in addition to any other existing leave entitlements, and may be taken as consecutive or single days or as a fraction of a day.

(c) The Employee shall give as much notice as reasonably possible prior to taking the leave under this clause.

(d) In addition, the Employer may require the Employee to produce evidence to support the need for family violence leave such as a document issued by the police, a court, a doctor (including a medical certificate), a family violence support service, or a statutory declaration.

(e) For the avoidance of doubt, family violence leave does not accumulate from year-to-year and is not paid out on termination of employment.

39 ADDITIONAL OCCUPATIONAL HEALTH AND SAFETY MATTERS

39.1 The following clothing will be supplied to all Employees (no later than 1 month after commencement) and will be replaced on a fair wear-and-tear basis. Employees when working on site are required to wear all footwear and clothing supplied. The issue will be:

(a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to $150.00 upon producing of a purchase receipt);

(b) 6 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed; and

(c) 1 high visibility winter jacket.

39.2 All of the abovementioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the above mentioned items on a fair wear- and -tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.

39.3 All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating. The employer undertakes to source Australian made clothing and equipment in so far as it is possible.

39.4 No agreement to pay cash in lieu of supply of clothing/footwear is permitted.

39.5 When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

39.6 Stand-By Drivers and Crane Crews

(a) The crane crew for each crane must consist of the following:

(i) A crane driver;

(ii) A dogman/stand-by driver; and

(iii) A dogman.

40 WORKPLACE IMPAIRMENT POLICY

The Employer Workplace Impairment Policy can be found in APPENDIX 4.

41 TIME AND WAGES RECORDS

41.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:

(a) Name of employing Employer;

(b) Name of Employee;

(c) Employee's classification;

(d) Date of payment and period covered by wage statement;

(e) Details of the number of ordinary hours worked;

(f) Details of the number of overtime hours worked;

(g) The ordinary hourly rate and the amount paid at that rate;

(h) The overtime hourly rates and the amounts paid at those rates;

(i) The gross wages paid;

(j) The net wages paid;

(k) Details of any deductions made from the wages;

(l) Details of all accrued entitlements such as RDO's, personal leave, annual leave, etc;

(m) Details of the Employer CBUS/BUSS(Q) contribution, including when the contribution was made and the amount details of the Employee CBUS or BUSS(Q) contribution, including when contribution was made and the amount;

(n) Details of the Employer BERT contribution, including when contribution was made and the amount;

(o) Details of the Employer CIPQ payment, including when contribution was made and the amount;

(p) Details of the Employees BEWT payment, including when contribution was made and the amount.

41.2 In addition, the employer must also maintain the following time and wage records:

(a) The Employees date of birth;

(b) date when the Employee became an Employee of the Employer, if appropriate, the date when the Employee ceased employment with the Employer;

(c) The Employees tax file number;

(d) The Employees CBUS/BUSS(Q) number;

(e) The Employees BERT number;

(f) The Employees QLeave or NTBuild number;

(g) The Employees CIPQ number;

(h) Daily details of work including;

(i) Daily start time and finish time:

(ii) Time lunch and crib breaks taken;

(iii) Total ordinary hours worked and resulting wage;

(iv) Total time and a half hours worked and resulting wage;

(v) Total double time hours worked and resulting wage;

(i) Details of allowances paid;

(j) Details and payment for RDOs, Personal and annual leave, public holidays;

(k) Details of deductions;

(l) Details of additions;

(m) Total gross allowances paid per week and year to date;

(n) Total gross wages paid per week and year to date;

(o) Tax deducted from wages per week and year to date;

(p) Net wages per week and year to date;

(q) RDOs, sick and annual leave accrued per week and year to date;

(r) CBUS/BUSS(Q), BERT, BEWT, and CIPQ paid per week and year to date.

42 UNION DELEGATES/EMPLOYEE REPRESENTATIVE RIGHTS

42.1 Where an Employee has been elected as a Union Delegate/employee representative, the Employer will recognise the following rights:

(a) the right to be treated fairly and to perform their role without any discrimination in their employment;

(b) for the Union Delegate/employee representative to represent an Employee where requested in relation to a grievance, dispute or a discussion with a member of the Union;

(c) the right to place information related to permitted matters in a prominent location in the workplace except that the material must not breach freedom of association, privacy and other applicable laws;

(d) the right to paid time to attend industrial tribunals and/or courts where they have been requested to do so by an Employee (which may include themselves) whom they represent in a particular dispute in their workplace;

(e) the right to paid time to assist and represent Employees who have requested them to represent them in respect of a dispute arising in their workplace;

(f) the right to represent the interests of members in their workplace to the Union, the Employer and industrial tribunals/courts;

(g) the right to represent the interests of Employees who request their assistance in their workplace to the Employer and industrial tribunals/courts;

(h) the right for reasonable time off to attend accredited union education;

(i) the right to take reasonable leave to work with the Union;

(j) the right to have reasonable time off to participate in the operation of the union.

43 UNION DELEGATE FACILITIES

43.1 Union Delegate Facilities

(a) The Employer shall provide an agreed facility for the use of the Union Delegate to perform their duties and functions as the on-site representative of the Employees. The provision of the following facilities is to ensure that the Union Delegate is able to effectively perform his/her functions in a professional and timely manner. The facilities shall include:

(i) a telephone;

(ii) an iPad equipped with mobile Internet access;

(iii) a table and chairs;

(iv) a filing cabinet;

(v) air-conditioning/heating;

(vi) access to stationery and other administrative facilities, including use of facsimile, use of e-mail, (if available on site), following consultation between the Union Delegate and Site Management;

(vii) a private lockable area.

44 UNION TRAINING LEAVE

44.1 An Employee appointed or elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.

44.2 Consultation may take place between the parties in the furtherance of this objective.

44.3 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:

(a) The name of the Union Delegate seeking the leave;

(b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) A general description of the content and structure of the course and the location where the course is to be conducted.

44.4 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.

44.5 The time of taking leave shall be arranged so as to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.

44.6 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.

44.7 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.

44.8 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from any other moneys due to the Union Delegate.

44.9 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.

44.10 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

45 INDIVIDUAL FLEXIBILITY AGREEMENTS

45.1 Where the Employer wants to enter into a variation agreement it must provide a written proposal to the Employee. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

45.2 The Employer must ensure that any variation agreement is genuinely agreed to by the Employer and the Employee and that the terms of the variation agreement:

(a) are about permitted matters under section 172 of the FW Act; and

(b) Relates only to:

(i) Salary sacrifice agreements;

(ii) Increase in annual leave accrual each year;

(iii) Increase in rate of accrual of Rostered days off;

(iv) Increase in wages;

(v) Increase in training leave (Union or otherwise);

(c) are not unlawful terms under section 194 of the FW Act; and

(d) result in the Employee being better off overall than the Employee would be if no arrangement (variation agreement) was made.

45.3 The Employer must also ensure that any such variation agreement is:

(a) in writing (including details of the terms that will be varied, how the variation agreement will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the arrangement commences);

(b) includes the name of the Employer and Employee;

(c) signed by the Employer and the Employee, and if the Employee is under 18, by a parent or guardian of the Employee;

(d) provided to the Employee within 14 days after it is agreed to; and

(e) able to be terminated by either the Employer or Employee giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.

45.4 Where any of the requirements of this **clause 45** are not met, the variation agreement is of no effect.

46 SHAM CONTRACTING

46.1 Sham contracting occurs when an Employer engages an individual to perform building work under a contract for services where the true character of the engagement or proposed engagement is that of employment.

46.2 The Employer recognises that the practice of sham contracting is unlawful and undermines the job security of the Employees covered by this Agreement. The Employer will ensure that sham contracting does not occur and agree that sham contracting is prohibited by this agreement.

46.3 The Employer will not enter into a contract with another person ("the Contractor") under which services in the nature of building work are to be provided to the employer, if:

(a) the services are to be performed by an individual (who is not the Contractor); and the individual has any ownership in, or is an officer or trustee of, the contractor; and

(b) if the contract were entered into with the individual, the contract would be a contract of employment.

46.4 The Employer will maintain records about any Contractors that it has engaged in the preceding month which will include:

(a) the name of the Contractor;

(b) the owner(s) of the Contractor;

(c) the works that the Contractor was engaged to perform;

(d) basis on which the Contractor was paid for the work e.g. lump sum/fixed price, daily rate, other; and

(e) advice as to whether the works that the Contractor was engaged to perform were previously performed by an Employee covered by this Agreement.

46.5 The Employer will, within 7 days of receiving a written request from an Employee, provide a copy of the records which it is required to keep pursuant to the previous subclause. Nothing in this subclause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

46.6 Where in breach of this clause a sham contract was in place, such that the Contractor was in fact an Employee under this Agreement, the calculation for back pay will be calculated on the basis of the difference between what they were paid under sham contract arrangement and:

(a) 175% of the applicable hourly rate contained in this Agreement; plus

(b) the Site Allowance (if applicable); plus

(c) the multi-storey allowance (if applicable), plus

(d) CBUS/BUSS(Q), BERT, CIPQ and BEWT.

47 SECURITY OF PAYMENTS

47.1 The Employer recognises that the under, non or late payment of building industry participants for services rendered can affect the entitlements of workers and the security of their employment.

47.2 The Employer acknowledges its obligations under the Building and Construction Industry Payments Act 2004 (as amended) and the Subcontractors Charges Act 1974.

47.3 The Employer will not engage in illegal or fraudulent phoenix activities for the purpose of avoiding any payment due to another building contractor or building industry participant or other creditor.

47.4 The Employer will:

(a) comply with all applicable laws and other requirements relating to the security of payments that are due to subcontractors; and

(b) ensure that payments which are due and payable are made in accordance with applicable legislative requirements including the Code and are not unreasonably withheld; and

(c) have a documented dispute settlement process in accordance with all applicable legislative requirements including the Code that details how disputes about payments will be resolved, includes a referral process to an independent adjudicator for determination if the dispute cannot be resolved between the parties and must comply with that process; and

(d) as far as practicable, ensure that disputes about payments are resolved in a reasonable, timely and cooperative way.

47.5 The Employer will keep records demonstrating its compliance with **clause 47.4** above. The Employer will, within 7 days of receiving a written request from an Employee who has a reasonable belief of a non-compliance with **clause 47.4** above, provide evidence demonstrating its compliance. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

48 TEMPORARY FOREIGN LABOUR

48.1 In this clause the term "temporary foreign labour" means a person that is not an Australian citizen or Australian permanent resident (within the meaning of the Migration Act 1958 (Cth) who is employed or engaged to undertake building work by the Employer.

48.2 The Employer recognises that the engagement of temporary foreign labour may undermine the job security of the Employees covered by this Agreement. The parties wish to limit the circumstances in which temporary foreign labour can be engaged so as to ensure the job security of the Employees covered by this Agreement.

48.3 The Employer will not engage temporary foreign labour unless:

(a) the position is first advertised in Australia; and

(b) the advertising was targeted in such a way that a significant proportion of suitably qualified and experienced Australian citizens and Australian permanent residents (within the meaning of the Migration Act 1958 (Cth) would be likely to be informed about the position; and

(c) any skills or experience requirements set out in the advertising were appropriate to the position; and

(d) the employer demonstrates that no Australian citizen or Australian permanent resident is suitable for the job;

(e) temporary foreign labour will be engaged in accordance with this Agreement.

48.4 The Employer will, within 7 days of receiving a written request from an Employee provide evidence demonstrating its compliance with this **clause 48** of this Agreement. Nothing in this clause requires the Employer to provide information in a manner that is inconsistent with the Privacy Act 1988 (Cth).

48.5 Where an employer engages temporary foreign labour in breach of this clause, the position shall, as soon as practicable, be re-advertised and filled by the employer strictly in accordance with this clause.

49 QUALITY BUILDING MATERIALS

49.1 The Parties recognise the complex issue of non-conforming building products (NCBPs). NCBPs are building products about which false claims have been made as to their quality and purpose or do not meet required standards for their intended use. A building product is non-conforming if, in association with a building, the product:

(a) is not, or will not be, safe;

(b) does not, or will not, comply with relevant regulatory provisions; or

(c) does not perform, or is not capable of performing, for the use to the standard represented.

The Parties recognise that domestically sourced and manufactured conforming building products are less likely to create the above conditions and accordingly wish to maximise the use of domestically sourced and manufactured building materials by the Employer.

49.2 The Employer will only use products in building work that comply with relevant Australian standards published by, or on behalf of, Standards Australia in accordance with the National Construction Code.

49.3 In order to maintain compliance with the Code, and in line with other regulatory requirements, the Employer will maintain records in accordance with the Building and Construction Legislation (Non-Conforming Building Products – Chain of Responsibility and Other Matters) Amendment Act 2017.

49.4 The Employer will, within 7 days of receiving a written request from an Employee, provide a copy of the records which it is required to keep pursuant to the previous **clause 49.3** above.

50 COMPLIANCE WITH THIS AGREEMENT

50.1 Complaints, queries and concerns regarding entitlements paid in relation to the Award or this Agreement shall be raised and resolved in accordance with the disputes procedure in this Agreement. Authorised industrial personnel shall be provided access to time and wage records in accordance with all legal requirements. Authorised industrial inspectors or permit holders shall be provided access to time and wages records in accordance with the FW Act.

50.2 The Employer will conduct an audit using the Audit Form provided for in APPENDIX 8 to confirm compliance with:

(a) Awards and workplace arrangements which have been certified, registered or otherwise approved under the relevant industrial legislation;

(b) Legislative requirements such as:

(i) the Fair Work Act 2009;

(ii) QLD/NT Workers Compensation;

(iii) Superannuation; and

(iv) Long Service Leave.

50.3 This audit will be conducted annually and/or when there is a request by an Employee that there is a reasonable suspicion of non-compliance. The audit will be undertaken in accordance with IS09001-2008 by an auditing company agreed between the Employer and the majority of Employees. A copy of the audit record will be provided to all Employees, and any representative nominated by the Employee.

51 POSTING OF AGREEMENT AND NOTICES

51.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

52 SEVERABILITY

52.1 It is the intention of those covered by this Agreement that the Agreement co ntains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interpreted in a manner that would make them permitted matters.

Appendix One
Rates of Pay

APPENDIX ONE – RATES OF PAY

CONSTRUCTION WORKER CLASSIFICATIONS AND RATES OF PAY			
CW8 – Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$2,071.96	$2,134.12	$2,198.14
p/h	$57.55	$59.28	$61.06
CW7 - Tower Crane Operator, Tower Crane Rigger, Hoist Rigger, Supervisor (Sub-Foreperson)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,988.57	$2,048.22	$2,109.67
p/h	$55.24	$56.89	$58.60
CW6 – Trainer			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,905.76	$1,962.94	$2,021.83
p/h	$52.93	$54.52	$56.16
CW5 - Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,822.97	$1,877.66	$1,933.99
p/h	$50.64	$52.16	$53.72
CW4 – Signwriter			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,770.21	$1,823.32	$1,878.02
p/h	$49.18	$50.65	$52.17
CW4 - Marker Setter Out, Letter Cutter, WHSO, Union delegate			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,831.46	$1,886.40	$1,942.99
p/h	$50.88	$52.41	$53.98
CW4 - Mobile Concrete Boom Pump Operator			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,742.73	$1,795.02	$1,848.87
p/h	$48.41	$49.86	$51.35
CW3 – Carpenters/Joiners, Stone-mason, Other Qualified Tradesperson*			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,748.65	$1,801.11	$1,855.15
p/h	$48.58	$50.04	$51.54
CW3 - Floorlayers, Plasterers, Tilers, Tuck-pointers			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**

p/w	$1,736.18	$1,788.26	$1,841.91
p/h	$48.22	$49.67	$51.16
CW3 - Bricklayers, Water-proofers			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,725.40	$1,777.16	$1,830.48
p/h	$47.93	$49.37	$50.85
CW3 - Slater, Ridge or Roof Fixer, Roof Tiler			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,709.51	$1,760.80	$1,813.62
p/h	$47.49	$48.92	$50.38
CW3 - Painters, Glaziers, Installers			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,687.41	$1,738.03	$1,790.17
p/h	$46.87	$48.28	$49.73
CW3 - Rigger, Dogman, Employees with AQF 3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators, Concrete Cutter (+ 6 months experience)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,659.60	$1709.38	$1,760.67
p/h	$46.10	$47.48	$48.91
CW2 - Scaffolder, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsman, Steelfixer (including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand, Post Tensioning			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,593.26	$1,641.05	$1,690.28
p/h	$44.25	$45.58	$46.95
CW1 - Skilled Labourer, Formwork Labourer, Truck Delivery Driver and Others			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,533.69	$1,579.70	$1,627.09
p/h	$42.60	$43.88	$45.19

APPRENTICE RATES OF PAY			
Stage 4 of Apprenticeship (90% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,493.68	$1,538.49	$1,584.65
p/h	$41.49	$42.74	$44.02
Stage 3 of Apprenticeship (75% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,244.74	$1,282.08	$1,320.54
p/h	$34.58	$35.62	$36.69

Stage 2 of Apprenticeship (60% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$995.79	$1,025.66	$1,056.43
p/h	$27.66	$28.49	$29.34
Stage 1 of Apprenticeship (50% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$829.82	$854.72	$880.36
p/h	$23.05	$23.74	$24.45

TRAINEE WAGES **Persons undertaking a Trainees hip will receive either the following rates at their existing level, whichever is the greater:**			
Stage 5 of Traineeship (100% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,659.60	$1,709.38	$1,760.67
p/h	$46.10	$47.48	$48.91
Stage 4 of Traineeship (CW2 - 96% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,593.22	$1,641.01	$1,690.24
p/h	$44.25	$45.58	$46.95
Stage 3 of Traineeship (CW1 - 92.4% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,533.46	$1,579.47	$1,626.85
p/h	$42.60	$43.88	$45.19
Stage 2 of Traineeship (CW1(b) - 88% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,460.44	$1,504.26	$1,549.38
p/h	$40.57	$41.79	$43.04
Stage 1 of Traineeship (New Entrant - 82% of CW3)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
p/w	$1,360.87	$1,401.70	$1,443.75
p/h	$37.80	$38.93	$40.10
Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.			

MOBILE HYDRAULIC PLATFORMS AND MOBILE CRANE CLASSIFICATIONS - RATES OF PAY			
MOBILE HYDRAULIC PLATFORMS			
Trainee (as defined)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**

pw	$1,611.40	$1,659.75	$1,709.54
ph	$44.76	$46.10	$47.49
Boom length up to and including 11 metres (including trainees)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,619.33	$1,667.91	$1,717.95
ph	$44.98	$46.33	$47.72
Boom length over 11 metres and up to 17 metres			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,693.07	$1,743.86	$1,796.18
ph	$47.04	$48.45	$49.90
Boom length over 17 metres and up to 23 metres			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,741.28	$1,793.52	$1,847.33
ph	$48.37	$49.83	$51.32
Boom length over 23 metres and up to 28 metres			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,798.00	$1,851.94	$1,907.50
ph	$49.94	$51.44	$52.98
Unit equipped with underbridge unit			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,798.00	$1,851.94	$1,907.50
ph	$49.94	$51.44	$52.98
MOBILE CRANES			
Up to 20 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,734.91	$1,786.96	$1,840.57
ph	$48.19	$49.64	$51.13
Over 20 tonnes and up to 60 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,789.73	$1,843.42	$1,898.72
ph	$49.71	$51.21	$52.74
Over 60 tonnes and up to 100 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,843.48	$1,898.79	$1,955.75
ph	$51.21	$52.74	$54.33
Over 100 tonnes and up to 200 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,893.55	$1,950.36	$2,008.87
ph	$52.60	$54.18	$55.80

Over 200 tonnes and up to 300 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,989.47	$2,049.16	$2,110.63
ph	$55.26	$56.91	$58.62
Over 300 tonnes and up to 400 tonnes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$2,030.03	$2,090.93	$2,153.66
ph	$56.40	$58.10	$59.84
Over 400 tonnes/special purpose cranes			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$2,083.80	$2,146.31	$2,210.70
ph	$57.90	$59.63	$61.42
Rigger, dogman			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,694.63	$1,745.47	$1,797.84
ph	$47.08	$48.49	$49.94

EARTHMOVERS CLASSIFICATIONS – RATES OF PAY			
CW3			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,628.97	$1,677.84	$1,728.18
ph	$45.25	$46.61	$48.00
CW4			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,681.72	$1,732.17	$1,784.14
ph	$46.71	$48.11	$49.55
CW5			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,753.19	$1,805.78	$1,859.96
ph	$48.69	$50.15	$51.65
CW6			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,818.99	$1,873.56	$1,929.77
ph	$50.52	$52.03	$53.59

PILING CLASSIFICATIONS - RATES OF PAY			
CW7 - Senior Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,941.19	$1,999.42	$2,059.41

ph	$53.92	$55.53	$57.20
CW6 - Working Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,860.39	$1,916.21	$1,973.69
ph	$51.67	$53.22	$54.82
CW5 - Junior Supervisor			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,779.46	$1,832.84	$1,887.83
ph	$49.43	$50.91	$52.44
CW4 - Senior Foundation Operator (SFO)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,709.46	$1,760.75	$1,813.57
ph	$47.48	$48.91	$50.37
CW3 - Foundation Operator (FO)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,659.84	$1,709.63	$1,760.92
ph	$46.11	$47.49	$48.92
CW3 - Foundation Labourer - Skilled (FSL)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,659.84	$1,709.63	$1,760.92
ph	$46.11	$47.49	$48.92
CW2 - Foundation Labourer 2 (FL2)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,593.38	$1,641.18	$1,690.41
ph	$44.26	$45.59	$46.96
CW1 - Foundation Labourer 1 (FL1)			
From	**1/01/2021**	**1/07/2021**	**1/07/2022**
pw	$1,533.74	$1,579.75	$1,627.14
ph	$42.60	$43.88	$45.19

Appendix Two
Allowances

APPENDIX TWO – ALLOWANCES

ALLOWANCE TITLE	From 1/07/2020
Acid work	$2.59
Asbestos	$1.24
Asbestos eradication	$3.18
Bagging	$0.90
Bitumen	$1.24
Laying or lifting other than standard bricks Over 5kg but under 9kg	$0.99
Over 9kg but under 18kg	$1.77
18kg and over	$2.47
Certificate allowance	$0.99
Cleaning down brickwork	$0.91
Cold work	$0.99
Computing quantities	$7.08
Confined spaces	$1.24
Cutting tiles	$1.24
Dirty work	$0.99
Dry polishing of tiles	$1.24
Explosive power tools	$2.32
First –aid attendant (minimum qualification) per day	$4.15
Higher first aid cert. (per day)	$6.55
Furnace work	$2.57
Higher work- Painting trades	$0.91
Hot work between 46-54 Degrees Celsius	$0.99
Exceeding 54 degrees	$1.24
Insulation	$1.24
Laser user and allowance (per day)	$4.06
Living away from home allowance (per day)	$83.03
Return trip transport Employee/tools (per return trip)	$33.06
Leading hand not more than 1	$0.76
Leading hand 2 and not more than 5	$1.65

Leading hand 6 and not more than 10	$2.10
Leading hand more than 10	$2.79
Meal allowance (per instance)	$20.34
Multi-storey (Height): commencement to 15th floor	$1.38
Multi-storey (Height): 16th to 30th	$1.64
Multi-storey (Height): 31st to 45th	$2.55
Multi-storey (Height): 46th to 60th	$3.30
Multi-storey (Height): 61st and onwards	$4.03
Plaster or composition spray	$0.99
Power Tools	$0.99
Roof repairs	$0.90
Roof repairs over 15 metres eaves pitch over 35 degrees	$1.24
Roof repairs over 15 metres eaves pitch over 40 degrees	$1.76
Second hand timber (per day)	$3.84
Slushing	$0.99
Spray application- Painters	$0.99
Swing scaffold first 4 hours 0-15 storeys	$7.08
Swing scaffold after 4 hours 0-15 storeys	+$1.48
Swing scaffold first 4 hours 16-30 storeys	$9.11
Swing scaffold after 4 hours 16-30 storeys	+$1.92
Swing scaffold first 4 hours 31-45 storeys	$10.78
Swing scaffold after 4 hours 31-45 storeys	+$2.27
Swing scaffold first 4 hours 46-60 storeys	$17.66
Swing scaffold after 4 hours 46-60 storeys	+$3.71
Swing scaffold first 4 hours greater than 60 storeys	$22.52
Swing scaffold after 4 hours greater than 60 storeys	+$4.73
Tool Allowance: Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	$2.45
Tool Allowance: Caster, Fixer, Floor layer specialist, Plasterer, Tiler	$2.10
Tool Allowance: Bricklayer, Waterproofer	$1.83
Tool Allowance : Roof Tilers, Slate Ridge, or Roof Fixer	$1.40
Tool Allowance: Scaffolder, Rigger, Steel fixer, Concreter	$0.90
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	$0.80

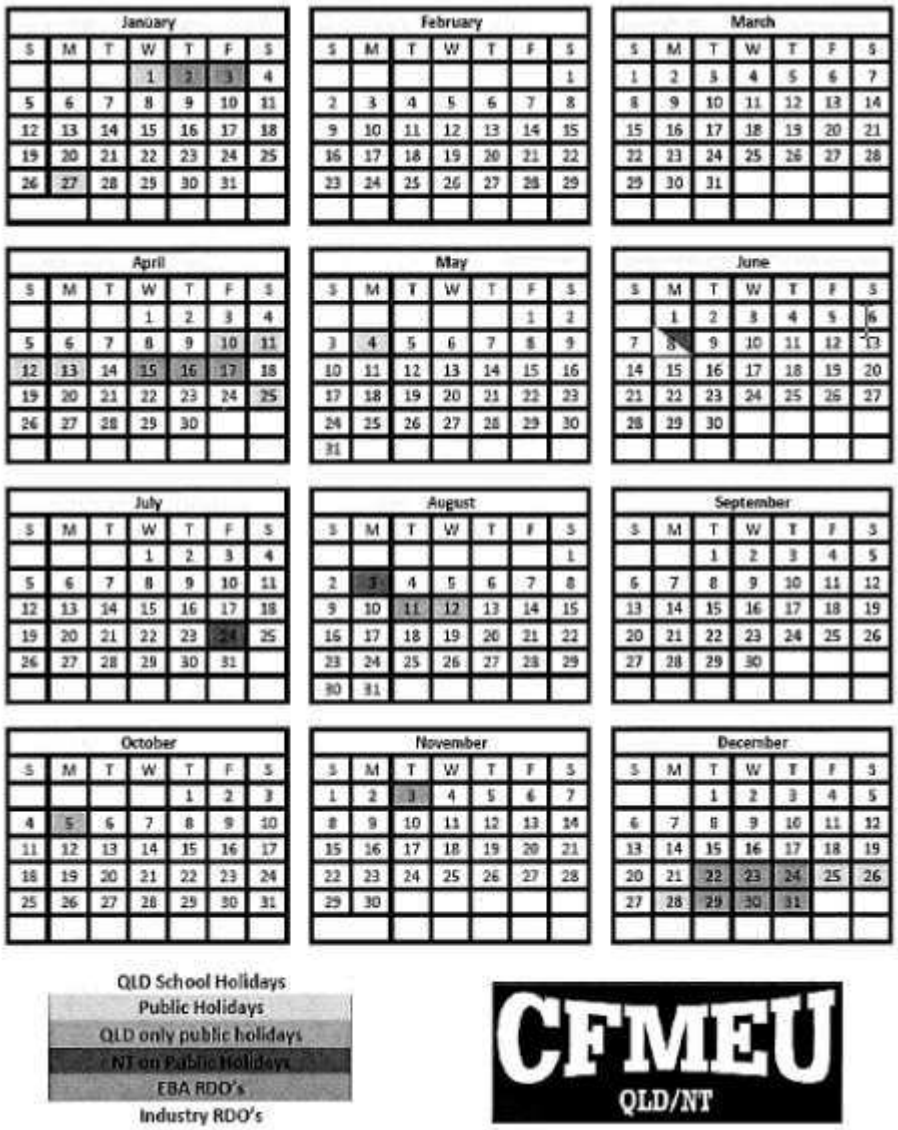
Towers allowance	$0.99
Toxic substances working in close proximity	$1.24
Toxic substances (working with)	+$0.99
Underground allowance (per week)	$21.02
Underground allowance (per day or shift or part thereof)	$4.23
Wet concrete or campo	$0.90
Wet work	$0.99
Travelling outside radial areas (per Km)	$0.80
Transfers during working hours (per Km)	$1.44
Compensation for tools (per instance)	$2,618.07

*Please note all allowances are listed by hourly rate unless noted otherwise.

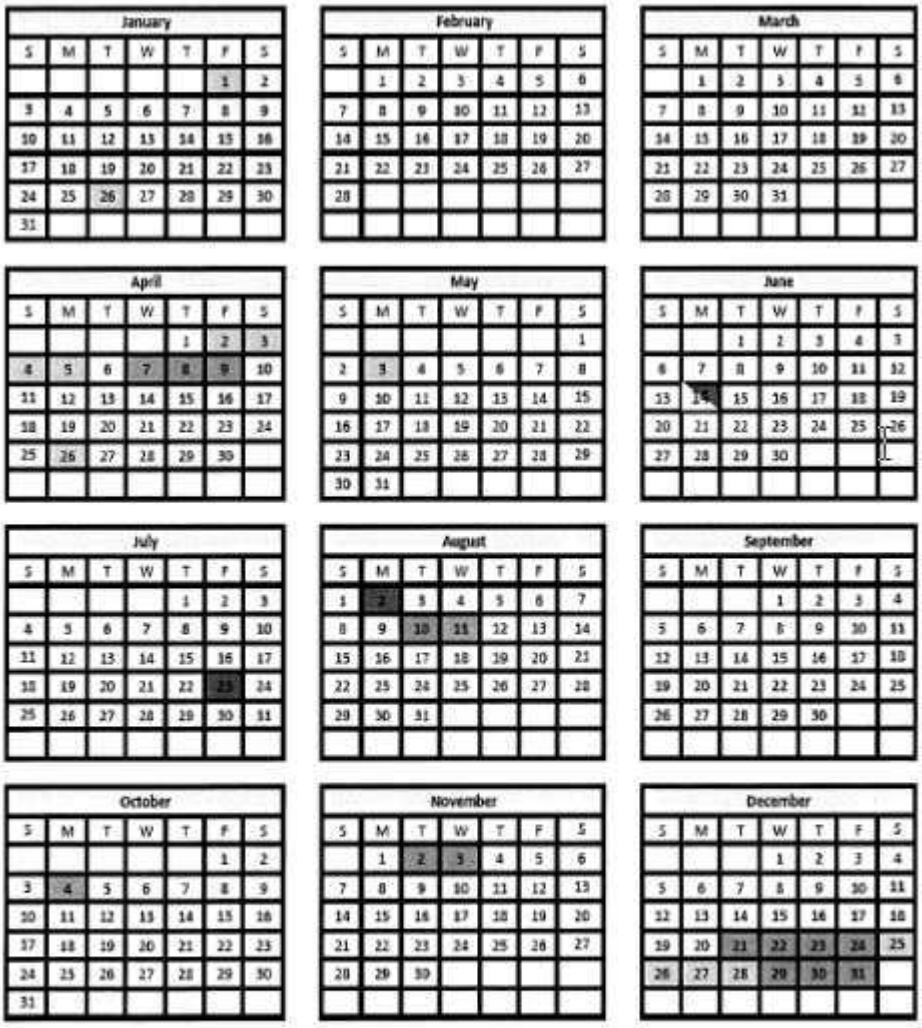
Appendix Three
RDO Calendars

APPENDIX THREE – RDO CALENDARS

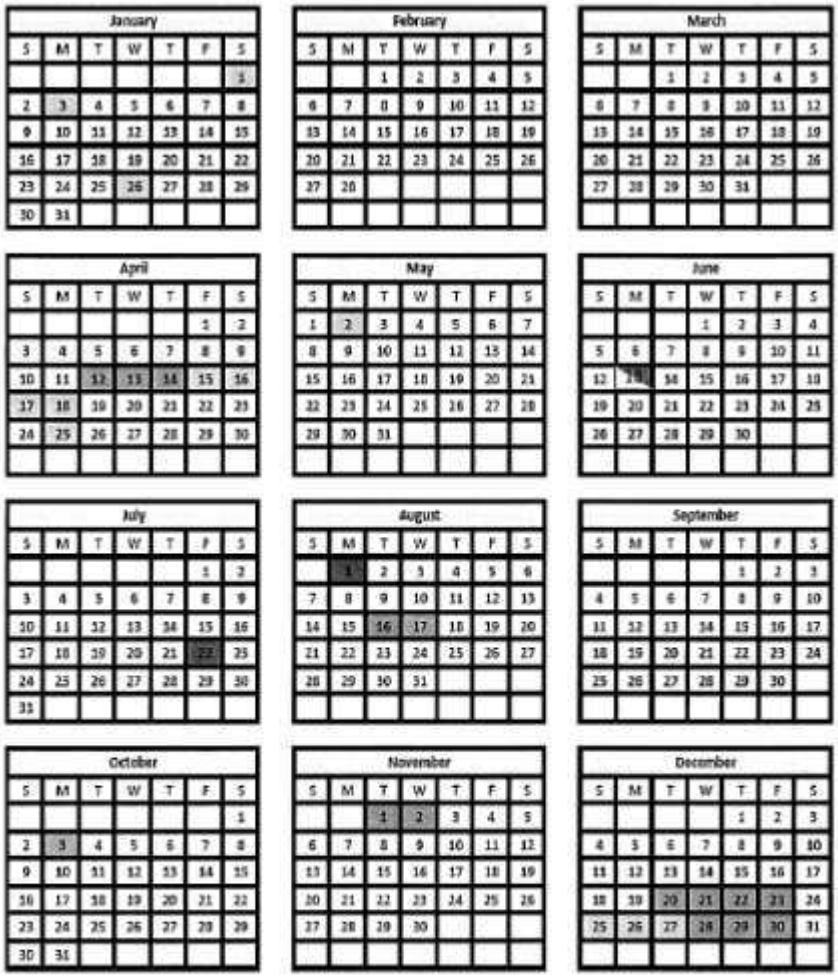
2020 RDO CALENDAR



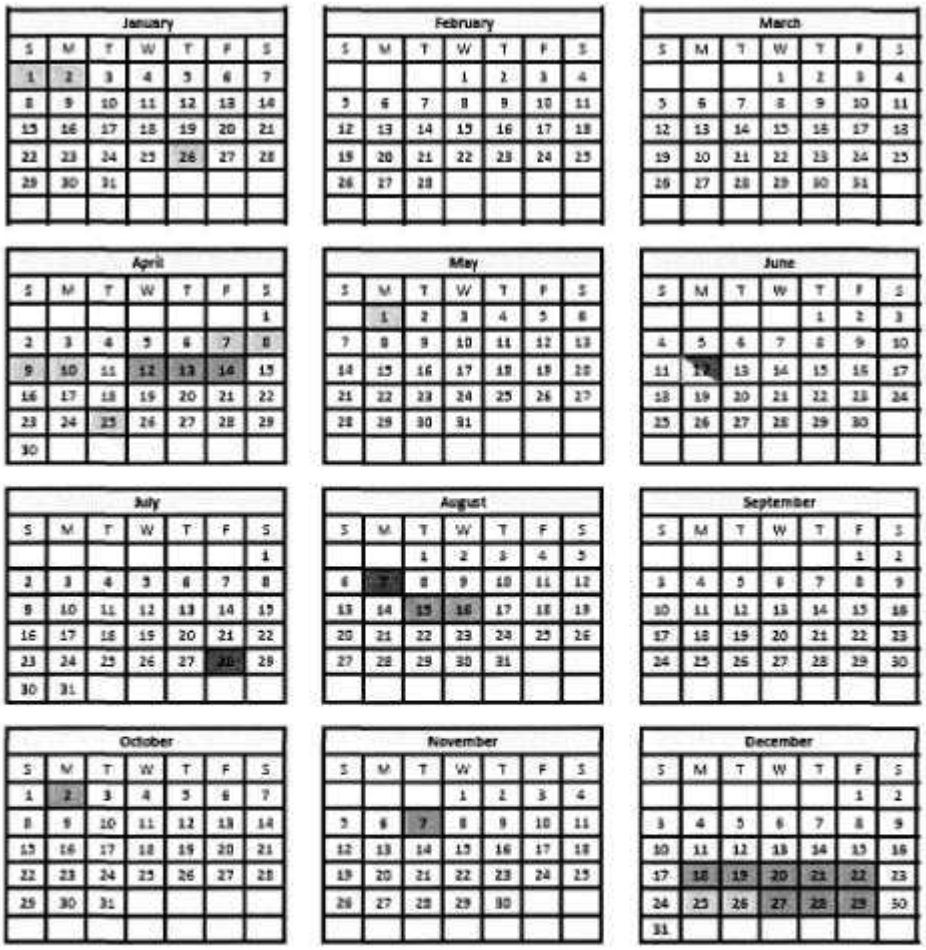
2021 RDO CALENDAR



2022 RDO CALENDAR



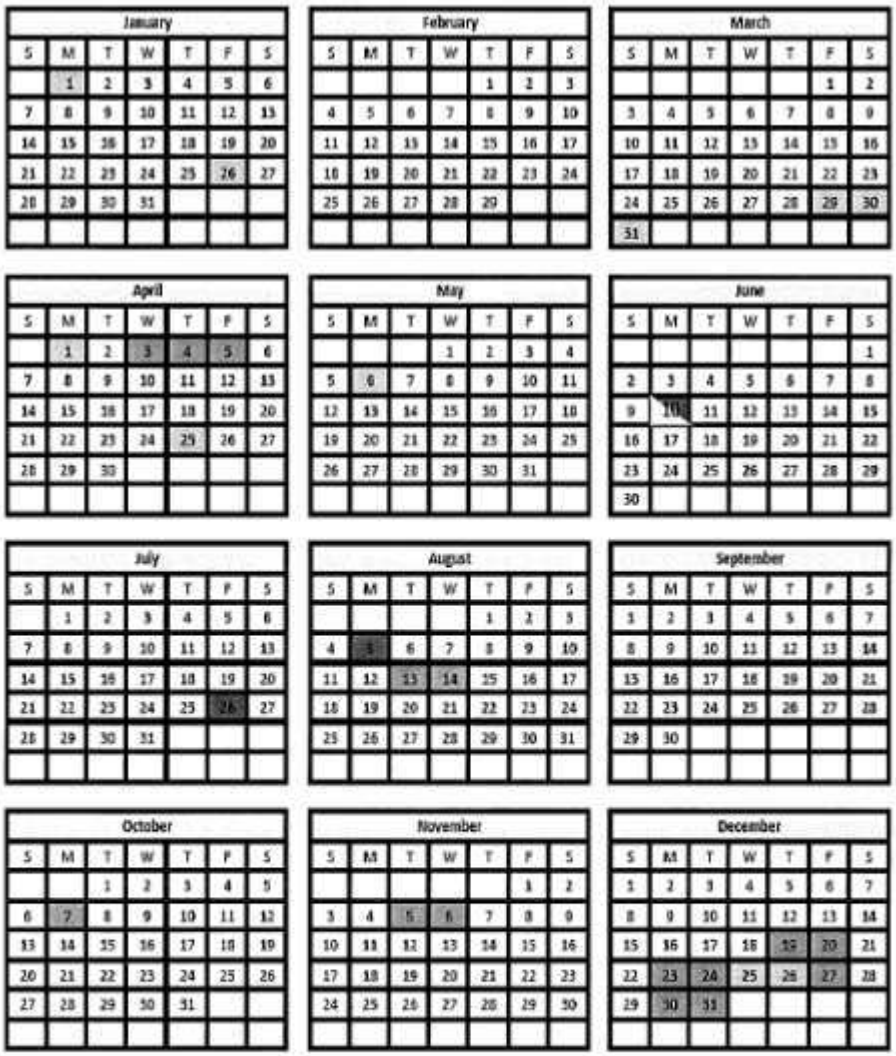
2023 RDO CALENDAR



QLD School Holidays
Public Holidays
QLD only public holidays
JN1 on Public Holidays
EBA RDO's
Industry RDO's

CFMEU
QLD/NT

2024 RDO CALENDAR



Appendix Four
Impairment Policy

APPENDIX FOUR – IMPAIRMENT POLICY

1 PRINCIPLES

1.1 The health, wellbeing and safety of employees are of paramount importance to the employer, employees and their Unions. This policy is part of a broad work, health and safety (WHS) program to secure the highest level of health and safety in the workplace.

1.2 The policy adopts a WHS approach that involves identifying, assessing and controlling all workplace hazards, using the hierarchy of control, and then reviewing these controls to ensure ongoing improvements.

1.3 The focus of this policy is on the WHS risks associated with impairment and should be read in conjunction with other Employer policies concerning health and safety, particularly in relation to fatigue management, risk management and safe systems of work.

1.4 This policy has been compiled in a manner that is non-punitive and supportive of employees. This policy shall not be used in a discriminatory manner. Anti-Discrimination Law protects against discrimination on the basis of addiction and may also protect against discrimination on the basis of impairments caused by drug and alcohol addiction or use.

1.5 The policy and procedures adopt a peer based intervention approach based on fairness and equity for all employees.

2 SCOPE

2.1 This policy will apply to all employees (including managers and supervisors), contractors and labour hire staff. The policy applies to these groups at all times when they are engaged in Employer business, whether on or off site and when driving Employer vehicles.

3 STRUCTURE

The Impairment Policy is categorised in order with the intended implementation:

3.1 Training & Awareness

(a) Extensive research has shown training and awareness of impairment related issues provides the most effective means of behavioural change and encourages better decision making. The two types of training in accordance with this policy to do this are:

(i) Workplace Impairment Training (WIT) - all workers onsite will do this training;

(ii) (ii) Preliminary Impairment Assessment (PIA) - HSRs, delegates and the PC's safety staff will undertake this training.

3.2 Testing

Testing for drugs and alcohol is used to support and measure the results of the education and awareness program.

3.3 Support Services

Rehabilitation, counselling and EAP's. Support is strictly non- punitive, and can be accessed at any time (self-identification of the need for help is strongly encouraged).

4 OBJECTIVES

The objectives of this policy are as follows:

(a) To provide a safe and healthy working environment for all workers;

(b) To work collaboratively in the implementation and co-ordination of this policy with employees, employers and their elected representatives to achieve the objectives of this policy;

(c) To eliminate and control risks which may lead to impairment affecting health and safety in the workplace;

(d) To ensure that there is a mechanism for managing impairment at work that is transparent, objective and in accordance with the purpose of this policy;

(e) To ensure that all persons are provided with adequate information and education on the health and safety issues surrounding impairment, and on the operation of this policy;

(f) To ensure that employees have access to rehabilitation, support and counselling of their choice on a voluntary basis that is independent, professional and confidential, without jeopardising their employment;

(g) To ensure confidentiality of information concerning the application of this policy to a worker is maintained.

5 RESPONSIBILITIES

5.1 The employer shall:

(a) Provide a work environment that is safe and without risks to health and safety;

(b) Provide information about the testing requirements to all existing employees, contractors and labour hire staff and to all new staff at the point of induction;

(c) Ensure that this policy is implemented fairly and equitably across all sections of the workforce;

(d) Comply with the four policy implementation steps outlined below;

(e) Have adequate resources (e.g., a room that allows for confidential impairment assessments to be discussed, if necessary, suitable transport to safely remove impaired employees from the workplace to be able to meet the objectives of this policy.

5.2 Employees shall:

(a) Co-operate reasonably with the employer in the implementation of this policy;

(b) If any employee reasonably believes that any person on the site may be a health and safety risk to themselves or others they should inform their employer and their relevant Preliminary Impairment Assessor (PIA) of this belief;

(c) Not possess, consume, or be under the influence of, alcohol or other drugs while working;

(d) Ensure that they do not work, if they believe that they may be impaired;

(e) Consult their doctor or pharmacist about possible side effects of using prescribed or over-the-counter medication;

(f) Inform their employer and their Preliminary Impairment Assessor (PIA) if they have been made aware by their treating doctor or pharmacist of possible impairment as a side effect of medication, or if they feel impaired by medication.

6 POLICY IMPLEMENTATION WILL INVOLVE THE FOLLOWING STEPS.

6.1 PC/Employer and Union shall agree on a policy start date.

6.2 Engagement of an agreed training and rehabilitation/treatment service providers.

6.3 Provision of on-going Workplace Impairment Training (WIT) and Preliminary Impairment Assessors training (PIA).

6.4 Ongoing promotion of this policy

A purpose of the policy and procedure is to provide protocols and procedures for workplace alcohol and other drug testing that are evidence-based, consistent with best practice, comply with relevant Australian Standards, and contribute to workplace safety and worker wellbeing.

6.5 The following drug and alcohol testing programs will be adopted:

(a) Self-testing;

(b) Random Shift testing;

(c) For-cause testing;

(d) Post-incident testing;

(e) Reasonable concern testing;

(f) Testing of Minors.

6.6 Any employee who is assessed as being impaired shall be advised to contact the rehabilitation/treatment provider.

6.7 The employee will be permitted to access personal leave in the first instance and then take accrued personal leave entitlements for the period of time they are accessing the treatment provider.

6.8 With the endorsement/acceptance of the Impairment Policy the Principle Contractor (PC) will undertake to not pass the implementation and cost of drug and alcohol testing to its subcontractors.

6.9 It will also ensure compliance with this policy as follows:

(a) Subcontractors will be contractually required to comply with this procedure as a condition of contract/EBA;

(b) All direct employees of the PC as a condition of their employment must agree to adhere to the terms and conditions of the impairment policy.

6.10 Notwithstanding anything else contained in the policy, the costs of all testing contained within this policy shall be borne by the PC unless otherwise specified in this document.

7 DEFINITION OF A WORKER

7.1 Anyone who carries out work for a Person Conducting a Business or Undertaking, such as:

(a) an employee (either salaried or wages);

(b) a contractor or subcontractor;

(c) an employee of a contractor or subcontractor;

(d) an employee of a labour hire company;

(e) an apprentice or trainee;

(f) a student gaining work experience;

(g) an outworker;

(h) a volunteer;

(i) a visitor to a workplace.

8 TRAINING

8.1 The training provider shall be the Workplace Impairment Officer or other agreed provider between the Union and the PC/employer. Impairment awareness training sessions will be delivered to all workers (including principle contractor workers), sub-contractors and labour hire workers at least once every two years.

8.2 In addition to the below training course outlines, principal contractors will be required to develop a site specific information session to be delivered as part of the site induction outlining their Drug and Alcohol testing procedures for the site.

8.3 The below requirements will be audited on an annual basis. Requirements for an approved training provider:

(a) Must have previous experience delivering Workplace Impairment Training;

(b) Must consult with professional organisations to develop all training courses;

(c) Must be able to demonstrate a continuous improvement plan for each training course.

8.4 Trainers must have the following qualifications:

(a) Cert IV in WHS;

(b) Cert IV in Training and Assessing (TAE);

(c) Nationally Accredited Course in On-Site Drug and Alcohol Testing;

8.5 All training must be delivered Face to Face (F2F).

8.6 Workplace Impairment Training (WIT)

(a) WIT course must be a minimum of (2) hours in length and must cover the following topics:

(i) Australian Workplace Health and Safety construction statistics;

(ii) Overview of the Workplace Health and Safety Act, state specific;

(iii) Mental Health - discussing at length stress, anxiety and depression;

(iv) Fatigue - overview of causes and coping mechanisms;

(v) Illness and Injury - management of illness and injury, legal requirements and rehabilitation process;

(vi) Chemicals, Heat, Cold, and Noise and their abilities to cause impairment at work;

(vii) Legal/Illegal Drugs and Alcohol - statistics on current usage, potential negative consequences to the workplace, workplace deaths and accidents associated with drug and alcohol use;

(viii) Harm related to drug and alcohol use;

(ix) Understanding what is a standard drink and how long this will stay in your system;

(x) Detection rates for illegal drugs;

(xi) Administering self-alcohol and drug tests;

(xii) Information about EAP and the services they offer.

8.7 Preliminary Impairment Assessor (PIA)

(a) PIA training must be a minimum of (4) hours in length and must cover the following topics:

(i) Understanding the signs of impairment;

(ii) Conflict resolution;

(iii) Skills to conduct an impairment Assessment;

(iv) Overview of what a PIA is;

(v) What are possible impairment factors;

(vi) Causes and symptoms of impairment;

(vii) Investigative skills.

(b) Training is not to be conducted in a lunchroom, unless there are multiple lunchrooms on site and:

(i) the training session will not interfere with workers wanting to use the room for smoko or lunch; or

(ii) the training session will not be interfered with by workers wanting to use the room in general.

8.8 No worker can be tested for drugs and/or alcohol unless they have been trained in this policy.

9 TESTING METHODS

9.1 Alcohol Testing Method

Alcohol testing must only be done by use of an Accredited Breath Test device. The device must be calibrated and meet the minimum requirements of AS3547.

9.2 Drug Testing Method

(a) Drug testing may only be performed by oral fluid testing;

(b) The equipment used to perform the test shall be used, tested and calibrated to the manufacturer's instructions and certified to AS 4760 (Process for specimen collection and the detection and quantitation of drug in oral fluid);

(c) The drug testing shall be conducted by an accredited person, following all of the chain of custody provisions;

(d) The test must be performed in accordance with AS 4760 (Procedures for specimen collection and the detection and quantitation of drugs in oral fluid).

9.3 As part of this policy with regards to Drug and Alcohol testing the following substances must be tested for:

(a) Alcohol;

(b) Opiates;

(c) THC;

(d) Cocaine;

(e) Benzodiazepines;

(f) Amphetamine; and

(g) Methamphetamine

10 TESTING PROVIDER

10.1 Must be NATA Accredited.

10.2 Must have accreditation AS4760:2006 Procedures for specimen collection and the detection and quantitation of drug abuse in oral fluid.

10.3 Must be agreed upon by the PC/Employer and the Union.

10.4 Minimum standards that the testing company must meet are as follows:

(a) competent and trained staff;

(b) appropriate equipment and instruments;

(c) proper management and storage of test kits and reagents;

(d) secure and controlled storage and management of samples;

(e) comprehensive record keeping; and

(f) clear and precise reporting.

10.5 Before the Authorised Testing Agent is engaged to be the sample collector for the principle contractor all relevant stakeholders must be engaged to make sure there is no conflict of interest and that they are totally independent. If a conflict of interest exists, or should arise, the Authorised Testing Agent must report it immediately.

11 ROOM REQUIREMENTS

11.1 Each workplace shall have a room nominated for use to undertake drug and alcohol testing consistent with this procedure. This room will not normally be the first aid room at a workplace unless a workplace has multiple first aid rooms and the use of a first aid room for the purpose of drug and alcohol testing will not affect the ability of the workplace to respond to a first aid incident.

11.2 The room selected for use must so far as reasonably practicable:

(a) Provide privacy for the Worker being tested including but not limited to:

(i) Have a closing door;

(ii) Not allow for casual visual observation of the testing process by other Workers external to the room e.g. through glass windows;

(iii) Not allow conversations to be casually overheard by other workers;

(b) Be clean and hygienic;

(c) Be free from interruption whilst testing is being undertaken;

(d) Include discrete entry and exit.

12 TESTING REQUIREMENTS

12.1 Code compliant workplaces -

On workplaces where the value of the Commonwealth's contribution to the project that includes the building work is at least $5,000,000, and represents at least 50% of the total construction project value

or the Commonwealth's contribution to the project that includes the building work is at least $10,000,000 (irrespective of its proportion of the total construction project value) the following minimum testing requirements must be adhered to.

12.2 Alcohol - on the day of testing all workers onsite shall be required to submit a breath sample i.e. blanket testing.

12.3 Drugs -As a minimum, frequent periodic testing (at least once per month where required by law, at intervals required by the client or by mutual agreement by the PC/employer and the Union) of the workforce (both construction Workers and site office Workers) will be as follows:

(a) where there are less than 30 Workers at a workplace - at least 10% of the workforce;

(b) where there 30 to 100 Workers at a workplace - a minimum of 5 Workers; and

(c) where there are greater than 100 Workers at a workplace - a minimum of 10 Workers;

(d) The frequency of testing and the number of workers selected shall be increased in line with the escalation below where test results meet the criteria indicated:

Number of Workers	Criteria	Action
Less than 30 Workers at a workplace	Confirmed Positive results in 2 consecutive tests at the same workplace	Testing of 20% of workforce
30 to 100 Workers at a workplace	Confirmed Positive results for 3 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 10 workers
Greater than 100 Workers at a workplace	Confirmed Positive results for 6 or more workers in 2 consecutive testing rounds at the same workplace	Testing of 20 workers

12.4 The increased testing requirements shall continue until no Confirmed Positive test results are recorded for 2 consecutive testing periods.

12.5 Other jobs

On jobsites/workplaces where there is no Commonwealth contribution testing frequency will be agreed upon by mutual consent by the PC/Employer and the Union. Testing requirements will remain the same for all jobsites i.e. blanket alcohol and code requirements for drug testing.

13 PRESCRIBED MEDICATIONS

13.1 Workers that are taking Prescribed Drugs or Pharmacy Only Drugs that they believe could register a positive test result should inform the Authorised Testing Agent prior to undergoing any requested test

13.2 If a Worker fails to declare that they are taking Prescribed Drugs or Pharmacy Only Drugs before being tested and they record a Non Negative Result Initial Test result, a post test declaration will not be considered relevant to the result and the Worker will be excluded from duty for the remainder of the shift, subject to a Confirmatory Test.

13.3 Workers who record a Non Negative Result Initial Test result will be excluded from their work duties and the workplace until a Confirmatory Test result has been received.

13.4 If that confirmatory result is a Positive Result Confirmatory Test, then:

(a) The terms and conditions of the applicable industrial agreement shall be observed in relation to consultation and consequence management action.

13.5 When a confirmatory test result is negative or the result recorded is less than the target level or is consistent with a level expected from therapeutic use of a Prescribed Drug or Pharmacy Only Drug, which was advised by the Worker, then the test result shall be considered a Negative Result Initial Test for the purpose of any consequence management action

13.6 Where a Worker is excluded from the workplace as a result of a Non Negative Result Initial Test for Drugs and the confirmatory test is positive for a Pharmacy Only or Prescription Drug, the following factors would normally be considered in deciding when it is appropriate to allow a worker to return to the workplace and/or return to normal duties:

(a) Whether the worker declared the medication during the pre-test interview with the Designated Collector or Authorised Testing Agent;

(b) The level of the medication detected is consistent with therapeutic use;

(c) Written advice from the worker's doctor advising that the medication is required to treat a medical condition; and

(d) The medication will not affect the worker's ability to perform the inherent requirements of their job - i.e. they are fit for work.

14 SPECIAL CIRCUMSTANCES FOR PRESCRIPTION MEDICATION

14.1 A Worker participating in a treatment plan for a medical condition, managed by a Registered Medical Practitioner and involving a Prescribed Drug/Only Drug could result in a Non Negative Result Initial Test if they are selected for Drug and Alcohol testing.

14.2 If in the above circumstance a Non Negative Result Initial Test occurs, and provided that the Worker has:

(a) Declared their use of the Prescribed Drug/Pharmacy Only Drug in a letter less than 12 months old from a registered medical practitioner before the commencement of testing; and

(b) Declared their use of the Prescribed Drug/Pharmacy Only Drug to the Authorised Testing Agent or Designated Collector before the commencement of testing;

(c) Then the Non Negative Result Initial Test result shall be recorded at the workplace and a second sample of oral fluid shall be taken and sent for confirmatory testing. The worker shall be allowed to remain at work but must be precluded from high risk construction work activity until the result of the confirmatory test is known.

14.3 Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are consistent with that prescribed by the prescribed medical practitioner, then a Negative Result shall be recorded and no results retained.

14.4 Where the results of the confirmatory test identify the Prescribed Drug/Pharmacy Only Drug declared and the levels are not consistent with that prescribed by the Registered Medical Practitioner or another drug(s) type is recorded then a positive result confirmatory test shall be recorded.

14.5 Where the Worker has not provided both declarations contained within this part then the Worker shall be excluded from the workplace until the results of the confirmatory test are known.

15 TESTING RESULTS

15.1 Alcohol

(a) A worker who returns a negative alcohol test will be allowed to return to work with no record of the test kept. A worker who returns a positive result for alcohol (above 0.00mg/ml) will be deemed not fit for work and will not be permitted to return to work;

(b) When a worker tests positive to alcohol in their system the workers blood alcohol concentration (BAC) may be decreasing or it may be increasing. In the interests of safety the Workers will be directed to remain within the testing vicinity and they will be re-tested no sooner than 60 minutes after the original test;

(c) If the second test result is 0.000% the test will be regarded as negative and the Worker may return to normal duties. A Positive Result Confirmatory Test will not be recorded in these circumstances;

(d) If the later confirmatory test indicates a BAC of greater than 0.000% a Positive Result Confirmatory Test will be recorded;

(e) Alcohol testing shall be carried out by an Authorised Testing Agent agreed upon by the PC/Employer and the Union. The following steps shall be undertaken:

(i) Details of the identity of the Worker to be tested shall be recorded including the workplace name, work area and their employer will be listed on a drug and alcohol testing record form by the independent Authorised Testing Agent:

(ii) Workers with a BAC of greater than zero (greater than 0.000%) shall discontinue any work activities and shall be directed to undertake a second test sixty (60) minutes after the first test and the results recorded on a Drug and Alcohol Testing record Form by the independent Authorised Testing Agent:

(iii) Where the second test indicates a level greater than 0.00% BAC the Worker will be further excluded from work duties for the remainder of the shift;

(iv) Where a Worker is to be sent home using their own transport this shall only be permitted if the blood alcohol concentration test result is below that prescribed by applicable road transport legislation and has been determined as not rising for that Worker.
Note: If the Worker's blood alcohol concentration result is greater than or equal to 0.05% BAC, all reasonable assistance is to be afforded to ensure an affected Worker can make their way from the Workplace to a safe location without harm (e.g. taxi, lift from a friend or Supervisor).
Contractors will be responsible for the management/arrangements for their employees in accordance with their own employment arrangements.

(v) Any Worker that is excluded from work duties for the remainder of a shift or sent home, must, before commencing work for their next shift undertake an alcohol breath test prior to commencing that shift. If the results are negative (0.00mg/ml) the Worker shall be allowed to commence work. If the Worker returns a positive test they will not be allowed to commence work, hence page 9 of this document, **15.1** Alcohol- d) will apply.

15.2 Drugs

(a) A worker who returns a negative test will be allowed to return to work. A worker who returns a non-negative test result from their initial test (equal to or above the relevant cut-off levels of the

substances referred to in AS 4760) will be deemed not fit for work and will not be allowed to return to work. (Benzodiazepine level to be provided by the prescribed testing laboratory);

(b) Drug testing will be administered by the collection and analysis of an oral fluids specimen (saliva). Before conducting a drug test, the process used by the independent Authorised Testing Agent must be explained to the Worker providing the saliva sample;

(c) Collecting and testing of saliva specimens shall be carried out by an Authorised Testing Agent, agreed upon by the PC/Employer and the Union, and confirmatory testing is to be carried out by a NATA accredited laboratory;

(d) A Confirmatory Test will be required where a Non Negative Result Initial Test is recorded at the initial test. The handling of specimens taken for confirmatory testing is detailed in the process used by the Authorised Testing Agent and must be completed to Australian Standards;

(e) Any worker attending the workplace under the influence of drugs or alcohol will be prohibited from entry. A worker returning to the workplace following their exclusion for a Positive Result Confirmatory test will be required to submit to a drug and alcohol test prior to commencing work and receive a Negative Result Initial Test for Drugs or Alcohol prior to commencing work.

16 FORMS OF TESTING

16.1 Self-Testing

(a) The PC/Employer shall be required to provide sufficient self-testing facilities for alcohol and/or drugs for up to 10% of the workforce;

(b) Where self-test facilities are made available voluntary or self-testing for alcohol will be available for Workers prior to presenting for work. A wall mounted breathalyser (optional) will be located in an area that provides for discrete privacy for the worker, whilst completing the test so the test results cannot be inadvertently observed and disclosed to other parties;

(c) A Worker undertakes self-testing at his/her own accord; therefore, no test details are recorded. However, all Workers have obligations under the Work Health and Safety Act or equivalent occupational health and safety or occupational safety and health legislation in other States or Territories and must not wilfully place at risk their health and safety or the health and safety of other Workers or people at the workplace by commencing work if they believe they're impaired.

16.2 Random Shift Testing

(a) In terms of Random Shift Testing it is in imperative that the PC/Employer and the Union do not know on what day, or at what time the Authorised Testing Agent will conduct the tests;

(b) It is a condition of entry for all Workers at any workplace to comply with any request to participate in random Drug and Alcohol testing as a condition of employment or contract. This means that all Workers attending or seeking to attend a workplace will be eligible for testing;

(c) Testing for Alcohol or other Drugs for Workers shall be mandatory and will be undertaken at any time throughout the Worker's hours of work (including overtime) or at any time whilst at the workplace;

(d) Individual Workers will be selected for drug testing using a simple random selection process. A random draw will be conducted using an Authorised Testing Agent independent software to randomise the selection of Workers for testing;

(e) The random selection process includes the selection of Workers from across the entire workplace subject to the testing;

(f) A Worker selected for testing will be required to present themselves for testing within a reasonable time. Random shift testing shall be conducted in a room which provides for privacy for the selected worker during testing; the requirements for this room are outlined in the Room Requirements section of this policy.

16.3 For Cause Testing

(a) An employer/supervisor may only request an employee to undertake for cause testing if:

(i) The employee has been involved in an accident or incident, or had the potential to, cause:

(ii) serious and major damage to mobile plant or property; or

(iii) an injury to themselves or other individual(s);or

(iv) Participation in a relevant and specific industry focus area when the worker is undertaking High Risk Work as identified by the employer and consistent with OHS legislation. Workers will be selected for testing using a random selection process nominated by the employer following a consultation process in line with OHS legislation.

16.4 Post Incident Testing

(a) After the occurrence of a significant incident/event at a workplace, all Workers involved in the incident may be required to undergo an initial Drug and Alcohol test.

(b) Where a Worker(s) is to be tested following a significant incident/event they shall be supervised by an Employer Representative and Employee Representative continually from the time of the incident until they have completed all testing required.

(c) Post Incident Testing will be conducted as soon as practical after the incident/event and when it is safe to do so.

(d) An injured Worker who requires immediate medical attention may only be tested when it is appropriate and safe to do so. This will be determined by the Construction Manager, the HSR, Delegate and the relevant PIA in consultation with the attending medical practitioner. In such cases, where testing can be conducted while under medical care, a saliva testing process will be used.

16.5 Reasonable Concern Testing

(a) An employer may only request an employee to undertake reasonable concern testing if the following criteria are met:

(i) An observable phenomena occurs, which is:

- the direct observation of the employee of use of, and/or the physical behavioural symptoms of being impaired by, alcohol; and/or
- Unusual and/or inexplicable actions by the employee; or

(ii) There is evidence that the employee is involved in the use or possession of alcohol and/or other drugs while working; or

(iii) The employee has breached safety precautions or procedures.

16.6 Testing of Minors

(a) A letter of consent contained within the work experience and student placement procedure shall be signed by the parent or guardian of any worker who is a minor seeking to access a

workplace where the Impairment Policy is in place, as a condition of entry to that workplace. Alternatively, an equivalent letter signed by the parent or guardian can be provided through the minor's employer/host employer.

(b) Where a minor is selected for testing and:

(i) A letter of consent is held, then the provisions of this procedure shall apply; or

(ii) Where a letter of consent is not held, every effort will be made to contact the minor's parents/guardians to get verbal consent to participate in the testing procedure. If consent is given then the normal testing procedures will apply, if contact cannot be made and/or consent is not given then the minor will be excluded from any high risk activities or potentially excluded from site until consent is given.

17 REFUSAL TO TEST

17.1 If a Worker refuses to participate in workplace Drug and Alcohol testing the following will apply:

(a) The Employer, will inform the Worker and the workers chosen representative, that the refusal will have the same consequences as a non-negative result, i.e. that the employee will be deemed to be unfit for work due to the presence of alcohol or drugs;

(b) If the worker still refuses, the Employer and the PIA, shall consult with the worker and the workers chosen representative, regarding the requirements, process and consequences of refusing to test and encourage them to partake in the test. This would be the second request to be tested;

(c) If the worker still refuses, the refusal will be treated as a confirmed positive result, and will be subjected to the relevant consequences of such. All reasonable assistance is to be offered to ensure the employee can make their way from the workplace to a safe location without harm (i.e. taxi, lift from a friend or fellow worker). An agreed leave of absence arrangement is to apply for the duration of their absence.

18 DISCIPLINARY ACTION

18.1 The following sets out the action which may be taken when a worker returns a confirmed positive result to an alcohol or drug test.

18.2 First Occasion -A worker who has received a first confirmed positive test for alcohol or drugs (other than by self-testing) will be:

(a) Required to attend the Support as referred to in this Policy;

(b) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(c) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.3 Second occasion - A worker who has received a second confirmed positive test for alcohol or drugs (other than by self-testing) within any 12 month period will be:

(a) Required to re-attend the Support as referred to in this Policy

(b) Required to participate in a rehabilitation program referred to in "Support" in this policy

(c) Informed of the consequences of testing positive and their obligations to present, or remain in a fit state;

(d) Given a verbal warning with a diary entry placed on file; and

(e) Informed of further disciplinary action and testing requirements should they have a confirmed positive result (alcohol or drug) within the next 12 months.

18.4 A worker who has received three confirmed positive test results for alcohol or drugs which has been detected in a 12 month period may be disciplined under the Employer's disciplinary processes.

18.5 A worker who fails to attend EAP sessions may be disciplined under this policy in accordance with principles of natural justice.

18.6 No disciplinary action will be taken in respect of positive test results from a self-test.

19 SUPPORT

19.1 The Principle Contractor (PC)/Employer will make available support to workers in respect of drug and alcohol issues. This will include:

(a) allowing access to any Union support programs; and

(b) provide an employer funded Employee Assistance Provider (EAP) to be available to workers.

19.2 The worker will be allowed to access a Union support program and/or EAP counselling during normal working hours and without loss of pay, or any form of employer retribution.

20 SELF- DECLARATION

20.1 Workers will not be disadvantaged for self-disclosure and therefore will be supported through counselling and rehabilitation processes and provided with the Support contained in this policy. In such cases the worker will be permitted to access personal leave in the first instance, then accrued leave, and may return to work when fit for duty.

20.2 The worker may be suspended from any work, with pay, with immediate effect in order for an assessment to be made of the duties they are able to perform safely and a drug and alcohol test is to be taken as soon as reasonably practicable.

21 PRIVACY

21.1 Drug and Alcohol testing results shall remain confidential and will only be used for the purpose of compliance with this Procedure in the manner required by the Privacy Act 1988 (Cth). Any information provided or declared by a Worker regarding:

(a) Prescribed Drug and Pharmacy Only Drug consumed;

(b) Medical conditions or the like;

(c) Their proposed return to the workplace following exclusion by this procedure;

21.2 Will also remain confidential and managed in accordance with the Privacy Act 1988 (Cth). Similarly, where a Worker supplies information regarding the use, sale or supply of Drugs or Alcohol at a workplace, unless the Worker otherwise agrees or as otherwise required by law, the Worker's identity will be kept confidential.

21.3 All Positive Results Confirmatory Test will be maintained on the relevant Worker's personnel records located at the workplace.

21.4 Protections from Worker Deoxyribonucleic Acid (DNA) misuse

21.5 Workers selected for testing shall have their personal DNA protected by:

(a) In the case of unintended collection of a Worker's DNA during the collection of an oral saliva sample for an initial test, by the worker being offered the used collection cartridge upon completion of the initial test.

(b) In the case of unintended collection of a Workers DNA during the collection of an oral saliva sample for testing at a NATA approved laboratory for an initial Non Negative Result Initial Test, by ensuring that the documentation that accompanies the collection cartridge to the NATA approved laboratory does not include the workers name or address but contains only that information sufficient to comply with AS4760 e.g. test report number and date of birth.

21.6 These protections will be notified to Workers during training.

22 CONSULTATION

22.1 If a party believes that an amendment to the impairment policy is required, they shall request and organise a consultation meeting involving the Employer, the Union and any other relevant stakeholders.

22.2 The attendees shall seek to reach agreement on any proposed amendments.

22.3 No amendments shall be implemented unless agreement is reached by the Employer, the Union and the relevant stakeholders.

22.4 Employment Assistance Program (EAP)

22.5 The Employment Assistance Program (EAP) is an agreed independent, professional and confidential service that aims to provide employees with assistance when affected by personal or job related problems.

22.6 To have a successful Impairment Policy at the workplace, the Policy must address how those at the workplace, including employees of the principal contractor, subcontractors and their employees and others, will be required to comply with the Impairment Policy.

22.7 The below requirements will be audited on an annual basis of the employer:

(a) Must be able to provide EAP support in all States, Territories and regional areas of Australia;

(b) Must outline in their Impairment Policy how workers who attend for work affected by drugs or alcohol will be counselled and assisted, apart from any disciplinary process that might apply;

(c) Must have a memorandum of understanding (MOU) with relevant stakeholders within treatment support areas;

(d) Provide support for their workers and their immediate families;

(e) Must be able to provide treatment services which must include the following:

(i) General counselling;

(ii) Drug and Alcohol counselling;

(iii) Drug and Alcohol detoxification services;

(iv) Drug and Alcohol rehabilitation services;

(v) Case Management services

(vi) Psychology services;

(f) Must have a history of delivering support services to the Building and Construction Industry

(g) Must be able to develop and implement a plan to promote the impairment policy within the workplace

23 ADDENDUM

23.1 Refer to the National CFMEU Impairment Policy for more information and detail about impairment in the construction industry. The policies and procedures in the national document look at the impairment issues of Mental Health, Injury and Illness, Fatigue, Chemicals, Heat, Cold and Noise, and Alcohol, Illegal Drugs and Legal Drugs and provide the research behind the implementation of this Impairment Policy.

Appendix Six
RDO Notification Form

APPENDIX SIX – RDO NOTIFICATION FORM

Notification pursuant to **clause 36.8(c)** above to Work on Scheduled RDO

Date: _____

Employer	
Date of Scheduled RDO	
Project Name	
Project Address	
Work to be undertaken	
Approximate number of employees required:	
Union delegate/employee representative (if applicable)	

Manager Contact Details

Name: _____

Phone: _____

Fax: _____

Tick the appropriate Box

☐ Affected Employee/s consulted by Employer

☐ Affected Employee/s not wishing to work in accordance with the clause have been given an opportunity to reasonably refuse

☐ Affected Employee/s informed that that if they have a concern about working the scheduled RDO they can raise the matter with their union delegate/employee representative.

Reason/s for work on scheduled RDO (as per clause 32 of the Agreement)

☐ High risk activity (specify below)

☐ Maintenance, repair, commissioning

☐ Restrictions, laws, regulations, etc.

☐ Inclement weather

☐ Other

Explanation of ground/s listed above:

Appendix Seven
Audit Form

APPENDIX SEVEN – AUDIT FORM

EMPLOYER NAME:		
ABN NUMBER:		
ADDRESS:		
PRINCIPAL NAME:		
PRINCIPAL TITLE:		
WORKCOVER POLICY NUMBER:		
Number of personnel:		
Overtime 1½x		
Overtime 2x		
Base Hourly Rate		
Fares & Travel		
CBUS/BUSS(Q):	☐ Yes	☐ No
BERT:	☐ Yes	☐ No
BEWT:	☐ Yes	☐ No
CIPQ:	☐ Yes	☐ No
RDO Accrual:	☐ Yes	☐ No
Annual Leave:	☐ Yes	☐ No
Sick Leave:	☐ Yes	☐ No
PSLS:	☐ Yes	☐ No
Group Tax:	☐ Yes	☐ No

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

…….. PRINCIPAL

AUTHORISED BY CPA/INSTITUTE OF CHARTERED ACCOUNTANTS

EMPLOYER NAME:

NAME OF ACCOUNTANT:

REGISTRATION DETAILS

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

…….. CERTIFIED PRACTISING ACCOUNTANT

Appendix Eight Endorsement of the Agreement

APPENDIX EIGHT – ENDORSEMENT OF THE AGREEMENT

Signed for and on behalf of **MULTIPLEX AUSTRALASIA PTY LTD** (ABN 33 146 787 295)

I, Geoffrey Kellock, Regional Director of MULTIPLEX AUSTRALASIA PTY LTD am authorised to sign the Agreement on behalf of **MULTIPLEX AUSTRALASIA PTY LTD**:

SIGN NAME

Level 6, 240 Queen Street, Brisbane, QLD, 4000

ADDRESS

3rd September 2021

DATE

IN THE PRESENCE OF P. Calvert

WITNESS SIGNATURE Paul Calvert

WITNESS NAME

Signed for and on behalf of the **Construction, Forestry, Maritime, Mining and Energy Union**

I, ~~Michael Ravbar~~/Jade Ingham, Divisional Branch Secretary/Assistant Secretary of The Construction, Forestry, Maritime, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch am authorised to sign the Agreement on behalf of The Construction, Forestry, Maritime, Mining & Energy Union:

SIGN NAME

3rd September 2021

DATE

16 Campbell Street, Bowen Hills, Qld, 4006

ADDRESS

IN THE PRESENCE OF

WITNESS SIGNATURE

Emma Eaves.

WITNESS NAME

PRINT NAME

DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Construction, Forestry, Mining and Energy Union
(AG2016/682)

BROOKFIELD MULTIPLEX AUSTRALASIA PTY LTD AND CFMEU UNION COLLECTIVE AGREEMENT 2015 - 2019

Building, metal and civil construction industries

COMMISSIONER LEE MELBOURNE, 19 APRIL 2016

Application for approval of the Brookfield Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2015-2019.

[1] An application has been made for approval of an enterprise agreement known as the *Brookfield Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2015-2019* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by the Construction, Forestry, Mining and Energy Union. The Agreement is a single enterprise agreement.

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met.

[3] The Construction, Forestry, Mining and Energy Union being a bargaining representative for the Agreement, has given notice under s.183 of the Act that it wants the Agreement to cover it. In accordance with s.201(2) I note that the Agreement covers the organisation.

COM.0002.0008.9866

[4] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 26 April 2016. The nominal expiry date of the Agreement is 2 July 2019.

COMMISSIONER

Printed by authority of the Commonwealth Government Printer

<Price code J, AE418636 PR579212>

Brookfield Multiplex Australasia Pty Ltd

(ABN: 33146787395)

and

The Construction, Forestry, Mining and Energy Union

Brookfield Multiplex Australasia Pty Ltd and CFMEU

Union Collective Agreement

2015-2019

COM.0002.0008.9866_0003

1. Title 4
2. Date of operation 4
3. Application of Agreement 4
4. Parties bound and covered 4
5. Relationship to awards, agreements, and other documents 4
6. Definitions 5
7. Grievance and dispute settling procedures 6
8. Procedure for dealing with safety issues or incidents 7
9. Tool box meetings 9
10. Contract of employment 9
11. Casual Employment 9
12. Apprentices/trainees 10
13. Job security 11
14. Termination 11
15. Redundancy 13
16. Classifications 14
17. Wages 15
18. Allowances 16
19. Productivity schemes 19
20. Superannuation 19
21. Salary Sacrifice Arrangements 20
22. Income protection and portable unused sick leave 20
23. Hours of work 21
24. Rostered days off 22
25. Leave 23
26. Training and related matters 24
27. Occupational health and safety matters, equipment, tools and amenities 25
28. Workplace impairment policy and procedures 26
29. Time and wages records 26
30. Union delegates' rights 27
31. Union training leave 28
32. Union rights promoting representation of members 29
33. Consultation 30
34. Individual flexibility agreements 31

35. Employment security, staffing levels, mode of recruitment and replacement labour 32
36. Compliance with this Agreement 33
37. Compliance with statutory requirements 34
38. All-in payments (calculation of default rate) 34
39. Posting of Agreement and notices 34
40. Severability 34
41. Government procurement 35
42. Temporary foreign labour 35
APPENDIX 1 – RATES OF PAY 36
APPENDIX 2 - ALLOWANCES 41
APPENDIX 3 – RDO CALENDARS 44
APPENDIX 4A - AUDIT CERTIFICATE 49
APPENDIX 4B - AUDIT CERTIFICATE 50
APPENDIX 5 - AUTHORITY TO OBTAIN DETAILS OF WORK RIGHTS STATUS FROM DIBP 51
APPENDIX 5A - TEMPORARY FOREIGN LABOUR 52
APPENDIX 6 - NEW ENTRANT TRAINEESHIPS 56
APPENDIX 7 - CALCULATION OF SUPERANNUATION 57
APPENDIX 8 - ENDORSEMENT OF THE AGREEMENT 58
APPENDIX 9 - BROOKFIELD MULTIPLEX APPENDIX 59

1. Title

1.1 This Agreement is known as the: Brookfield Multiplex Australasia Pty Ltd and CFMEU Union Collective Agreement 2015 - 2019 (The Agreement).

2. Date of operation

2.1 This Agreement remains in force until 2 July 2019. The Agreement will continue to apply beyond its expiration date until it is replaced by another agreement with, or which covers, the Construction, Forestry, Mining and Energy Union (CFMEU).

3. Application of Agreement

3.1 This Agreement applies to:

(a) Brookfield Multiplex Australasia Pty Ltd (ABN: 33 146 787 395) ("the Employer") and;

(b) the CFMEU; and

(c) all Employees of the Employer engaged in construction work and for whom classifications and rates of pay are provided by this Agreement.

3.2 This Agreement only applies to Building and Constrcution work done in Queensland or Northern Territory and to work temporarily done outside Queensland or Northern Territory by Employees who are based in Queensland or Northern Territory.

4. Parties bound and covered

4.1 This Agreement is legally binding upon and covers the Employer, its Employees and the Construction, Forestry, Mining and Energy, Union.

5. Relationship to awards, agreements, and other documents

5.1 This Agreement is intended to be interpreted in conjunction with *the Building and Construction General On-Site Award 2010*, *Mobile Crane Hiring Award 2010* and the terms of the CFMEU Workplace Impairment Policy and Procedures (or other Policy with express written agreement between the Parties), QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (Excluding certain Queensland Government entities) 2003 as it was immediately prior to its rescission.

5.2 Where this Agreement is silent, the terms of the above documents as amended from time to time during their life, apply. Where there is conflict between a term of this Agreement and a term of the above documents, or a conflict between 2 terms of this Agreement, the higher wage outcome or other outcome more favourable to the Employee will apply.

6. Definitions

6.1 The following definitions shall apply to this Agreement:

(a) "All-in payments" are defined as an all-inclusive hourly rate, piece work rate, meterage rate or 'contract' rate which is intended to include wages and/or allowances and/or conditions, such as annual leave, sick leave, overtime, etc.;

(b) "Apprentice" or "Trainee" means an Apprentice or Trainee within the meaning of the *Vocational Education, Training and Employment Act 2000* ('VETE Act"). "Apprenticeship" and "Traineeship" have a corresponding meaning;

(c) "Award" means the *Building and Construction General On-site Award 2010;*

(d) "BERT" is an acronym for the Building Employees Redundancy Trust ACN 82 010 917 281 (BERT Fund) as described in the Trust Deed creating the BERT Fund;

(e) "BEWT" is an acronym for the Building Employees Welfare Trust. The "BEWT Fund" means the fund established pursuant to a deed between B.E.R.T Pty Limited and James Kristen Peterson. "Trustee of the BEWT Fund" means B.E.R.T Pty Limited or any trustee appointed under the BERT Redundancy Trust Deed;

(f) "BUSS(Q)" is an acronym for the Building Unions Superannuation Scheme (Queensland) Pty Ltd. ABN 85 571 332 201 (BUSSQ);

(g) "CBUS" is an acronym for the Construction & Building Industry Superannuation Pty Ltd. ABN 75 493 363 262;

(h) "CIPQ" means Construction Income Protection Queensland Ltd (ACN 110 841 962);

(i) "Double time and a half" means one and a half day's wages in addition to the Employee's ordinary time rate of pay or pro rata if there is more or less than a day;

(j) "Employee" means an employee of the Employer;

(k) "FW Act" means the *Fair Work Act 2009* (Cth);

(l) "FWC" means the Fair Work Commission;

(m) "Injury" shall have the same definition as the *Workers' Compensation and Rehabilitation Act 2003* (Qld);

(n) "Kept Waiting for wages on pay day" means all such time spent waiting, wherever the waiting is done;

(o) "Overtime" means any time worked in excess of or outside of the ordinary working hours;

(p) "QIRC" means the Queensland Industrial Relations Commission;

(q) "Redundancy" means a situation where an Employee ceases to be employed by the Employer, other than for reasons of Serious and Wilful misconduct. "Redundant" has a corresponding meaning;

COM.0002.0008.9866_0007

(r) "Special Class Dogman" means a dogman having no less than 12 months on the job experience in dogging tower cranes and, having obtained a 'Verification of Completion (VOC)' for the particular tower crane;

(s) "Special Class Tradesperson" means a tradesperson who is engaged on work which requires the use of complex, high quality trade skills and experience which are not generally exercised in normal Construction work. For the purpose of this definition, complex and high quality trade skills and experience will be deemed to be acquired by the tradesperson:

(i) Having had not less than 12 months on-the-job experience of such skilled work, and

(ii) Having, by satisfactory completion of a prescribed post trade course, or other approved course, or the achievement of knowledge and competency by other means including the on-the-job experience, as will enable the tradesperson to perform such work unsupervised where necessary and practical, to the required standard of expertise/skill;

(t) "Union Delegate" means an Employee elected by Union members and endorsed by the Union to represent the interests of Union members employed by the Employer as required. All parties to this Agreement shall be notified as soon as practicable after the election of a Union Delegate;

(u) "Union" means the Construction, Forestry, Mining and Energy Union;

(v) "WHS EPH" means Workplace Health and Safety Entry Permit Holders under the *Work Health and Safety Act 2011*;

(w) "WHS Act" means the *Work Health and Safety Act 2011* (Qld).

7. Grievance and dispute settling procedures

7.1 If a dispute arises about any matter under or in any way related to this Agreement, the NES (including subsections 65(5) or 76(4) of the FW Act), or any other work-related matter (including a dispute about whether a workplace right has been breached) the parties to the dispute will attempt to resolve the dispute at the workplace level. Where such discussions do not resolve the dispute the parties will attempt to resolve the dispute by further discussion with more senior levels of management.

7.2 A party may refer the dispute to the Fair Work Commission (FWC) to settle the dispute where:

(a) the dispute cannot be resolved at the workplace level; or

(b) the dispute is not being progressed in a timely manner; or

(c) there are aspects of the nature of the dispute which require the dispute to be dealt with urgently; or

(d) the Employer and the other party in dispute otherwise agree to refer the dispute.

7.3 FWC may deal with the dispute using all the procedures available to it under the FW Act and may attempt to settle the dispute by conciliation or mediation or, where the parties agree, a recommendation or expression of opinion by FWC. If the dispute remains unresolved, FWC may settle the dispute by arbitration.

7.4 A decision of FWC under this dispute resolution procedure will bind the parties.

7.5 Notwithstanding clause 7.4 above, either party may exercise a right of appeal against the decision to a Full Bench of FWC.

7.6 Parties to a dispute may appoint a person or organisation of their choosing to represent them in the dispute settlement process. In the absence of any express appointment to the contrary, Union members shall be represented by their Union at all stages of the dispute settlement process. The Employer agrees to engage with the Union in good faith for the purposes of dispute resolution including by allowing the Union official to enter the workplace to assist with representing Employees to deal with a dispute under the terms of this dispute resolution procedure.

7.7 The Employer agrees to engage with the Union in good faith for the purposes of dispute resolution including by allowing the Employees access to a relevant Union official in the workplace to assist with representing Employees dealing with a dispute under the terms of this dispute resolution procedure.

8. Procedure for dealing with safety issues or incidents

8.1 The Employer, the Employees and the Union agree that for the purposes of s. 81 of the *Work Health and Safety Act 2011* (Qld) (WHS Act) matters about work health and safety arising at the workplace shall be resolved in accordance with this procedure.

8.2 The parties agree that for the purposes of this procedure and s. 81(3) of the WHS Act the following persons shall be the representatives of the following parties:

(a) the Principal Contractor – Site Manager or any other person nominated by the Principal Contractor;

(b) the Employers – the Site Manager or any other person nominated by the Employer(s); and

(c) The Employees – an official(s) or Employee(s) of the Union nominated by the Union to act as the Employee's representative(s). (collectively referred to as "the Parties")

8.3 The Parties agree the representatives shall be entitled to enter the workplace for the purposes of:

(a) inspecting any work system, plant, substance, structure or other thing relevant to resolving the issue;

(b) consulting with relevant Employees in relation to resolving the issue;

(c) consulting with the relevant PCBU (as defined in the WHS Act) about resolving the issue;

(d) attending and participating in discussions with any of the parties about resolving the issue;

(e) inspect and take copies of any document that is directly relevant to resolving the issue; and

(f) advise any person whom the representative reasonably believes to be exposed to a serious risk to his or her health and safety, emanating from an immediate and imminent exposure to a hazard of that risk.

8.4 Any inspection shall be conducted by all nominated Parties.

8.5 The Parties to this issue resolution procedure may commence the procedure by informing, either by themselves or their representative, the other Parties that:

(a) there is an issue to be resolved; and

(b) the nature and scope of the issue.

8.6 As soon as the Parties are informed of the issue, all Parties must meet or communicate with each other to attempt to resolve the issue.

8.7 The Parties must have regard to all relevant matters including:

(a) the degree and imminent risk to the Employees or other Parties affected by the issue;

(b) the number and location of Employees and other persons affected by the issue;

(c) the measures both temporary and permanent that must be implemented to resolve the issue;

(d) who will be responsible for implementing the resolution measures;

(e) whether the hazard or risk can be isolated; and

(f) the time that may elapse before the hazard or risk is permanently corrected.

8.8 Once the issue is resolved details of the issue and its resolution must be set out in writing with all Parties to be satisfied that the agreement reflects the resolution of the issue with a copy given to all Parties to the issue. The issue, once resolved, shall be recorded in the next health and safety committee meeting minutes with the agreed resolution.

8.9 Parties to the Agreement must make reasonable efforts to achieve a timely and final resolution of the issue. If within a reasonable time there is still no resolution, any of the Parties attempting to resolve the issue may then ask Workplace Health and Safety Queensland to arrange for an inspector to attend the workplace to assist in resolving the issue.

8.10 The purpose of these procedures is to inform Parties to an issue of their duties in resolving issues relating to health and safety matters. This procedure will form part of the Safety Management Plan.

8.11 The Employer provides a standing invitation for authorised representatives of the Union covered by this Agreement to enter the workplace for the purposes of dealing with safety issues or incidents in accordance with clause 8 of this Agreement. Application of this process is in no way intended to breach Right of Entry provisions under Part 3-4 of the FW Act or the WHS Act.

9. Tool box meetings

9.1 A tool box meeting will be held per site each month to facilitate and foster communication and consultation. All parties to this Agreement shall be invited. Items to be discussed at each meeting may include: programming of site work, site issues, Workplace Health and Safety, job design, productivity issues, management policies, agreement compliance, wages and conditions, compliance with statutory obligations and any other relevant issue raised. Notice of the meeting will be given at least one (1) week prior to the scheduled date including to the authorised representative of the Union.

10. Contract of employment

10.1 At the point of engagement of each Employee, the Employer must inform the person in writing whether the engagement is on a permanent or casual basis, stating by whom the Employee is employed, the job performed, the classification level, and the relevant rate of pay. Each new Employee shall upon commencement also be provided with a copy of this Agreement, or alternatively, access to the Agreement in electronic format at the discretion of the Employee.

10.2 The Employer may direct an Employee to carry out such duties as are reasonably within the limits of the Employee's skill, competence and training consistent with the Employee's classification provided that such duties do not promote deskilling.

10.3 If an Employee is absent from work for a period for which they have or will claim workers' compensation, the Employee's contract of employment shall remain intact during the period of absence. The Employer shall continue to make contributions (and where applicable, reports of service) on behalf of the Employee to CBUS/BUSS(Q), BERT, BEWT, CIPQ and QLeave or NTBuild or other funds nominated herein. The Employee shall also continue to accrue all appropriate leave entitlements for the first twelve months of the Employee's absence due to the workers compensation claim.

11. Casual Employment

11.1 A casual Employee shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement except annual leave, personal leave, and payment for public holidays on which no work is performed. A casual Employee is entitled to unpaid bereavement and carer's leave.

11.2 Except on Saturdays and Sundays, on each occasion a casual Employee is required to attend work, the Employee shall be entitled to payment for a minimum of eight (8) hours work (with 0.8 of an hour on each of these days accruing toward an RDO) plus the relevant fares and travel allowance prescribed by clause 18 below. On Saturdays and Sundays, a casual Employee is entitled to payment for a minimum of four (4) hours, plus the relevant fares and travel allowance prescribed by clause 18 below.

11.3 A casual Employee for working ordinary time shall be paid 125% of the hourly rate prescribed in APPENDIX 1 for the Employee's classification.

11.4 A casual Employee required to work overtime or weekend work shall be entitled to the relevant penalty rates prescribed in this Agreement:

(a) where the relevant penalty rate is time and a half, the Employee shall be paid 175% of the hourly rate prescribed by clause 17 below and APPENDIX 1 for the Employee's classification;

(b) where the relevant penalty rate is double time, the Employee shall be paid 225% of the hourly rate prescribed by clause 17 below and APPENDIX 1 for the Employee's classification; and

(c) where the relevant penalty is a public holiday, the Employee shall be paid 275% of the hourly rate prescribed by clause 17 below and APPENDIX 1 for the Employee's classification.

11.5 For the purposes of clarity, the applicable contributions to CBUS/BUSS(Q), BERT, CIPQ and BEWT or other funds nominated herein, must be made by Employers in respect of casual Employees. A casual Employee shall also be entitled to receive penalty payments for overtime, work performed on weekends and work performed on public holidays.

11.6 Termination of all casual engagements shall require one hour's notice be either the Employer or Employee, or the payment or forfeiture of one hour's pay, as the case may be. This clause will not reduce the entitlements of injured Employees.

11.7 On completion of 6 weeks' regular and systematic service, a casual Employee must be offered permanent employment in writing by the Employer.

12. Apprentices/trainees

12.1 Apprentices / Trainees shall be entitled to all of the applicable rates and conditions of employment prescribed by this Agreement.

12.2 For clarification, in addition to the rates in APPENDIX 1, Trainees are entitled to receive full Daily Travel, BERT, BEWT, CIPQ, Superannuation and any other entitlements in accordance with this document. Such entitlements shall not be paid at rates applicable to Apprentices.

12.3 Training arrangements for Apprentices/Trainees shall be as provided in QIRC Order (No. B585 of 2003) Apprentices' and Trainees' Wages and Conditions (Excluding Certain Queensland Government Entities) 2003.

12.4 Apprentices/Trainees shall be entitled to be paid the daily fares and travel allowance whilst attending training.

12.5 The Employer shall be responsible for meeting all costs associated with Apprenticeship/Traineeship training, including any student registration, tuition fee or other course costs.

12.6 During the first year of an apprenticeship, tools to the minimum retail value of $600.00 shall be supplied by the Employer within a period of three months after the expiry of the

probationary period or within a period of six months from the date of commencement of the employment, whichever first occurs.

12.7 During the second and subsequent years (or part of a year) of apprenticeship tools to the retail value of $600.00 shall be supplied by the Employer within a period of three months from the commencement date of each such year (or part of a year) of the indentured apprenticeship.

12.8 Where an apprentice has entered a Competency Based Training Agreement, the provision of tools will be on the following basis:

(a) During the term of apprenticeship, an Employer shall, in respect of each level of the apprenticeship program, supply the apprentice with tools of trade, to a minimum retail value of $600.00;

(b) The supply of tools of trade for each level of the program shall be linked to the successful achievement of competencies or, where appropriate, the demonstration of approved levels of progression towards the achievement of competencies as prescribed by the relevant National Training Package or in the relevant Award;

(c) Supply of tools will occur no later than three (3) months after the expiry of the probationary period or within a period of six (6) months from the date of commencement of the employment, whichever first occurs, and no later than three (3) months into subsequent levels of the apprenticeship;

(d) Apprentices employed under part-time or school based arrangements shall be entitled to a supply of tools consistent with the requirements as outlined in clause 12.6 and clause 12.7 above.

13. Job security

13.1 The Parties to this Agreement will encourage the continuity of employment for permanent employees with the aim of ensuring that permanent employment opportunities are not eliminated or eroded insofar as it is reasonably practicable to do so.

13.2 In order to maximise the continuity and security of employment for employees and to ensure that the Employer's equipment is operated only by qualified, experienced and capable persons, the Employer agrees that in relation to the operation of tower cranes all tower cranes which are hired out by the Employer and which are capable of being operated by employees of the Employer shall be supplied with a suitably qualified operator who is a current employee of the Employer for the duration of the hire period.

14. Termination

14.1 Employment may be terminated by the Employer due to performance/general misconduct, serious and wilful misconduct, or redundancy.

14.2 Performance/General Misconduct

In the event that an Employee fails to maintain satisfactory performance levels in the case of general misconduct (e.g., lateness for work), the following 3 step counselling procedure will be applied. This procedure does not apply for redundancy situations. An Employee may elect at any step to have their Employee representative or any other person present. The

Employee must be given an opportunity to respond to each allegation. At the request of the Employee, copies of any written warnings will be given to the employee representative or any other party to this Agreement.

(a) Step 1– First Written Warning

The Employer will have a discussion with the Employee, and the Employer will advise the Employee of the problems that the Employer believes exist in relation to the Employee's conduct. If appropriate the Employer will then issue a written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required.

(b) Step 2 – Final Written Warning

If the Employee fails to meet the standards of improvement in accordance with Step 1 within a reasonable period of time, the Employer will have a further discussion with the Employee in which it will advise the Employee of the problems the Employer believes exists in relation to the Employee's conduct. If appropriate the Employer will then issue a final written warning detailing:

(i) The issues of concern; and

(ii) The standards of improvement required; and

(iii) That it is a final written warning and that failure to meet the standards of improvement stated therein may lead to dismissal.

If an Employee does not repeat the same offence which produced the need for the final warning, within 6 months of the warning, the final warning advice becomes null and void and cannot be considered grounds for dismissal.

(c) Step 3 – Dismissal

If after receiving a final warning, the Employee repeats the same conduct within a period of 6 months, then the Employee may be dismissed. A written notice of dismissal will be provided to the Employee by the Employer outlining the reasons for the dismissal.

14.3 The Employer shall provide to each terminated Employee a written statement specifying the period of employment and the classification or type of work performed by the Employee.

14.4 The Employer shall pay each terminated Employee all accrued entitlements and other wages owing within two business days of termination or the Employee shall be entitled to claim payment for all time spent waiting for the wages up to a maximum of 8 hours pay per day (including Saturday and Sunday). This claim shall be regardless of whether or not the Employee remains on the job).

14.5 The Employer shall pay each dismissed Employee for any public holiday that occurs in the period of annual leave that would have been payable had the Employee commenced

annual leave on the date of termination. Where the Employee's leave balance would not include public holidays occurring within the 10 working days (excluding weekends) following termination, the Employee shall receive payment for these days.

14.6 In cases where the Employer is considering transferring or terminating the services of an elected Union Delegate or a Health and Safety Representative, a five day mandatory consultation period shall be initiated by the Employer with the Union prior to any final decision on transfer or termination being made. The affected Employee will be immediately advised of the initiation of the consultation period and shall remain on the job during the consultation process. If the Employer fails to comply with any of these requirements, the notice period that the Employer must give to the affected Employee shall be increased to four weeks.

15. Redundancy

15.1 The Employer will utilise the Building Employees Redundancy Trust (BERT) to meet all of the liabilities for redundancy payments and further to ensure that an amount equal to the credit balance of the Employee's account in the Employee's redundancy fund is paid to the Employee when the Employee is entitled to that payment pursuant to the terms of the Employee's redundancy fund.

15.2 The Employer will contribute on behalf of each Employee the following minimum weekly amount:

(a) $100.00 per Employee effective first pay period January 2016;

(b) $105.00 per Employee effective first pay period January 2017;

(c) $110.00 per Employee effective first pay period January 2018;

(d) $115.00 per Employee effective first pay period January 2019.

At the same time contributions are made to the Employee's redundancy fund, the Employer must pay to the Trustee of the Building Employees Welfare Trust (BEWT) or other similar fund nominated by the Union an amount equal to the following:

(e) $13.00 per Employee effective first pay period effective January 2016;

(f) $13.50 per Employee effective first pay period effective January 2017;

(g) $14.20 per Employee effective first pay period effective January 2018;

(h) $14.90 per Employee effective first pay period effective January 2019.

Apprentice contributions shall be calculated using the following percentage of the trade rate:

1st Stage	2nd Stage	3rd Stage	4th Stage
50%	60%	75%	90%

15.3 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

15.4 Where the Employee's balance in the Employee's redundancy fund reaches $15,000.00 or an amount that equals 10 weeks' wages, the Employee will have the option to continue to have contributions paid to their redundancy fund or redirected to CBUS or BUSS(Q). It is the Employee's option only. Where an Employee exercises (or has exercised) this option, his or her redundancy entitlement will be deemed met for all current and future entitlements arising from the current employment engagement.

15.5 Contributions to the Employee's redundancy fund must be made, at a minimum, on a monthly basis. Details of the Employer's contribution for each month including when contribution was made and for how much, are to be shown on the Employee's wage statement by the end of the second week of each subsequent month.

16. Classifications

16.1 The classification levels for Employees engaged under this agreement shall be read in accordance with the Award unless specifically amended by the terms of this Agreement. Classification levels, relativities, pay rates and other details are contained in APPENDIX 1.

16.2 Health and Safety Representative

(a) Where an Employee is elected as a Health and Safety Representative, and agrees to undertake the required training to fulfil the role, the Employee will be classified as the higher of CW4, or the Employee's usual classification. In addition, a Health and Safety Representative is entitled to an all-purpose hourly allowance of:

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$1.97	$2.07	$2.17	$2.28	$2.39

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 16.2 and 16.5 below.

16.3 Marker/Setter Out

An Employee performing the work of a marker/setter out shall be paid an all-purpose allowance of 5% of his/her applicable hourly rate.

16.4 Higher duties

Where any Employee on any day performs two or more classes of work to which different rates of pay are applicable, the Employee shall be paid at the higher hourly rate for the day if the Employee is required to work at that class of work for two (2) hours or more, and if for less than two (2) hours during any one (1) day the Employee will be paid the higher rate for the time so worked.

16.5 Union delegate

(a) Where an Employee is elected as a Union delegate, and the Union notifies the Employer of this election, the Employee will be classified as the higher of CW4, or the Employees usual classification. In addition, a Union delegate is entitled to an all-purpose hourly allowance of:

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$1.97	$2.07	$2.17	$2.28	$2.39

(b) For clarity, an Employee is only entitled to one all-purpose hourly allowance pursuant to clauses 16.2 above and 16.5. Notwithstanding, no Union delegate will suffer a reduction in pay as a result of the implementation of this clause.

17. Wages

17.1 Employees must be paid wages in accordance with APPENDIX 1 from the first full pay period after the dates specified. Those rates include the following increases:

(a) 5% from the 1st July 2015;

(b) 5% from the 1st July 2016;

(c) 5% from the 1st July 2017;

(d) 5% from the 1st July 2018; and

(e) 5% from the 1st July 2019.

17.2 The wage rates detailed in APPENDIX 1 of this agreement are structured as follows:

(a) The wage rates detailed in APPENDIX 1 for classifications CW1 to CW4 inclusive include the weekly hand tool allowance (where relevant);

(b) The ordinary time hourly rate for all purposes shall be calculated by dividing the appropriate weekly rate by 36;

(c) The wage rates for classifications CW 5 and above detailed in APPENDIX 1 do not contain the weekly hand tool allowance. Where this allowance is applicable, it must be paid in addition to the rates contained in APPENDIX 1.

17.3 Wages for apprentices shall be calculated by applying a fixed percentage to the rates of specific trades as provided by the applicable award or order. Provided that the trade rate shall not include the hand tool or power tool allowances for the purpose of this calculation.

17.4 Jump up

Where Employees are working on a site where a site specific major project agreement or an enterprise agreement covering Employees of the principal contractor or the Employer's client is in place and is more favourable to such Employees than this Agreement, the more favourable entitlement applies to Employees of the Employer.

17.5 Inclement Weather (Emergency Works)

Clause 23.6 of the Award will also apply in the case of emergency work where the Employees concerned and their union agree that the work is of an emergency nature and can start and/or proceed.

18. Allowances

18.1 In addition to the wage rates prescribed in this Agreement, Employees shall be paid additional allowances as provided for by the Award. The rates for the various allowances shall be as provided below and/or in APPENDIX 2 of this Agreement.

The rates for all allowances shall be payable from the commencement of the first pay period after the dates specified.

18.2 Fares and Travel Allowance

All Employees shall be entitled to receive the fares and travel allowance in accordance with clause 25 of the Award. The rates to be paid shall be as follows:

(a) Daily Entitlement

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$45.00	$45.00	$45.00	$50.00	$50.00

(b) Apprentices shall receive the following percentage of the amount detailed above:

1st Stage	2nd Stage	3rd Stage	4th Stage
75%	85%	90%	95%

18.3 Leading Hand

A leading hand is an Employee who is given by the Employer, or the Employer's agent, the responsibility of directing and/or supervising the work of one or more other persons. A person specifically appointed to be a leading hand, will be paid for all purposes, the leading hand allowance appropriate for the number of persons in the Employee's charge. Additionally, a leading hand will be paid at the hourly rate of the highest classification supervised or the Employee's own hourly rate, whichever is the highest.

18.4 Living Away from Home Allowance

(a) Where an Employee is engaged on distant work, the provision of reasonable board and lodgings will be supplied by the Employer, at no cost to the Employee.

(b) Reasonable board and lodging means, a minimum of three adequate meals per day, and a single room (not shared) which is quiet with air conditioning/heating, suitable ventilation, comfortable and clean bedding, appropriate lighting and furnishings, an ensuite with a toilet, shower and basin both with running hot and cold water, a television and tea and coffee making facilities. All facilities must be clean and fully functioning.

(c) Where reasonable board and lodging are not available, the Employer and the Union may agree to alternative arrangements.

(d) Where an Employee is engaged on distant work, the Employer will pay the Employee, in addition to all other entitlements, a daily allowance as provided by APPENDIX 2.

(e) Rosters for distant work must be agreed in writing between the employer and the Union. No Employee will be required to work on distant work for more than 14 consecutive days. No Employee will have less than 7 consecutive days between engagements on distant work.

(f) All time spent by Employees travelling to and from distant work will be paid as ordinary time worked.

18.5 Power Tools

Where an Employee is specifically required to supply their own power tools (maximum of three commercial quality power tools plus a lead) by the Employer, the Employer will be responsible for all consumables and tagging and will replace all stolen tools if in an Employer lock up. Where the Employer requires the Employee to lend a power tool to another Employee, the Employer is deemed to have taken ownership of the tool and will replace the tool with a new tool of the same brand and model or an agreed alternative. The Employer will pay the rate per hour: as detailed in APPENDIX 2 of this Agreement.

18.6 Site Allowance

A Site Allowance as detailed below will be paid as a flat amount for each hour worked and will remain unaltered for the duration of each project. At the commencement of any new project by the Employer the Employer will inform the relevant Employees of the value of the project. Where there is a dispute with the value of the project, the QLeave or NTBuild declaration of the "total cost of work" will apply.

Value of project	Site allowance (per hr)
0-$20m	$1.70
>$20-$100m	$ 2.50
>$100-$200m	$3.50
>$200-$300m	$4.50
>$300-$400m	$5.00
>$400-$500m	$5.50
>$500m-$600m	$6.00
>$600-$700M	$7.00
>$700m	$8.00

Site Allowance is not subject to any premium or penalty and shall compensate for all disabilities other than:

(a) Heavy Blocks

(b) Explosive Powered Tools

(c) Scaffolder's Licence Allowance

(d) Unbacked Insulation

(e) Swing Stage

(f) Height / Multi Storey

For these items the applicable rate in APPENDIX 2 will apply.

NB: the Living Away from Home Allowance, travel outside radial areas, transfers during working hours and all allowances referred to in clause 18 of this Agreement are not disability allowances for the purposes of this clause.

18.7 Engagement of more than one mobile crane

(a) Where more than one crane is engaged on any single lift the following additional payments shall be made.

(i) Where two cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$3.64	$3.82	$4.01	$4.21	$4.42

(ii) Where three cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$6.99	$7.34	$7.71	$8.10	$8.50

(iii) Where four cranes are engaged the crane crew thereof shall be paid at the following additional amount per lift:

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$10.75	$11.29	$11.85	$12.45	$13.07

(iv) Where more than four cranes are engaged the crane crew shall be paid at the following additional amount per lift:

From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
$14.21	$14.92	$15.66	$16.45	$17.27

19. Productivity schemes

19.1 Productivity Schemes will be prohibited unless written agreement has been reached with all parties to this Agreement.

20. Superannuation

20.1 All Employees shall be entitled to receive Employer superannuation contributions and shall also co-contribute a minimum amount from their wages to CBUS or BUSS(Q).

20.2 The Employer will contribute on behalf of each Employee the following minimum weekly amount (the formula in APPENDIX 7 will apply to rates in this Agreement from 1 January 2016):

(a) $214.00 per week effective first full pay period Jan 2016;

(b) $223.00 per week effective first full pay period July 2016;

(c) $232.00 per week effective first full pay period July 2017;

(d) $245.00 per week effective first full pay period July 2018;

(e) $255.00 per week effective first full pay period July 2019;

20.3 Every Employee shall co-contribute by way of salary sacrifice the following minimum weekly amount:

(a) $54.00 per week effective first full pay period Jan 2016;

(b) $56.00 per week effective first full pay period July 2016;

(c) $58.00 per week effective first full pay period July 2017;

(d) $62.00 per week effective first full pay period July 2018;

(e) $64.00 per week effective first full pay period July 2019;

20.4 The contributions in clauses 20.2 and 20.3 above shall be in addition to all other entitlements prescribed by this Agreement.

20.5 Contributions for apprentices shall be calculated at 12% of ordinary time earnings.

20.6 Apprentices shall co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

20.7 The Employer will, on behalf of the Employee, forward the above amounts directly to each Employee's superannuation account at least once each calendar month.

20.8 Contributions will continue to be paid on behalf of an Employee during any absence on paid leave such as annual leave, long service leave (including leave paid for by QLeave or NTBuild), public holidays, sick leave and bereavement leave. The Employer shall also be required to make contributions while an Employee is absent from work and is claiming Workers' Compensation for a maximum period of 12 months.

COM.0002.0008.9866_0021

20.9 Should it be established that the Employer has failed to make payments as required; the Employer shall be liable to make the appropriate contributions immediately upon being notified of the non-compliance. Further, the Employer shall pay an additional 10% per annum (calculated on a pro-rata basis) to offset the interest that the contributions would have attracted in the relevant fund had they been paid on the due dates. The requirement for the Employer to make retrospective payments shall not limit any common law action which may be available in relation to death, disablement or any similar cover existing within the terms of a relevant fund.

21. Salary Sacrifice Arrangements

21.1 Employees covered by this Agreement will have access to salary sacrifice arrangements in addition to the compulsory arrangement detailed above. The requirements of any such arrangements shall ensure that:

(a) Accessing a salary sacrifice arrangement is a voluntary decision to be made by the individual Employee.

(b) The Employee wishing to enter into a salary sacrifice arrangement will be required to notify his/her Employer in writing of the intention to do so and have sought expert advice in relation to entering into such an arrangement.

(c) The Employer shall meet the cost of implementing the administrative and payroll arrangements necessary for the introduction of salary sacrifice to the Employees under the Agreement.

(d) The co-contribution of superannuation payments referred to herein shall be made by way of salary sacrifice arrangements.

22. Income protection and portable unused sick leave

22.1 The Employer will contribute the following amounts (including GST) per week to CIPQ in respect of each of its Employees for, or on account of, the premium insuring income protection for each of those Employees:

(a) from 1 March 2015 - $24.90;

(b) from 1 March 2016 – $29.60;

(c) from 1 March 2017 - $31.70;

(d) from 1 March 2018 - $35.00; and

(e) from 1 March 2019 - $39.30.

22.2 The income protection policy provided by the Employer will provide the following amounts as weekly benefits in the event of a claim:

(a) from 1 March 2016 – $1,300.00;

(b) from 1 March 2017 - $1,400.00;

(c) from 1 March 2018 - $1,500.00; and

(d) from 1 March 2019 - $1,600.00.

22.3 If CIPQ decides that a higher weekly rate per Employee must be paid or provided, the Employer must pay that higher rate as and from the date CIPQ determines. Payment at the rate specified under this clause 22.1 above from the date determined by CIPQ will satisfy the Employer's obligations under clause 22.2 above.

22.4 If the Employer does not contribute to CIPQ the amount required under clause 22.1 above in respect of each and every Employee, the Employer will pay an additional $1,500 per week on top of what benefit the policy provides and also reimburse the Employee for costs (ie medical expenses, claims management and rehabilitation expenses) incurred by the Employee, for a period of three years in the event that an Employee is unable to make a claim because of the non-payment by the Employer.

23. Hours of work

23.1 Except as provided elsewhere in this Agreement, the ordinary working hours will be 36 hours per week (7.2 hours per day) worked between 6.00 a.m. and 6.00 p.m. Monday to Friday. Typically, work will not commence later than 7:00am on any day, unless prior written agreement has been reached between the Parties.

23.2 The maximum number of hours worked on site by any Employee will be not more than 58 hours per week, which shall be taken to mean no more than 10 hours per day Monday to Friday and 8 hours Saturday. In certain circumstances and by agreement between the parties, hours may be extended to perform works which are critical to the ongoing productivity or safety of other Employees on the project or where a critical work task is delayed due to unforeseen circumstances.

23.3 It is expressly agreed that work outside of the aforementioned times (e.g. Sundays, early starts, night work) will not be worked unless written agreement is reached between the parties. Whilst such agreement will not be unreasonably withheld, an appropriate consultative process must be implemented prior to agreement being sought.

23.4 If the Employer is found to have breached the maximum aggregate 58 hours per week on more than 2 instances in any monthly cycle, each Employee required to work in excess of the maximum hours shall be paid double time for all overtime hours worked on the day(s) causing the breach.

23.5 Where Employees are required to work pursuant to clause 23.2 above, the Employer shall ensure that each Employee has a break of no less than 10 hours between finishing work and commencing the next shift.

23.6 Where Employees are required to work pursuant to clause 23.2 above no Employee shall be required to work for more than 10 continuous hours unless the Employee is required to perform works which are critical to the ongoing productivity of other Employees on the project or where a critical work task is delayed due to unforeseen circumstances.

23.7 There must be allowed, without deduction of pay, a minimum rest break of 20 minutes between 9:00am and 11:00am.

23.8 All time worked on any of the public holidays outside the ordinary starting and ceasing times prescribed by this Agreement for the day of the week on which such holiday falls

shall be paid for at double the rate prescribed by the Award for such time when worked outside the ordinary starting and ceasing times on an ordinary working day.

24. Rostered days off

24.1 Ordinary working hours will be scheduled in a 10 day cycle, Monday to Friday inclusive, with 8 ordinary working hours worked for each of 9 days and with 0.8 of an hour on each of those days accruing toward the tenth day, which will be known as the rostered day off (RDO).

24.2 26 rostered days are to be taken off by an Employee for every 12 months continuous service in accordance with the dates set out in the RDO calendars contained in APPENDIX 3. However, an RDO Calendar may be changed by notice from the Union to the Employer, to move an RDO from a date, including one which is declared as a Public Holiday, to another date. Such notice is likely to be given to ensure some RDOs occur during school holidays.

24.3 The 26 RDOs each calendar year are days upon which work must not be performed except where the Union Divisional Branch Secretary (or someone appointed by him/her for the purpose of this sub-clause) agrees in writing (e.g. by email), in accordance with the procedure outlined in clause 24.11 below.

24.4 Work on an RDO must be paid for at Saturday rates with a minimum payment for 8 hours.

24.5 Payment for rostered days off will include an entitlement to the daily fares and travel allowance.

24.6 Each day of leave taken and any public holiday occurring during any cycle will be regarded as a day worked for accrual purposes.

24.7 An Employee who has not worked a complete cycle will receive pro rata accrued entitlements payable for the rostered day off.

24.8 No Employee shall be pressured to work on a Rostered Day Off. The decision to work on a Rostered Day Off shall remain entirely at the Employee's discretion.

24.9 Where an Employee has insufficient accruals for an RDO, the Employer may offset any deficiency from the Employee's annual leave entitlement.

24.10 Up to five (5) RDOs, other than those nominated in the Easter period may be accrued under normal industry flexibilities. Accrued RDOs will be taken in the calendar year they were due or be reconciled in the last pay period of the calendar year provided sufficient RDO hours are retained to cover the scheduled RDOs for January of the following year. Ordinary time rates of pay apply to accrued RDOs.

24.11 Where the Employer wants an employee or employees to work on an RDO, the following process shall be followed:

(a) The Employer must establish that a compelling need to work on the RDO exists (e.g. jumping cranes, erecting or dismantling jump form, high-risk activity after consultation with the safety committee, or other emergency circumstances that require work on that day);

(b) The Employer must consult with the worker and their Union representative at least 1 week prior to the scheduled RDO which is proposed to be worked;

(c) An Employee or group of Employees may decline to work any RDO without the threat of Employer retribution or actual Employer retribution;

(d) The Employer shall request the agreement of the Union to work on any RDO, and such request shall be in writing and be issued as soon as practicable, but no later than five days prior to the scheduled RDO. The Employer must provide reasons for wanting to work on the RDO and evidence that it has consulted with and received agreement from employees;

(e) The Union Divisional Branch Secretary (or nominee for the purposes of this sub clause) and the Employer's General Manager or equivalent in the State of Queensland/the Northern Territory (or nominee for the purposes of this Agreement) shall negotiate in good faith on the merit of the request;

(f) The Union may decline the request to work the RDO at its discretion. However, agreement will not be unreasonably withheld.

25. Leave

25.1 Permanent Employees shall be entitled to paid personal leave when they are absent from work due to:

(a) personal illness or injury (sick leave);

(b) for the purposes of caring for partners, children and/or other household or family members who are sick or in a personal emergency and require the Employee's care and support (carer's leave); or

(c) bereavement leave

25.2 Personal leave shall accrue as follows:

(a) Three days in the first month and then one additional day at the beginning of each of the next nine calendar months will be available in the first year of employment;

(b) Twelve days at the beginning of the Employees second and each subsequent year will commence on the anniversary of engagement.

(c) All unused personal leave is cumulative.

25.3 If required by the Employer, when an Employee is absent for more than 2 consecutive days the Employee is required to give the Employer a doctor's certificate, or other reasonably acceptable evidence, about the nature and approximate duration of the illness.

25.4 Parental Leave will be in accordance with the FW Act.

25.5 All Employees covered by this Agreement are entitled to long service leave on full pay under, subject to, and in accordance with, the provisions of Chapter 2, Part 3, sections 42-58 of the *Industrial Relations Act 1999* (Qld) as amended from time to time, or the provisions of the *Building and Construction Industry (Portable Long Service Leave) Act 1991*

(Qld). Section 43 subsection (4) of the *Industrial Relations Act 1999* (Qld) does not apply to Employees covered by this Agreement.

25.6 Employees may take unpaid leave. Such leave will be subject to the Employer's approval except for up to 5 days per year of unpaid leave, which may be taken by notice given at or before the commencement of such leave. Unpaid leave can be taken for less than a day.

25.7 An Employee's entitlement to annual leave will be consistent with the National Employment Standards contained in the FW Act.

Annual leave shall accrue at the rate of 3 hours per week (i.e. 36 ordinary hours) of service. If the Employee is a continuous shift Employee (as defined in the Award), the Employee shall accrue annual leave at the rate of 3.75 hours per week (i.e. 36 ordinary hours) of service.

The Employer will not unreasonably refuse a request for annual leave by an Employee.

Annual leave will be paid at the rate the Employee would have received if ordinary hours had been worked during the period of leave (including applicable allowances), plus a loading of 17.5%.

At the termination of employment, the Employee will be paid out all outstanding annual leave entitlements, including the 17.5% loading. As per the National Employment Standards, the annual leave will be paid out as if the Employee were taking leave, commencing from the end of the termination notice period. As such, any public holidays occurring during the period for which the annual leave entitlement applies, will be paid for in addition to the annual leave entitlement.

25.8 Employees are entitled to bereavement leave in accordance with the National Employment Standards contained in the FW Act. In addition, bereavement leave is available for Employees where bereavement on the death of a family or household member, or close family relative.

26. Training and related matters

26.1 Where possible training and skill development is to be carried out in normal working hours. It is agreed that no Employees will suffer loss of pay as a result of participating in training required by the Employer.

26.2 Any Employees elected as a workplace health and safety representative will undertake a training course approved by the State or Territory Government and provided by the Employer within six weeks of being elected, at no cost to the Employee.

26.3 The Employer will implement a policy where all Employees will have their current skills assessed against those required in the nationally recognised formal training package relevant to their work. Where any skill deficiencies are identified through the assessment process, the necessary training will be provided to attain the relevant nationally recognised formal qualification.

26.4 The Employer agrees that it will, within three months of the commencement of this Agreement, schedule a nationally accredited asbestos awareness training course, for each employee covered by this Agreement.

Further, the Employer agrees that it will, within three months of the each new Employee commencing employment, ensure that the Employee successfully completes a nationally accredited asbestos awareness training course.

26.5 The Employer will bear all costs associated with the provision of the training, including costs and material costs and the provision of the Employee's wages for the period of the training.

26.6 The course and provider of the training referred to in clause 26.4 above will be agreed in writing with the Union prior to the provision of the training.

27. Occupational health and safety matters, equipment, tools and amenities

27.1 The following clothing will be supplied to all Employees (no later than 1 month after commencement) and will be replaced on a fair wear-and-tear basis. Employees when working on site are required to wear all footwear and clothing supplied. The issue will be:

(a) 1 pair of safety boots (if the Employee buys such boots, the Employer will reimburse the Employee up to $125.00 upon producing of a purchase receipt);

(b) 6 sets of shirts and shorts/trousers, overalls or bib and brace overalls, or any combination as agreed; and

(c) 1 high visibility winter jacket.

All of the above mentioned items will be replaced on a fair wear-and-tear basis. Where an Employee has not sought replacement of any of the above mentioned items on a fair wear-and-tear basis within twelve months from the date of issue, then that Employee will be entitled to a re-issue of the items at the completion of those twelve months.

All items will comply with the relevant Australian Standards. The clothing selected will need to be breathable, be light weight, UV stable, have a high visibility quality, and have the maximum UPF rating.

No agreement to pay cash in lieu of supply of clothing/footwear is permitted.

When the Employer requires an Employee to wear spectacles with toughened glass lenses the Employer will pay the cost of the toughening process.

27.2 Stand-By Drivers and Crane Crews

(a) The crane crew for each crane must consist of the following:

(i) A crane driver;

(ii) A dogman/stand-by driver; and

(iii) A dogman

(b) Notwithstanding the above, any site with more than one crane crew shall provide a stand-by driver in accordance with the following scale:

(i) 2 cranes – 1 stand-by driver

(ii) 3 cranes – 2 stand-by drivers

(iii) 4 cranes – 3 stand-by drivers

(iv) 5 cranes – 4 stand-by drivers

(v) 6 cranes or more - to be negotiated

(c) For short term absences by a driver or dogman/stand-by driver of 3 days or less, a replacement driver or dogman/stand-by driver will not be required. The dogman/ Stand-by driver will be paid at the same rate as the driver for all hours worked.

28. Workplace Impairment policy and procedures

28.1 This Agreement will incorporate the CFMEU Workplace Impairment Policy and Procedures which can be found at http://qld.cfmeu.asn.au/, if the written policy that is intended to be entered into by the parties is not agreed.

29. Time and wages records

29.1 Particulars of details of payment to each Employee must be included on the envelope including the payment or in a statement handed to the Employee at the time payment is made and will contain the following information:

(a) Name of employing Employer

(b) Name of Employee

(c) Employee's classification

(d) Date of payment and period covered by wage statement

(e) Details of the number of ordinary hours worked

(f) Details of the number of overtime hours worked

(g) The ordinary hourly rate and the amount paid at that rate

(h) The overtime hourly rates and the amounts paid at those rates

(i) The gross wages paid

(j) The net wages paid

(k) Details of any deductions made from the wages

(l) Details of all accrued entitlements such as RDO's, personal leave, annual leave, etc

(m) Details of the Employer CBUS/BUSS(Q) contribution, including when the contribution was made and the amount details of the Employee CBUS or BUSS(Q) contribution, including when contribution was made and the amount

(n) Details of the Employer BERT contribution, including when contribution was made and the amount

(o) Details of the Employer CIPQ payment, including when contribution was made and the amount

(p) Details of the Employees BEWT payment, including when contribution was made and the amount

29.2 In addition, the employer must also maintain the following time and wage records:

COM.0002.0008.9866_0028

(a) The Employees date of birth

(b) the date when the Employee became an Employee of the Employer. if appropriate, the date when the Employee ceased employment with the Employer

(c) The Employees tax file number

(d) The Employees CBUS/BUSS(Q) number

(e) The Employees BERT number

(f) The Employees QLeave or NTBuild number

(g) The Employees CIPQ number

(h) Daily details of work including

(i) Daily start time and finish time

(ii) Time lunch and crib breaks taken

(iii) Total ordinary hours worked and resulting wage

(iv) Total time and a half hours worked and resulting wage

(v) Total double time hours worked and resulting wage

(i) Details of allowances paid

(j) Details and payment for RDO's, Personal and annual leave, public holidays

(k) Details of deductions

(l) Details of additions

(m) Total gross allowances paid per week and year to date

(n) Total gross wages paid per week and year to date

(o) Tax deducted from wages per week and year to date

(p) Net wages per week and year to date

(q) RDO's, sick and annual leave accrued per week and year to date

(r) CBUS/BUSS(Q), BERT, BEWT, and CIPQ paid per week and year to date

30. Union delegates' rights

30.1 A union delegate shall have the right to:

(a) be treated fairly and to perform their role as union delegate without any discrimination in their employment;

(b) formal recognition by the Employer that endorsed union delegates speak on behalf of union members in the workplace;

(c) bargain collectively on behalf of those they represent;

(d) consultation, and access to reasonable information about the workplace and the business;

(e) paid time off work to represent the interests of members to the Employer and industrial tribunals;

(f) reasonable paid time during normal working hours to consult with union members;

(g) reasonable paid time off to participate in the operation of the union;

(h) reasonable paid time off to attend accredited union education;

(i) address new Employees about the benefits of union membership at the time that they enter employment;

(j) reasonable access to stationery and other administrative facilities including telephone, an Employer-provided i-pad equipped with mobile internet access, facsimile, photocopying, internet and e-mail facilities, a filing cabinet, a table and chairs, air-conditioning/heating and a private lockable area for the purpose of carrying out work as a delegate and consulting with workplace colleagues and the union;

(k) place Union information on a noticeboard in a prominent location in the workplace; and

(l) take reasonable leave to work with the Union.

31. Union training leave

31.1 An Employee appointed or elected as Union Delegate shall, upon application in writing to the Employer, be granted up to five days paid leave each calendar year to attend relevant Union Delegate courses. Such courses shall be designed and structured with the objective of promoting good industrial relations within the building and construction industry.

Consultation may take place between the parties in the furtherance of this objective.

31.2 The application for leave shall be given to the Employer in advance of the date of commencement of the course. The application for leave shall contain the following details:

(a) The name of the Union Delegate seeking the leave;

(b) The period of time for which the leave is sought (including course dates and the daily commencing and finishing times); and

(c) A general description of the content and structure of the course and the location where the course is to be conducted.

31.3 The Employer shall advise the Union Delegate within seven clear working days (Monday to Friday) of receiving the application as to whether or not the application for leave has been approved.

31.4 The time of taking leave shall be arranged so as to minimise any adverse effect on the Employer's operations. The onus shall rest with the Employer to demonstrate an inability to grant leave when an eligible Union Delegate is otherwise entitled.

31.5 The Employer shall not be liable for any additional expenses associated with an Employee's attendance at a course other than the payment of ordinary time earnings for such absence. For the purpose of this clause ordinary time earnings shall be defined as the relevant

agreement classification rate including, shift work loadings where relevant plus Site Allowance where applicable.

31.6 Leave rights granted in accordance with this clause will not result in additional payment for alternative time off to the extent that the course attended coincides with a Union Delegate's RDO or with any concessional leave.

31.7 A Union Delegate on request by the Employer shall provide proof of their attendance at any course within 7 days. If an Employee fails to provide such proof, the Employer may deduct any amount already paid for attendance from the next week's pay or from any other moneys due to the Union Delegate.

31.8 Where a Union Delegate is sick during a period when leave pursuant to this clause has been granted proof of attendance at the course is not required for that period and the Employee shall receive payment if entitled under the provisions of the relevant award clause.

31.9 Leave of absence granted pursuant to this clause shall count as service for all purposes of this Agreement.

32. Union rights promoting representation of members

32.1 The Employer shall establish policies and procedures so that all reasonable steps are taken to encourage Employees, to become financial members of the Union, subject to relevant legislation.

32.2 Any Employer representative who discourages an Employee from becoming a financial member of the Union breaches both the intent of this Agreement and the FW Act.

32.3 The Employer must invite the Union to attend every Employer induction for new Employees and to address Employees for at least half an hour per attendance, or other reasonable duration by mutual agreement between the parties.

32.4 A standing invitation exists for any representative of the Union covered by this Agreement to enter any place where Employer, Employees or representatives are for purposes including, but not limited to, dispute resolution or consultation meetings but not for purposes for which a Right of Entry exists under Part 3-4 of the FW Act.

32.5 The Employer will allow the Union to promote membership of the Union.

32.6 Where practicable, the Employer will provide a Union noticeboard at every workplace. The display of material upon the Union noticeboard will be under the control of the Union.

32.7 The Employer will provide any information to the Union about Employees that the Union requires.

32.8 The Employer will provide information about the Union to an Employee that the Union requires, providing it is reasonable to do so.

32.9 The Employer agrees to Employees attending Union meetings or participating in Union activities during working hours and that the Employees shall be entitled to receive payment for attendance at those meetings / activities provided that:

(a) the Union provides the Employer with written notice of the intention to hold the meeting / undertake the activities prior to commencement;

(b) the duration of the meeting / activities is two hours or less (the duration of the meeting / activities may be extended beyond two hours by way of agreement between the Union and the Company). Authority to grant extension by the Employer rests with the General Manager or their nominee;

(c) up to two meetings / activities of up to two hours each may be held per shift, either consecutively or separately, provided that notice is given in accordance with clause 32.9(a) above.

32.10 Upon written request, the Employer will deduct Union dues from an Employee's weekly wages and remit such amount to the Union by EFT within 2 days of the deduction.

33. Consultation

33.1 Where the Employer is seriously considering, and prior to the taking of any definite decision on, the introduction of major workplace changes that are likely to have a significant effect on Employees, the Employer must notify and consult with the Employees and the Union or other representative/s.

33.2 The Employer must recognise the Union (or other representative) and consult in good faith in relation to such proposed changes, including by allowing Employees access to a relevant Union official in the workplace to assist Employees in the consultations relating to the proposed workplace changes.

The obligation to notify and consult includes providing all relevant details to the Employees and their Union/representative in writing about:

(a) the nature of the changes, any proposed timing of the changes and the expected likely effect on Employees; and

(b) any measures the Employer is proposing to take to avert or mitigate any adverse effects of such changes on Employees; and

(c) any other matters related to the changes which may affect the Employees.

33.3 In this clause major workplace changes that are likely to have a significant effect on Employees include:

(a) termination of employment;

(b) changes to composition, operation or size of the workforce or the skills required of Employees;

(c) elimination or diminution of job opportunities (including promotion/tenure);

(d) alteration of hours of work;

(e) retraining, relocation or restructuring; and

(f) changes to the legal or operational structure of the Employer or business, including changes to business ownership or control.

33.4 Where the Employer proposes to change an Employee's regular roster or ordinary hours of work, the Employer must consult with the Employee(s) affected and their Union, about the proposed change.

As soon as practicable after proposing to introduce the change, the Employer must:

(a) discuss with the relevant Employees the introduction of the change; and

(b) for the purposes of the discussion—provide to the relevant Employees and their Union:

(i) all relevant information about the change, including the nature of the change; and

(ii) information about what the Employer reasonably believes will be the effects of the change on the Employees; and

(iii) information about any other matters that the Employer reasonably believes are likely to affect the Employees; and

(c) invite the Employee(s) affected and their Union, to give their views about the impact of the proposed change (including any impact in relation to their family or caring responsibilities); and

(d) give consideration to any views about the impact of the proposed change that are given by the Employee(s) concerned and/or their Union.

33.5 The requirement to consult under this clause does not apply where an Employee has irregular, sporadic or unpredictable working hours.

33.6 These provisions are to be read in conjunction with other Agreement or Award provisions concerning the scheduling of work and notice requirements.

34. Individual flexibility agreements

34.1 Where the Employer wants to enter into a variation agreement it must provide a written proposal to the Employee. Where the Employee's understanding of written English is limited, the Employer must take measures, including translation into an appropriate language, to ensure the Employee understands the proposal.

34.2 The Employer must ensure that any variation agreement is genuinely agreed to by the Employer and the Employee and that the terms of the variation agreement:

(a) are about permitted matters under section 172 of the FW Act; and

(b) Relates only to:

(i) Time between which ordinary hours are worked;

(ii) Salary sacrifice agreements;

(iii) Reduction in ordinary hours;

(iv) Increase in annual leave accrual each year;

(v) Increase in rate of accrual of Rostered days off;

(vi) Increase in training leave (Union or otherwise);

(c) are not unlawful terms under section 194 of the FW Act; and

(d) result in the Employee being better off overall than the Employee would be if no arrangement (variation agreement) was made.

34.3 The Employer must also ensure that any such variation agreement is:

(a) in writing (including details of the terms that will be varied, how the variation agreement will vary the effect of the Enterprise Agreement terms, how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement, and the day on which the arrangement commences);

(b) includes the name of the Employer and Employee;

(c) signed by the parties, and if the Employee is under 18, by a parent or guardian of the Employee;

(d) provided to the Employee within 14 days after it is agreed to; and

(e) able to be terminated by either party giving written notice of not more than 28 days, or at any time by both parties agreeing in writing.

34.4 Where any of the requirements of this clause 34 are not met, the variation agreement is of no effect.

34.5 Upon request the Employer must provide copies of all flexibility agreements made under this clause to the Union/Employee representative.

35. Employment security, staffing levels, mode of recruitment and replacement labour

35.1 The Employer recognises that in certain circumstances the use of contractors and labour hire may affect the job security of Employees covered by this Agreement.

35.2 Use of Contractors

If the Employer wishes to engage contractors and their Employees to perform work in the classifications covered by this Agreement, the Employer must first consult in good faith with potentially affected Employees and their Union. Consultation will occur prior to the engagement of sub-contractors for the construction works.

If, after consultation, the Employer decides to engage bona fide contractors, these contractors and their Employees will receive terms and conditions of engagement (or terms no less favourable) as they would receive if they were engaged as Employees under

this Agreement performing the same work. The use of sham sub-contracting arrangements is a breach of this Agreement.

35.3 Supplementary Labour Hire

Where there is need for supplementary labour to meet temporary/peak work requirements, such labour may be accessed from bona fide businesses, including sub-contractors and labour hire companies, following consultation with the Employer Consultative Committee and/or Union(s) party to this Agreement. The Employer shall ensure that any Employees engaged by such businesses and performing work described in the classifications of this Agreement shall receive wages, allowances and conditions not less than those contained in this Agreement.

Supplementary labour is defined as temporary "top up" labour designed to meet short situations such as absences due to sick leave, annual leave, and short time work peaks. The Employer undertakes not to use supplementary labour in any position on site for a period of more than six weeks. Any departure from this maximum period shall require the consent of the Union.

36. Compliance with this Agreement

36.1 Step 1

Complaints, queries and concerns regarding entitlements paid in relation to the appropriate legal industrial instrument shall be raised and resolved in accordance with the current custom and practice. Duly authorised industrial personnel shall be provided access to time and wage records in accordance with all legal requirements.

36.2 Step 2

If the Union suspects significant breaches of the EBA and requests the production of an audit certificate in the approved form (APPENDIX 4A), the Employer must provide such certificate.

36.3 Step 3

Where further evidence exists of continuing non-compliance or significant breaches by the Employer, the Union may further request an independent audit report detailing all entitlements be provided by an auditor with a practice certificate from the Institute of Chartered Accountants or registered CPA. The auditor shall be approved by the Unions and all costs of the audit payable by the Employer.

36.4 The Employer will comply with the following conditions in preparing the independent audit report:

(a) engage an auditor who holds a current public practice certificate of the Institute of Chartered Accountants in Australia or CPA Australia;

(b) ensure that the audit include advice as set out in APPENDIX 4B;

(c) request that the work performed in the audit be in accordance with Australian Auditing Standard 802 "The Audit Report on Financial Information Other than a

General Purpose Financial Report" and Auditing Guidance Standard 1044 "Audit Reports on the Information Provided other than in a Financial Report"; and

(d) the independent audit report will include an audit certificate signed by the auditor, which will include advice as set out in APPENDIX 4B.

36.5 Failure to comply with the requirements of this clause, or the submission of a false or misleading audit certificate, may result in a Union party to this Agreement requiring a full audit of the Employer's time and wages records and all other records required to ensure compliance with this Agreement. The full audit will be conducted by an auditor who is approved by the Union and who is independent from the Employer's business.

37. Compliance with statutory requirements

37.1 The Employer shall adhere to the requirements of all Acts of Parliament of the Commonwealth and State and therefore comply with the requirements of all those ordinances, regulations, by-laws, orders and proclamations made or issued under any Act.

38. All-in payments (calculation of default rate)

38.1 All-in payments to Employees will not be made. All-in payments are defined as an hourly rate or piece work rate which is meant to cover wages and/or allowances and/or conditions, such as annual leave, sick leave, etc.

38.2 It is agreed that where a breach of this clause is made, the calculation for back pay shall be calculated on the basis of the hourly rate contained in this Enterprise Agreement plus the site allowance (if applicable), plus the multi-storey allowance and an additional 75% loading to cover entitlements other than CBUS/BUSS(Q), BERT, CIPQ and BEWT. Any difference between the hourly rate paid to the Employee, plus CBUS/BUSS(Q), BERT, CIPQ and BEWT shall form the settlement for the breach of this clause.

39. Posting of Agreement and notices

39.1 A true copy of this Agreement shall be exhibited in a conspicuous and convenient place on the premises of the Employer and on every Employee's worksite so as to be easily read by Employees.

40. Severability

40.1 It is the intention of those covered by this Agreement that the Agreement contains only permitted matters under the FW Act. The severance of any term of this Agreement that is, in whole or in part, of no effect by virtue of the operation of section 253 of the FW Act shall not be taken to affect the binding force and effect of the remainder of the Agreement. To the extent it is possible, all terms should be interprested in a manner that would make them permitted matters. The right provided for in subclause 32.4 above does not constitute an entitlement to hold discussions with one or more Employees other than by way of the procedures stipulated in Part 3-4 of the FW Act. The Employer will comply with the requirements of the *Privacy Act 1988* (Cth) in repsect to any requests made under subclause 32.7 above to which that Act applies. The subclauses 32.4 above and 32.7 above will not be exercised inconsistently with Part 3-4 of the FW Act. However, the exercise of rights under subclauses 32.4 above and 32.7 above does not necessarily invoke the operation of Part 3-4 in that information may be sought for purposes other than those identified in Part 3-4 and without the need for entry into workplaces.

41. Government procurement

41.1 The Employer, the Union and Employees recognise that government clients are an important source of work and that ensuring continued capacity to comply with written government purchasing guidelines will enhance availability of work and security of employment.

41.2 If the Union agrees in writing that the Employer will be ineligible to tender for government work due to a term in this Agreement then the Employer, the Union and the Employees covered will immediately seek a variation of this Agreement dealing with the notified issue to the extent necessary for the Employer to again be eligible to tender for government work.

41.3 Where the Employer is notified in writing by a government agency responsible for monitoring of a government purchasing guideline that it considers that the Employer will be ineligible to undertake government work due to a term in this Agreement, the following process will be undertaken:

(a) The Employer will provide the written notification from the government agency to the Union for its consideration; and

(b) The Union will provide the Employer with a written response within seven (7) days to advise whether the Union agrees with, or disputes, the written notification from the government agency.

41.4 If the Union disputes that the Employer will be ineligible to tender for government work due to a term of this Agreement, then the Employer or the Union may notify the Fair Work Commission of a dispute regarding the Agreement, and seek for it to be resolved by the Commission pursuant to clause 7 of this Agreement.

41.5 The reference to government purchasing guidelines in this clause includes, but is not limited to, the *Building Code 2013*. The terms of any variation required under this clause may be determined under the dispute resolution procedure in this Agreement. The intent of this clause is that the Employer is eligible to tender for government work.

42. Temporary foreign labour

42.1 Where the Employer is considering engaging temporary foreign labour, this will be done with strict adherence to the requirements in Appendix 5A of this Agreement, or otherwise agreed in writing between the parties.

APPENDIX 1 – RATES OF PAY

CONSTRUCTION WORKER CLASSIFICATIONS

			From commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
CW8	Supervisor	wk	$1,599.44	$1,679.41	$1,763.38	$1,851.55	$1,944.13	$2,041.34
		hr	$44.43	$46.65	$48.98	$51.43	$54.00	$56.70
CW7	Tower Crane Operator, Tower Crane Rigger, Supervisor (Sub-Foreperson)	wk	$1,535.08	$1,611.83	$1,692.42	$1,777.04	$1,865.89	$1,959.18
		hr	$42.64	$44.77	$47.01	$49.36	$51.83	$54.42
CW6	Trainer	wk	$1,471.15	$1,544.71	$1,621.95	$1,703.04	$1,788.19	$1,877.60
		hr	$40.87	$42.91	$45.06	$47.31	$49.67	$52.15
CW5	Special Class Trades, Special Class Dogman (as defined), Refractory Bricklayer, Carver	wk	$1,407.23	$1,477.59	$1,551.47	$1,629.04	$1,710.50	$1,796.03
		hr	$39.09	$41.04	$43.09	$45.25	$47.51	$49.89
CW4	Signwriter	wk	$1,366.51	$1,434.83	$1,506.57	$1,581.90	$1,661.00	$1,744.05
		hr	$37.96	$39.86	$41.85	$43.95	$46.14	$48.45
CW4	Marker Setter Out, Letter Cutter, WHSO, Union delegate	wk	$1,413.79	$1,484.48	$1,558.70	$1,636.64	$1,718.47	$1,804.39
		hr	$39.27	$41.24	$43.30	$45.47	$47.74	$50.13
CW4	Mobile Concrete Boom Pump Operator	Wk	$1,345.30	$1,412.57	$1,483.20	$1,557.36	$1,635.22	$1,716.98
		hr	$37.37	$39.24	$41.20	$43.26	$45.42	$47.69
CW3	Carpenters/Joiners, Stonemason, Other Qualified Tradesperson*	wk	$1,349.87	$1,417.36	$1,488.23	$1,562.64	$1,640.77	$1,722.81
		hr	$37.50	$39.37	$41.34	$43.41	$45.58	$47.86
CW3	Floorlayers, Plasterers, Tilers, Tuck-pointers	wk	$1,340.24	$1,407.25	$1,477.61	$1,551.49	$1,629.07	$1,710.52
		hr	$37.23	$39.09	$41.04	$43.10	$45.25	$47.51
CW3	Bricklayers, Water-proofers	wk	$1,331.92	$1,398.51	$1,468.44	$1,541.86	$1,618.95	$1,699.90
		hr	$37.00	$38.85	$40.79	$42.83	$44.97	$47.22
CW3	Slater, Ridge or	wk	$1,319.66	$1,385.64	$1,454.92	$1,527.67	$1,604.05	$1,684.25

*i.e. Trades Classifications not otherwise specified in this Agreement.

1339

COM.0002.0008.9866_0038

			From commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
	Roof Fixer, Roof Tiler	hr	$36.66	$38.49	$40.41	$42.44	$44.56	$46.79
CW3	Painters, Glaziers, Installers	wk	$1,302.58	$1,367.71	$1,436.10	$1,507.90	$1,583.30	$1,662.47
		hr	$36.18	$37.99	$39.89	$41.88	$43.98	$46.18
CW3	Rigger, Dogman, Employees with AQF 3 certificates (even if Employee job mentioned in lower classification), Mobile Concrete Line Pump Operators	wk	$1,281.13	$1,345.18	$1,412.44	$1,483.06	$1,557.21	$1,635.07
		hr	$35.59	$37.37	$39.24	$41.20	$43.26	$45.42
CW2	Scaffolder, Powder Monkey, Hoist & Winch Driver, Foundation Shaftsman, Steelfixer (Including Tack Welder), Concrete Finisher, Traffic Controller, Gatemen / Security Guard, Pump Line Hand	wk	$1,229.90	$1,291.40	$1,355.97	$1,423.77	$1,494.96	$1,569.71
		hr	$34.16	$35.87	$37.66	$39.55	$41.52	$43.60
CW1	Skilled Labourer, Formwork Labourer and Others	wk	$1,183.93	$1,243.12	$1,305.28	$1,370.54	$1,439.07	$1,511.02
		hr	$32.89	$34.53	$36.26	$38.07	$39.97	$41.97

APPRENTICE RATES

			1/07/2015	1/07/2016	1/07/2017	1/07/2018	1/07/2019
Apprentices Stage 4	90%	wk	$1,210.77	$1,271.38	$1,334.88	$1,401.62	$1,471.61
		hr	$33.63	$35.32	$37.08	$38.93	$40.88
Apprentices Stage 3	75%	wk	$1,008.98	$1,059.48	$1,112.40	$1,168.02	$1,226.34
		hr	$28.03	$29.43	$30.90	$32.45	$34.07
Apprentices Stage 2	60%	wk	$807.18	$847.58	$889.92	$934.42	$981.07
		hr	$22.42	$23.54	$24.72	$25.96	$27.25
Apprentices Stage 1	50%	wk	$672.65	$706.32	$741.60	$778.68	$817.56
		hr	$18.68	$19.62	$20.60	$21.63	$22.71

TRAINEE WAGES

Persons undertaking a Traineeship will receive either the following rates or remain at their existing level, whichever is the greater:

Stage	Base	%	1/07/2014	1/07/2015	1/07/2016	1/07/2017	1/07/2018	1/07/2019
1	New entrant	82%	$ 29.18	$ 30.64	$ 32.17	$ 33.78	$ 35.47	$ 37.24
			$1,050.53	$1,103.05	$1,158.20	$1,216.11	$1,276.91	$1,340.76
2	CW1 (b)	88%	$ 31.32	$ 32.88	$ 34.53	$ 36.25	$ 38.07	$ 39.97
			$1,127.39	$1,183.76	$1,242.95	$1,305.09	$1,370.34	$1,438.86
3	CW1	92.40%	$ 32.88	$ 34.53	$ 36.25	$ 38.07	$ 39.97	$ 41.97
			$1,183.76	$1,242.95	$1,305.09	$1,370.35	$1,438.86	$1,510.80
4	CW2	96%	$ 34.16	$ 35.87	$ 37.67	$ 39.55	$ 41.53	$ 43.60
			$1,229.88	$1,291.37	$1,355.94	$1,423.74	$1,494.92	$1,569.67
5	CW3	100%	$ 35.59	$ 37.37	$ 39.23	$ 41.20	$ 43.26	$ 45.42
			$1,281.13	$1,345.18	$1,412.44	$1,483.06	$1,557.21	$1,635.07

Trainees shall progress through each of the stages every six months from the date of commencement, unless stages are otherwise completed earlier.

MOBILE CRANE CLASSIFICATIONS RATES OF PAY

Mobile Hydraulic Platforms (Boom Length)		From Commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
Trainee (as defined)	wk	$1,243.91	$1,306.11	$1,371.42	$1,439.99	$1,511.99	$1,587.59
	hr	$34.55	$36.28	$38.09	$40.00	$42.00	$44.10
Up to & including 11 meters (including trainee)	wk	$1,250.04	$1,312.54	$1,378.17	$1,447.08	$1,519.43	$1,595.40
	hr	$34.72	$36.46	$38.28	$40.20	$42.21	$44.32
Over 11 meters & up to 17 meters	wk	$1,306.96	$1,372.31	$1,440.93	$1,512.97	$1,588.62	$1,668.05
	hr	$36.30	$38.12	$40.03	$42.03	$44.13	$46.34
Over 17 meters & up to 23 meters	wk	$1,344.18	$1,411.39	$1,481.96	$1,556.06	$1,633.86	$1,715.55
	hr	$37.34	$39.21	$41.17	$43.23	$45.39	$47.66
Over 23 meters & up to 28 meters	wk	$1,387.96	$1,457.36	$1,530.23	$1,606.74	$1,687.08	$1,771.43
	hr	$38.55	$40.48	$42.50	$44.63	$46.86	$49.20
Unit equipped with underbridge unit	wk	$1,387.96	$1,457.36	$1,530.23	$1,606.74	$1,687.08	$1,771.43
	hr	$38.55	$40.48	$42.50	$44.63	$46.86	$49.20

Mobile Cranes		From Commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
Up to 20 Tonnes	wk	$1,339.26	$1,406.22	$1,476.53	$1,550.36	$1,627.88	$1,709.27
	hr	$37.20	$39.06	$41.01	$43.06	$45.22	$47.48
Over 20 Tonnes & up to 60 Tonnes	wk	$1,381.57	$1,450.65	$1,523.18	$1,599.34	$1,679.31	$1,763.28
	hr	$38.38	$40.30	$42.32	$44.43	$46.65	$48.98
Over 60 Tonnes & up to 100 Tonnes	wk	$1,423.07	$1,494.22	$1,568.93	$1,647.38	$1,729.75	$1,816.24
	hr	$39.53	$41.51	$43.59	$45.76	$48.05	$50.45
Over 100 Tonnes & up to 200 Tonnes	wk	$1,461.72	$1,534.81	$1,611.55	$1,692.13	$1,776.73	$1,865.57
	hr	$40.60	$42.63	$44.76	$47.00	$49.35	$51.82
Over 200 Tonnes & up to 300 Tonnes	wk	$1,535.76	$1,612.55	$1,693.18	$1,777.84	$1,866.73	$1,960.07
	hr	$42.66	$44.79	$47.03	$49.38	$51.85	$54.44
Over 300 Tonnes & up to 400 Tonnes	wk	$1,567.08	$1,645.43	$1,727.70	$1,814.09	$1,904.79	$2,000.03
	hr	$43.53	$45.71	$48.00	$50.40	$52.92	$55.57
over 400 Tonnes/special purpose cranes	wk	$1,608.58	$1,689.01	$1,773.46	$1,862.13	$1,955.24	$2,053.00
	hr	$44.68	$46.92	$49.27	$51.73	$54.32	$57.04
Rigger, Dogman	wk	$1,308.17	$1,373.58	$1,442.26	$1,514.37	$1,590.09	$1,669.59
	hr	$36.34	$38.16	$40.07	$42.07	$44.17	$46.38

EARTHMOVERS CLASSIFICATIONS RATES OF PAY

			From Commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
CW3	Bobcat, Pile Driver	wk	$1,257.48	$1,320.36	$1,386.38	$1,455.70	$1,528.48	$1,604.90
		hr	$34.93	$36.68	$38.51	$40.44	$42.46	$44.58
CW4	Backhoe,Drott, VibratingRoller, Front Mini Excavator	wk	$1,298.20	$1,363.11	$1,431.27	$1,502.83	$1,577.97	$1,656.87
		hr	$36.06	$37.86	$39.75	$41.74	$43.83	$46.02
CW5	Bulldozer, Scraper Excavator, Grader,Front end loader over 2.25mtrs	wk	$1,353.37	$1,421.04	$1,492.09	$1,566.70	$1,645.03	$1,727.28
		hr	$37.59	$39.47	$41.44	$43.52	$45.69	$47.97
CW6	Final Trim Grader	wk	$1,404.16	$1,474.37	$1,548.09	$1,625.49	$1,706.77	$1,792.11
		hr	$39.00	$40.95	$43.00	$45.15	$47.40	$49.77

PILING CLASSIFICATIONS RATES OF PAY

Level			From Commencement	1/07/2015	1/07/2016	1/07/2017	1/07/2018	1/07/2019
CW7	Senior Supervisor	*Hr*	$42.64	$43.71	$45.89	$48.19	$50.60	$53.12
		Wk	$1,535.04	$1,573.42	$1,652.09	$1,734.69	$1,821.43	$1,912.50
CW6	Working Supervisor	Hr	$40.87	$41.89	$43.98	$46.18	$48.49	$50.91
		Wk	$1,471.15	$1,507.93	$1,583.33	$1,662.49	$1,745.62	$1,832.90
CW5	Junior Supervisor	*Hr*	$39.09	$40.06	$42.07	$44.17	$46.38	$48.70
		Wk	$1,407.15	$1,442.33	$1,514.45	$1,590.17	$1,669.68	$1,753.16
CW4	Senior Foundation Operator (SFO)	*Hr*	$37.55	$38.49	$40.41	$42.43	$44.56	$46.78
		Wk	$1,351.80	$1,385.60	$1,454.87	$1,527.62	$1,604.00	$1,684.20
CW3	Foundation Operator (FO)	*Hr*	$36.46	$37.37	$39.24	$41.20	$43.26	$45.43
		Wk	$1,312.56	$1,345.37	$1,412.64	$1,483.27	$1,557.44	$1,635.31
CW3	Foundation Labourer Skilled (FLS)	*Hr*	$36.46	$37.37	$39.24	$41.20	$43.26	$45.43
		Wk	$1,312.56	$1,345.37	$1,412.64	$1,483.27	$1,557.44	$1,635.31
CW2	Foundation Labourer 2 (FL2)	*Hr*	$35.00	$35.88	$37.67	$39.55	$41.53	$43.61
		Wk	$1,260.00	$1,291.50	$1,356.08	$1,423.88	$1,495.07	$1,569.83
CW1	Foundation Labourer 1 (FL1)	*Hr*	$33.69	$34.53	$36.26	$38.07	$39.98	$41.97
		Wk	$1,212.84	$1,243.16	$1,305.32	$1,370.59	$1,439.11	$1,511.07

APPENDIX 2 - ALLOWANCES

(Allowances paid per hour worked unless specified otherwise)

ALLOWANCE TITLE	From Commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
Acid work	$2.03	$2.13	$2.24	$2.35	$2.47	$2.59
Asbestos	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Asbestos eradication	$2.49	$2.62	$2.75	$2.89	$3.03	$3.18
Bagging	$0.70	$0.74	$0.78	$0.82	$0.86	$0.90
Bitumen	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
laying or lifting other than standard bricks Over 5kg but under 9kg	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Over 9kg but under 18kg	$1.39	$1.46	$1.53	$1.61	$1.69	$1.77
18kg and over	$1.93	$2.03	$2.13	$2.24	$2.35	$2.47
Certificate allowance	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Cleaning down brickwork	$0.71	$0.75	$0.79	$0.83	$0.87	$0.91
Cold work	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Computing quantities	$5.54	$5.82	$6.11	$6.42	$6.74	$7.08
Confined spaces	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Cutting tiles	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Dirty work	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Dry polishing of tiles	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Explosive power tools	$1.82	$1.91	$2.01	$2.11	$2.21	$2.32
First-aid attendant (minimum qualification) per day	$3.25	$3.41	$3.58	$3.76	$3.95	$4.15
Higher first aid cert. per day	$5.14	$5.39	$5.66	$5.94	$6.24	$6.55
Furnace work	$2.02	$2.12	$2.23	$2.34	$2.45	$2.57
Higher work - Painting trades	$0.71	$0.75	$0.79	$0.83	$0.87	$0.91
Hot work between 46-54 Degrees Celsius	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Exceeding 54 degrees	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Insulation	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Laser user and allowance per day	$3.18	$3.34	$3.51	$3.68	$3.87	$4.06
Living away from home allowance (per day)	$65.06	$68.31	$71.73	$75.32	$79.08	$83.03
Return trip transport Employee/tools (per return trip)	$25.90	$27.20	$28.56	$29.99	$31.49	$33.06
Leading hand not more than 1	$0.59	$0.62	$0.65	$0.68	$0.72	$0.76
Leading hand 2 and not more than 5	$1.29	$1.36	$1.43	$1.50	$1.57	$1.65
Leading hand 6 and not more than 10	$1.65	$1.73	$1.82	$1.91	$2.00	$2.10
Leading hand more than 10	$2.20	$2.30	$2.42	$2.54	$2.66	$2.79
Meal allowance	$15.94	$16.73	$17.57	$18.44	$19.37	$20.34
Multi-storey: commencement to 15th floor	$1.08	$1.13	$1.19	$1.25	$1.31	$1.38
Multi-storey: 16th to 30th	$1.29	$1.35	$1.42	$1.49	$1.56	$1.64
Multi-storey: 31st to 45th	$2.00	$2.10	$2.21	$2.32	$2.43	$2.55

COM.0002.0008.9866_0043

ALLOWANCE TITLE	From Commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
Multi-storey: 46th to 60th	$2.58	$2.71	$2.85	$2.99	$3.14	$3.30
Multi-storey: 61st and onwards	$3.01	$3.32	$3.49	$3.66	$3.84	$4.03
Plaster or composition spray	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Power Tools	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Roof repairs	$0.70	$0.74	$0.78	$0.82	$0.86	$0.90
Roof repairs over 15 metres eaves pitch over 35 degrees	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Roof repairs over 15 metres eaves pitch over 40 degrees	$1.38	$1.45	$1.52	$1.60	$1.68	$1.76
Second hand timber per day	$3.01	$3.16	$3.32	$3.48	$3.66	$3.84
Slushing	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Spray application - Painters	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Swing scaffold first 4 hours 0-15 storeys	$5.54	$5.82	$6.11	$6.42	$6.74	$7.08
Swing scaffold after 4 hours 0-15 storeys	$1.16	$1.22	$1.28	$1.35	$1.41	$1.48
Swing scaffold first 4 hours 16-30 storeys	$7.14	$7.50	$7.88	$8.27	$8.68	$9.11
Swing scaffold after 4 hours 16-30 storeys	$1.51	$1.58	$1.66	$1.74	$1.83	$1.92
Swing scaffold first 4 hours 31-45 storeys	$8.45	$8.87	$9.31	$9.78	$10.27	$10.78
Swing scaffold after 4 hours 31-45 storeys	$1.78	$1.87	$1.96	$2.06	$2.16	$2.27
Swing scaffold first 4 hours 46-60 storeys	$13.84	$14.53	$15.26	$16.02	$16.82	$17.66
Swing scaffold after 4 hours 46-60 storeys	$2.91	$3.05	$3.20	$3.36	$3.53	$3.71
Swing scaffold first 4 hours greater than 60 storeys	$17.64	$18.53	$19.46	$20.43	$21.45	$22.52
Swing scaffold after 4 hours greater than 60 storeys	$3.70	$3.89	$4.08	$4.29	$4.50	$4.73
Tool Allowance : Artificial stoneworker, Stonemason, Carpenter and/or Joiner, Carver, Letter cutter, Marble and Slate Employee, Marker and Setter Out, Plumber, Special Class Tradesperson	$1.91	$2.01	$2.11	$2.22	$2.33	$2.45
Tool Allowance : Caster, Fixer, Floor layer specialist, Plasterer, Tiler	$1.65	$1.73	$1.82	$1.91	$2.00	$2.10
Tool Allowance : Bricklayer, Waterproofer	$1.42	$1.50	$1.58	$1.65	$1.74	$1.83
Tool Allowance : Roof Tilers, Slate Ridge, or Roof Fixer	$1.09	$1.15	$1.21	$1.27	$1.33	$1.40
Tool Allowance: Scaffolder, Rigger, Steelfixer, Concreter	$0.70	$0.74	$0.78	$0.82	$0.86	$0.90
Tool Allowance: Painter, Glazier, Licensed Drainer, Signwriter	$0.63	$0.66	$0.69	$0.73	$0.76	$0.80
Towers allowance	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Toxic substances working in close proximity	$0.97	$1.02	$1.07	$1.12	$1.18	$1.24
Toxic substances (working with)	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99
Underground allowance (per week	$16.47	$17.29	$18.15	$19.06	$20.02	$21.02
Underground allowance per day or shift or part thereof	$3.31	$3.48	$3.65	$3.84	$4.03	$4.23
Wet concrete or compo	$0.70	$0.74	$0.78	$0.82	$0.86	$0.90
Wet work	$0.77	$0.81	$0.85	$0.89	$0.94	$0.99

ALLOWANCE TITLE	From Commencement	From 1/07/2015	From 1/07/2016	From 1/07/2017	From 1/07/2018	From 1/07/2019
Travelling outside radial areas (per Km)	$0.63	$0.66	$0.69	$0.73	$0.76	$0.80
Transfers during working hours (per Km)	$1.13	$1.18	$1.24	$1.30	$1.37	$1.44
Compensation for tools	$2,051.32	$2,153.89	$2,261.58	$2,374.66	$2,493.40	$2,618.07

APPENDIX 3 – RDO CALENDARS

2015 RDO CALENDAR

January

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

School Holidays

Public Holidays

CFMEU
QLD/NT

2016 RDO CALENDAR

January

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

March

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

School Holidays

Public Holidays

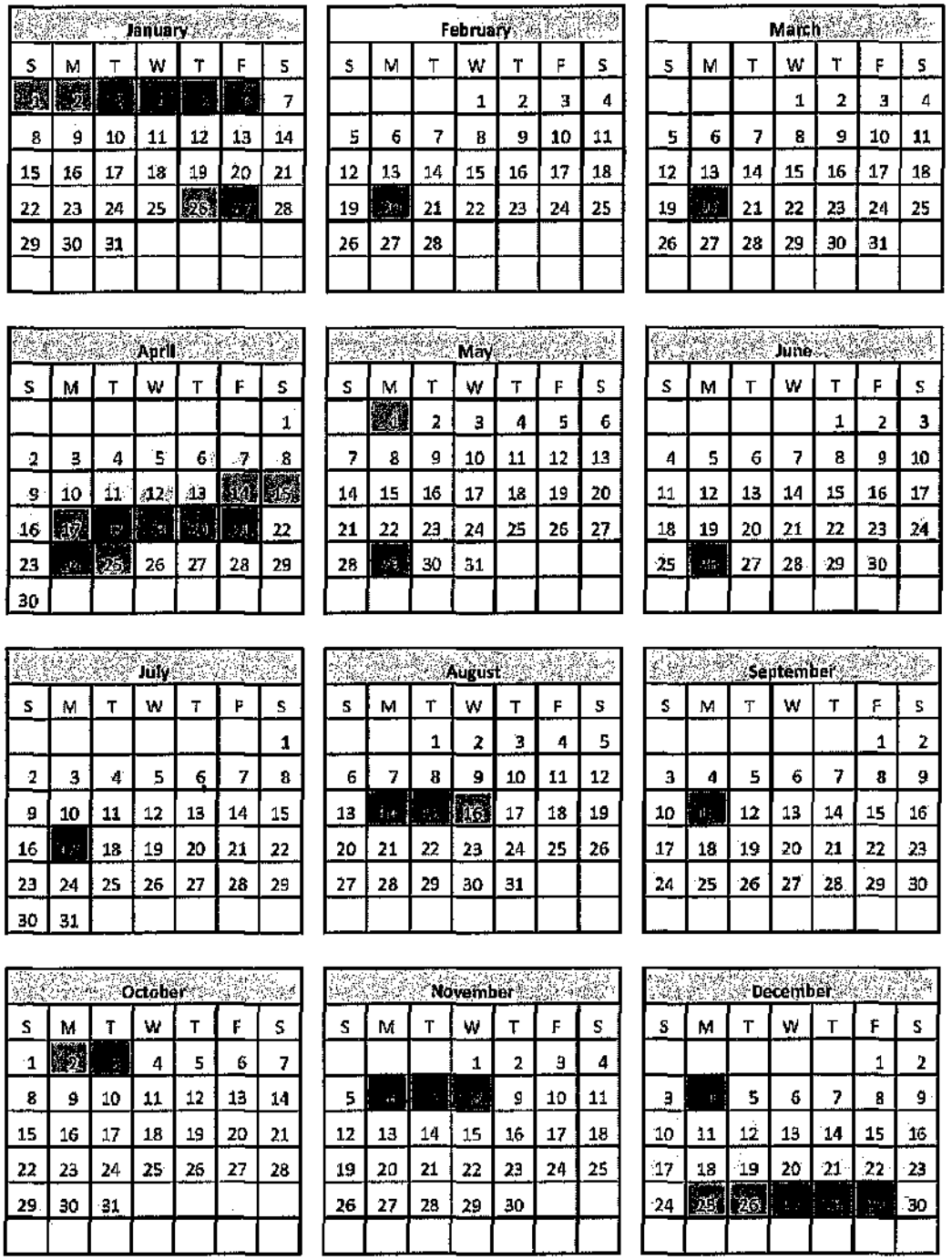
CFMEU

QLD/NT

1348

COM.0002.0008.9866_0047

2017 RDO CALENDAR



1349

COM.0002.0008.9866_0048

2018 RDO CALENDAR

January

S	M	T	W	T	F	S
	1					6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February

S	M	T	W	T	F	S
				1	2	3
4		6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

March

S	M	T	W	T	F	S
				1	2	3
4		6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

April

S	M	T	W	T	F	S
1	2					7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22			25	26	27	28
29	30					

May

S	M	T	W	T	F	S
		1	2	3	4	5
6		8	9	10	11	12
13	14	15	16	17	18	19
20		22	23	24	25	26
27	28	29	30	31		

June

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17		19	20	21	22	23
24	25	26	27	28	29	30

July

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15		17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12				16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9		11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October

S	M	T	W	T	F	S
	1		3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November

S	M	T	W	T	F	S
				1	2	3
4			7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

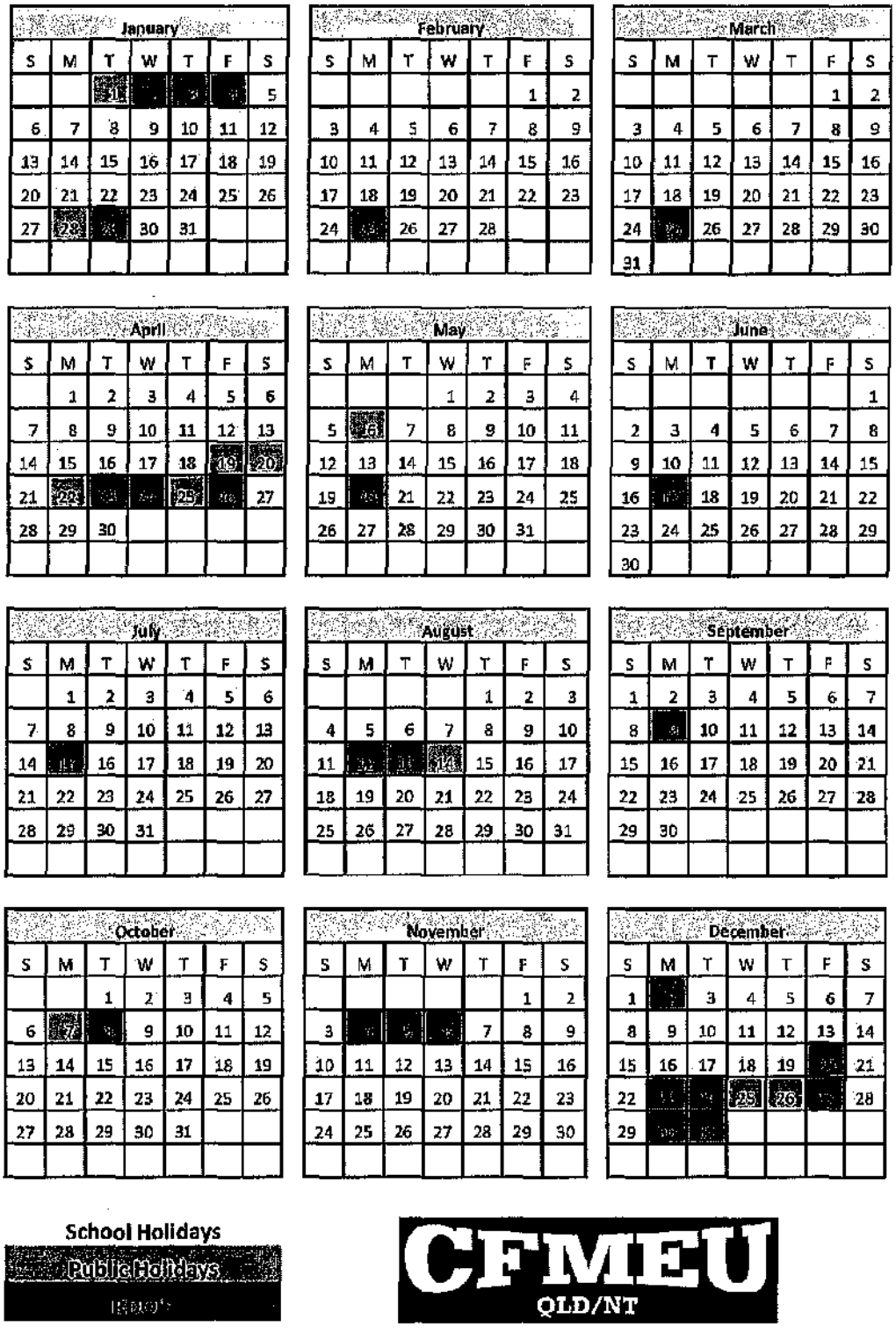
December

S	M	T	W	T	F	S
						1
2		4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23		25	26			29
30						

School Holidays
Public Holidays
RDO's

CFMEU
QLD/NT

2019 RDO CALENDAR



1351

COM.0002.0008.9866_0050

APPENDIX 4A - AUDIT CERTIFICATE

EMPLOYER NAME: .....

ABN NUMBER: .....

ADDRESS: .....

PRINCIPAL NAME: .....

PRINCIPAL TITLE: .....

WORKCOVER POLICY NUMBER: .....

Number of Personnel:	☐	**Overtime 1½**	☐	**Overtime 2x**	☐
Base Hourly Rate:	☐	**Fares & Travel:**	☐		

CBUS / BUSS(Q):	Yes	☐	**No**	☐
BERT:	Yes	☐	**No**	☐
BEWT:	Yes	☐	**No**	☐
CIPQ:	Yes	☐	**No**	☐
RDO Accrual:	Yes	☐	**No**	☐
Annual Leave:	Yes	☐	**No**	☐
Sick Leave	Yes	☐	**No**	☐
PLSL:	Yes	☐	**No**	☐
Group Tax:	Yes	☐	**No**	☐

STATUTORY DECLARATION BY PRINCIPAL: I hereby state that the Employer has paid all of its entitlements and legal obligations in accordance with the appropriate industrial instrument.

..... **PRINCIPAL**

AUTHORISED BY C.P.A. / INSTITUTE OF CHARTERED ACCOUNTANTS

EMPLOYER NAME: .....

NAME OF ACCOUNTANT: .....

REGISTRATION DETAILS: .....

AUTHORISATION STATEMENT: I have examined the time and wages records and hereby certify that they are in accordance with the appropriate industrial instrument.

..... **CERTIFIED** **PRACTICING**

ACCOUNTANT

COM.0002.0008.9866_0051

APPENDIX 4B - AUDIT CERTIFICATE

To *(insert Employer name)*

Scope

We have been provided with a copy of, and have read, the *(Insert name of this Enterprise Agreement)*.

We have audited the Time and Wages records and all other records of *(insert Employer name)* , for the years ending / / , which records we believe were necessary to be audited in order to determine whether *(insert Employer name)* has complied with its Agreement.

The Managing Director/Owner of *(insert Employer name)* was responsible for providing all records required to undertake the audit.

We have conducted an independent audit of the records in order to express an opinion on whether *(insert Employer name)* has complied with its Agreement. We disclaim any assumption of responsibility for any reliance on this report to any person other than to the parties bound by the *(insert name of this Enterprise Agreement)* or for any purpose other than that for which it was prepared.

Our audit has been undertaken for the purpose detailed in clause XX of the *(insert name of this Enterprise Agreement)* and has been conducted in accordance with Australian Auditing Standards.

Our procedures included (insert procedure utilised).

These procedures have been undertaken to form an opinion whether, in all material respects, has complied with its Agreement.

Audit Opinion

In our opinion *(insert Employer name)* has complied with its Agreement, for the year ending / / .

Or

In our opinion *(insert Employer name)* has not complied with its Agreement, for the year ended / / . All areas of non-compliance with the Agreement are listed in attachment A to this certificate.

Date:..... Firm:.....

Address:..... Partner:.....

APPENDIX 5 - AUTHORITY TO OBTAIN DETAILS OF WORK RIGHTS STATUS FROM DIBP

EMPLOYEE DETAILS (As specified in passport or other identity document)

Family Name:

_____

Given Name(s):

_____

Other Name(s) used (e.g. maiden name):

_____

Date of Birth: _____ / _____ / _____

Nationality:

_____

Passport Number:

_____

Visa Number:

_____

Visa Expiry Date: _____ / _____ / _____

I authorise the Department of Immigration and Border Protection (DIBP) to release the details of my work rights status (that is, my entitlement to work legally in Australia) to the named Employer / labour supplier and a representative of a principal contractor and authorised trade Union officer on request.
I understand that these details are held by DIBP on departmental files and computer systems. I also understand that the Employer / labour supplier will use this information for the purposes of establishing my legal entitlement to work in Australia, and for no other purpose. I also understand that I allow release of my work rights for a period of three months from the date below.
Employee Signature:

_____

Date: _____ / _____ / _____

EMPLOYER / LABOUR SUPPLIER DETAILS

Business Name:

_____

Business Street Address:

_____

Type of Business:

_____

Name of Contact Person:

_____

Telephone:

_____

Fax:

_____

Note that the Employee's work rights status will be sent directly to the fax number given above. Please ensure that this number is correct

THE COMPLETED FORM SHOULD BE FAXED TO 07 3231 4699

IF ALL DETAILS MATCH WITH OUR RECORDS, THE EMPLOYEE'S WORK RIGHTS STATUS WILL BE FAXED TO YOU WITHIN ONE WORKING DAY.

APPENDIX 5A - TEMPORARY FOREIGN LABOUR

43. Definition

43.1 'Temporary foreign labour' means all persons who are not Australian citizens or permanent residents or New Zealand citizens who are resident in Australia ("Australian residents"), i.e. all non-residents.

43.2 The term includes all persons in Australia on temporary visas of all kinds, e.g. including subclass 457, subclass 417 (Working Holiday visa) and all other temporary visas.

44. Principles

44.1 The Employer endorses the following principles:

44.2 Temporary foreign workers are intended to supplement the Australian workforce, and will only be recruited and employed where there are insufficient Australian workers available to do the work, including through training.

44.3 Workers who are Australian residents will have preference in recruitment, employment and training opportunities relative to temporary foreign workers, to the maximum extent permitted by law.

44.4 While it may be agreed that recruitment of temporary foreign labour is necessary for a time, the intention is that reliance on temporary foreign labour will be reduced over time during the life of the Agreement.

45. Workforce plan

45.1 The Employer will provide to the union:

(a) a workforce plan, setting out for each occupational classification and for each year this Agreement operates, the expected number of workers required, showing numbers of Australian resident workers and temporary foreign workers in each classification; and the proportion which the temporary foreign workers represent in each classification.

(b) For the temporary foreign workers group, a separate table showing this group further broken down by occupational classification and visa subclass, i.e. subclass 457, 417 etc (OR 457s/all others).

(c) This workforce plan, the labour market and training plan in 4 and 5 below, will be agreed with the unions.

46. Labour market analysis

46.1 The Employer will provide to the union a 'labour market analysis', meaning the evidence on which it is claimed that Australian workers will not be available to do this work in each of the occupations concerned, in each of the years concerned. This would include:

(a) Any evidence of recent efforts to recruit Australian workers in these classifications at market rates, and the results of these campaigns;

(b) Research and data that provide an evidence base for skills shortages in the proposed occupation/s for which access to temporary foreign workers is proposed; and

(c) Consultation with the union.

47. Training Plan

47.1 The Employer will submit to the union documentation demonstrating:

47.2 A commitment to training in the occupations of known or anticipated shortage, and a detailed plan for doing so;

47.3 A commitment to reducing reliance on temporary foreign labour over time, and a detailed plan for doing so;

47.4 That training strategies are commensurate with the size of the temporary foreign workforce utilised on the project; and

47.5 How training targets will be enforced through its contracting model and measured and monitored over the term of the project.

48. Labour Market Testing (LMT)

48.1 No temporary foreign worker will be recruited without LMT to establish that there are no qualified Australian workers available to do the work.

48.2 LMT will include advertising the position nationally and notifying the vacancy to the union and the national online Jobs Board, to be established under the Federal government's EMA program.

48.3 The union will be provided with the results of recruitment campaigns including evidence of the number of Australian workers who applied for the positions and reasons why they were considered not suitable by the Employer.

48.4 LMT may be waived for certain classifications for specific periods, by agreement with the union, for example where it is agreed that there is a genuine national shortage of Australian workers in particular occupations.

48.5 The Employer will provide relocation assistance measures, to facilitate the recruitment of Australian workers to the locations concerned, from other areas in Australia.

49. English language skills standards

49.1 The Employer recognises the high-risk nature of work on construction sites and the absolute need to ensure worker safety. Accordingly, all temporary foreign workers will be required to have minimum English language proficiency at the minimum level prescribed for the 457 visa standard business sponsorship, i.e.:

49.2 English language proficiency that is equivalent to an International English Language Testing System (IELTS) test score of at least 5 in each of the four test components of speaking, reading, writing and listening.

49.3 Where an occupation requires a higher level of English (equivalent to IELTS test score of *more than 5* in each of the four test components) because it forms part of that occupation's registration, licensing or membership requirement, the temporary foreign worker must have at least the standard of English language proficiency required for the grant of that registration, licence or membership.

49.4 These minimum English language standards shall apply to temporary foreign workers in all occupational classifications (i.e. skilled, semi-skilled and unskilled).

50. Certification of qualifications, trade and otherwise

50.1 Temporary foreign workers in all occupational classifications will have their qualifications assessed and certified as meeting Australian standards, through mechanisms agreed with the union. This may include through existing bodies (such as TRA) or avenues endorsed by the Industry Skills Council.

50.2 Verification Of Work Rights Of Temporary Foreign Workers And Immigration Compliance

50.3 The Company recognises its obligations in respect of compliance with the Australian Immigration laws.

50.4 Existing and prospective Employees will be required to complete the Authority contained in APPENDIX 5 of this Agreement to obtain from Department of Immigration and Border Protection (DIBP) details of immigration status. No person will be allowed to undertake any work for the Company unless it is verified he / she has the right to work in Australia.

50.5 Copies of this authority will be available on request to the Secretary of the Union or nominee.

50.6 This provision will be strictly complied with by the Company.

50.7 The Company also undertakes to ensure that all temporary foreign labour employed on the project continue to be employed in accordance with the work entitlements of their visas. To this end, the Company will maintain HR systems (including utilising DIBP's Visa Entitlement Verification Online (VEVO) system on an ongoing basis), to ensure that temporary foreign workers are at all times employed in accordance with the work entitlements of their visas.

51. Redundancy

51.1 The Employer undertakes not to retrench Australian workers in any of the classifications sought, in the six months before the proposed commencement of the Agreement.

51.2 In the event of redundancies required during the life of the Agreement, in occupational classifications where both Australian workers and temporary foreign workers are employed, temporary foreign workers will be made redundant first, given that temporary foreign workers are intended to supplement the Australian workforce.

52. Private health insurance

52.1 The Employer will be responsible for maintaining private health insurance cover for all temporary foreign workers and their dependants in Australia (secondary visa holders), that is at least as comprehensive as the minimum level of coverage required under the subclass 457 visa program.

52.2 Visa holders who are enrolled with Medicare under reciprocal health care arrangements between Australia/other countries (e.g. UK, Ireland) will be considered as having met this requirement – and will not need to be covered by Employers on the project.

53. WHS and workers compensation matters

53.1 The Employer recognises that employment of temporary foreign labour on high-risk work sites can significantly increase the risk of injury to all workers.

53.2 To minimise the risk of injury to workers, the Employer therefore undertakes to develop and submit for approval by the union a WHS Plan which takes account of these higher risks, the Plan to be in place before foreign workers are employed in Australia.

53.3 Such plans must include follow-up measures to ensure that any temporary foreign workers who are killed or injured in workplace incidents receive the full entitlements that would have accrued to Australian workers in the same situation, and/or that their families do.

54. Workers compensation

54.1 The Employer undertakes to ensure that if any temporary foreign worker is injured and departs Australia following the workplace injury, the Employer will maintain any workers compensation payments to the injured worker on the same basis as if the worker was still resident in Australia.

55. Other

55.1 The Employer will inform all temporary foreign workers employed in writing (before commencing employment) of the precise wages and terms and conditions of employment, and industrial arrangement under which the temporary foreign workers are being employed.

55.2 The accommodation and welfare arrangements for the temporary foreign workers will be at the same standard as provided for Australian workers.

55.3 The Employer agrees to take measures to eliminate the risk of labour trafficking to work available on the project, and to provide evidence to unions that these measures have been assessed as adequate by the AFP or other agreed Commonwealth agency.

56. Disputes resolution mechanism

56.1 Disputes in relation to this clause shall be conducted in accordance with the disputes resolution procedure contained in this Agreement.

APPENDIX 6 - NEW ENTRANT TRAINEESHIPS

57. Application

57.1 This Appendix will apply to persons who are undertaking a Traineeship Scheme.

58. Relationship with the Agreement

58.1 This Appendix will be read wholly in conjunction with this Agreement. Where this Appendix is silent on rates of pay and other matters pertaining to the employment relationship, other provisions of this Agreement apply. Where there is conflict between this Appendix and other provisions of this Agreement, the Appendix applies.

59. Engagement of trainees

59.1 The Employer is encouraged, and will make its best endeavours, to engage one Trainee for every 10 other Employees it employs.

60. Training conditions

60.1 The Trainee will attend an approved Training course or training program prescribed in the Training Agreement. The Traineeship will not commence until the relevant Training Agreement, made in accordance with an Traineeship Scheme, has been signed by the Employer and the Trainee and lodged for registration with the State Training Council. The Employer will ensure that the Trainee is permitted to attend the training course or program provided for in the Training Agreement and will ensure that the Trainee receives the appropriate on-the-job training.

61. Employment conditions

61.1 A Trainee will be engaged on a full-time basis for a maximum period of time as specified in the Training Agreement after which time they will be employed as a full-time Employee if work is available. Where the employment of an Trainee by the Employer is continued after the completion of the Traineeship period, such Traineeship period will be counted as service for the purposes of the Certified Agreement. Trainees will be paid when attending courses during ordinary hours.

61.2 The Employer will supply each Trainee with tools of trade. The tools must be supplied no later than the completion of the Trainee's probation period. All tools of trade will become and remains the property of the Trainee and are to be available and used in performing work as required by the Employer. The Employer will keep a record of the dates upon which requisite tools of trade have been supplied, together with details of the description, type, retails value, and actual supplied cost of such tools of trade. All other tools and equipment required by the Trainee to perform their work will be provided by the Employer and will remain the property of the Employer.

COM.0002.0008.9866_0058

APPENDIX 7 - CALCULATION OF SUPERANNUATION

62. Calculation of Superannuation

The rates as calculated in clause 20.2 above of this Agreement have been calculated using the agreed industry formula as follows:

Employer Contribution

12% of the sum of:

CW3 – carpenters rate;
Leading hand site allowance p/h ($35m project);
fares and travel 5 day week; and
leading hand rate (2-5) p/h.

Co-contribution

3% of the sum of:

CW3 – carpenters rate;
Leading hand site allowance p/h ($35m project);
fares and travel 5 day week; and
leading hand rate (2-5) p/h.

COM.0002.0008.9866_0059

APPENDIX 8 - ENDORSEMENT OF THE AGREEMENT

Signed for and on behalf of **Brookfield Multiplex Australasia Pty Ltd** (ABN 33146787395)

I, Roderick McDonald, Regional Director of Brookfield Multiplex Australasia Pty Ltd am authorised to sign the Agreement on behalf of the **Brookfield Multiplex Australasia Pty Ltd:**

SIGN NAME

Level 11 324 Queen Street BRISBANE QLD 4000

ADDRESS

22/3/16.

DATE

IN THE PRESENCE OF

WITNESS SIGNATURE

EVAN BYRNE

WITNESS NAME

Signed for and on behalf of the **Construction, Forestry, Mining and Energy Union**

I, ~~Michael Ravbar~~/ Jade Ingham, Divisional Branch ~~Secretary~~/ Assistant Secretary of the Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch am authorised to sign the Agreement on behalf of the Construction, Forestry, Mining & Energy Union:

SIGN NAME

22-3-16

DATE

16 Campbell Street, Bowen Hills, Qld, 4006

ADDRESS

IN THE PRESENCE OF

JUSTICE OF THE PEACE (QUALIFIED) QUEENSLAND GOVERNMENT Reg.No.: 90834 DEPARTMENT OF JUSTICE QUEENSLAND

WITNESS SIGNATURE

Jaron Dalle Cort

PRINT NAME

APPENDIX 9 - BROOKFIELD MULTIPLEX APPENDIX

63. Hiring & Placement Procedures

63.1 Each full time employee will be engaged for a 3 month probationary period.

63.2 Probation refers to the specified period of time that commences upon employment with Brookfield Multiplex, during which assessment is made by Brookfield Multiplex as to the skills, competence and capability of the new Employee. In turn, the Employee has the opportunity to assess whether their employment with Brookfield Multiplex meets their expectations.

63.3 Throughout the probationary period the Employee will have their performance monitored with constructive feedback provided if required.

63.4 In the event that an Employee's performance does not meet the specified standard, then the Employee will be advised and provided with the opportunity to respond.

63.5 Within 1 month of the conclusion of the 3 month probationary period, a performance assessment will be conducted by Brookfield Multiplex to determine if identified performance standards have been met. This assessment may, if required, involve the individual's Supervisor, senior management representatives, the Consultative Committee and Union Delegate or any other person-Based on the outcome of the performance assessment, employment may be maintained.

64. Medical Assessment

64.1 Brookfield Multiplex will provide a free annual voluntary medical assessment for each Employee.

64.2 The medical assessment will consist of a blood pressure test, cholesterol test and skin cancer inspection.

64.3 The results of the medical assessment will be provided to the Employee and will only be provided to Brookfield Multiplex at the Employees direction. The results of the medical assessment will at all times remain confidential.

65. Employee Assistance Program

65.1 As a condition of the Agreement, Brookfield Multiplex will pay for a confidential counselling service for Brookfield Multiplex Employees and their immediate families where required, immediate families includes de facto partners and step children.

65.2 The range of services for which counselling is available includes:

(a) family problems;

(b) interpersonal relationship;

(c) drug and alcohol problems;

(d) financial problems; and

(e) Bereavement counselling.

65.3 "The company's Workplace Impairment Policy is contained in Appendix 4. The parties agree to work cooperatively on the development of a policy that reflects contemporary trends and issues related to Workplace Impairment Policy awareness in the workplace. The employer shall not implement any regime for testing drug or alcohol consumption by

COM.0002.0008.9866_0061

employees until an appropriate policy has been developed and agreed by the parties to this agreement.

66. Consultation/Consultative Committee

66.1 Brookfield Multiplex will consult the Employees and the Union covered by this Agreement about major workplace changes that are likely to have a significant effect on the Employees.

66.2 Employees involved in any such consultation may be represented by the Union or other appropriate person.

66.3 The parties acknowledge the benefits of a Consultative Committee in developing and maintaining the conditions and industrial climate necessary for the successful application of the Agreement.

66.4 Any Consultative Committee will be comprised of Brookfield Multiplex Management, and elected Union representatives.

66.5 A Consultative Committee may meet on a sufficient basis to deal with any issues that may arise in relation to the application of the Agreement.

COM.0002.0008.9866_0062

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

E1. MEMORANDUM OF AGREEMENTS

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

Memorandum of Agreement

Between Future Skills Limited

ABN: 24 135 816 698

and

Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch

ABN: 24 502 631 846

Agreement for the Delivery of Training in the

10279NAT Course in

Identification and Awareness of Asbestos Containing Materials

A Future Skills and Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch Partnership

COM.0002.0022.0760

Table of Contents

Agreement for the Delivery of Training in the Course in Identification and Awareness of Asbestos Containing Materials 1
Parties 3
About the Parties 3
Period of Agreement 3
Definitions 3
Background 3
Partnership Arrangements and Responsibilities 3
Future Skills 3
CFMEU: 4
Trainer/Assessor Requirements 4
Third Party Monitoring 5
Insurance 5
Subcontracting 5
Dispute Resolution 6
Termination 6
Signature of Parties 7

Parties
This Licence Agreement is made on the....15th .....day of ...February.....2017.

BETWEEN

Future Skills Limited – ABN 24 135 816 698 [herein after referred to as "Future Skills"]

AND

Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch – ABN 24 502 631 846 [herein after referred to as the "CFMEU"].

About the Parties

1. Future Skills is a registered training organisation (RTO), National Provider Number 32052, providing training in asbestos awareness training, among other things.
2. The CFMEU is an industrial organisation of employees who wishes to deliver asbestos identification and awareness training to members and employees within the commercial construction sector in Queensland.

Period of Agreement
This agreement will commence from the date of signing and forms the basis for a formal partnership agreement between Future Skills and the CFMEU for a period of five (5) years.

Definitions
"Course" means the Course in Identification and Awareness of Asbestos Containing Materials (10279NAT) owned by Future Skills.

"Licence agreement" means the agreement between Future Skills and the CFMEU to licence the course materials for delivery which must be read in conjunction with this Memorandum of Understanding.

Background
Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch provide the delivery of the Course in Identification and Awareness of Asbestos Containing Materials for workers in the commercial construction sector in Queensland.

A separate licence agreement between the two (2) parties has been entered into to govern the commercial arrangements for the licencing of the course. This Memorandum of Understanding relates to the rights and responsibilities of the parties and supporting arrangements in place to ensure compliance with the Standards for Registered Training Organisations 2015.

Partnership Arrangements and Responsibilities
Future Skills
Under the terms of this agreement, Future Skills is responsible for the following:

- Overseeing and ensuring quality training assessment in accordance with the Standards for Registered Training Organisations 2015
- Maintaining ongoing compliance with any relevant funding agreement in place with Construction Skills Queensland
- Provision of information to employers and students about the course, their rights and responsibilities, and those of Future Skills and the CFMEU

- Provision of information to students about the relationship of Future Skills with the CFMEU for the delivery of the course
- Enrolment of students and issuance of relevant Statements of Completion or Statements of Attainment (where relevant) to participants who successfully complete the course
- Providing and updating where relevant the course learning and assessment materials for the CFMEU to undertake the course delivery and assessment

CFMEU:
Under the terms of this agreement, the CFMEU will be responsible for the following:

- Training and assessment by fully qualified and experienced trainers/assessors
- Ongoing professional development and maintenance of vocational currency of trainers/assessors and provision of such information to Future Skills on approval of a new trainer and assessor and subsequently every twelve months for all approved assessors
- Participation in meetings, teleconferences or skype interviews with authorised Future Skills managerial agents or approved trainers about the conduct of the training program where required
- Notifying Future Skills of scheduled training dates in advance to assist with planning of administration work
- Provision of a suitable training venue, including required equipment and infrastructure to support the training delivery i.e. data projector, laptop, whiteboard
- Printing of any support materials for the course delivery i.e. Learner Guides
- Participation in all required audits by Future Skills, and if required by the national VET regulator ASQA, related to the delivery and assessment of nationally recognised industry training
- Participation in ongoing assessment validation and moderation activities with Future Skills as part of compliance with the Standards for Registered Training Organisations 2015
- Completion of all relevant paperwork for the enrolment of students required for the issuance of a national unit of competency and for compliance with any relevant funding contract with Construction Skills Queensland
- Compliance with the Future Skills Code of Practice and internal policies and procedures including but not limited to:
    - Confidentiality and privacy
    - Reasonable adjustments
    - Concerns, complaints and appeals

Trainer/Assessor Requirements
Under the terms of this agreement, the CFMEU will nominate a qualified trainer/assessor(s) for the delivery and assessment of the course. In order to meet the requirements of Standard One, Clauses 1.13 to 1.16 inclusive of the Standards for Registered Training Organisations 2015, the CFMEU shall provide the following documentation to be kept and maintained by Future Skills:

- Copies of nominated CFMEU assessors' Certificate IV in Training and Assessment qualifications
- Copies of nominated CFMEU assessors' relevant qualifications, licences and trade qualifications.

All CFMEU trainers and assessors are to undergo an induction process with Future Skills prior to commencement of training under the terms of this agreement, including the following:

1. Participation in a face to face briefing on Future Skills relevant policies and procedures, including administrative processes for course enrolment, issuance of statements and funding contract requirements
2. Completion of ongoing professional development relevant to the nominated qualifications
3. Participation in a period of supervised training and assessment, including co-training or training under supervision with a Future Skills trainer and mentoring by a Future Skills trainer on an ongoing basis
4. Participation in moderation and validation activities led by Future Skills

Under the terms of this arrangement, the CFMEU will bear the costs of any time and travel involved in the completion of induction training and ongoing professional development.

Third Party Monitoring
Under the terms of Standard 2, Clauses 2.3 and 2.4 of the Standards for Registered Training Organisations 2015 inclusive, Future Skills is required to implement strategies to systematically monitor services provided under the terms of a partnership agreement to ensure the services provided comply with those Standards.

Under the terms of this agreement, these strategies shall include the following:

1. CFMEU to provide all documentation associated with student files to Future Skills within five (5) days from the completion date of each scheduled course.
2. Future Skills will review each student file to ensure all required documentation is provided prior to issuing any relevant document or record.
3. Undertake annual visits by a quality assurance officer of Future Skills to assess the quality of training and assessment and compliance with the terms of this agreement commencing twelve (12) months from the initial operation of this agreement.
4. All complaints and appeals are to be dealt with in accordance with the Future Skills policy and procedure and shall be immediately referred to the Future Skills Chief Operating Officer for actioning.

Insurance
The CFMEU must have and maintain:

i. workers' compensation insurance in relation to any employees of the CFMEU for an unlimited amount, including liability under statute and at common law for all relevant persons under the terms of this agreement
ii. public liability insurance covering legal liability to third parties for bodily injury or property damage in the amount of $10 million dollars
iii. professional indemnity insurance to cover legal liability for claims arising out of an actual or alleged breach of professional duty

The CFMEU will, upon request in writing at any time by Future Skills, produce evidence to Future Skills that the insurances required by this clause have been effected and maintained.

Subcontracting
CFMEU may not subcontract any of its obligations under this agreement or enter into any other arrangement that would involve additional parties in the provision of services or performance of this agreement.

Dispute Resolution
Before any legal proceedings, other than for urgent interlocutory relief may be commenced, the following steps must be taken to attempt to resolve any dispute that arises out of or in connection with this agreement.

Notice must be given in writing by the party claiming that a dispute has arisen to the other party to this agreement specifying the nature of the dispute.

Upon receipt of the notice, the parties must attempt to resolve the matters by mutual agreement.

Where agreement cannot be reached, the parties must agree on the appointment of an independent mediator to help resolve the dispute and agree to act upon the outcomes of any recommendations.

This clause will remain operative after the agreement has been performed and notwithstanding its termination.

Termination
This agreement may be terminated at any time by mutual agreement of the parties.

Either Party may, by giving three (3) months' notice, terminate this agreement or reduce its term by mutual agreement.

Signature of Parties

SIGNED FOR AND ON BEHALF OF THE ORGANISATIONS

Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch – ABN 24 502 631 846

MICHAEL RAVBAR

Name of Authorised Officer

Signature of Authorised Officer

13/02/2017

Date of Signing

In the presence of:

Jacqui Collie

Name

Signature

FUTURE SKILLS LIMITED – ABN 24 135 816 698

VICTORIA ZHOU

Name of Authorised Officer

Signature of Authorised Officer

13/02/2017

Date of Signing

In the presence of:

Anne Woods

Name

Signature

MEMORANDUM OF AGREEMENT

between

FUTURE SKILLS LIMITED

ABN 24 135 816 698

AND

THE CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION, CONSTRUCTION & GENERAL DIVISION, QLD AND NORTHERN TERRITORY DIVISIONAL BRANCH

ABN 24 502 631 846

For the provision of training and assessment services for the white card training program.

COM.0002.0021.8794

MEMORANDUM OF AGREEMENT

1. Parties to Agreement:

This is a memorandum of agreement between:

Future Skills Limited

ABN 24 135 816 698 ('Future Skills')

of Unit 1.1, 460-491 Beaudesert Rd, Salisbury Qld 4107

AND

the Construction, Forestry, Mining and Energy Union, Construction & General Division, Qld & Northern Territory Divisional Branch

ABN 24 502 631 846 ('CFMEU')

of 16 Campbell St, Bowen Hills Qld 4006.

2. Term of Agreement:

2.1 This agreement will apply from 10 June 2019.

3. Purpose of Agreement:

3.1 The purpose of this agreement is to provide for the delivery and assessment of the unit of competency CPCCWHS1001 Prepare to work safely in the construction industry ('white card training').

4. Definitions:

4.1 The agreement includes the following definitions.

4.1.1 *ASQA:* means the Australian Skills Quality Authority.

4.1.2 *Parties:* means Future Skills and the CFMEU.

4.1.3 *RTO:* means Registered Training Organisation.

4.1.4 *Standards for RTOs 2015:* means the *Standards for Registered Training Organisations (RTOs) 2015.*

4.1.5 *White card training program:* means the delivery and assessment of the CPCCWHS1001 Work safely in the construction industry unit of competency.

5. Roles and Responsibilities:

5.1 Future Skills is a registered training organisation ('RTO') with scope of registration to deliver and assess against the unit of competency CPCCWHS1001 Work safely in the construction industry.

5.2 Future Skills' role and responsibilities under the terms of this agreement include:

5.2.1 Maintaining ongoing registration as an RTO and scope to deliver and assess the unit of competency CPCCWHS1001 Work safely in the construction industry;

5.2.2 Managing and ensuring quality training and assessment in accordance with the *Standards for RTOs 2015*;

5.2.3 Maintaining compliance with Workplace Health and Safety Qld terms and conditions of agreement for RTOs to issue general construction induction training cards;

5.2.4 Developing and updating learning and assessment materials required to support the delivery and assessment of white card training;

5.2.5 Provision of all learning and assessment materials by way of electronic copies (as updated from time to time);

5.2.6 Provision of information to potential and enrolled students about their rights and responsibilities when enrolling in the training program;

5.2.7 Collection and maintenance of all relevant data for enrolment within the unit of competency;

5.2.8 Issuance of Statement of Attainments;

5.2.9 Collection of course fees and distribution of contract and funding fee arrangements as required.

5.3 The CFMEU is an industrial organisation of employees who wish to deliver white card training to members and employees within the construction industry in Queensland.

5.4 The CFMEU's role under the terms of this agreement include:

5.4.1 Training and assessment of students in the white card training program by fully qualified and experienced trainers and assessors.

5.5 The CFMEU's responsibilities under the terms of this agreement include:

5.5.1 Maintaining compliance with the requirements for trainers and assessors under the *Standards for RTOs 2015* (as updated from time to time);

5.5.2 Participation in required assessment moderation and validation processes to ensure compliance of the training and assessment program with the *Standards for RTOs 2015;*

5.5.3 Providing information of the trainer and assessor qualifications and relevant vocational qualifications to Future Skills, prior to commencement of this agreement and updated every twelve (12) months;

5.5.4 Participation in meetings with authorised Future Skills agents about the conduct of the training and assessment program and related issues;

5.5.5 Provision of a suitable training and assessment venue, including all required equipment and infrastructure to support the program (as outlined in the Learning and Assessment Plan);

5.5.6 Provision of all learning support materials required to support the program (as outlined in the Learning and Assessment Plan);

5.5.7 Completion of all relevant paperwork required to enrol students in a national unit of competency, as provided by Future Skills, and in accordance with any relevant funding contract;

5.5.8 Compliance with the Future Skills Code of Practice and internal policies and procedures, including but not limited to:

5.5.8.1 confidentiality and privacy;

5.5.8.2 reasonable adjustments; and

5.5.8.3 concerns, complaints, and appeals.

5.5.9 Participation in all audits where requested by the national industry regulator, ASQA, or any other relevant funding body and pre-audits conducted internally by Future Skills.

5.5.10 Fully cooperate with ASQA and /or relevant regulator where required such as providing accurate and factual responses to information requests

6. Insurance:

6.1 The CFMEU must have and maintain the following insurances under the terms of this agreement:

6.1.1 workers' compensation insurance to an unlimited amount for all relevant persons and employees of the CFMEU, including for liability under statute and the common law;

6.1.2 public liability insurance to cover legal liability to third parties for bodily injury or property damage in the amount of $10 million;

6.1.3 professional indemnity insurance to cover legal liability for claims arising out of any claims made against it or its officers or employees for any act, error or omission committed or thing done in a professional capacity.

6.2 The CFMEU will upon request of Future Skills provide satisfactory proof the above insurances have been effected and are current.

7. Sub-contracting:

7.1 The CFMEU may not sub-contract or enter into another third-party arrangement for the provision of the training and assessment services outlined under the scope and terms of this agreement.

8. Trainers and Assessors:

8.1 The CFMEU must provide a list to Future Skills of trainers and assessors who will provide training and assessment services in accordance with this agreement, including copies of their current training and assessment qualifications and relevant vocational competencies and/or qualifications prior to provision of training and assessment.

8.2 Trainers and assessors provided by the CFMEU for training and assessment must meet the requirements of Clauses 1.13 to 1.16 'Employ Skilled Trainers and Assessors' of the *Standards for RTOs 2015* (or as updated from time to time).

8.3 Trainers and assessors must participate in required assessment moderation and validation processes to ensure compliance of the program with Clauses 1.9 to 1.11 'Conduct effective assessment' of the *Standards for RTOs 2015*;

9. Training fees:

9.1 Fees for provision of the white card training program are to be agreed between the parties.

9.2 Where training subsidies are available, Future Skills will manage the training contract and funding in conjunction with the CFMEU.

10. Intellectual Property:

10.1 All learning and assessment materials provided by Future Skills to the CFMEU to support the provision of training and assessment for the white card program remain the property of Future Skills and are only for training and assessment use, as provided for under the terms of this agreement.

COM.0002.0021.8794_0005

11. Confidentiality, Privacy and Code of Practice:

11.1 The terms of this agreement and any matters arising under are confidential between the parties.

11.2 The CFMEU is required to act in accordance with the *Privacy Act 1988* (Cth) and National Privacy Principles for all matters arising under this agreement.

11.3 The CFMEU is required to comply with the Future Skills Code of Practice (as amended from time to time) in respect of the training and assessment of students under the terms of this agreement.

12. Dispute Resolution:

12.1 Where a party asserts that a dispute exists between the parties about a matter arising out of or in connection with this agreement, that party may submit a written notice to the other (**'Notice of dispute'**) specifying:

12.1.1 the nature of the dispute;

12.1.2 the major issues for determination; and

12.1.3 the relief or outcome being sought.

12.2 Within seven (7) days of receipt of the Notice of dispute, the other party is required to provide a written response (**'Notice of response'**) stating its response to the dispute, including:

12.2.1 a written response to the matter(s) outlined in the Notice of dispute;

12.2.2 any additional areas the party believes are relevant and that relate to the matter; and

12.2.3 any comment on the relief or outcome being sought.

12.3 Where the matters in the dispute remain unresolved, the parties agree to refer the matter to mediation and arbitration where mediation cannot resolve the matter.

12.4 Each party will bear its own costs in respect to any process arising under this Clause.

12.5 The jurisdiction for the conduct of any mediation and/or arbitration shall be Queensland.

12.6 This clause shall survive if the agreement is held to be invalid or terminated.

13. Variation of Agreement:

13.1 The parties may vary the terms of this agreement by mutual agreement and in writing.

COM.0002.0021.8794_0006

14. Termination of Agreement:

14.1 The parties may terminate this agreement by providing at least three (3) months' notice to the other party in writing.

15. Signatures:

Signed for and on behalf of the organisations:

(1) FUTURE SKILLS ABN 24 135 816 698

VICTORIA ZHOU

Name of authorised officer

Signature of authorised officer

03.07.2019

Date of signing

Witnessed in the presence of

Hayden Menzies

Name

Signature

03.07.2019.

Date of signing

(2) CONTRUCTION, FORESTRY, MINING AND ENERGY UNION, CONSTRUCTION & GENERAL DIVISION, QLD & NORTHERN TERRITORY DIVISIONAL BRANCH ABN 24 502 631 846

JADE INGHAM

Name of authorised officer

Signature of authorised officer

4/7/19

Date of signing

Witnessed in the presence of

Leone Bakis

Name

Signature

04/07/19

Date of signing

MEMORANDUM OF AGREEMENT

between

FUTURE SKILLS LIMITED

ABN 24 135 816 698

AND

THE CONSTRUCTION, FORESTRY, MINING AND ENERGY UNION, CONSTRUCTION & GENERAL DIVISION, QLD AND NORTHERN TERRITORY DIVISIONAL BRANCH

ABN 24 502 631 846

For the provision of training and assessment services for

10830NAT Course in Crystalline Silica Exposure Prevention

COM.0002.0021.8586

MEMORANDUM OF AGREEMENT

1. Parties to Agreement:

This is a memorandum of agreement between:

Future Skills Limited

ABN 24 135 816 698 ('Future Skills')

of Unit 1.1, 460-492 Beaudesert Rd, Salisbury Qld 4107

AND

the Construction, Forestry, Mining and Energy Union, Construction & General Division, Qld & Northern Territory Divisional Branch

ABN 24 502 631 846 ('CFMEU')

of 16 Campbell St, Bowen Hills Qld 4006.

2. Term of Agreement:

2.1 This agreement will take effect from 11 January 2021 for a period of five (5) years.

3. Purpose of Agreement:

3.1 The purpose of this agreement is to provide for the delivery and assessment of 10830NAT Course in Crystalline Silica Exposure Prevention.

4. Definitions:

4.1 The agreement includes the following definitions.

4.1.1 *ASQA:* means the Australian Skills Quality Authority.

4.1.2 *Parties:* means Future Skills and the CFMEU.

4.1.3 *RTO:* means Registered Training Organisation.

4.1.4 *Standards for RTOs 2015:* means the *Standards for Registered Training Organisations (RTOs) 2015.*

4.1.5 *Training program:* means the delivery and assessment of 10830NAT Course in Crystalline Silica Exposure Prevention.

5. Roles and Responsibilities (Future Skills):

Future Skills is a registered training organisation ('RTO') with scope of registration to deliver and assess 10830NAT Course in Crystalline Silica Exposure Prevention.

Future Skills' role and responsibilities under the terms of this agreement include:

- Maintaining ongoing registration as an RTO and scope to deliver and assess the 10830NAT Course in Crystalline Silica Exposure Prevention;
- Managing and ensuring quality training and assessment in accordance with the *Standards for RTOs 2015*;
- Maintaining compliance with relevant funding agreement terms and conditions for this training program;
- Provision of approved and current learning and assessment materials by way of electronic copies (as updated from time to time by the course owner);
- Provision of information to potential and enrolled students about their rights and responsibilities when enrolling in the training program;
- Collection and maintenance of all relevant data for enrolment within the unit of competency;
- Issuance of Statement of Attainments;
- All training program related advertising must be approved and promoted by Future Skills only;
- Providing accurate and factual responses to information requests from ASQA relevant to the delivery of the program;
- Conducting quality assurance check for all returned student assessment items;
- Liaising regular meetings with approved trainers for ongoing monitoring and collecting feedback;
- Participating assessment validation, moderation when required by the course owner;
- Conducting annual monitoring audit.
- Collection of course fees and distribution of contract and funding fee arrangements as required.

6. Roles and Responsibilities (CFMEU):

The CFMEU is an industrial organisation of employees who wish to deliver 10830NAT Course in Crystalline Silica Exposure Prevention training to members and employees within the construction industry in Queensland.

The CFMEU's role and responsibilities under the terms of this agreement include:

- Training and assessment of students in the training program by fully qualified and experienced trainers and assessors, who are approved by Future Skills;
- Maintaining compliance with the requirements for trainers and assessors under the *Standards for RTOs 2015* (as updated from time to time) including participation in required professional development to maintain trainers and assessors' industry currency;
- Participation in required assessment moderation and validation processes to ensure compliance of the training and assessment program with the *Standards for RTOs 2015;*
- Providing information of the trainer and assessor qualifications and relevant vocational qualifications to Future Skills to approve, prior to commencement of this agreement and updated every twelve (12) months;
- Participation in meetings with authorised Future Skills agents about the conduct of the training and assessment program and related issues and feedback;
- Provision of a suitable training and assessment venue, including all required equipment and infrastructure to support the program (as outlined in the Learning and Assessment Plan);
- Provision of all learning and assessment support materials required to support the program;
- Completion of all relevant paperwork required to enrol students in a national unit of competency, as provided by Future Skills, and in accordance with any relevant funding contract;
- Compliance with the Future Skills Code of Practice and internal policies and procedures, including but not limited to:
    - confidentiality and privacy;
    - reasonable adjustments; and
    - concerns, complaints, and appeals.

- Returning all students records including all completed assessment files to Future Skills;
- Referring all training program related enquires and enrolment to Future Skills;
- CFMEU cannot advertise this training program in its own name;
- Participation in all audits where requested by the national industry regulator, ASQA, or any other relevant funding body and pre-audits conducted internally by Future Skills;
- Provision of accurate and factual responses to information requests from ASQA relevant to the delivery of services;
- Participation in annual monitoring audit by Future Skills;
- Participation in student satisfaction monitoring.

7. Insurance:

7.1 The CFMEU must have and maintain the following insurances under the terms of this agreement:

7.1.1 workers' compensation insurance to an unlimited amount for all relevant persons and employees of the CFMEU, including for liability under statute and the common law;

7.1.2 public liability insurance to cover legal liability to third parties for bodily injury or property damage in the amount of $10 million;

7.1.3 professional indemnity insurance to cover legal liability for claims arising out of any claims made against it or its officers or employees for any act, error or omission committed or thing done in a professional capacity.

7.2 The CFMEU will upon request of Future Skills provide satisfactory proof the above insurances have been effected and are current.

8. Sub-contracting:

8.1 The CFMEU must not sub-contract or enter into another third-party arrangement for the provision of the training and assessment services outlined under the scope and terms of this agreement.

9. Trainers and Assessors:

9.1 The CFMEU must provide a list to Future Skills of trainers and assessors who will provide training and assessment services in accordance with this agreement, including copies of their current training and assessment qualifications and relevant vocational competencies and/or qualifications prior to provision of training and assessment.

9.2 Trainers and assessors provided by the CFMEU for training and assessment must meet the requirements of Clauses 1.13 to 1.16 'Employ Skilled Trainers and Assessors' of the *Standards for RTOs 2015* (or as updated from time to time).

9.3 Trainers and assessors must participate in required assessment moderation and validation processes to ensure compliance of the program with Clauses 1.9 to 1.11 'Conduct effective assessment' of the *Standards for RTOs 2015*;

10. Training fees:

10.1Fees for provision of the training program are set out in Schedule 1 as agreed between the parties.

10.2 Where training subsidies are available, Future Skills will manage the training contract and funding in conjunction with the CFMEU.

11. Intellectual Property:

11.1 All learning and assessment materials provided by Future Skills to the CFMEU to support the provision of training and assessment for the training program remain the property of Future Skills and are only for training and assessment use, as provided for under the terms of this agreement.

12. Confidentiality, Privacy and Code of Practice:

12.1 The terms of this agreement and any matters arising under are confidential between the parties.

12.2 The CFMEU is required to act in accordance with the *Privacy Act 1988* (Cth) and National Privacy Principles for all matters arising under this agreement.

12.3 The CFMEU is required to comply with the Future Skills Code of Practice (as amended from time to time) in respect of the training and assessment of students under the terms of this agreement.

13. Dispute Resolution:

13.1 Where a party asserts that a dispute exists between the parties about a matter arising out of or in connection with this agreement, that party may submit a written notice to the other ('**Notice of dispute**') specifying:

13.1.1 the nature of the dispute;

13.1.2 the major issues for determination; and

13.1.3 the relief or outcome being sought.

13.2 Within seven (7) days of receipt of the Notice of dispute, the other party is required to provide a written response ('**Notice of response**') stating its response to the dispute, including:

13.2.1 a written response to the matter(s) outlined in the Notice of dispute;

13.2.2 any additional areas the party believes are relevant and that relate to the matter; and

13.2.3 any comment on the relief or outcome being sought.

13.3 Where the matters in the dispute remain unresolved, the parties agree to refer the matter to mediation and arbitration where mediation cannot resolve the matter.

13.4 Each party will bear its own costs in respect to any process arising under this Clause.

13.5 The jurisdiction for the conduct of any mediation and/or arbitration shall be Queensland.

13.6 This clause shall survive if the agreement is held to be invalid or terminated.

14. Variation of Agreement:

14.1 The parties may vary the terms of this agreement by mutual agreement and in writing.

15. Termination of Agreement:

15.1 The parties may terminate this agreement by providing at least three (3) months' notice to the other party in writing.

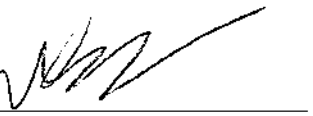
16. Signatures:

Signed for and on behalf of the organisations:

(1) FUTURE SKILLS ABN 24 135 816 698

Victoria Zhou

(1) Name of authorised officer



Signature of authorised officer

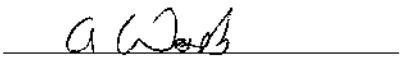
17/3/2021

Date of signing

Witnessed in the presence of

Anne Woods

Name



Signature

(2) CONTRUCTION, FORESTRY, MINING AND ENERGY UNION, CONSTRUCTION & GENERAL DIVISION, QLD & NORTHERN TERRITORY DIVISIONAL BRANCH ABN 24 502 631 846

MICHAEL RAVBAR

(1) Name of authorised officer

Signature of authorised officer

17/3/2026

Date of signing

Witnessed in the presence of

Jacqui Collie

Name

Signature

Schedule 1 – Fees

Item	Fees
Training and assessment service provided by CFMEU trainer and assessor	$200 per completed leaner to be paid by Future Skills
CFMEU trainer and assessor travel and accommodation associated with the training	CFMEU is responsible for all trainer and assessor's mobilisation cost
Annual audit conducted by the course owner	50% by CFMEU 50% by Future Skills

FutureSkills LTD
ABN: 24 135 816 698
PO Box 55, Moorooka Q 4105
P: 07 3848 2298
F: 07 3848 3466

15 February 2022

Mr Michael Ravbar
Branch Secretary
CFMEU Qld & NT Branch
16 Campbell St, Bowen Hills QLD 4006

Email: rdavidson@cfmeu.org

Dear Michael

Variation to Memorandum of Agreement ("the MOU") between Future Skills and CFMEU Qld & NT Branch for the delivery of 10830NAT Course in Crystalline Silica Exposure Prevention.

I am writing to propose a variation to the MOU between Future Skills Limited ("Future Skills") and the Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch ("CFMEU"), for the delivery of 10830NAT Course in Crystalline Silica Exposure Prevention.

The proposed variation includes the following:

1. Omit Schedule 1 – Fees:

Item	Fees
Training and assessment service provided by CFMEU trainer and assessor	$200 per completed learner to be paid by Future Skills
CFMEU trainer and assessor travel and accommodation associated with the training	CFMEU is responsible for all trainer and assessor's mobilisation costs
Annual audit conducted by the course owner	50% by CFMEU 50% by Future Skills

COM.0002.0021.8585

2. Replace with the following: Schedule 1-Fees

Item	Fees
Training and assessment service provided by CFMEU trainer and assessor	$175 per completed learner plus GST to be paid by Future Skills
CFMEU trainer and assessor travel and accommodation associated with the training	CFMEU is responsible for all trainer and assessor's mobilisation costs
Course registration, renewal fees and audit charged by regulator (ASQA)	50% by CFMEU 50% by Future Skills

In the meantime, it is important to note that the MOU will continue to operate under all other remaining terms and conditions.

The variation will only take effect once both parties have agreed to it by signing this letter of variation.

Should you have any questions, please contact myself direct at victoria@futureskills.asn.au or call (07) 3848 2298.

Yours sincerely

Victoria Zhou
Chief Executive Officer

Signed for and on behalf of Construction Forestry Mining and Energy Union, Construction and General Division, Qld & Northern Territory Divisional Branch:

Name: MICHAEL RAVBAN

Position: DIVISIONAL SECRETARY

Signature:

Date: 2/3/22

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

E2. SPONSORSHIP AGREEMENTS BETWEEN BUSSQ AND CFMEUQ C&G

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

SPONSORSHIP TERMS AND CONDITIONS

Construction Forestry Mining and Energy Union industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEUQ) (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland.

and

BUSS (Queensland) Pty Ltd (ABN 15 065 081 281) of 299 Coronation Drive, Milton in the State of Queensland (BUSSQ);

These standard terms and conditions (Terms) govern BUSSQ's:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEUQ with respect to the Event(s) (as set out in Item 3 of this document (Sponsorship Rights)); and
(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Item 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to and form "this Agreement". The Terms alone without the signed document, do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the documents replacement term or condition applies instead.

1 TERM

1.1 Unless specified otherwise in the Form, these Terms will be effective:
- a) For the financial year commencing 1st July 2020 (Commencement Date); and
- b) will continue until the close of business on the 30th June 2021 or issuance of a Publication (if applicable) (Term),
- c) unless otherwise terminated earlier pursuant to these Terms.

2 FEE

2.1 In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEUQ the fee (Fee) specified in and in accordance with the terms of the quarterly invoice submitted by CFMEUQ.

2.2 The agreed annual Sponsorship fee is $107,304.00 and CFMEUQ will provide four (4) quarterly Invoices for the amount of $26,826.00 plus GST to BUSSQ.

3 SPONSORSHIP RIGHTS

3.1 CFMEUQ agree to the following inclusions:
- a) Full page advert in the CFMEU quarterly journal and an editorial opportunity for each edition such as including a story journal explaining how lawyers may erode members TPD payments and how the Fund addresses women's issues;
- b) Including BUSSQ as an allowable default super fund for inclusion in all QLD Branch EBA agreements. This will also include National agreements originating from the QLD branch;
- c) 10-minute speaking spot at delegates meetings and ability to present at organiser and delegate training;
- d) Invite to attend Sub-Branch meetings of CFMEUQ;
- e) Supporting the BUSSQ Bus or Trailer by assisting to get site access where necessary;
- f) Assisting with access to members via site meetings;
- g) Assistance in providing BUSSQ with access to employers and members in allied trades;
- h) Ability to present to apprentices during their training organised by the CFMEU;
- i) Providing BUSSQ with promotional opportunities such as the May Day march, the Organiser and Delegates awards function and Christmas drinks; and
- j) Ensuring no adverse promotion of BUSSQ by CFMEUQ officials.

3.2 CFMEUQ acknowledges that BUSSQ's sponsorship is on the basis that, with the exception of CBUS, it is the exclusive sponsor, in the Banking and Finance category of sponsors.

3.3 CFMEUQ undertakes that, with the exception of CBUS, it will not grant any marketing, promotion or sponsorship rights or benefits in connection with the CFMEUQ to any provider of the Banking and Finance category, other than BUSSQ.

4 COOPERATION

4.1 Each of CFMEUQ and BUSSQ will endeavour to conduct itself in a manner so as to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2 CFMEUQ must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identification.

4.3 BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEUQ.

4.4 CFMEUQ will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary in order for CFMEUQ to perform its obligations under this agreement. CFMEUQ will use its best endeavours to prevent any third party from infringing the rights of its sponsors and if necessary, take legal action to stop any actions and protect the rights of any sponsors.

5 ALLOCATION OF SPONSORSHIP FUNDS: -

5.1 Upon receipt of a quarterly invoice, BUSSQ will allocate the funds to the following ledgers:

CFMEUQ 2020-21 Sponsorship Breakdown

Item	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Total
Website advertising	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	18,360.00
Promotional Banners	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	12,240.00
IR Employer EBA	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	29,376.00
Site access for BBQs	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	12,240.00
Editorials	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	7,344.00
Delegates meeting	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	7,344.00
Delegates awards	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	20,400.00
Total	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	**107,304.00**

6 INDEMNITY

6.1 Indemnity by CFMEUQ

CFMEUQ indemnifies BUSSQ against any claim, action, damage, loss, liability, cost or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

(a) Any breach of this Agreement by CFMEUQ; or

(b) Any negligent act or omission, fraud or wilful misconduct on part of the CFMEUQ

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEUQ against any claim, action, damage, loss, liability, cost or expense that CFMEUQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

(a) Any breach of this Agreement by BUSSQ; or

(b) Any negligent act or omission, fraud or wilful misconduct on part of the BUSSQ

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEUQ may immediately terminate this Agreement by written notice if:

(a) One party breaches a material term of this Agreement; and

  (i) It cannot be remedied; or

  (ii) If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure

(b) It becomes illegal for one party to perform any of its material obligations under this Agreement;

(c) Either party becomes insolvent;

(d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEUQ if:

(a) BUSSQ's name is, in the reasonable opinion of BUSSQ brought into disrepute by CFMEUQ or by being associated with CFMEUQ.

(b) Upon termination of this Agreement by BUSSQ, CFMEUQ will refund to BUSSQ the Sponsorship Monies paid in relation to any Event, Program or Activity which was scheduled to be held after the date of termination.

7.3 CFMEUQ Grounds for Termination for Default

CFMEUQ may immediately terminate this Agreement by written notice to BUSSQ if:

(a) CFMEUQ's name is, in the reasonable opinion of CFMEUQ brought into disrepute by BUSSQ or by being associated with BUSSQ.

(b) Upon termination of this Agreement by CFMEUQ, BUSSQ will forfeit any monies already paid in Sponsorship Monies and all rights referred to in Clause 2.

8 CONFIDENTIAL INFORMATION

8.1 No disclosure of Confidential Information

Each of CFMEUQ and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement "confidential information" means the terms of this Agreement, and any information that relates to the other party, its business and its members, which the other party ought to know is confidential or which is identified as confidential.

8.2 Return and destruction of Confidential Information

Each of CFMEUQ and BUSSQ must, immediately on request by the other party:

(a) return to the requesting party anything containing or relating to the confidential information;

(b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required for its own audit records; and

(c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

(a) Information after it becomes generally available to the public other than because of:

  (i) breach of this Agreement; or

  (ii) other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.

(b) The disclosure of information in order to comply with any applicable law, binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each of CFMEUQ and BUSSQ will comply with the Australian privacy laws.

10 EXECUTION

Executed as the CFMEUQ and BUSSQ Sponsorship Agreement for the 2020/2021 Financial Year

Party	CFMEUQ	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Linda Vickers
Authority to sign	CFMEUQ Branch Secretary	CEO
Address	16 Campbell Street, Bowen Hills Qld 4006	299 Coronation Drive, Milton Qld 4066
Date of Signing	23/6/20	24/06/2020
Signature		

SPONSORSHIP AGREEMENT

BETWEEN: **Construction Forestry Mining and Energy Union Industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEUQ)** (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQ's:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEUQ with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to form "this Agreement". The Terms alone without the signed document, do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the documents replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects and most civil construction projects across Australia, together with members working offsite. The QLD/NT branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEUQ provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund which provides superannuation and retirement products and services to individuals working in the building and construction and allied industries. BUSSQ enters sponsorship agreements for the purpose of furthering the following corporate objectives, which are in the best financial interest of BUSSQ members;

a) Increase member numbers and generate scale of members to support the Funds strategic objectives and to achieve the best financial interest of members;
b) Retention of members;
c) Grow the level of employer/member support of BUSSQ;
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the Form, these Terms will be effective:

a) For the financial year commencing 1st July 2021 (Commencement Date); and
b) will continue until the close of business on the 30th June 2023 or issuance of a Publication (if applicable) (Term),
c) unless otherwise terminated earlier pursuant to these Terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interests duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEUQ the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEUQ.

2.3. The agreed annual Sponsorship fee is $144,100 (inclusive of GST) and CFMEUQ will provide four (4) quarterly invoices for the amount of $36,025 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrears basis.

2.5. In addition to clause 2.2 BUSSQ will sponsor $5,900 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receipt of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. CFMEUQ agree to the following inclusions:

a) Full page advert in the CFMEU quarterly journal and an editorial opportunity for each edition;
b) Including BUSSQ as the default super fund in all QLD branch EBA agreements. This will also include National agreements originating from the QLD branch;
c) 10-minute speaking spot at delegates meetings and ability to present at organiser and delegate training;
d) Invite to attend sub-branch meetings of CFMEUQ;
e) Supporting the BUSSQ bus or trailer by assisting to provide site access where necessary;
f) Assisting with access to members via site meetings;
g) Assistance in providing BUSSQ with access to employers and members in allied trades;
h) BUSSQ inclusion at bi-annual delegates conference as gold sponsor;
i) Providing BUSSQ with promotional opportunities; and
j) ensuring no adverse promotion of BUSSQ by CFMEUQ officials.

CFMEUQ agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEUQ acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEUQ undertakes that it will not grant any marketing, promotion or sponsorship rights or benefits in connection with the CFMEUQ to any provider of the Banking and Finance category, other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEUQ and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEUQ must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identification.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEUQ.

4.4. CFMEUQ will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for

CFMEUQ to perform its obligations under this agreement. CFMEUQ will use its best endeavours to prevent any third party from infringing the rights of its sponsors and if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEUQ;

a) effectively delivering events in the Schedule;
b) recognising the importance of superannuation and promoting the value of BUSSQ;
c) working with BUSSQ employees to maximise opportunities including promotion, marketing and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEUQ and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEUQ

CFMEUQ indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEUQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the CFMEUQ

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEUQ against any claim, action, damage, loss, liability, cost, or expense that CFMEUQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEUQ may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement; and
   I. It cannot be remedied; or
   II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement;
c) Either party becomes insolvent;
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEUQ if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ brought into disrepute by CFMEUQ or by being associated with CFMEUQ.
b) Upon termination of this Agreement by BUSSQ, CFMEUQ will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEUQ Grounds for Termination for Default

CFMEUQ may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEUQ's name is, in the reasonable opinion of CFMEUQ brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEUQ, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEUQ reserves the right to terminate this Sponsorship Agreement in the event of payment default, without prejudice to this order.

7.4 Merger or takeover of the Fund

a) If BUSSQ merges, or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement on the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 No Disclosure of Confidential Information

Each of CFMEUQ and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement "confidential information" means the terms of this Agreement, and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEUQ and BUSSQ acknowledge and agree that each party's intellectual property pre-existing this agreement and developed independently of the provision of obligations under this agreement remains the property of and vests in that Party.

8.2 Return and Destruction of Confidential Information

Each of CFMEUQ and BUSSQ must, immediately on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information;
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
    I. breach of this Agreement; or
    II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.
b) The disclosure of information in order to comply with any applicable law, lawful requirements of any Government Agency, binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each of CFMEUQ and BUSSQ will comply with the Australian privacy laws.

10 EXECUTION

Executed as the CFMEUQ and BUSSQ Sponsorship Agreement

for the 2021/2023 financial years.

Entities	CFMEUQ	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Damian Wills
Authority to sign	CFMEUQ Branch Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4066
Date of Signing	2/8/21	8/9/2021
Signature		

SPONSORSHIP AGREEMENT

BETWEEN: **Construction Forestry Mining and Energy Union Industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEUQ)** (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQ's:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEUQ with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to form "this Agreement". The Terms alone without the signed document, do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the documents replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects and most civil construction projects across Australia, together with members working offsite. The QLD/NT branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEUQ provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund which provides superannuation and retirement products and services to individuals working in the building and construction and allied industries. BUSSQ enters sponsorship agreements for the purpose of furthering the following corporate objectives, which are in the best financial interest of BUSSQ members;

a) Increase member numbers and generate scale of members to support the Funds strategic objectives and to achieve the best financial interest of members;
b) Retention of members;
c) Grow the level of employer/member support of BUSSQ;
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the Form, these Terms will be effective:

a) For the financial year commencing 1st July 2021 (Commencement Date); and
b) will continue until the close of business on the 30th June 2023 or issuance of a Publication (if applicable) (Term),
c) unless otherwise terminated earlier pursuant to these Terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interests duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEUQ the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEUQ.

2.3. The agreed annual Sponsorship fee is $144,100 (inclusive of GST) and CFMEUQ will provide four (4) quarterly invoices for the amount of $36,025 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrears basis.

2.5. In addition to clause 2.2 BUSSQ will sponsor $5,900 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receipt of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. CFMEUQ agree to the following inclusions:

a) Full page advert in the CFMEU quarterly journal and an editorial opportunity for each edition;
b) Including BUSSQ as the default super fund in all QLD branch EBA agreements. This will also include National agreements originating from the QLD branch;
c) 10-minute speaking spot at delegates meetings and ability to present at organiser and delegate training;
d) Invite to attend sub-branch meetings of CFMEUQ;
e) Supporting the BUSSQ bus or trailer by assisting to provide site access where necessary;
f) Assisting with access to members via site meetings;
g) Assistance in providing BUSSQ with access to employers and members in allied trades;
h) BUSSQ inclusion at bi-annual delegates conference as gold sponsor;
i) Providing BUSSQ with promotional opportunities; and
j) ensuring no adverse promotion of BUSSQ by CFMEUQ officials.

CFMEUQ agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEUQ acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEUQ undertakes that it will not grant any marketing, promotion or sponsorship rights or benefits in connection with the CFMEUQ to any provider of the Banking and Finance category, other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEUQ and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEUQ must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identification.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEUQ.

4.4. CFMEUQ will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for

CFMEUQ to perform its obligations under this agreement. CFMEUQ will use its best endeavours to prevent any third party from infringing the rights of its sponsors and if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEUQ;

a) effectively delivering events in the Schedule;
b) recognising the importance of superannuation and promoting the value of BUSSQ;
c) working with BUSSQ employees to maximise opportunities including promotion, marketing and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEUQ and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEUQ

CFMEUQ indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEUQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the CFMEUQ

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEUQ against any claim, action, damage, loss, liability, cost, or expense that CFMEUQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEUQ may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement; and
   I. It cannot be remedied; or
   II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement;
c) Either party becomes insolvent;
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEUQ if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ brought into disrepute by CFMEUQ or by being associated with CFMEUQ.
b) Upon termination of this Agreement by BUSSQ, CFMEUQ will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEUQ Grounds for Termination for Default

CFMEUQ may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEUQ's name is, in the reasonable opinion of CFMEUQ brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEUQ, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEUQ reserves the right to terminate this Sponsorship Agreement in the event of payment default, without prejudice to this order.

7.4 Merger or takeover of the Fund

a) If BUSSQ merges, or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement on the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 No Disclosure of Confidential Information

Each of CFMEUQ and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement "confidential information" means the terms of this Agreement, and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEUQ and BUSSQ acknowledge and agree that each party's intellectual property pre-existing this agreement and developed independently of the provision of obligations under this agreement remains the property of and vests in that Party.

8.2 Return and Destruction of Confidential Information

Each of CFMEUQ and BUSSQ must, immediately on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information;
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
    I. breach of this Agreement; or
    II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.
b) The disclosure of information in order to comply with any applicable law, lawful requirements of any Government Agency, binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each of CFMEUQ and BUSSQ will comply with the Australian privacy laws.

10 EXECUTION

Executed as the CFMEUQ and BUSSQ Sponsorship Agreement

for the 2021/2023 financial years.

Entities	CFMEUQ	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Damian Wills
Authority to sign	CFMEUQ Branch Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4066
Date of Signing	2/8/21	8/9/2021
Signature		

BUSSQ
building super

SPONSORSHIP AGREEMENT

BETWEEN: **Construction Forestry Mining and Energy Union** Industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEU Qld/NT) (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton, in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQs:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEU Qld/NT with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to from "this Agreement". The Terms alone, without the signed document, do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the document's replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects and most civil construction projects across Australia, together with members working offsite. The Qld/NT branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEU Qld/NT provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund that provides superannuation and retirement products and services to individuals working in the building and construction and allied

industries. BUSSQ enters sponsorship agreements for the purpose of furthering the following corporate objectives, which are in the best financial interest of BUSSQ members.

a) Increase member numbers and generate scale of members to support the Funds strategic objectives and to achieve the best financial interest of members.
b) Retention of members.
c) Grow the level of employer/member support of BUSSQ.
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the form, these terms will be effective:

a) For the financial year commencing 1st July 2022 (Commencement Date); and
b) will continue until the close of business on the 30th June 2023 or issuance of a publication (if applicable) (Term),
c) unless otherwise terminated earlier pursuant to these terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interest duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEU Qld/NT the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEU Qld/NT.

2.3. The agreed annual Sponsorship fee is $145,200 (inclusive of GST), and CFMEU Qld/NT will provide four (4) quarterly invoices for $36,300 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrears basis.

2.5. In addition to clause 2.2, BUSSQ will sponsor $4,800 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receipt of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. CFMEU Qld/NT agree to the following inclusions:

a) Including BUSSQ as the default super fund in all Qld/NT branch EBA agreements. This will also include National agreements originating from the Qld/NT branch. ✓
b) Full-page advert in the CFMEU Qld/NT half-yearly journal "The Worker" and an editorial opportunity for each edition.
c) Opportunity for editorial and or advertisement in other publications.
d) Ongoing inclusion of BUSSQ branding on CFMEU Qld/NT website & social media platforms.
e) BUSSQ's inclusion at delegates' meetings and ability to present at organiser and delegate training.
f) Invite to attend sub-branch meetings of CFMEU Qld/NT.
g) Supporting BUSSQ staff by assisting them to gain site access for the purpose of "Information Sessions" with the workers.
h) Naming Rights as a Speciality Award sponsor – at bi-annual Delegates Conference
i) BUSSQ inclusion at bi-annual delegates conference as a gold sponsor.
j) CFMEU Qld/NT Brisbane office's digital visual display to include a BUSSQ advertisement.
k) CFMEU Qld/NT Brisbane office's reception area promotes BUSSQ on the monitor and facilitates a display of BUSSQ documentation.
l) BUSSQ logo displayed on the annual RDO calendar and provision of shirts for Mayday.
m) Providing BUSSQ with promotional opportunities, and
n) ensuring no adverse promotion of BUSSQ by CFMEU Qld/NT officials.

CFMEU Qld/NT agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEU Qld/NT acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEU Qld/NT undertakes that it will not grant any marketing, promotion or sponsorship rights or benefits in connection with the CFMEU Qld/NT to any provider of the Banking and Finance category other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEU Qld/NT and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEU Qld/NT must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identity of same.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEU Qld/NT.

4.4. CFMEU Qld/NT will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for CFMEU Qld/NT to perform its obligations under this agreement. CFMEU Qld/NT will use its best endeavours to prevent any third party from infringing the rights of its sponsors and if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEU Qld/NT.

a) effectively delivering events in the schedule.
b) recognising the importance of superannuation and promoting the value of BUSSQ.
c) working with BUSSQ employees to maximise opportunities including promotion, marketing, and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEU Qld/NT and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEU Qld/NT

CFMEU Qld/NT indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEU Qld/NT; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the CFMEU Qld/NT

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEU Qld/NT against any claim, action, damage, loss, liability, cost, or expense that CFMEU Qld/NT may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEU Qld/NT may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement: and
    I. It cannot be remedied; or
    II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement.
c) Either party becomes insolvent.
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEU Qld/NT if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ brought into disrepute by CFMEU Qld/NT or by being associated with CFMEU Qld/NT.
b) Upon termination of this Agreement by BUSSQ, CFMEU Qld/NT will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEU Qld/NT Grounds for Termination for Default

CFMEU Qld/NT may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEU Qld/NT name is, in the reasonable opinion of CFMEU Qld/NT brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEU Qld/NT, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEU Qld/NT reserves the right to terminate this Sponsorship Agreement in the event of payment default, without prejudice to this order.

7.4 Merger or takeover of the Fund

a) If BUSSQ merges, or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement on the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 Non Disclosure of Confidential Information

Each of CFMEU Qld/NT and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement, "confidential information" means the terms of this Agreement and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEU Qld/NT and BUSSQ acknowledge and agree that each party's intellectual property pre-existing this agreement and developed independently of the provision of obligations under this agreement remains the property of and vests in that party.

8.2 Return and Destruction of Confidential Information

Each of CFMEU Qld/NT and BUSSQ must immediately on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information.
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
   I. breach of this Agreement; or
   II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.
b) The disclosure of information in order to comply with any applicable law, lawful requirements of any Government Agency, binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each of CFMEU Qld/NT and BUSSQ will comply with the Australian privacy laws.

10 EXECUTION

Executed as the CFMEU Qld/NT and BUSSQ Sponsorship Agreement

for the 2022/2023 financial year.

Entities	CFMEU Qld/NT	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Damian Wills
Authority to sign	Branch Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing	20/9/22.	20/9/22
Signature		

BUSSQ
building super

SPONSORSHIP AGREEMENT

BETWEEN: **Construction Forestry Mining and Energy Union** Industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEU Qld/NT) (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton, in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQs:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEU Qld/NT with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to from "this Agreement". The Terms alone, without the signed document, do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the document's replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects and most civil construction projects across Australia, together with members working offsite. The Qld/NT branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEU Qld/NT provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund that provides superannuation and retirement products and services to individuals working in the building and construction and allied

industries. BUSSQ enters sponsorship agreements for the purpose of furthering the following corporate objectives, which are in the best financial interest of BUSSQ members.

a) Increase member numbers and generate scale of members to support the Funds strategic objectives and to achieve the best financial interest of members.
b) Retention of members.
c) Grow the level of employer/member support of BUSSQ.
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the form, these terms will be effective:

a) For the financial year commencing 1st July 2022 (Commencement Date); and
b) will continue until the close of business on the 30th June 2023 or issuance of a publication (if applicable) (Term),
c) unless otherwise terminated earlier pursuant to these terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interest duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEU Qld/NT the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEU Qld/NT.

2.3. The agreed annual Sponsorship fee is $145,200 (inclusive of GST), and CFMEU Qld/NT will provide four (4) quarterly invoices for $36,300 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrears basis.

2.5. In addition to clause 2.2, BUSSQ will sponsor $4,800 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receipt of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. CFMEU Qld/NT agree to the following inclusions:

a) Including BUSSQ as the default super fund in all Qld/NT branch EBA agreements. This will also include National agreements originating from the Qld/NT branch. ✓
b) Full-page advert in the CFMEU Qld/NT half-yearly journal "The Worker" and an editorial opportunity for each edition.
c) Opportunity for editorial and or advertisement in other publications.
d) Ongoing inclusion of BUSSQ branding on CFMEU Qld/NT website & social media platforms.
e) BUSSQ's inclusion at delegates' meetings and ability to present at organiser and delegate training.
f) Invite to attend sub-branch meetings of CFMEU Qld/NT.
g) Supporting BUSSQ staff by assisting them to gain site access for the purpose of "Information Sessions" with the workers.
h) Naming Rights as a Speciality Award sponsor – at bi-annual Delegates Conference
i) BUSSQ inclusion at bi-annual delegates conference as a gold sponsor.
j) CFMEU Qld/NT Brisbane office's digital visual display to include a BUSSQ advertisement.
k) CFMEU Qld/NT Brisbane office's reception area promotes BUSSQ on the monitor and facilitates a display of BUSSQ documentation.
l) BUSSQ logo displayed on the annual RDO calendar and provision of shirts for Mayday.
m) Providing BUSSQ with promotional opportunities, and
n) ensuring no adverse promotion of BUSSQ by CFMEU Qld/NT officials.

CFMEU Qld/NT agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEU Qld/NT acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEU Qld/NT undertakes that it will not grant any marketing, promotion or sponsorship rights or benefits in connection with the CFMEU Qld/NT to any provider of the Banking and Finance category other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEU Qld/NT and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEU Qld/NT must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identity of same.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEU Qld/NT.

4.4. CFMEU Qld/NT will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for CFMEU Qld/NT to perform its obligations under this agreement. CFMEU Qld/NT will use its best endeavours to prevent any third party from infringing the rights of its sponsors and if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEU Qld/NT.

a) effectively delivering events in the schedule.
b) recognising the importance of superannuation and promoting the value of BUSSQ.
c) working with BUSSQ employees to maximise opportunities including promotion, marketing, and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEU Qld/NT and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEU Qld/NT

CFMEU Qld/NT indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEU Qld/NT; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the CFMEU Qld/NT

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEU Qld/NT against any claim, action, damage, loss, liability, cost, or expense that CFMEU Qld/NT may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on part of the BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEU Qld/NT may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement: and
    I. It cannot be remedied; or
    II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement.
c) Either party becomes insolvent.
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEU Qld/NT if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ brought into disrepute by CFMEU Qld/NT or by being associated with CFMEU Qld/NT.
b) Upon termination of this Agreement by BUSSQ, CFMEU Qld/NT will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEU Qld/NT Grounds for Termination for Default

CFMEU Qld/NT may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEU Qld/NT name is, in the reasonable opinion of CFMEU Qld/NT brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEU Qld/NT, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEU Qld/NT reserves the right to terminate this Sponsorship Agreement in the event of payment default, without prejudice to this order.

7.4 Merger or takeover of the Fund

a) If BUSSQ merges, or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement on the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 Non Disclosure of Confidential Information

Each of CFMEU Qld/NT and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement, "confidential information" means the terms of this Agreement and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEU Qld/NT and BUSSQ acknowledge and agree that each party's intellectual property pre-existing this agreement and developed independently of the provision of obligations under this agreement remains the property of and vests in that party.

8.2 Return and Destruction of Confidential Information

Each of CFMEU Qld/NT and BUSSQ must immediately on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information.
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
   I. breach of this Agreement; or
   II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.
b) The disclosure of information in order to comply with any applicable law, lawful requirements of any Government Agency, binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each of CFMEU Qld/NT and BUSSQ will comply with the Australian privacy laws.

10 EXECUTION

Executed as the CFMEU Qld/NT and BUSSQ Sponsorship Agreement

for the 2022/2023 financial year.

Entities	CFMEU Qld/NT	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Damian Wills
Authority to sign	Branch Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing	20/9/22.	20/9/22
Signature		

BUSSQ
Queensland's building super

SPONSORSHIP AGREEMENT

BETWEEN: Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division, **(CFMEU Qld)** (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton, in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQs:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEU Qld with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to from "this Agreement". Without the signed document, the Terms alone do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the document's replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects, most civil construction projects across Australia, and members working offsite. The Qld branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEU Qld provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund that provides superannuation and retirement products and services to individuals working in building, construction, and allied industries. BUSSQ enters sponsorship agreements for the purpose of furthering the

following corporate objectives, which are in the best financial interest of BUSSQ members.

a) Increase member numbers and generate the scale of members to support the Fund's strategic objectives and achieve members' best financial interest.
b) Retention of members.
c) Grow the level of employer/member support of BUSSQ.
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the form, these terms will be effective:

a) For the financial year commencing 1st July 2023 (commencement date); and will continue until the close of business on the 30th of June 2024 or issuance of a publication (if applicable) (Term),
b) unless otherwise terminated earlier pursuant to these terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interest duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEU Qld the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEU Qld.

2.3. The agreed annual Sponsorship fee is $145,200 (inclusive of GST), and CFMEU Qld will provide four (4) quarterly invoices for $36,300 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrears basis.

2.5. In addition to clause 2.2, BUSSQ will sponsor $4,800 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receiving of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. **CFMEU Qld agree to the following inclusions:**

a) Including BUSSQ as the default super fund in all Queensland branch EBA agreements. This will also include National agreements originating from the Queensland branch.

b) Full-page advert in the CFMEU Qld half-yearly journal "The Worker" and an editorial opportunity for each edition.
c) Opportunity for editorial and/or advertisement in other publications, including "The Way Forward".
d) Ongoing inclusion of BUSSQ branding on CFMEU Qld website and social media platforms.
e) BUSSQ's inclusion at delegates' meetings and ability to present at organiser and delegate training.
f) Invite to attend sub-branch and youth crew meetings of CFMEU Qld.
g) Supporting BUSSQ staff by assisting them to gain site access for the purpose of "information sessions" with the workers.
h) Naming Rights as a Speciality Award sponsor – at the bi-annual Delegates Conference
i) BUSSQ inclusion at bi-annual delegates conference as a gold sponsor.
j) CFMEU Qld Brisbane & Townsville office's digital visual display/and or signage to include a BUSSQ advertisement.
k) CFMEU Qld Brisbane office's reception promotion utilising the TV monitor and display stand.
l) BUSSQ logo displayed on the annual RDO calendar and provision of shirts for Mayday.
m) Providing BUSSQ with promotional opportunities, including apprentices, women's events and new delegates onboarding programmes, and
n) ensuring no adverse promotion of BUSSQ by CFMEU Qld officials.

CFMEU Qld agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEU Qld acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEU Qld undertakes that it will not grant any marketing, promotional or sponsorship rights or benefits in connection with the CFMEU Qld to any provider of the Banking and Finance category other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEU Qld and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEU Qld must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identity of the same.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEU Qld.

4.4. CFMEU Qld will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for CFMEU Qld to perform its obligations under this agreement. CFMEU Qld will use its best endeavours to prevent any third party from infringing the rights of its sponsors and, if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEU Qld.

a) effectively delivering events in the schedule.
b) recognising the importance of superannuation and promoting the value of BUSSQ.
c) working with BUSSQ employees to maximise opportunities, including promotion, marketing, and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEU Qld and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEU Qld

CFMEU Qld indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEU Qld; or
b) Any negligent act or omission, fraud, or wilful misconduct on the part of the CFMEU Qld

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEU Qld against any claim, action, damage, loss, liability, cost, or expense that CFMEU Qld may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on the part of BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEU Qld may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement: and
   I. It cannot be remedied; or
   II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement.
c) Either party becomes insolvent.
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made.

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEU Qld if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ, brought into disrepute by CFMEU Qld or by being associated with CFMEU Qld.
b) Upon termination of this Agreement by BUSSQ, CFMEU Qld will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEU Qld Grounds for Termination for Default

CFMEU Qld may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEU Qld name is, in the reasonable opinion of CFMEU Qld brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEU Qld, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEU Qld reserves the right to terminate this Sponsorship Agreement in the event of payment default without prejudice to this order.

7.4 Merger or Takeover of the Fund

a) If BUSSQ merges or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement in the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 Non-Disclosure of Confidential Information

Each of CFMEU Qld and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement, "confidential information" means the terms of this Agreement and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEU Qld and BUSSQ acknowledge and agree that each party's intellectual property pre-existing in this agreement and developed independently of the provision of obligations under this agreement remain the property of and vests in that party.

8.2 Return and Destruction of Confidential Information

Each of CFMEU Qld and BUSSQ must immediately, on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information.
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required, for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
    I. breach of this Agreement; or
    II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.
b) The disclosure of information in order to comply with any applicable law, lawful requirements of any government agency, or binding order of any court, government, or administrative or judicial body.

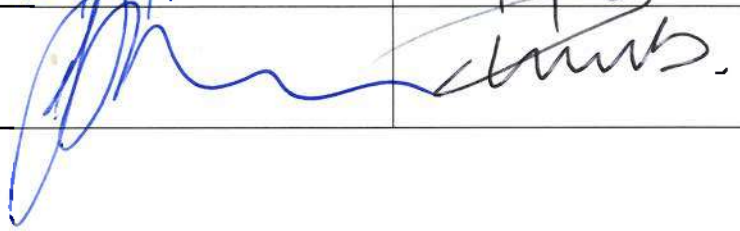
9 PRIVACY

Each CFMEU Qld and BUSSQ will comply with Australian privacy laws.

10 EXECUTION

Executed as the CFMEU Qld and BUSSQ Sponsorship Agreement

for the 2023/2024 financial year.

Entities	CFMEU Qld	BUSS (Queensland) Pty Ltd
Signatory	Jade Ingham	Damian Wills
Authority to sign	Assistant State Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing	22/9/23	29/9/23.
Signature		

BUSSQ
Queensland's building super

SPONSORSHIP AGREEMENT

BETWEEN: Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division, **(CFMEU Qld)** (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton, in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQs:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEU Qld with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights).

The Terms and the validly signed document are together referred to from "this Agreement." Without the signed document, the Terms alone do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the document's replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects, most civil construction projects across Australia, and members working offsite. The Qld branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEU Qld provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund that provides superannuation and retirement products and services to individuals working in building, construction, and allied industries. BUSSQ enters sponsorship agreements for the purpose of furthering the

following corporate objectives, which are in the best financial interest of BUSSQ members.

a) Increase member numbers and generate the scale of members to support the Fund's strategic objectives and achieve members' best financial interest.
b) Retention of members.
c) Grow the level of employer/member support of BUSSQ.
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the form, these terms will be effective:

a) For the financial year commencing 1st July 2024 (commencement date); and will continue until the close of business on the 30th of June 2025 or issuance of a publication (if applicable) (Term),
b) unless otherwise terminated earlier pursuant to these terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interest duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEU Qld the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEU Qld.

2.3. The agreed annual Sponsorship fee is $165,000 (inclusive of GST), and CFMEU Qld will provide four (4) quarterly invoices for $41,250 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrears basis.

2.5. In addition to clause 2.2, BUSSQ will sponsor $4,800 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receiving of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. **CFMEU Qld agree to the following inclusions:**

a) Including BUSSQ as the default super fund in all Queensland branch EBA agreements. This will also include National agreements originating from the Queensland branch.

b) Full-page advert in the CFMEU Qld half-yearly journal "The Worker" and an editorial opportunity for each edition.
c) Opportunity for editorial and/or advertisement in other publications, including "The Way Forward."
d) Ongoing inclusion of BUSSQ branding on CFMEU Qld website and social media platforms.
e) BUSSQ's inclusion at delegates' meetings and ability to present at organiser and delegate training.
f) Invite to attend sub-branch and youth crew meetings of CFMEU Qld.
g) Supporting BUSSQ staff by assisting them to gain site access for the purpose of "information sessions" with the workers.
h) Naming Rights as a Speciality Award sponsor – at the bi-annual Delegates Conference
i) BUSSQ inclusion at bi-annual delegates conference as a gold sponsor.
j) CFMEU Qld Brisbane & Townsville office's digital visual display/and or signage to include a BUSSQ advertisement.
k) CFMEU Qld Brisbane office's reception promotion utilising the TV monitor and display stand.
l) BUSSQ logo displayed on the annual RDO calendar and provision of shirts for Mayday.
m) Providing BUSSQ with promotional opportunities, including apprentices, women's events and new delegates onboarding programmes, and
n) ensuring no adverse promotion of BUSSQ by CFMEU Qld officials.

CFMEU Qld agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEU Qld acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEU Qld undertakes that it will not grant any marketing, promotional or sponsorship rights or benefits in connection with the CFMEU Qld to any provider of the Banking and Finance category other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEU Qld and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEU Qld must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identity of the same.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEU Qld.

4.4. CFMEU Qld will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for CFMEU Qld to perform its obligations under this agreement. CFMEU Qld will use its best endeavours to prevent any third party from infringing the rights of its sponsors and, if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEU Qld.

a) effectively delivering events in the schedule.
b) recognising the importance of superannuation and promoting the value of BUSSQ.
c) working with BUSSQ employees to maximise opportunities, including promotion, marketing, and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEU Qld and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEU Qld

CFMEU Qld indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEU Qld; or
b) Any negligent act or omission, fraud, or wilful misconduct on the part of the CFMEU Qld

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEU Qld against any claim, action, damage, loss, liability, cost, or expense that CFMEU Qld may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on the part of BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEU Qld may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement: and
   I. It cannot be remedied; or
   II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement.
c) Either party becomes insolvent.
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made.

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEU Qld if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ, brought into disrepute by CFMEU Qld or by being associated with CFMEU Qld.
b) Upon termination of this Agreement by BUSSQ, CFMEU Qld will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEU Qld Grounds for Termination for Default

CFMEU Qld may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEU Qld name is, in the reasonable opinion of CFMEU Qld brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEU Qld, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEU Qld reserves the right to terminate this Sponsorship Agreement in the event of payment default without prejudice to this order.

7.4 Merger or Takeover of the Fund

a) If BUSSQ merges or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement in the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 Non-Disclosure of Confidential Information

Each of CFMEU Qld and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement, "confidential information" means the terms of this Agreement and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEU Qld and BUSSQ acknowledge and agree that each party's intellectual property pre-existing in this agreement and developed independently of the provision of obligations under this agreement remain the property of and vests in that party.

8.2 Return and Destruction of Confidential Information

Each of CFMEU Qld and BUSSQ must immediately, on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information.
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required, for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
    I. breach of this Agreement; or
    II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.
b) The disclosure of information in order to comply with any applicable law, lawful requirements of any government agency, or binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each CFMEU Qld and BUSSQ will comply with Australian privacy laws.

10 EXECUTION

Executed as the CFMEU Qld and BUSSQ Sponsorship Agreement

for the 2023/2024 financial year.

Entities	CFMEU Qld	BUSS (Queensland) Pty Ltd
Signatory	Jade Ingham	Damian Wills
Authority to sign	Assistant State Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing	13.06.24	29/5/2024
Signature		

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

E3. BUSSQ AND CFMEU CFMEUQ AGREEMENTS

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

COMPLIANCE AGREEMENT

THIS AGREEMENT made and entered into this 30th day of September 2015,

BETWEEN

BUSS (Queensland) Pty Ltd ABN: 85 581 332 201
Ground Floor BUSSQ House
52 McDougall Street
Milton QLD 4064

AND

Construction Forestry Mining Energy Union ABN: 24 502631846
16 Campbell St
Bowen Hills QLD 4006

IT IS AGREED

1. THE SERVICES

1.1 From the date of this Agreement, BUSSQ appoints CFMEU to provide the services as set out in item 3 of this Agreement.

1.2 1 face to face meeting per month is to be conducted between the nominated BUSSQ representative and CFMEU representative.

1.3 4 contacts assist per month between the nominated BUSSQ representative and CFMEU representative.

2. CFMEU will provide the following services that are to be reported to BUSSQ at the agreed monthly meetings and/or contact assist times.

2.1 Monitoring of agreed EBA employers.

2.2 Provide a list of relevant EBA employers on a monthly basis.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Any other matters agreed on at the monthly meetings.

2.5 Promote this partnership and the process.

3. SERVICE FEE

3.1 CFMEU will invoice BUSSQ a monthly fee of $11,377.96 + GST.

4. ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed in no more than 12 months of the date of signing.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEU.

Date 30/09/2015

Marcus Stephen
Contribution Arrears Manager
BUSSQ

Date 2/11/2015

Michael Ravbar
State Secretary
CFMEU

COM.0002.0004.6289_0002

RECEIVED
10 OCT 2017
BY:----------

BUSSQ
building super

Ground Floor
299 Coronation Drive
Milton Qld 4064
PO Box 1526 Milton Qld 4064
(07) 33691111
mstephen@bussq.com.au
Website: www.bussq.com.au

6 October 2017

Mr Michael Ravbar
State Secretary
CFMEU
16 Campbell St
Bowen Hills Qld 4006

I would like to thank you for the opportunity to partner with the CFMEU as we remain resolute in our commitment in ensuring our members receive their entitlements. The current robust processors created by the Compliance Committee have resulted in effective and successful outcomes for CFMEU and BUSSQ members.

I have enclosed a copy of our agreement for 2017/2018 which includes a service fee increase in line with CPI of 1.5%. Once you are satisfied with this agreement could you please sign and return to our office.

I look forward to continue working with you to detect and deter non-compliance within the building and construction industry.

Please feel free to contact me at any time if you wish to discuss this matter further.

Yours Sincerely,

Marcus Stephen.
Manager. Member Stakeholder Value
Ph: 33691111
Mb: 0488 108 015
E: mstephen@bussq.com.au

COMPLIANCE AGREEMENT

THIS AGREEMENT made and entered into by 31st day of October 2017,

BETWEEN

BUSS (Queensland) Pty Ltd ABN: 85 581 332 201
Ground Floor BUSSQ House
52 McDougall Street
Milton QLD 4064

AND

Construction Forestry Mining Energy Union ABN: 24 502631846
16 Campbell St
Bowen Hills QLD 4006

IT IS AGREED

1. THE SERVICES

1.1 From the date of this Agreement, BUSSQ appoints CFMEU to provide the services as set out in item 3 of this Agreement.

1.2 1 face to face meeting per month is to be conducted between the nominated BUSSQ representative and CFMEU representative.

1.3 4 contacts assist per month between the nominated BUSSQ representative and CFMEU representative.

2. CFMEU will provide the following services that are to be reported to BUSSQ at the agreed monthly meetings and/or contact assist times.

2.1 Monitoring of agreed EBA employers.

2.2 Provide a list of relevant EBA employers on a monthly basis.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Any other matters agreed on at the monthly meetings.

2.5 Promote this partnership and the process.

3. SERVICE FEE

3.1 CFMEU will invoice BUSSQ a monthly fee of $11,698.75 + GST.

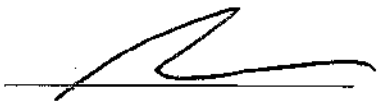
4. ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed in no more than 12 months of the date of signing.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEU.

Date 06 / 10 / 2017

Marcus Stephen
Manager. Member Stakeholder Value
BUSSQ



Date 10 / 10 / 2017

Michael Ravbar
State Secretary
CFMEU

COM.0002.0022.0741_0003

2018-19 COMPLIANCE AGREEMENT

THIS AGREEMENT will be entered on the 1st day of July 2018, for the period of the financial year of 2018-19.

BETWEEN

BUSS (Queensland) Pty Ltd ABN: 85 581 332 201
Ground Floor BUSSQ House
52 McDougall Street
Milton QLD 4064

AND

Construction Forestry Mining Energy Union ABN: 24 502631846
16 Campbell St
Bowen Hills QLD 4006

IT IS AGREED

1. THE SERVICES

1.1 From the entered date of this Agreement, BUSSQ appoints CFMEU to provide the services as set out in item 2 of this Agreement.

1.2 1 face to face meeting per month is to be conducted between the nominated BUSSQ representative and CFMEU representative.

1.3 4 contacts assist per month between the nominated BUSSQ representative and CFMEU representative.

2. CFMEU will provide the following services that are to be reported to BUSSQ at the agreed monthly meetings and/or contact assist times.

2.1 Monitoring of agreed EBA employers.

2.2 Provide a list of relevant EBA employers monthly.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Any other matters agreed on at the monthly meetings.

2.5 Promote this partnership and the process.

3. SERVICE FEE

3.1 CFMEU will invoice BUSSQ a monthly fee of $11,921.00 + GST.

4. ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed when due for renewal.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEU.

Date 4 / 7 2018

Linda Vickers
CEO
BUSSQ

Date 29 / 06 / 2018

Michael Ravbar
State Secretary
CFMEU Qld/NT

2019-2020 COMPLIANCE AGREEMENT

THIS AGREEMENT will be entered on the 1st day of July 2019, for the period of the financial year of 2019-20.

BETWEEN

BUSS (Queensland) Pty Ltd ABN: 85 581 332 201
Ground Floor BUSSQ House
52 McDougall Street
Milton QLD 4064

AND

The Construction, Forestry, Mining and Energy Industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEUQ)
ABN: 12 898 529 251
16 Campbell St
Bowen Hills QLD 4006

IT IS AGREED

1. THE SERVICES

1.1 From the entered date of this Agreement, BUSSQ appoints CFMEUQ to provide the services as set out in item 2 of this Agreement.

1.2 1 face to face meeting per month is to be conducted between the nominated BUSSQ representative and CFMEUQ representative.

1.3 4 contacts assist per month between the nominated BUSSQ representative and CFMEUQ representative.

2. CFMEUQ will provide the following services that are to be reported to BUSSQ at the agreed monthly meetings and/or contact assist times.

2.1 Monitoring of agreed EBA employers.

2.2 Provide a list of relevant EBA employers monthly.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Any other matters agreed on at the monthly meetings.

2.5 Promote this partnership and the process.

3. SERVICE FEE

3.1 CFMEUQ will invoice BUSSQ a monthly fee of $12,160.00 + GST.

4. ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed when due for renewal.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEUQ.

Date 16 / 9 / 2019

Linda Vickers
CEO
BUSSQ

Date 05 / 09 / 2019

Michael Ravbar
State Secretary
CFMEU Qld/NT

SPONSORSHIP TERMS AND CONDITIONS

The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland in respect of its State Construction and General Division (CFMEUQ) (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland.

and

BUSS (Queensland) Pty Ltd (ABN 15 065 081 281) of 299 Coronation Drive, Milton in the State of Queensland (BUSSQ);

These standard terms and conditions (Terms) govern BUSSQ's:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEUQ with respect to the Event(s) (as set out in Item 3 of this document (Sponsorship Rights)); and
(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Item 3 of this document (Sponsorship Rights);

The Terms and the validly signed document are together referred to and form "this Agreement". The Terms alone without the signed document, do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the documents replacement term or condition applies instead.

1 TERM

1.1 Unless specified otherwise in the Form, these Terms will be effective:
- a) For the financial year commencing 1st July 2019 (Commencement Date); and
- b) will continue until the close of business on the 30th June 2020 or issuance of a Publication (if applicable) (Term),
- c) unless otherwise terminated earlier pursuant to these Terms.

2 FEE

2.1 In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEUQ the fee (Fee) specified in and in accordance with the terms of the quarterly invoice submitted by CFMEUQ.

2.2 The agreed annual Sponsorship fee is $107,304.00 and CFMEUQ will provide four (4) quarterly Invoices for the amount of $26,826.00 plus GST to BUSSQ.

3 SPONSORSHIP RIGHTS

3.1 CFMEUQ agree to the following inclusions:
- a) Full page advert in the CFMEU quarterly journal and an editorial opportunity for each edition such as including a story journal explaining how lawyers may erode members TPD payments and how the Fund addresses women's issues;
- b) Including BUSSQ as an allowable default super fund for inclusion in all QLD Branch EBA agreements. This will also include National agreements originating from the QLD branch;
- c) 10-minute speaking spot at delegates meetings and ability to present at organiser and delegate training;
- d) Invite to attend Sub-Branch meetings of CFMEU QLD/NT members;
- e) Supporting the BUSSQ Bus or Trailer by assisting to get site access where necessary;
- f) Assisting with access to members via site meetings;
- g) Assistance in providing BUSSQ with access to employers and members in allied trades;
- h) Ability to present to apprentices during their training organised by the CFMEU;
- i) Providing BUSSQ with promotional opportunities such as the May Day march, the Organiser and Delegates awards function and Christmas drinks; and
- j) Ensuring no adverse promotion of BUSSQ by CFMEUQ officials.

3.2 CFMEUQ acknowledges that BUSSQ's sponsorship is on the basis that, with the exception of CBUS, it is the exclusive sponsor, in the Banking and Finance category of sponsors.

3.3 CFMEUQ undertakes that, with the exception of CBUS, it will not grant any marketing, promotion or sponsorship rights or benefits in connection with the CFMEUQ to any provider of the Banking and Finance category, other than BUSSQ.

4 COOPERATION

4.1 Each of CFMEUQ and BUSSQ will endeavour to conduct itself in a manner so as to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2 CFMEUQ must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identification.

4.3 BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEUQ.

4.4 CFMEUQ will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary in order for CFMEQU to perform its obligations under this agreement. CFMEUQ will use its best endeavours to prevent any third party from infringing the rights of its sponsors and if necessary, take legal action to stop any actions and protect the rights of any sponsors.

COM.0002.0021.9394

5 ALLOCATION OF SPONSORSHIP FUNDS: -

5.1 Upon receipt of a quarterly invoice, BUSSQ will allocate the funds to the following ledgers:

CFMEU QLD/NT 2019-20 Sponsorship Breakdown

Item	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Total
Website advertising	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	1,530.00	18,360.00
Promotional Banners	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	12,240.00
IR Employer EBA	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	2,448.00	29,376.00
Site access for BBQs	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	1,020.00	12,240.00
Editorials	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	7,344.00
Delegates meeting	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	612.00	7,344.00
Delegates awards	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	1,700.00	20,400.00
Total	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	8,942.00	**107,304.00**

6 INDEMNITY

6.1 Indemnity by CFMEUQ

CFMEUQ indemnifies BUSSQ against any claim, action, damage, loss, liability, cost or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

(a) Any breach of this Agreement by CFMEUQ; or
(b) Any negligent act or omission, fraud or wilful misconduct on part of the CFMEUQ

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEUQ against any claim, action, damage, loss, liability, cost or expense that CFMEUQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

(a) Any breach of this Agreement by BUSSQ; or
(b) Any negligent act or omission, fraud or wilful misconduct on part of the BUSSQ

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEUQ may immediately terminate this Agreement by written notice if:

(a) One party breaches a material term of this Agreement; and
  (i) It cannot be remedied; or
  (ii) If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
(b) It becomes illegal for one party to perform any of its material obligations under this Agreement;
(c) Either party becomes insolvent;
(d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEUQ if:

(a) BUSSQ's name is, in the reasonable opinion of BUSSQ brought into disrepute by CFMEUQ or by being associated with CFMEUQ.

(b) Upon termination of this Agreement by BUSSQ, CFMEUQ will refund to BUSSQ the Sponsorship Monies paid in relation to any Event, Program or Activity which was scheduled to be held after the date of termination.

7.3 CFMEUQ Grounds for Termination for Default

CFMEUQ may immediately terminate this Agreement by written notice to BUSSQ if:

(a) CFMEUQ's name is, in the reasonable opinion of CFMEUQ brought into disrepute by BUSSQ or by being associated with BUSSQ.

(b) Upon termination of this Agreement by CFMEUQ, BUSSQ will forfeit any monies already paid in Sponsorship Monies and all rights referred to in Clause 2.

8 CONFIDENTIAL INFORMATION

8.1 No disclosure of Confidential Information

Each of CFMEUQ and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement "confidential information" means the terms of this Agreement, and any information that relates to the other party, its business and its members, which the other party ought to know is confidential or which is identified as confidential.

8.2 Return and destruction of Confidential Information

Each of CFMEUQ and BUSSQ must, immediately on request by the other party:

(a) return to the requesting party anything containing or relating to the confidential information;
(b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required for its own audit records; and
(c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

(a) Information after it becomes generally available to the public other than because of:
  (i) breach of this Agreement; or
  (ii) other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.

COM.0002.0021.9394_0003

(b) The disclosure of information in order to comply with any applicable law, binding order of any court, government, or administrative or judicial body.

9 PRIVACY

Each of CFMEUQ and BUSSQ will comply with the Australian privacy laws.

10 EXECUTION

Executed as the CFMEUQ and BUSSQ Sponsorship Agreement for the 2019/2020 Financial Year

Party	CFMEUQ	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Linda Vickers
Authority to sign	CFMEUQ Secretary	CEO
Address	16 Campbell Street, Bowen Hills Qld 4006	299 Coronation Drive, Milton Qld 4066
Date of Signing	05/09/19	16/9/19
Signature		

2020-2021 COMPLIANCE AGREEMENT

THIS AGREEMENT will be entered on the 1st day of July 2019, for the period of the financial year of 2020-21.

BETWEEN

BUSS (Queensland) Pty Ltd ABN: 85 581 332 201
Ground Floor
299 Coronation Drive
Milton QLD 4064

AND

Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch ABN: 24 502631846
16 Campbell St
Bowen Hills QLD 4006

IT IS AGREED

1. THE SERVICES

1.1 From the entered date of this Agreement, BUSSQ appoints CFMEU to provide the services as set out in item 2 of this Agreement.

1.2 1 face to face meeting per month is to be conducted between the nominated BUSSQ representative and CFMEU representative.

1.3 4 contacts assist per month between the nominated BUSSQ representative and CFMEU representative.

2. CFMEU will provide the following services that are to be reported to BUSSQ at the agreed monthly meetings and/or contact assist times.

2.1 Monitoring of agreed EBA employers.

2.2 Provide a list of relevant EBA employers monthly.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Any other matters agreed on at the monthly meetings.

2.5 Promote this partnership and the process.

3. SERVICE FEE

3.1 CFMEU will invoice BUSSQ a monthly fee of $12,160.00 + GST.

4. ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed when due for renewal.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEU.

Date 29/6/ 2020

Linda Vickers
CEO
BUSSQ

Date 26 /6 / 2020

Michael Ravbar
State Secretary
CFMEU Qld/NT

2021-2022 COMPLIANCE AGREEMENT

BUSSQ & Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch (CFMEUQ)

THIS AGREEMENT will be entered on the 1st day of July 2021, for the period of the financial year of 2021-2022.

BETWEEN

BUSS (Queensland) Pty Ltd (BUSSQ) ABN: 12 898 529 251 of 299 Coronation Drive Milton QLD 4064

AND

Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch (CFMEUQ) ABN: 12 898 529 251 of 16 Campbell St Bowen Hills QLD 4006

IT IS AGREED

1 THE SERVICES

1.1 From the entered date of this Agreement, BUSSQ appoints CFMEUQ to provide the services as set out in item 2 of this Agreement.

1.2 Queries between the nominated BUSSQ representative and CFMEUQ representative will be addressed within 48 hours.

2 CFMEUQ will provide the following services to BUSSQ;

2.1 Monitoring of agreed Enterprise Bargaining Agreement (EBA) employers.

2.2 Update the list of relevant EBA employers monthly.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Follow up on employers reported by BUSSQ as being in arrears within the monthly compliance report.

2.5 Promote this partnership and the arrears process.

3 SERVICE FEE

3.1 CFMEUQ will invoice BUSSQ a monthly fee of $13,376 (Inclusive of GST) that will be finalised within 14 days of receipt of invoice.

4 ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed when due for renewal.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEUQ.

5 EXECUTION

Executed as the CFMEUQ and BUSSQ Compliance Agreement for the 2021/2022 financial year.

Entities	CFMEUQ	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	~~Damian Wills~~ Simon MATHER
Authority to sign	CFMEUQ Branch Secretary	A/Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4066
Date of Signing	19/11/21.	19/11/21
Signature		

BUSSQ
building super

COMPLIANCE AGREEMENT
2022-2023

Buss (Queensland) Pty Ltd (BUSSQ)
And
Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch **(CFMEU Qld/NT)**

THIS AGREEMENT will be entered on the 1st day of July 2022, for the period of the financial year of 2022-2023.

BETWEEN

BUSS (Queensland) Pty Ltd (BUSSQ)
ABN: 12 898 529 251
299 Coronation Drive
Milton QLD 4064

AND

Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch **(CFMEU Qld/NT)**
ABN: 12 898 529 251
16 Campbell St Bowen Hills QLD 4006

IT IS AGREED

1 THE SERVICES

1.1 From the entered date of this Agreement, BUSSQ appoints CFMEU Qld/NT to provide the services as set out in item 2 of this Agreement.

1.2 Queries between the nominated BUSSQ representative and CFMEU Qld/NT representative will be addressed within 48 hours.

2 CFMEU Qld/NT will provide the following services to BUSSQ.

2.1 Monitoring of agreed Enterprise Bargaining Agreement (EBA) employers.

2.2 Update the list of relevant EBA employers monthly.

2.3 Report member complaints that relate to non-payment of superannuation.

2.4 Follow up on employers reported by BUSSQ as being in arrears within the monthly compliance report.

2.5 Promote this partnership and the arrears process.

3 SERVICE FEE

3.1 CFMEU Qld/NT will invoice BUSSQ a monthly fee of $12,767.50 (inclusive of GST) that will be finalised within 14 days of receipt of invoice.

4 ACCEPTANCE OF AGREEMENT

4.1 This contract is to be reviewed when due for renewal.

4.2 The terms of this contract and the intellectual property are to remain confidential between BUSSQ and the CFMEU Qld/NT.

5 EXECUTION

Executed as the CFMEU Qld/NT and BUSSQ Compliance Agreement for the 2022/2023 financial year.

Entities	CFMEU Qld/NT	BUSS (Queensland) Pty Ltd
Signatory	Michael Ravbar	Damian Wills
Authority to sign	Branch Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing	20/9/22.	21/9/2022
Signature		

COMPLIANCE AGREEMENT
2023-2024

Buss (Queensland) Pty Ltd (BUSSQ)
and
Construction, Forestry, Mining and Energy Union, Construction and General Division, Queensland Northern Territory Divisional Branch **(CFMEU Qld/NT)**

THIS AGREEMENT will be entered on the 1st day of July 2023.

BETWEEN

BUSS (Queensland) Pty Ltd (BUSSQ)
ABN: 12 898 529 251
299 Coronation Drive
Milton QLD 4064

AND

Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch **(CFMEU Qld/NT)**
ABN: 12 898 529 251
16 Campbell St Bowen Hills QLD 4006

IT IS AGREED

1 AGREEMENT FOR PROVISION OF SERVICES

1.1 For the duration set out in item 1.2, BUSSQ appoints CFMEU Qld/NT to provide the services set out in item 2.

1.2 This Agreement is for the duration of the financial year commencing 1 July 2023 and ending 30 June 2024 (unless terminated earlier under clause 3 of the Schedule).

1.3 This Agreement may be renewed by agreement between the parties for the following financial year, subject to review of the terms prior to renewal.

2 THE SERVICES

2.1 Subject to the payment of the fee under item 3, CFMEU Qld/NT agrees to provide the following services to BUSSQ:

a) Monitoring of agreed Enterprise Bargaining Agreement (EBA) employers.
b) Update the list of relevant EBA employers monthly.
c) Report member complaints that relate to non-payment of superannuation.
d) Follow up on employers reported by BUSSQ as being in arrears within the monthly compliance report.
e) Promote this partnership and the arrears process.

COM.0002.0023.5122

2.2 Where BUSSQ provides information to CFMEU Qld/NT for follow up, CFMEU Qld/NT will aim to provide a preliminary report or other response within 2 business days.

2.3 Where CFMEU Qld/NT requests information from BUSSQ for the purpose of providing a Service, BUSSQ will aim to provide a response within 2 business days.

3 SERVICE FEE

3.1 CFMEU Qld/NT will invoice BUSSQ a monthly fee of $13,376 (inclusive of GST).

3.2 BUSSQ agrees to the pay the monthly fee within 14 days of receipt of a valid tax invoice.

4 AGREED TERMS

The parties agree that the Services will be provided in accordance with the terms set out in the Schedule.

5 EXECUTION

Executed as an agreement.

Parties	CFMEU Qld/NT	BUSS (Queensland) Pty Ltd
Signatory	Jade Ingham	Damian Wills
Authority to sign	~~National President~~ Assistant Sec Secretary	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing		8 | 12 | 2023
Signature		

SCHEDULE – TERMS OF THIS AGREEMENT

1. CONFIDENTIALITY

1.1 Confidentiality obligations

The Recipient must:

(a) hold the Confidential Information in strict confidence and not disclose, or cause or permit the disclosure of, the Confidential Information, except as permitted under this this Agreement or with the prior written consent of the Owner;

(b) not use or disclose any Confidential Information except as permitted under this Agreement;

(c) not reproduce any Confidential Information other than for the Permitted Purpose;

(d) take reasonable steps to safeguard the Confidential Information from unauthorised access, use, copying and disclosure; and

(e) notify the Owner in writing as soon as reasonably practicable if the Recipient becomes aware of any unauthorised use, storage, copying or disclosure of the Confidential Information, or any threatened, suspected or actual breach of this Agreement.

1.2 Permitted use and disclosure

(a) The Recipient may only use the Confidential Information for the Permitted Purpose.

(b) Except as provided in clause 1.4, the Recipient may disclose Confidential Information:

(i) to employees and officers of the Recipient who need the Confidential Information for the purposes of this Agreement;

(ii) to the Recipient's legal advisers, and other professional advisers for the purpose of receiving advice in connection with this Agreement; or

(iii) with the prior consent of Owner, which consent may be given or withheld in the Disclosing Party's absolute discretion.

1.3 Return and destruction of information

If requested in writing by the Owner, the Recipient must, at the Owner's sole discretion, as soon as reasonably practicable return to the Owner, or destroy or

delete, all original documents and copies of all documents and other materials in any medium which:

(a) are or contain or refer to any Confidential Information (whether or not those documents and other materials were created by the Owner); or

(b) reproduce, are based on, utilise or relate to Confidential Information.

Return, destruction or deletion of documents and other materials does not release the Recipient from the obligations and restrictions under this Agreement in respect of the Confidential Information contained in them.

1.4 Exceptions

The obligations and restrictions under this clause 1 do not apply to Confidential Information that:

(a) the Recipient is required to disclose by any applicable law or legally binding order of any court, government, semi-government authority, administrative or judicial body, or a requirement of a securities exchange or regulator;

(b) is in the public domain, other than as a result of a breach of this Agreement or of any other obligation of confidentiality owed to or by a third party;

(c) the Recipient can prove by contemporaneous written documentation was at the time of disclosure already known to the Recipient (unless such knowledge arose from disclosure of Information in breach of an obligation of confidentiality owed to or by a third party); or

(d) is received by the Recipient from a person (other than the Owner or any employee, officer, agent of or adviser or financier to the Owner) legally entitled to possess that information and provide that information to the Recipient.

2. OWNERSHIP OF DATA AND INTELLECTUAL PROPERTY

2.1 Data

(a) Trustee Data is owned by BUSSQ and is BUSSQ's Confidential Information.

(b) Nothing in this Agreement is intended to give CFMEU Qld/NT any rights in respect of the Trustee Data.

(c) CFMEU Data is owned by CFMEU Qld/NT.

(d) Nothing in this Agreement is intended to give BUSSQ any rights in respect of the CFMEU Data.

2.2 Intellectual Property Rights

BUSSQ and CFMEU Qld/NT agree that nothing in this Agreement transfers ownership in, or otherwise grants any rights in, any Intellectual Property Rights of either party.

3. TERMINATION OF THIS AGREEMENT

3.1 Termination by BUSSQ

BUSSQ may terminate this Agreement at any time by written notice to CFMEU Qld/NT if:

(a) a receiver, receiver and manager, administrative receiver or similar person is appointed with respect to the assets and undertaking of CFMEU Qld/NT;

(b) CFMEU Qld/NT goes into liquidation (other than for the purposes of a reconstruction or amalgamation on terms previously approved in writing by BUSSQ);

(c) CFMEU Qld/NT breaches any provision of this Agreement and, if the breach is capable of remedy, CFMEU Qld/NT fails to correct such breach within 10 Business Days of receiving notice in writing from BUSSQ specifying such breach;

(d) in the reasonable opinion of BUSSQ, CFMEU Qld/NT does not act in a professional manner in the performance of CFMEU Qld/NT's duties and obligations at all times during the term of this Agreement;

(e) a change occurs in the condition of CFMEU Qld/NT which in the opinion of BUSSQ materially affects or may affect the ability of CFMEU Qld/NT to observe and perform CFMEU Qld/NT's duties and obligations under this Agreement; or

(f) Relevant Law requires the Agreement to terminate.

3.2 Termination by CFMEU Qld/NT

CFMEU Qld/NT may terminate this Agreement at any time by written notice to BUSSQ if:

(a) a receiver, receiver and manager, administrative receiver or similar person is appointed with respect to the assets and undertaking of BUSSQ or the Fund;

(b) BUSSQ goes into liquidation (other than for the purposes of a reconstruction on terms previously approved in writing by CFMEU Qld/NT);

(c) BUSSQ breaches any provision of this Agreement and, if the breach is capable of remedy, BUSSQ fails to correct such breach within 10 Business Days of receiving notice in writing from CFMEU Qld/NT specifying such breach; or

(d) in the reasonable opinion of CFMEU Qld/NT, BUSSQ does not act in a professional manner in the performance of BUSSQ's duties and obligations at all times during the term of this Agreement.

3.3 Claims

The termination of this Agreement does not affect:

(a) any claim by CFMEU Qld/NT in respect of accrued fees and expenses incurred in respect of the period to termination; or

(b) any other claim which either party may have against the other.

4. SURVIVAL OF OBLIGATIONS

(a) Clauses 1, 2 and 3.3 survive termination of this Agreement and continue in operation indefinitely.

5. DEFINITIONS

In this Agreement:

Confidential Information means all information whether or not in material form, which is confidential to a party (**Owner**) and disclosed to another party (**Recipient**), either before or after the date of this Agreement and includes:

(a) the terms of this Agreement and any material or information cd in the course of discussing or negotiating the terms of this Agreement;

(b) information regarding a party's business including, but not limited to, financial information, business systems, trade secrets, intellectual property and confidential know-how and any information about a party's personnel, Personal Information contained in the party's systems or databases (whether entered into them before or after the date of this Agreement) and, in respect of BUSSQ, all information about Members and Employers (whether or not Personal Information);

(c) all information generated by the Recipient based on the Owner's Confidential Information,

but excludes information:

(d) created by or known to the Recipient independently

(e) that is public knowledge (otherwise than through a breach of confidentiality obligations by the Recipient or any person to whom the Recipient has disclosed the information.

CFMEU Data means all information about CFMEU Qld/NT, its members and any other data, that is provided to BUSSQ in performing the Services.

Employer means any person that contributes to the Fund for employees and /or contractors, or has at any time so contributed, or proposes to so contribute, or has applied to so contribute.

Fund means Building Unions Superannuation Schedule (Qld), of which BUSSQ is trustee.

Intellectual Property Rights means all intellectual property rights, including current and future registered and unregistered rights in respect of copyright, designs, trade marks, trade secrets, know-how, confidential information, patents, inventions and discoveries and all other intellectual property as defined in article 2 of the convention establishing the World Intellectual Property Organisation 1967.

Member means any individual who is a member of the Fund, or is a former member or is prospective member.

Permitted Purpose means the purpose of carrying out a party's duties under this Agreement or enforcing a party's rights under this Agreement.

Personal Information has the meaning given by s6 of the *Privacy Act 1988* (Cth).

Regulator means, as relevant:

(a) Australian Prudential Regulation Authority;

(b) Australian Securities and Investments Commission;

(c) any other Australian government authority responsible for administering the laws or any rules governing the operation of the Fund or the activities of the parties in relation to the Fund.

Relevant Law means:

(a) any requirement of the *Corporations Act 2001* (Cth), the *Superannuation Industry (Supervision) Act 1993* (Cth), the *Financial Sector (Collection of Data) Act 2001* (Cth), the *Superannuation Guarantee (Administration) Act 1992* (Cth), the *Australian Securities and Investments Commission Act 2001* (Cth), the *Income Tax Assessment Act 1997* (Cth) and the *Competition and Consumer Act 2010* (Cth);

(b) any regulations and rules made pursuant to the Acts set out in paragraph (a);

(c) any determination, reporting standard, prudential standard or policy statement issued by a Regulator that BUSSQ is obliged to comply with;

(d) any instrument, policy or interpretative document issued by a Regulator, including any guidance note and any policy statement; and

(e) any other present or future law which BUSSQ or the governing rules of the Fund must comply with or satisfy in order:

(i) to secure imposition at a concessional rate of any income tax which, in the opinion of BUSSQ, is or may become payable in connection with the Fund; or

(ii) for BUSSQ to avoid a relevant penalty, detriment or disadvantage.

Trustee Data means all information about BUSSQ, the Fund, any Member and any Employer, that is held, stored or generated relating to the Services.

COMPLIANCE AGREEMENT
2025-2026

Buss (Queensland) Pty Ltd
(BUSSQ)
and
Construction, Forestry, Mining and Energy Union,
Construction and General Division, Queensland Northern Territory Divisional Branch
(CFMEU Qld/NT)

THIS **AGREEMENT** will be entered on the 1st day of July 2025.

BETWEEN

BUSS (Queensland) Pty Ltd (BUSSQ)
ABN: 15 065 081 281
299 Coronation Drive
Milton QLD 4064

AND

Construction, Forestry, Mining and Energy Union
Construction and General Division
Queensland Northern Territory Divisional Branch (CFMEU Qld/NT)
ABN: 12 898 529 251
16 Campbell St Bowen Hills QLD 4006

IT IS AGREED

1 AGREEMENT FOR PROVISION OF SERVICES

1.1 For the duration set out in item 1.2, BUSSQ appoints CFMEU Qld/NT to provide the services set out in item 2.

1.2 This Agreement is for the duration of the financial year commencing 1 July 2025 and ending 30 June 2026 (unless terminated earlier under clause 3 of the Schedule).

1.3 This Agreement may be renewed by agreement between the parties for the following financial year, subject to review of the terms prior to renewal.

2 THE SERVICES

2.1 Subject to the payment of the fee under item 3, CFMEU Qld/NT agrees to provide the following services to BUSSQ:

a) Monitoring of agreed Enterprise Bargaining Agreement (EBA) employers.

b) Update the list of relevant EBA employers monthly.

c) Report member complaints that relate to non-payment of superannuation.

d) Follow up on employers reported by BUSSQ as being in arrears within the monthly compliance report.

e) Promote this partnership and the arrears process.

2.2 Where BUSSQ provides information to CFMEU Qld/NT for follow-up, CFMEU Qld/NT will aim to provide a preliminary report or other response within 2 business days.

2.3 Where CFMEU Qld/NT requests information from BUSSQ for the purpose of providing a Service, BUSSQ will aim to provide a response within 2 business days.

3 SERVICE FEE

3.1 CFMEU Qld/NT will invoice BUSSQ a monthly fee of $14,044 (inclusive of GST).

3.2 BUSSQ agrees to pay the monthly fee within 14 days of receipt of a valid tax invoice.

4 AGREED TERMS

The parties agree that the Services will be provided in accordance with the terms set out in the Schedule.

5 EXECUTION

Executed as an agreement.

Parties	CFMEU Qld/NT	BUSS (Queensland) Pty Ltd
Signatory	Jared Abbot	Damian Wills
Authority to sign	Executive Office	Chief Executive Officer
Address	16 Campbell Street Bowen Hills	299 Coronation Drive Milton Qld 4064
Date of Signing	1/7/25	1/7/25
Signature		

SCHEDULE - TERMS OF THIS AGREEMENT

1. CONFIDENTIALITY

1.1Confidentiality obligations

The Recipient must:

(a) hold the Confidential Information in strict confidence and not disclose, or cause or permit the disclosure of, the Confidential Information, except as permitted under this Agreement or with the prior written consent of the Owner;

(b) not use or disclose any Confidential Information except as permitted under this Agreement;

(c) not reproduce any Confidential Information other than for the Permitted Purpose;

(d) take reasonable steps to safeguard the Confidential Information from unauthorised access, use, copying and disclosure; and

(e) notify the Owner in writing as soon as reasonably practicable if the Recipient becomes aware of any unauthorised use, storage, copying or disclosure of the Confidential Information, or any threatened, suspected, or actual breach of this Agreement.

1.2 Permitted use and disclosure

(a) The Recipient may only use the Confidential Information for the Permitted Purpose.

(b) Except as provided in clause 1.4, the Recipient may disclose Confidential Information:

(i) to employees and officers of the Recipient who need the Confidential Information for the purposes of this Agreement;

(ii) to the Recipient's legal advisers, and other professional advisers for the purpose of receiving advice in connection with this Agreement; or

(iii) with the prior consent of Owner, which consent may be given or withheld in the Disclosing Party's absolute discretion.

1.3 Return and destruction of Information

If requested in writing by the Owner, the Recipient must, at the Owner's sole

discretion, as soon as reasonably practicable return to the Owner, or destroy or delete, all original documents and copies of all documents and other materials in any medium which:

(a) are or contain or refer to any Confidential Information (whether or not those documents and other materials were created by the Owner); *or*

(b) reproduce, are based on, utilise, or relate to Confidential Information.

Return, destruction or deletion of documents and other materials does not release the Recipient from the obligations and restrictions under this Agreement in respect of the Confidential Information contained in them.

1.4 Exceptions

The obligations and restrictions under this clause 1 do not apply to Confidential Information that:

(a) the Recipient is required to disclose by any applicable law or legally binding order of any court. government, semi-government authority, administrative or judicial body, or a requirement of a securities exchange or regulator;

(b) is in the public domain, other than as a result of a breach of this Agreement or of any other obligation of confidentiality owed to or by a third party;

(c) the Recipient can prove by contemporaneous written documentation was at the time of disclosure already known to the Recipient (unless such knowledge arose from disclosure of information in breach of an obligation of confidentiality owed to or by a third party); or

(d) is received by the Recipient from a person (other than the Owner or any employee, officer, agent of or adviser or financier to the Owner) legally entitled to possess that Information and provide that information to the Recipient.

2. OWNERSHIP OF DATA AND INTELLECTUAL PROPERTY

2.1 Data

(a) Trustee Data is owned by BUSSQ and is BUSSQ's Confidential Information.

(b) Nothing in this Agreement is intended to give CFMEU Qld/NT any rights in respect of the Trustee data.

(c) CFMEU data is owned by CFMEU Qld/NT.

(d) Nothing in this Agreement is intended to give BUSSQ any rights in respect of the CFMEU data.

2.2 Intellectual Property Rights

BUSSQ and CFMEU Qld/NT agree that nothing in this Agreement transfers ownership in, or otherwise grants any rights in, any Intellectual Property Rights of either party.

3. TERMINATION OF THIS AGREEMENT

3.1 Termination by BUSSQ

BUSSQ may terminate this Agreement at any time by written notice to CFMEU Qld/NT if:

(a) a receiver, receiver and manager, administrative receiver or similar person is appointed with respect to the assets and undertaking of CFMEU Qld/NT;

(b) CFMEU Qld/NT goes into liquidation (other than for the purposes of a reconstruction or amalgamation on terms previously approved in writing by BUSSQ);

(c) CFMEU Qld/NT breaches any provision of this Agreement and, if the breach is capable of remedy, CFMEU Qld/NT fails to correct such breach within 10 business days of receiving notice in writing from BUSSQ specifying such breach;

(d) in the reasonable opinion of BUSSQ, CFMEU Qld/NT does not act in a professional manner in the performance of CFMEU Qld/NT's duties and obligations at all times during the term of this Agreement;

(e) a change occurs in the condition of CFMEU Qld/NT which in the opinion of BUSSQ materially affects or may affect the ability of CFMEU Qld/NT to observe and perform CFMEU Qld/NT's duties and obligations under this Agreement; or

(f) Relevant Law requires the Agreement to terminate.

3.2 Termination by CFMEU Qld/NT

CFMEU Qld/NT may terminate this Agreement at any time by written notice to BUSSQ if:

(a) a receiver, receiver and manager, administrative receiver or similar person is appointed with respect to the assets and undertaking of BUSSQ or the Fund;

(b) BUSSQ goes into liquidation (other than for the purposes of reconstruction on terms previously approved in writing by CFMEU Qld/NT);

(c) BUSSQ breaches any provision of this Agreement and, if the breach is capable of remedy, BUSSQ fails to correct such breach within 10 business days of receiving notice in writing from CFMEU Qld/NT specifying such breach; or

(d) in the reasonable opinion of CFMEU Qld/NT, BUSSQ does not act in a professional manner in the performance of BUSSQ's duties and obligations at all times during the term of this Agreement.

3.3 Claims

The termination of this Agreement does not affect:

(a) any claim by CFMEU Qld/NT in respect of accrued fees and expenses incurred in respect of the period to termination; or

(b) any other claim that either party may have against the other.

4. SURVIVAL OF OBLIGATIONS

(a) Clauses 1. 2 and 3.3 survive termination of this Agreement and continue in operation indefinitely.

5. DEFINITIONS

In this Agreement:

Confidential Information means all information whether or not in material form, which is confidential to a party **(Owner)** and disclosed to another party **(Recipient)**, either before or after the date of this Agreement, and includes:

(a) the terms of this Agreement and any material or information in the course of discussing or negotiating the terms of this Agreement;

(b) information regarding a party's business including, but not limited to, financial information, business systems, trade secrets, intellectual property and confidential know-how and any information about a party's personnel, personal Information contained in the party's systems or databases (whether entered into them before or after the date of this Agreement), and, in respect of BUSSQ, all information about members and employers (whether or not Personal Information);

c) all information generated by the Recipient based on the owner's

Confidential Information,

but excludes information:

(d) created by or known to the Recipient independently

(e) that is public knowledge (otherwise than through a breach of confidentiality obligations by the Recipient or any person to whom the Recipient has disclosed the information.

CFMEU Data means all information about CFMEU Qld/NT, its members, and any other data, which is provided to BUSSQ in performing the services.

Employer means any person that contributes to the Fund for employees and /or contractors or has at any time so contributed or proposes to so contribute, or has applied to so contribute.

Fund means Building Unions Superannuation Schedule (Qld), of which BUSSQ is trustee.

Intellectual Property Rights means all intellectual property rights, including current and future registered and unregistered rights in respect of copyright, designs, trademarks, trade secrets, know-how, confidential information, patents, inventions, and discoveries, and all other intellectual property as defined in article 2 of the convention establishing the World Intellectual Property Organisation 1967.

Member means any individual who is a member of the Fund, or a former member, or is a prospective member.

Permitted Purpose means the purpose of carrying out a party's duties under this Agreement or enforcing a party's rights under this Agreement.

Personal Information has the meaning given by s6 of the *Privacy Act 1988* (Cth).

Regulator means, as relevant:

(a) Australian Prudential Regulation Authority;

(b) Australian Securities and Investments Commission;

(c) any other Australian government authority responsible for administering the laws or any rules governing the operation of the Fund or the activities of the parties in relation to the Fund.

Relevant Law means:

(a) any requirement of the *Corporations Act 2001* (Cth), the *Superannuation Industry (Supervision) Act 1993* (Cth), the *Financial Sector*

(Collection of Data) Act 2001(Cth), the *Superannuation Guarantee (Administration) Act 1992* (Cth), the *Australian Securities and Investments Commission Act 2001* (Cth), the *Income Tax Assessment Act 1997* (Cth) and the *Competition and Consumer Act 2010* (Cth);

(b) any regulations and rules made pursuant to the Acts set out in paragraph (a);

(c) any determination, reporting standard, prudential standard, or policy statement issued by a Regulator that BUSSQ is obliged to comply with;

(d) any instrument, policy, or interpretative document issued by a Regulator, including any guidance note and any policy statement; and

(e) any other present or future law which BUSSQ or the governing rules of the Fund must comply with or satisfy in order:

(i) to secure imposition at a concessional rate of any income tax which, in the opinion of BUSSQ, is or may become payable in connection with the Fund; or

(ii) for BUSSQ to avoid a relevant penalty, detriment, or disadvantage.

Trustee Data means all information about BUSSQ, the Fund, any member, and any employer, which is held, stored, or generated relating to the services.

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

E4. AGREEMENTS WITH THE CFMEU AND CFMEUQ

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

Spotter/Referrer Remuneration Agreement

1 INTRODUCTION

AGREEMENT **Dated the** 31st **of** August **2012**

BETWEEN **Windsor Management Insurance Brokers Pty Ltd**
ABN 93 707 887 544
"The Licensee"

AND **CFMEU – Construction, Forestry, Mining & Energy Union Queensland**
ABN: 12 898 629 251
"The Spotter/Referrer"

2 RECITALS

2.1.1 The Licensee is engaged in the business of General Insurance Broking**(License N°: 230747)**

2.1.2 The Spotter/Referrer wishes to refer prospective insureds to The Licensee on terms set out in this agreement

2.1.3 In consideration of The Spotter/Referrer referring to The Licensee prospective clients whose insurance applications are accepted by the relevant insurer(s), and where such insurance is subsequently effected by the Insured(s), The Licensee agrees to pay remuneration to The Spotter/Referrer on the terms and conditions set out in this Agreement.

3 THE PARTIES COVENANT AND AGREE AS FOLLOWS:

3.1 APPOINTMENT AND REMUNERATION

3.1.1 The Licensee hereby appoints The Spotter/Referrer to refer to The Licensee prospective insured's subject always to the terms of the Agreement.

3.1.2 In consideration of The Spotter/Referrer referring to The Licensee insurance clients, The Licensee will, subject to this Agreement and to special conditions (if any), pay the remuneration detailed in this clause during the continuation of this Agreement.

3.1.3 The remuneration payable by The Licensee for the various types of referrals are as follows:-

In consideration of the referral of prospective insureds whose New Business insurance applications (for classes shown in Schedule D) are unconditionally approved by the relevant insurer, and where the insurance is subsequently effected by the insured, an up front remuneration equal to a percentage of The Licensee's commission or a fixed dollar amount per policy as agreed and;

COM.0001.0005.4795

In consideration of referred clients whose policies (for classes shown in Schedule D) are unconditionally renewed by the relevant insurer, an ongoing remuneration equal to a percentage of The Licensee's commission or a fixed dollar amount per policy renewal as agreed.

The percentage of remuneration payable is subject to a maximum 20% at the discretion of The Licensee, and based on the overall time required in submitting a submission to the insurers for quotation.

3.1.4 In consideration of the referral by The Spotter/Referrer of applications, not included in 3.1.3 above, which are unconditionally approved by the relevant insurer, and where the insurance is subsequently effected by the insured, The Licensee will pay such remuneration as is negotiated between The Licensee and The Spotter/Referrer in respect of each application on a case by case basis.

3.2 REMUNERATION CONDITIONS

3.2.1 The remuneration referred in 3.1 will only be payable by The Licensee to The Spotter/Referrer upon The Licensee receiving the commission owing from the relevant insurer.

3.2.2 Subject to the foregoing, the Remuneration will be payable in arrears (as detailed in Schedule D), by direct credit to The Spotter/Referrer's nominated bank account (as detailed in Schedule C) or by cheque on or about the 25th day of the relevant month.

3.2.3 In the event that an application is withdrawn, declined or varied by the insurer in respect of which remuneration has already been paid by The Licensee to The Spotter/Referrer (Lost Remuneration), The Spotter/Referrer authorises The Licensee to deduct from other remuneration payments due to The Spotter/Referrer such Lost Remuneration. Notwithstanding the foregoing, The Spotter/Referrer acknowledges and agrees that the amount of such Lost Remuneration which has been paid by The Licensee to The Spotter/Referrer is a debt due to The Licensee which is due and payable to The Licensee on demand.

3.3 CONFIDENTIALITY

3.3.1 All work undertaken by The Spotter/Referrer for The Licensee arising out or in respect of, relating to, or in any way connected with this Agreement shall be confidential.

3.3.2 The Spotter/Referrer shall not at any time either during the continuance of this Agreement or after termination of this Agreement for any reason disclose or make available to any person, any strategies, documents, advice, discussion, opinions or information relating to suppliers, staff, and/or customers of The Licensees, or other confidential information or trade secrets supplied to or acquired by The Spotter/Referrer during the course of this Agreement, nor at any time use or attempt to use any such information or trade secrets supplied to or acquired by The Spotter/Referrer during the course of this Agreement, nor at any time use or attempt to use any such information in any manner whatsoever other than as properly required during the term of this Agreement.

3.4 DUTIES OF THE LICENSEE

3.4.1 The Licensee shall make available to The Spotter/Referrer such materials and information as may be reasonably necessary for the information of any prospective insured.

3.5 DUTIES OF THE SPOTTER/REFERRER

3.5.1 The Spotter/Referrer covenants to act honestly and in good faith and to comply with all relevant legislation and other laws of the Commonwealth of Australia and of its States and Territories.

3.5.2 In particular, The Spotter/Referrer:

must ensure that the service they provide to the prospective insured is limited to referring the prospective client only and must disclose to the prospective insured:

any benefits (including remuneration) that The Spotter/Referrer, or a associate of The Spotter/Referrer, may receive in respect of the service; and

any benefits (including remuneration) that The Spotter/Referrer, or an associate of The Spotter/Referrer, may receive that are attributable to the service.

3.6 MISCELLANEOUS

3.6.1 This agreement may be terminated by either party on giving 14 days prior written notice to the other party.

3.6.2 The Spotter/Referrer acknowledges that it is an independent contractor and nothing in this Agreement shall be deemed or construed to give rise to or create any employment or agency relationship between the parties.

3.6.3 The Spotter/Referrer acknowledges that it is not an authorised representative of The Licensee.

3.6.4 Only those officers and staff of The Spotter/Referrer noted on Schedule A are approved to refer potential clients to The Licensee. The Spotter/Referrer has a responsibility to ensure that its officers and staff are aware of this limitation.

3.6.5 The Spotter/Referrer cannot provide or create the perception that they are providing Financial Services and/or Advice on any General Insurance product on behalf of The Licensee.

3.6.6 All invoices leaving the office of The Licensee to referred clients of The Spotter/Referrer shall contain a clause stating that The Spotter/Referrer is not permitted or authorised to provide any Financial Service and/or Advice on any General Insurance product on behalf of The Licensee.

3.6.7 The Licensee has a responsibility to disclose any payments that are made to Spotters/Referrers in a Statement of Advice which may be provided to referred clients.

3.6.8 The Spotters/Referrers services are limited to introductions only.

3.6.9 All communications, advice, services and documentation will be done directly with the referred client.

3.6.10 The Spotter/Referrer acknowledges that The Spotter/Referrer will be solely responsible for paying income tax and/or goods and services tax (GST) in respect of any remuneration received pursuant to this Agreement and that The Licensee is not liable or otherwise responsible to deduct from the remuneration or pay any amount in respect of pay-roll tax or any compulsory workers compensation or superannuation contributions.

3.6.11 The remuneration paid to The Spotter/Referrer by The Licensee is subject to 10% GST.

3.6.12 The Spotter/Referrer will be advised of the remuneration payable at which point The Spotter/Referrer will be required to supply The Licensee with a tax invoice prior to any payments being made.

3.6.13 The remuneration shall be GST inclusive and The Licensee shall be under no obligation to compensate The Spotter/Referrer for any GST payable by The Spotter/Referrer in respect of any taxable supply, as defined in the A New Tax System (Goods and Services Tax) Act, comprised in the provision by The Spotter/Referrer of services under this Agreement.

3.6.14 The Spotter/Referrer acknowledges and agrees that unless specifically authorised by The Licensee in writing, The Spotter/Referrer does not have the power or authority to enter into any agreement or arrangement on The Licensee's behalf or bind The Licensee in any way whatsoever.

3.6.15 This agreement shall be governed by, and interpreted in accordance with the laws of Victoria; and the parties submit to the jurisdiction of the courts of appropriate jurisdiction for the determination of any dispute, claim or demand arising out of this agreement or anything done pursuant to it.

3.7 SPECIAL CONDITIONS (IF ANY)

3.7.1 Nil.

3.8 ATTACHMENTS

SCHEDULE A **- Details of Approved Referrer Officer(s)**

SCHEDULE B **- Electronic Banking Details**

SCHEDULE C **- R.C.T.I. Agreement**

SCHEDULE D **- Listing of Products**

Spotter/Referrer Remuneration Agreement

EXECUTED as an agreement.

SIGNED for and on behalf of The Licensee (Windsor Management Insurance Brokers Pty Ltd, ABN: 93 707 887 544) by its duly authorised officer

SIGNATURE

STEVEN TSALIKIDIS 31/8/12

NAME IN BLOCK LETTERS DATED

In the presence of

SIGNATURE

AMANDA WADE 31/8/12.

NAME IN BLOCK LETTERS DATED

SIGNED for and on behalf of The Spotter/Referrer (CFMEU – Construction, Forestry, Mining & Energy Union Queensland, ABN: 12 898 529 251) by its duly authorised officer

SIGNATURE

MICHAEL RAVBAR. 21/8/12

NAME IN BLOCK LETTERS DATED

In the presence of

SIGNATURE

PAULA MASTERS 21/8/12.

NAME IN BLOCK LETTERS DATED

Spotter/Referrer Remuneration Agreement

SCHEDULE A - Details of Approved Spotter/Referrer Officer(s)

*

*

*

*

*

*

*

Spotter/Referrer Remuneration Agreement

SCHEDULE B - Electronic Banking Details

	Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland
Account Name	
Account Number	00090130
BSB Number	064-001
Bank Branch name and address	CBA - King George Square Cnr Adelaide & Albert Brisbane 4000

Spotter/Referrer Remuneration Agreement

SCHEDULE C - R.C.T.I. Agreement

To be completed if The Spotter/Referrer is ABN registered

This Agreement is made on ____ / _____ / _____ **between**

Windsor Management Insurance Brokers Pty Ltd, ABN: 93 707 887 544 ("The Licensee"); and

CFMEU – Construction, Forestry, Mining & Energy Union Queensland, ABN: 12 898 529 251 (The Spotter/Referrer")

The purpose of this Agreement is:

for The Spotter/Referrer to provide to The Licensee The Spotter/Referrer's Australian Business Number ("ABN") and to confirm that the ABN provided is correct; and

The Licensee and The Spotter/Referrer hereby agree as follows:

This agreement relates to the supply by The Spotter/Referrer to The Licensee of the service of referring prospective insureds to The Licensee.

The Spotter/Referrer hereby warrants that it's ABN is 12 898 529 251 and acknowledges that The Licensee relies on such as being true and correct for the client.

The Spotter/Referrer will issue a tax invoices in respect of the supplies;

The remuneration shall be GST inclusive and The Licensee shall be under no obligation to compensate The Spotter/Referrer for any GST payable by The Spotter/Referrer in respect of any taxable supply, as defined in the A New Tax System (Goods and Services Tax) Act, comprised in the provision by The Spotter/Referrer of services under this Agreement.

The Spotter/Referrer acknowledges that it is registered with the ATO for GST when it enters into this agreement and that it will notify The Licensee if it ceases to be so registered.

The Licensee acknowledges that it is registered for GST when it enters into this Agreement and that it will notify The Spotter/Referrer if it ceases to be registered or it ceases to satisfy any of the requirements of A New Tax System (Goods and Services Tax) Act 1999 Classes of Recipient Created Tax Invoice Determination (No. 23) 2000, or any replacement thereof.

The Spotter/Referrer acknowledges that it has had the opportunity to seek its own legal and tax advice prior to signing this Agreement and has retained a copy of this Agreement.

Executed as an agreement by The Licensee and The Spotter/Referrer:

Signed by a duly authorised representative of:

The Licensee _____ **Dated** _____

The Spotter/Referrer _____ **Dated** 28/8/12

COM.0001.0005.4795_0008

Spotter/Referrer Remuneration Agreement

SCHEDULE D - Listing of Primary Products

- Construction Insurance
- Fidelity Guarantee
- Home & Contents
- Income Protection
- Industrial Special Risks
- Landlords
- Legal Expenses
- Livestock
- Machinery & Electronic Equipment
- Management Liability
- Marine
- Motor – Commercial, Fleet, Heavy Motor, Private
- Packages for Business, Farm, Office, Retail & Trade
- Pleasure Craft
- Plumbers Liability
- Professional Indemnity
- Public/Products Liability
- Trade Credit & Debtors Insurance
- Travel
- Workers Compensation

*** Any other form of General Insurance that the licensee may sell and provide advice.**

Enjoy the difference

Referral Agreement

CFMEU – Construction, Forestry, Mining & Energy Union Queensland

Windsor Management Insurance Brokers
Level 1, 151 Rathdowne Street
Carlton VIC 3053
T (03) 9663 2411
F (03) 9663 4288

Commercial-in-Confidence

Windsor Management Insurance Brokers Pty Ltd
ACN 083 775 795 ABN 93 707 887 544
AFSL Number 230747

WINDSOR MANAGEMENT INSURANCE BROKERS

Contents

..... 1

Introduction 3

Recitals 3

The Parties Covenant and Agree as Follows: 3

Remuneration Conditions 4

Confidentiality 4

Duties of the Licensee 5

Duties of The Referrer 5

Indemnity 5

Miscellaneous 5

Special Conditions 6

Appointment Period and Termination 7

Attachments 7

Execution 8

SCHEDULE A 9

SCHEDULE B 10

SCHEDULE C 10

SCHEDULE D 11

SCHEDULE E 12

Introduction

AGREEMENT Dated the 1st of July, 2014

BETWEEN Windsor Management Insurance Brokers Pty Ltd
ABN 93 707 887 544

"The Licensee"

AND Construction, Forestry, Mining and Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch
ABN: 24 502 631 846

"The Referrer"

Recitals

- The Licensee is engaged in the business of General Insurance Broking **(License No: 230747)**
- The Referrer wishes to refer prospective insured's to The Licensee on terms set out in this Agreement
- In consideration of The Referrer referring to The Licensee prospective clients whose insurance applications are accepted by the relevant insurer(s), and where such insurance is subsequently effected by the Insured(s), The Licensee agrees to pay remuneration to The Referrer on the terms and conditions set out in this Agreement.

The Parties Covenant and Agree as Follows:

Appointment and Remuneration

- The Licensee hereby appoints The Referrer to refer to The Licensee prospective insured's subject always to the terms of the Agreement.
- In consideration of The Referrer referring to The Licensee insurance clients, The Licensee will, subject to this Agreement and to special conditions (if any), pay the remuneration detailed in this clause during the continuation of this Agreement and continuation of the applicable insurance.
- The remuneration payable by The Licensee for the various types of referrals are as follows:-

In consideration of the referral of prospective insured's whose New Business insurance applications (for classes shown in Schedule E) are unconditionally approved by the relevant insurer, and where the insurance is subsequently effected by the insured, an upfront remuneration equal to a percentage of The Licensee's commission or a fixed dollar amount per policy as agreed and;

In consideration of referred clients whose policies (for classes shown in Schedule E) are unconditionally renewed by the relevant insurer, an ongoing remuneration equal to a percentage of The Licensee's commission or a fixed dollar amount per policy renewal as agreed.

The percentage of remuneration payable is subject to a maximum 20% at the discretion of The Licensee, and based on the overall time required in submitting a submission to the insurers for quotation and management / service of the insurance program.

- In consideration of the referral by The Referrer of applications, not included in the above clause, which are unconditionally approved by the relevant insurer, and where the insurance is subsequently effected by the insured, The Licensee will pay such remuneration as is negotiated between The Licensee and The Referrer in respect of each application on a case by case basis.

In addition, as per the Referrer's letter dated 28 May 2014, Windsor Management Insurance Brokers agrees to pay up to a maximum value of $100,000 for the Advertising & Promotions Package (refer to Schedule A).

Remuneration Conditions

- The remuneration referred in the Appointment and Remuneration section above, will only be payable by The Licensee to The Referrer upon The Licensee receiving the commission owing from the relevant insurer.
- Subject to the foregoing, the Remuneration will be payable in arrears (as detailed in Schedule E), by direct credit to The Referrer's nominated bank account (as detailed in Schedule C) or by cheque on or about the 25th day of the relevant month.
- In the event that an application is withdrawn, declined or varied by the insurer in respect of which remuneration has already been paid by The Licensee to The Referrer (Lost Remuneration), The Referrer authorises The Licensee to deduct from other remuneration payments due to The Referrer such Lost Remuneration. Notwithstanding the foregoing, The Referrer acknowledges and agrees that the amount of such Lost Remuneration which has been paid by The Licensee to The Referrer is a debt due to The Licensee which is due and payable to The Licensee on demand.
- Where an insurance policy is varied, extended, renewed or replaced by another insurance policy, the Licensee agrees to pay remuneration on any additional premium.

Confidentiality

- All work undertaken by The Referrer for The Licensee arising out or in respect of, relating to, or in any way connected with this Agreement shall be confidential.
- The Referrer shall not at any time either during the continuance of this Agreement or after termination of this Agreement for any reason disclose or make available to any person, any strategies, documents, advice, discussion, opinions or information relating to suppliers, staff, and/or customers of The Licensees, or other confidential information or trade secrets supplied to or acquired by The Referrer during the course of this Agreement, nor at any time use or attempt to use any such information or trade secrets supplied to or acquired by The Referrer during the course of this Agreement, nor at any time use or attempt to use any such information in any manner whatsoever other than as properly required during the term of this Agreement.

Duties of the Licensee

- The Licensee shall make available to The Referrer such materials and information as may be reasonably necessary for the information of any prospective insured.

Duties of The Referrer

- The Referrer covenants to act honestly and in good faith and to comply with all relevant legislation and other laws of the Commonwealth of Australia and of its States and Territories.
- In particular, The Referrer:
  - must ensure that the service they provide to the prospective insured is limited to referring the prospective client only and must disclose to the prospective insured:
  - any benefits (including remuneration) that The Referrer, or an associate of The Referrer, may receive in respect of the service either verbally or by handing a copy of the Licensee's Financial Services Guide (FSG); and
  - any benefits (including remuneration) that The Referrer, or an associate of The Referrer, may receive that are attributable to the service.

Indemnity

The Referrer agrees to indemnify the Licensee against any loss, damage, liability or expense incurred by the Licensee arising directly or indirectly from:

- a breach of this agreement; or
- any negligent or wilful act or omission of the Referrer or anyone acting on the Referrer's behalf.

Miscellaneous

- This Agreement may be terminated by either party on giving 14 days prior written notice to the other party.
- The Referrer acknowledges that it is an independent contractor and nothing in this Agreement shall be deemed or construed to give rise to or create any employment, joint venture, partnership or agency relationship between the parties.
- The Referrer acknowledges that it is not an authorised representative of The Licensee.
- Only those officers and staff of The Referrer noted on Schedule A are approved to refer potential clients to The Licensee. The Referrer has a responsibility to ensure that its officers and staff are aware of this limitation.
- The Referrer cannot provide or create the perception that they are providing Financial Services and/or Advice on any General Insurance product on behalf of The Licensee.
- All invoices leaving the office of The Licensee to referred clients of The Referrer shall contain a clause stating that The Referrer is not permitted or authorised to provide any Financial Service and/or Advice on any General Insurance product on behalf of The Licensee.

- The Licensee has a responsibility to disclose any payments that are made to The Referrer in a Statement of Advice which may be provided to referred clients.
- The Referrer services are limited to introductions only.
- All communications, advice, services and documentation will be done directly by the Licensee to the referred client.
- The Referrer acknowledges that The Referrer will be solely responsible for paying income tax and/or goods and services tax (GST) in respect of any remuneration received pursuant to this Agreement and that The Licensee is not liable or otherwise responsible to deduct from the remuneration or pay any amount in respect of pay-roll tax or any compulsory workers compensation or superannuation contributions.
- The remuneration paid to The Referrer by The Licensee is subject to 10% GST.
- The Referrer will be advised of the remuneration payable at which point The Referrer will be required to supply The Licensee with a tax invoice prior to any payments being made.
- The remuneration shall be GST inclusive and The Licensee shall be under no obligation to compensate The Referrer for any GST payable by The Referrer in respect of any taxable supply, as defined in the A New Tax System (Goods and Services Tax) Act, comprised in the provision by The Referrer of services under this Agreement.
- The Referrer acknowledges and agrees that unless specifically authorised by The Licensee in writing, The Referrer does not have the power or authority to enter into any Agreement or arrangement on The Licensee's behalf or bind The Licensee in any way whatsoever.
- This Agreement shall be governed by, and interpreted in accordance with the laws of Victoria; and the parties submit to the jurisdiction of the courts of appropriate jurisdiction for the determination of any dispute, claim or demand arising out of this Agreement or anything done pursuant to it.

Special Conditions

Major/specific projects outside of the CIPL program

The Referrer will notify Windsor Management Insurance Brokers of any EBA tender opportunities for major/specific projects not captured by the CIPL program. Windsor Management Insurance Brokers will provide a tailored insurance program including costs for submission by the Referrer. The Referrer will submit the insurance program to the employer for consideration and if successful, for inclusion in the EBA for that specific work site.

Appointment Period and Termination

Term

This agreement overrides any previous agreement in place. This agreement commences on 1 July 2014 and continues until terminated in accordance with this agreement.

Termination

- The Licensee may terminate this agreement immediately by giving notice in writing to the Referrer; and
- The Referrer may terminate this agreement by giving 8 weeks notice in writing to the Licensee.
- Either party may terminate this agreement immediately if the other party breaches a material term of the agreement.
- The indemnity clause survives termination of this agreement.

Attachments

SCHEDULE A - Details of Advertising and Promotions Package

SCHEDULE B - Details of Approved Referrer Officer(s)

SCHEDULE C - Electronic Banking Details

SCHEDULE D - R.C.T.I. Agreement

SCHEDULE E - Listing of Products

Execution

EXECUTED AS AN AGREEMENT

SIGNED for and on behalf of **The Licensee** (Windsor Management Insurance Brokers Pty Ltd, ABN: 93 707 887 544) by its duly authorised officer

.....
Signature

STEVEN TSALIKIDIS
Name in Block Letters

15/8/14
Dated

In the presence of

.....
Signature

AMANDA WADE
Name in Block Letters

15/8/14
Dated

SIGNED for and on behalf of **The Referrer** (Construction, Forestry, Mining and Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch, ABN: 24 502 631 846) by its duly authorised officer

.....
Signature

MICHAEL RAYBAK
Name in Block Letters

12/11/14
Dated

In the presence of

.....
Signature

PAULA MASTERS
Name in Block Letters

12/11/14
Dated

SCHEDULE A

To assist with the generation of referrals, and as part of our sponsorship agreement, the CFMEU will provide the following Advertising and Promotions Package for each year the sponsorship agreement is in place, commencing 1 July 2014:

- Advertisements and advertorials in each edition of the *Construction Worker* magazines (2 editions per year).
- Advertisements and advertorials in each edition of *The Way Forward* (member magazine, distributed twice yearly with union dues).
- Advertising opportunities at CFMEU Delegates Convention.
- Training and Education – the opportunity for Windsor Management Insurance Brokers to provide to CFMEU organisers and appropriate office staff on a regular basis.
- Update CFMEU Executive Officers – the opportunity for Windsor Management Insurance Brokers to update the Officers at least six-monthly, or more frequently, if required.
- Individual site promotions – opportunity to promote Windsor Management Insurance Brokers at up to six site meetings per year.
- Two CFMEU communications (to be agreed) to members – Windsor Management Insurance Brokers inserts in mail-outs.
- May Day celebrations – Windsor Management Insurance Brokers participation at May Day celebrations, including distribution of Windsor Management Insurance Brokers promotional material and merchandise.
- Website link and web program – development of an effective link and program between Windsor Management Insurance Brokers and the CFMEU.
- Major advertising opportunities at CFMEU Delegates Convention including Windsor Management Insurance Brokers logo to be displayed on screen throughout the convention and dinner and provision to host a stall with direct access to CFMEU delegates for the duration of the Convention.

This package will be formally monitored through a Monitoring Committee which will meet six-monthly. The Committee comprises **Jade Ingham and Michael Ravbar, CFMEU**, and **Carlo Cortese and Steve Tsalikidis, Windsor Management Insurance Brokers**, and any member of the marketing team from either organisation (invited when required).

SCHEDULE B

Details of Approved Referrer Officer(s)

- Employees of the Construction, Forestry, Mining and Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch

Please ensure all approved Referrer Officers understand the "Duties of the Referrer" as outlined in the Duties of the Referrer section on page 5 of this agreement.

SCHEDULE C

Electronic Banking Details

Account Name	Construction Forestry Mining & Energy Union Construction & General Division Queensland Construction Workers Divisional Branch
BSB Number	064-170
Account Number	10595988
Branch and Address	CBA 25-29 Fitzgerald Avenue, Springwood Qld

SCHEDULE D

R.C.T.I. Agreement – To be completed if The Referrer is ABN registered

This Agreement is made on _____ / _____ / _____

Between **Windsor Management Insurance Brokers Pty Ltd**, ABN: 93 707 887 544
(The Licensee);

AND

Construction, Forestry, Mining and Energy Union, Construction & General Division, Queensland Northern Territory Divisional Branch, ABN 24 502 631 846
(The Referrer)

The purpose of this Agreement is:

- for The Referrer to provide to The Licensee The Referrer's Australian Business Number ("ABN") and to confirm that the ABN provided is correct; and

The Licensee and The Referrer hereby agree as follows:

- This Agreement relates to the supply by The Referrer to The Licensee of the service of referring prospective insured's to The Licensee.
- The Referrer hereby warrants that it's ABN is as specified above and acknowledges that The Licensee relies on such as being true and correct for the client.

The Referrer will issue a tax invoices in respect of the supplies:

- The remuneration shall be GST inclusive and The Licensee shall be under no obligation to compensate The Referrer for any GST payable by The Referrer in respect of any taxable supply, as defined in the A New Tax System (Goods and Services Tax) Act, comprised in the provision by The Referrer of services under this Agreement.
- The Referrer acknowledges that it is registered with the ATO for GST when it enters into this Agreement and that it will notify The Licensee if it ceases to be so registered.
- The Licensee acknowledges that it is registered for GST when it enters into this Agreement and that it will notify The Referrer if it ceases to be registered or it ceases to satisfy any of the requirements of A New Tax System (Goods and Services Tax) Act 1999 Classes of Recipient Created Tax Invoice Determination (No. 23) 2000, or any replacement thereof.
- The Referrer acknowledges that it has had the opportunity to seek its own legal and tax advice prior to signing this Agreement and has retained a copy of this Agreement.

Executed as an Agreement by The Licensee and The Referrer:

Signed by a duly authorised representative of:

The Licensee ..... Dated .....

The Referrer ..... Dated 12/11/14

M. RAVBAR

SCHEDULE E

Listing of Insurance Products

- Accident & Illness
- Aviation
- Builders Warranty
- Business / Trades
- Caravan
- Commercial / Industrial Buildings
- Contract Works
- Equipment Breakdown
- Farm
- Group Income Protection
- Heavy / Commercial Motor
- Home & Contents
- Industrial Special Risks
- Livestock
- Management Liability
- Marine Transit
- Mobile Plant / Equipment
- Motor Vehicle
- Pleasure Craft
- Product Recall
- Professional Indemnity
- Public / Products Liability
- Strata / Landlords
- Trade Credit
- Travel
- Workers' Compensation

In addition, any other forms of general insurance that the licensee may sell and provide advice.

HPL HALL PAYNE LAWYERS

SERVICE AGREEMENT

BETWEEN:

Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland

in respect of its State Construction and General Division

AND

Construction, Forestry, Maritime, Mining and Energy Union

in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch

RECITALS 3

1. DEFINITIONS 6

2. INTERPRETATION 7

3. CONSIDERATION 8

4. STATE SERVICES 8

5. FURTHER SERVICES 9

6. PROVISION OF THE SERVICES 10

7. LICENSE 10

8. APPOINTMENT OF AGENT 11

9. SERVICING NT MEMBERS 11

10. JOINT EMPLOYEES 11

11. CONTRIBUTIONS 12

12. DEFENCE FUND 13

13. COMMENCEMENT 13

14. REVIEW 14

15. TERMINATION 14

16. RELATIONSHIP OF PARTIES 14

17. REPRESENTATIVES 14

18. RETURN OF THE STATE DIVISION'S DOCUMENTATION/PROPERTY 15

19. RETURN OF THE QNTDB'S DOCUMENTATION/PROPERTY 15

20. DISPUTE RESOLUTION 15

21. INDEMNITY 16

22. NOTICES 16

23. GOVERNING LAW 17

24. SEVERANCE 17

25. COUNTERPART 17

26. EXECUTION 18

SCHEDULE 1 20

SCHEDULE 2 21

SCHEDULE 3 22

BETWEEN: Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division

AND: Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch

Recitals

A. The CFMMEU, in respect of the QNTDB, is the counterpart federal body of the CFMEUQ, in respect of the State Division, within the meaning of the State Industrial Legislation.

B. The objects of the CFMMEU and the CFMEUQ are similar.

C. A significant number of the members of the CFMMEU, attached to the QNTDB, are eligible to be, and are, members of the CFMEUQ, attached to the State Division.

D. A significant number of the members of the CFMEUQ, attached to the State Division, are eligible to be, and are, members of the CFMMEU, attached to the QNTDB.

E. The Dual Members do not include the FFTS Members or the NT Members.

F. The Dual Members, NT Members and FFTS Members pay subscription fees to the CFMMEU (via the QNTDB).

G. Unwritten administrative arrangements have existed between the CFMEUQ, in respect of the State Division and the CFMMEU, in respect of the QNTDB, directed to reducing demarcation, reducing costs and enhancing efficiency in attaining the objects of the State Division and the QNTDB (**'Administrative Arrangements'**).

H. The State Division considers that, as a consequence of the Administrative Arrangements it is now not adequately resourced.

I. The State Division acknowledges that:

   (a) the QNTDB currently, and with the consent of the State Division arising from the Administrative Arrangements, collects the membership fee from the Dual Members and provides services to the members attached to the State Division; and

   (b) as a consequence of the Administrative Arrangements that the State Division has not, since the Administrative Arrangements were adopted, collected subscriptions from the members attached to the State Division.

J. The State Division has determined to seek alteration to the arrangements for resourcing and providing the services of the State Division and has advised the QNTDB that it will ensure that it is able to effectively operate and is appropriately resourced by commencing to collect subscriptions from the members attached to the State Division.

K. The State Division seeks, in the interests of the Dual Members, the consent of the QNTDB to the alteration to the arrangements and that the Administrative Arrangements be altered and formalized in writing.

L. The QNTDB:

(a) acknowledges the concern of the State Division in relation to the resourcing of the State Division;

(b) accepts the QNTDB's proposition that it is not now adequately resourced;

(c) accepts that the State Division will commence to collect subscriptions from the members attached to the State Division; and

(d) accepts that the State Division seeks alteration to the arrangements for resourcing and providing the services.

M. It was agreed, between the State Division and the QNTDB as a consequence of the matters set out above in these recitals, that the Administrative Arrangements be reviewed to ensure effective delivery of resource for Dual Members, and that as part of the review of the administrative arrangements, that other ways of:

(a) improving the effectiveness of providing services to Dual Members;

(b) reducing the risks to Dual Members arising from their Dual Membership; and

(c) reduce unnecessary costs arising from Dual Membership.

N. The QNTDB and the State Division also acknowledge:

(a) that the real property and significant assets held by, or on behalf of the Parties, are significantly held by the State Division;

(b) that the Morrison LNP Government has sought to restrict the legitimate rights and freedoms of the CFMMEU to campaign for the industrial rights of its members; and

(c) that those restrictions do not apply to CFMEUQ, which may industrially represent the Dual Members;

and that these are matters that must be taken into consideration in determining the Administrative Arrangements entered into by the Parties following review.

O. Following the review:

(a) the State Division and the QNTDB have determined to enter into a written agreement ensuring:

(i) services at the best practicable level are provided to Dual Members;

(ii) benefits to Dual Members are provided at the best practicable level;

(iii) without limitation to paragraphs (i) and (ii), maintenance of the benefits and services presently provided by the Administrative Arrangements;

(iv) that the State Division be responsible for the:

A collection of subscription fees from the Dual Members; and

B provision of services to the Dual Members; and

C commercial arrangements required to provide services to the Dual Members;

(v) as far as is practicable there will be a minimisation of administrative costs for the Dual Members;

(vi) as far as is practicable there will be a reduction of the replication of services provided to the Dual Members;

(vii) as far as is practicable there will be a reduction of the confusion that arises in relation to related entities providing similar services to the Dual Members;

(viii) as far as is practicable there will be a reduction of the risk arising from Dual Membership; and

(ix) the efficiency, and effectiveness, of the representation of the Dual Members.

P. The QNTDB requires that, in relation to the proposal to change the Administrative Arrangements, that the State Division also ensure that provision is made for the provision of services to the NT Members and for the collection of the subscription of the NT Members on behalf of the QNTDB.

Q. The State agrees, in relation to the proposal to change the Administrative Arrangements, that the State Division will ensure that it provides services to the NT Members and will:

(a) collect the subscription of the NT Members on behalf of the QNTDB; and

(b) collect the levies of the NT Members on behalf of the QNTDB.

R. The QNTDB and the State Division consider that there is significant benefit in the Administrative Arrangements being altered to ensure effective delivery of resources for the Dual Members, the FFTS Members and the NT Members.

S. The State Division and the QNTDB agree that the altered Administrative Arrangements provide, without limitation to the matters set out in recital O, that the State Division will be responsible for:

(a) staffing (including labour costs/requirements);

(b) communication with members;

(c) industrial representation and objectives;

(d) access to advice;

(e) industrial campaigning;

(f) state campaigning;

(g) community campaigning;

(h) national campaigning;

(i) political campaigning;

(j) training programs;

(k) health and safety initiatives;

(l) ensuring compliance obligations are met; and

(m) administration.

T. The Parties agree to enter into the Agreement that follows these recitals.

1. Definitions

1.1. In this Agreement the following words and phrases in column A have the meanings set out immediately opposite in column B:

A	B
Agreement	this service agreement
CFMEUQ	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland
CFMMEU	Construction, Forestry, Maritime, Mining and Energy Union
Commencement Date	the date of execution of this Agreement by the Parties
Defence Fund	the fund comprising all monies paid by Dual Members and FFTS Members in accordance with the levy determined by the State Division in 2004, excluding any levies paid by a NT Member
Defence Fund Levy	the levy determined by the State Division in 2004 for the Defence Fund
Dual Member	a person who is a member of the CFMMEU attached to the QNTDB and who is also a member of CFMEUQ attached to the State Division
FFTS Members	members of the CFMEUQ who are eligible for membership under rule A7(Section A)(e) of the Part A Rules
FW(RO)A	*Fair Work (Registered Organisations) Act 2009* (Cth)
NT Defence Fund Levy	an amount of $1.50 per NT Member
NT Member	a member of the QNTDB that is either a resident of Northern Territory or is employed in the Northern Territory, and who is not a Dual Member
QNTDB	Construction and General Division, Queensland Northern Territory Divisional Branch of the CFMMEU
QNTDB Representative	means the person appointed under **clause 16**
QNTDB Services	the facilities and services provided by the QNTDB in accordance with **clause 4.2** of this Agreement
State Industrial Legislation	*Industrial Relations Act 2016* (Qld)
State Division	CFMEUQ, State Construction and General Division, inclusive of the CFMEUQ prior to its amalgamation which formed the State Division
State Division Representative	means the person appointed under **clause 16**
State Division Services	the facilities and services provided by the State Division in

	accordance with **clause 3** of this Agreement

2. Interpretation

2.1. In this Agreement, unless the context indicates a contrary intention:

(a) the singular includes the plural and the plural includes the singular;

(b) a reference to a statute includes a:

(i) statute amending, consolidating or replacing the statute; or

(ii) regulation made under the statute as that regulation is in force from time to time;

(c) an expression, term, phrase or word used is to be interpreted consistently;

(d) headings will not be taken into account in interpretation;

(e) a reference to a 'party' is a reference to a party to this Agreement;

(f) a reference to a 'clause' is a reference to a clause of this Agreement;

(g) a reference to a 'sub-clause' means a sub-clause of the clause in which the reference to the sub-clause is made;

(h) a reference to a 'part' means a part of the sub-clause in which the reference to the part is made;

(i) a reference to a 'Recital' is a reference to a recital of this Agreement;

(j) a reference to a 'Schedule' is a reference to a schedule to this Agreement, and the schedule is to be read as part of this Agreement and consistently with it;

(k) a reference to a 'day' in these rules is a reference to the days Monday to Friday, public holidays excluded;

(l) a reference to a 'month' is a reference to a calendar month;

(m) a reference to 'business hours' in these rules is a reference to the hours 9.00am to 5.00pm;

(n) where a period of time, dating from a given day, act or event is prescribed or allowed for a purpose, the period, unless the contrary intention appears, is reckoned exclusive of such day or the day of such act or event; and

(o) where the last day of a period prescribed or allowed by these rules for the doing of anything falls on a Saturday or a Sunday or on a day which is a public holiday in the place in which the thing is to be or may be done, the thing may be done on the first day following which is not a Saturday, Sunday or a public holiday in that place; and

(p) a reference to the giving of a notice under this Agreement requires the notice to be given in writing.

3. Consideration

3.1. The QNTDB agrees to not collect entrance fees or subscriptions from a Dual Member for the period that:

(a) the QNTDB is a counterpart federal body of the State Division within the meaning of the State Industrial Legislation;

(b) the rules of the CFMMEU provide that a financial member of the State Division is to be treated as a financial member of the CFMMEU, attached to the QNTDB, without the payment of a further fee;

(c) member maintains their financial membership of the State Division;

(d) this Agreement is in effect; and

(e) the State Division Services are provided.

3.2. The QNTDB will provide to the State Division the following services:

(a) provision of vehicles to permit officers and/or officials and/or employees and/or agents of the State Union to perform their duties; and

(b) that a person in **Schedule 1** remain an employee of the QNTDB to provide services to satisfy the obligations of the QNTDB under agreements for the provision of training.

3.1. The Parties agree that **Schedule 1** may be amended with the respective consent of the QNTDB Representative and the State Division Representative.

4. State Services

4.1. The State Division agrees that, for the consideration provided by the QNTDB under **clause 3**, the State Division will:

(a) provide to the QNTDB, inclusive of ensuring provision in the Northern Territory, the following services:

(i) provision of industrial personnel;

(ii) provision of industrial services;

(iii) ensuring access to legal advice;

(iv) provision of WorkCover advice;

(v) provision of Northern Territory workers' compensation advice;

(vi) provision of recruiting services for new members;

(vii) provision of membership and industrial services to members;

(viii) provision of services relating to the QNTDB's compliance with the FW(RO)A;

(ix) provision of accounting services;

(x) provision of auditing services (compliant with the FW(RO)A);

(xi) provision of financial services;

(xii) provision of letterhead, membership forms, other printed or written material and electronic material that the QNTDB may reasonably require to be produced;

(xiii) production and provision of journals in print or by electronic means;

(xiv) provision of notices to members of the QNTDB;

(xv) facilities for the holding of meetings of the Divisional Branch Council and/or Divisional Branch Executive and/or other bodies of the QNTDB;

(xvi) facilities for the safe keeping of the records and/or files and/or other paper writings and/or computer records of the QNTDB;

(xvii) provision of office furniture and equipment, including computer equipment, as may be necessary for the officers and/or officials and/or employees and/or agents of the QNTDB to perform their respective obligations;

(xviii) facilities for attending upon members of the QNTDB by officers and/or officials and/or employees and/or agents of the QNTDB;

(xix) facilities for the holding of meetings by officers and/or officials and/or employees and/or agents of the QNTDB with members of the QNTDB;

(xx) facilities to permit the attendance at worksites, as necessary, by officers and/or officials and/or employees and/or agents of the QNTDB; and

(xxi) provision of necessary equipment, vehicles and other resources to permit officers and/or officials and/or employees and/or agents of the QNTDB to perform their duties,

to a level, and standard, that ensures that the QNTDB meets its obligations:

(xxii) to its Dual Members;

(xxiii) to its NT Members; and

(xxiv) its obligations as a reporting unit under the FW(RO)A; and

(b) meet the QNTDB's financial obligations, to the extent that may be required to ensure the solvent trading of the QNTDB, provided that such a payment is requested by the QNTDB.

5. Further Services

5.1. The Parties agree that the QNTDB may provide, or undertake to provide, further facilities or services, other than those required to be provided under **clause 3**, provided that on receiving notice of the provision or the undertaking, as the case maybe, the State Division may determine that it does not require the provision to be made in relation to its members.

5.2. The Parties agree that the State Division may provide, or undertake to provide, further facilities or services, other than those required to be provided under **clause 4**, provided that on receiving notice of the provision or the undertaking, as the case maybe, the QNTDB may determine that it does not require the provision to be made in relation to its members.

5.3. If, under **clause 5.1**, further facilities or services are provided and accepted by the State Division, then the Parties agree that they will review the consideration provided by the State Division to assess whether further consideration is required from the State Division.

5.4. If, under **clause 5.2**, further facilities or services are provided and accepted by the QNTDB, then the Parties agree that they will review the consideration provided by the QNTDB to assess whether further consideration is required from the QNTDB.

5.5. The Parties agree that the terms of this Agreement do not prevent them from determining that the consideration provided respectively under **clauses 3 or 4** is sufficient consideration for the further facilities or services provided, or to be provided.

6. Provision of the Services

6.1. The State Division must provide the State Division Services whilst this Agreement is in force.

6.2. The QNTDB must provide the QNTDB Services:

(a) throughout Queensland; and

(b) whilst this Agreement is in force.

7. License

7.1. The QNTDB agrees to exclusively license the State Division, during the term of this Agreement, to the use of the property of the CFMMEU held in relation to the QNTDB and set out in **Schedule 2**.

7.2. For the purposes of sub-clause 7.1 use includes the benefit of any copyright, mark, trademark or other right (including all intellectual property rights) attached to the respective property or which is incidental to the effective operation of this deed.

7.3. The QNTDB agrees that the consideration provided by **clause 3 and 4** is also adequate consideration for the purposes of this clause.

7.4. The QNTDB agrees that the execution of this document is sufficient to grant the exclusive licence as between the Parties and further agrees that it will promptly take do all things necessary including the execution of all documentation reasonably required to evidence the license granted under this clause.

7.5. The Parties agree that **Schedule 2** may be amended with the respective consent of the QNTDB Representative and the State Division Representative.

7.6. The Parties agree that the terms of this Agreement do not prevent them from determining that the consideration provided respectively under **clause 3 or 4** of this Agreement is sufficient consideration for an alteration to the work to be performed resulting from a determination under **sub-clause 7.5**.

8. Appointment of Agent

8.1. The QNTDB agrees to appoint the State Division as its agent for the purposes set out in **Schedule 3**.

8.2. The appointment under sub-clause (a) may be terminated in writing by the QNTDB Representative at any time without notice.

8.3. The QNTDB authorises the State Division Representative to appoint, for the purposes of sub-clause (a), persons as necessary to perform the functions required of an agent appointed under sub-clause (a).

8.4. The State Division agrees that the consideration provided by **clause 3** is also adequate consideration for the purposes of this clause.

8.5. The QNTDB agrees that it will promptly take the necessary steps and do the things required to effect the appointment under sub-clause (a).

8.6. The Parties agree that **Schedule 3** may, without limitation to sub-clause 8.2, be amended with the respective consent of the QNTDB Representative and the State Division Representative.

8.7. The Parties agree that the terms of this Agreement do not prevent them from determining that the consideration provided respectively under **clause 3 or 4** of this Agreement is sufficient consideration for an alteration to the work to be performed resulting from a determination under **sub-clause 8.6**.

9. Servicing NT Members

9.1. Without limitation to clause 4 and so there can be no doubt, the State Division agrees that it will in relation to the NT Members provide the State Services to the QNTDB.

9.2. The State Division will:

(a) collect, on behalf of the QNTDB, the NT Defence Fund Levy; and

(b) transfer monies collected under paragraph (a) to the QNTDB.

10. Joint Employees

10.1. The State Division agrees, that if an employee engaged by the CFMEUQ, in relation to the State Division, is requested by the QNTDB to enter into a contract of employment, that employee may enter into a contract of joint employment with the CFMMEU for work to be performed for the QNTDB.

10.2. The QNTDB agrees, that if an employee engaged by the CFMMEU, in relation to the QNTDB, is requested by the State Division to enter into a contract of employment,

that employee may enter into a contract of joint employment with the CFMEUQ for work to be performed for the State Division.

10.3. It is a condition of the joint employment, and/or the continuing joint employment, of an employee by the CFMEUQ in respect of the State Division, that the person is also employed by, or is to be employed by, the CFMMEU in respect of the QNTDB.

10.4. It is a condition of the joint employment, and/or the continuing joint employment, of an employee by the CFMMEU in respect of the QNTDB, that the person is also employed by, or is to be employed by, the CFMEUQ in respect of the State Division.

10.5. A joint employee will perform work for the QNTDB as directed by the QNTDB Secretary.

10.6. A joint employee will perform work for the State Division as directed by the State Secretary.

10.7. The State Secretary and the QNTDB Secretary will consult, as necessary, to ensure that the resource of a joint employee is effectively utilised and that consistent instructions are issued to the employee.

10.8. The State Division agrees, for the consideration provided by the QNTDB in accordance with this Agreement, that it is responsible for the payment to a joint employee of wages, accrued entitlements and other administrative expenses associated with the joint employment.

10.9. Subject to this clause, the State Division will pay a joint employee for the totality of the work performed by the employee and the Parties agree that, whilst the work performed on any given day may vary as between the work performed on behalf of one of the Parties when compared with the work performed on behalf of the other Party, the work performed by a joint employee will balance out as between the State Division and the QNTDB over time.

10.10. The CFMEUQ agrees, for the consideration provided by the QNTDB in accordance with this Agreement to indemnify the CFMMEU in relation to a claim or action (inclusive of costs) brought against the CFMMEU by a joint employee for wages or unpaid entitlements arising from their contract of employment or for damages for breach of their employment contract.

10.11. The State Division agrees that appropriate workers' compensation coverage is to be taken out by the State Division for the employees the CFMEUQ jointly employs, in respect of the State Division, with the CFMMEU.

10.12. The QNTDB agrees that appropriate workers' compensation coverage is to be taken out by the QNTDB for the employees the CFMMEU jointly employs, in respect of the QNTDB, with the State Division.

11. Contributions

11.1. The Parties acknowledge that if, as a consequence of changes in:

(a) the operation of industrial relation systems;

(b) in the employment of the Dual Members; and/or

(c) a significant aspect of the required services,

that there is alteration to the:

(d) State Division Services;

(e) QNTDB Services;

(f) the number of Dual Members to which the respective services must be provided; and/or

(g) the level of the respective services that are required alters,

a capital contribution may become necessary to be made by one party to the other to ensure the effective and/or efficient representation of the Dual Members in those changed circumstances.

11.2. If, under **clause 11.1**, a capital contribution is to be made then the Parties agree that they will review the consideration paid under clause 3 or 4 of this Agreement by the party receiving the capital contribution to assess whether further consideration is required to be made by that party.

11.3. The Parties agree that the terms of this Agreement do not prevent them from determining that the consideration provided respectively under **clause 3 or 4** of this Agreement is sufficient consideration for the capital contribution.

11.4. The State Division and the QNTDB agree that, when their respective committees of management make a determination under this clause, each party will by resolution record the payment or receipt, as the case may be, of the capital contribution and that the contribution is made or received, as the case may be, under this Agreement.

12. Defence Fund

12.1. The State Division will have the care, control, custody, management and administration of the Defence Fund.

12.2. The State Division agrees that it will apply the Defence Fund to protect the Dual Members and the FFTS Members and to ensure that Dual Members and FFTS Members have the ability to campaign and protect worker entitlements and conditions.

13. Commencement

13.1. This Agreement commences on the Commencement Date and will continue until terminated.

14. Review

14.1. The State Division and the QNTDB agree that the provision of the facilities and services, or of any particular facility or service, will be reviewed, as one of the Parties may require, by the giving of 90 days' notice, in writing, to the other party.

14.2. Despite **clause 14.1** the Parties may consent to a lesser period of notice.

15. Termination

15.1. This Agreement may be terminated by the giving of 12 months written notice by one party to the other, provided always that the Parties can agree to a shorter period of notice.

16. Relationship of Parties

16.1. The State Division's relationship with the QNTDB is, subject to **clause 8**, that of independent contractor to the QNTDB.

16.2. The QNTDB's relationship with the State Division is that of independent contractor to the State Division.

16.3. Subject to **clause 8**, neither the State Division nor the QNTDB has (nor may they represent that they have) any power, right or authority to bind the other, or to assume or create any obligation or responsibility, express or implied, on behalf of the other or in the other's name.

16.4. Subject to **clause 8**, nothing stated in this Agreement will be construed as constituting the State Division and the QNTDB as partners, or as creating the relationship of employer and employee or principal and agent between the Parties.

17. Representatives

17.1. The QNTDB Executive must appoint a person as the QNTDB Representative.

17.2. The QNTDB Executive must, in the event of the position of QNTDB Representative becoming vacant, appoint a person to the vacancy.

17.3. The QNTDB must promptly give notice to the State Secretary of the State Division of the person appointed under sub-clause (a) or a person appointed under sub-clause (b) provided that a person will not be able to act as the QNTDB Representative, until notification is given.

17.4. The State Executive must appoint a person as the State Division Representative.

17.5. The State Executive must, in the event of the position of State Division Representative becoming vacant, appoint a person to the vacancy.

17.6. The State Executive must promptly give notice to the Branch Secretary of the QNTDB of the person appointed under **clause 17.4** or a person appointed under **clause 17.5**, provided that a person will not be able to act as the State Division Representative, until notification is given.

18. Return of the State Division's Documentation/Property

18.1. Upon the termination of this Agreement the QNTDB will deliver to the State Division all of the State Division's records, books or other documentation, whether in printed or electronic form, whether prepared by the State Division, or another person, that is in the QNTDB's possession or control.

18.2. Without limitation to **clause 18.1**, upon termination of this Agreement the QNTDB will deliver to the State Division all of the State Division's property that is in the QNTDB's possession or control.

18.3. Without limitation to **clause 18.1** upon termination of this Agreement the QNTDB will surrender any licenses it holds under **clause 7**.

19. Return of the QNTDB's Documentation/Property

19.1. Upon the termination of this Agreement, the State Division will deliver to the QNTDB all of the QNTDB's records, books or other documentation, whether in printed or electronic form, whether prepared by the QNTDB, or another person, that is in the State Division's possession or control.

19.2. Without limitation to **clause 19.1**, upon termination of this Agreement the State Division will deliver to the QNTDB all of the QNTDB's property that is in the State Division's possession or control.

20. Dispute Resolution

20.1. During the term of this Agreement where a point of difference arises between the Parties in relation to a matter (for this clause 'the dispute'), it will be resolved by reference to the dispute mechanism set out in this clause and a Party must not start proceedings in respect of the dispute unless it has complied with this clause.

20.2. A Party that considers a point of difference has arisen must notify the other Party of the dispute.

20.3. The Parties agree that respectively the QNTDB Representative and the State Division Representative (together the **'Representatives'**) are authorised to settle the dispute on behalf of the Parties.

20.4. Each Divisional Branch must ensure that for 14 days after notice of dispute is given (or longer period agreed between them) their representatives use their best endeavours, act in the utmost good faith and act with expedition, with the other representative to resolve the dispute by conciliation.

COM.0001.0001.2450_0015

20.5. If the dispute is not resolved within 14 days after notice of dispute is given (or longer period agreed between them), the Parties will appoint a conciliator with experience in the resolution of disputes between unions to assist the Representatives to conciliate.

20.6. If the dispute cannot, despite the assistance of a conciliator under **sub-clause 20.5**, be resolved by the Representatives within 56 days after notice of the dispute is given (or longer period agreed between the Parties), the Representatives must use their best endeavours, act in the utmost good faith and with expedition:

(a) to agree on:

(i) a process to resolve all or at least part of the dispute without arbitration or court proceedings (e.g. mediation, conciliation, executive appraisal or independent expert determination);

(ii) the selection and payment of any third party to be engaged by the Parties and the involvement of any dispute resolution organisation;

(iii) any procedural rules;

(iv) the timetable, including any exchange of relevant information and documents; and

(v) the place where meetings will be held,

to resolve the dispute.

20.7. Concessions made by or on behalf of the Representatives during the conciliation proceedings will, without prejudice to the rights of the respective Party be inadmissible in proceedings in a Court.

20.8. The costs of conciliators will be shared by each of the Parties to the dispute.

20.9. The decision of the conciliator under **sub-clause 20.6** will be final and binding on the Parties.

20.10. In the event that the conciliation under **sub-clause 20.6** is not finalised within three (3) months either of the Parties may withdraw from this Agreement on the giving of three (3) months' notice.

21. Indemnity

In consideration of this Agreement the Parties each indemnify each other against all all actions claims and demands whatsoever which one party may bring against the other in relation to any matter arising from this Agreement or its implementation.

22. Notices

22.1. A notice, demand, consent or other communication (in this clause, a **'Notice'**) unless otherwise expressly provided for in this Agreement:

(a) must be in writing and signed by the sender or a person authorised by the sender;

(b) must be addressed and delivered to the intended recipient at the address or email below or the address or email last notified by the intended recipient to the sender after the date of this Agreement:

(i) to the State Division:

The State Division Secretary
16 Campbell Street
Bowen Hills Qld 4006;
email: qntqueries@cfmeu.org

; and

(ii) to the QNTDB:

The QNTDB Secretary
16 Campbell Street
Bowen Hills Qld 4006;
email: qntqueries@cfmeu.org

(c) A notice will be taken to be duly given or made when delivered, received or left at the email or address provided for by paragraph (a), provided that if delivery or receipt occurs later than 4pm (local time) at the place it is delivered to, it will be taken to have been given or made at the commencement of business on the next day.

23. Governing Law

23.1. This Agreement will be governed and construed in accordance with the laws of Queensland and the Parties will submit to the non-exclusive jurisdiction of the courts of Queensland in respect of a dispute of whatsoever nature arising under this Agreement or its implementation or enforcement.

24. Severance

24.1. If the form or any clause, sub-clause, paragraph, sub-paragraph or part thereof of this Agreement will be held or found to be void, invalid or otherwise unenforceable, it will be deemed to be severed to the extent that it is void or to the extent of voidability, invalidity or unenforceability, but the remainder of the Agreement will remain in full force and effect.

25. Counterpart

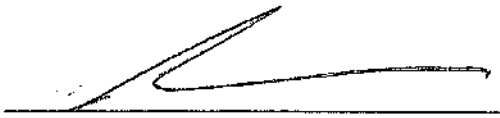
25.1. This Agreement may be executed as counterparts and all counterparts, taken together will be taken to form one agreement.

25.2. A party may execute this Agreement by executing a counterpart.

26. Execution

26.1: The Parties agree that a facsimile of a party's signature or an electronically transmitted signature of a party indicates their approval of the terms of this Agreement.

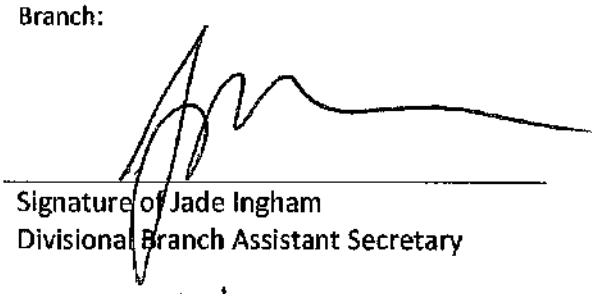
SIGNED ON BEHALF OF THE Construction, Forestry, Maritime, Mining and Energy Union, Industrial Union of Employees, Queensland in respect of its State Construction and General Division:



Signature of Michael Ravbar
State Secretary

Date: 25/8/20

SIGNED ON BEHALF OF THE Construction, Forestry, Maritime, Mining and Energy Union in respect of its Construction and General Division, Queensland Northern Territory Divisional Branch:



Signature of Jade Ingham
Divisional Branch Assistant Secretary

Date: 25/8/20,

Schedule 1

Phil Blair
Kane Lowth
Arturo Menon
Ross Davidson
Doug Spinks
Gerard Neiland
Tony Kong
Darren Williams
Brian Humphrey

Schedule 2

Schedule 3

THIS AGREEMENT is made the of 2022

BETWEEN:

The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland in respect of its State Construction and General Division (ABN 12 898 529 251) **(Sponsored Organisation)**

of Ground Floor, 16 Campbell Street Bowen Hills in the State of Queensland

AND

Windsor Management Insurance Brokers Pty Ltd (ACN 083 775 795) **(Sponsoring Entity)**

of Level 1, 151 Rathdowne Street, Carlton in the State of Vic

INTRODUCTION

A. The Sponsoring Entity is a provider of insurance products for, amongst others, workers and employers in the construction and building industry.

B. The Sponsored Organisation wishes to promote the Sponsoring Entity and to provide the Sponsorship Services to the Sponsoring Entity.

C. The Sponsoring Entity has agreed to accept the promotion and the Sponsorship Services of the Sponsored Organisation on the terms and conditions set out in this Agreement.

1. DEFINITIONS and INTERPRETATION

1.1. In this Agreement unless the context clearly indicates otherwise the words in Column A have the meaning set out immediately opposite in Column B:

A	B
Account	is the account of the Sponsored Organisation set out in **Schedule A**
Business Day	a day that is not a Saturday, Sunday or gazetted public holiday in the place to which the notice, consent or other communication is sent
Claim	any claim, action, demand, suit or proceeding of any nature howsoever arising and whether present or future, fixed or unascertained, actual or contingent whether at law or in connection with this Agreement
Commencement Date	is the date set out in **Schedule A**
GST	any form of goods and services tax payable under the GST Law
GST Law	the *A New Tax System (Goods and Services Tax) Act 1999* (Cth)
Sponsoring Entity Name and Logo	are the Sponsoring Entity's name and logo set out in Schedule A
Indemnified Parties	are the Sponsoring Entity, a Related Body

	Corporate of the Sponsoring Entity and their respective Personnel
Indemnified Party	any of the Indemnified Parties
Intellectual Property Rights	all rights conferred by statute, common law or equity in or relation to copyright, trademarks, designs, patents, circuit layouts, plant varieties, inventions and confidential information, and all other results of intellectual activity in any field whether or not registrable, registered or patentable
Liability	a debt, obligation, Claim, action, cost (including legal costs on an indemnity basis, deductibles or increased premiums), expense, loss (whether direct or indirect), damage, losses, compensation, charge or liability of any kind (including fines or penalties), whether it is: • actual, prospective or contingent; or • currently ascertainable or not; whether incurred or payable under this Agreement or otherwise at law
Personnel	past or present officers, employees, agents or representatives
Privacy Act	*Privacy Act 1988* (Cth)
Related Body Corporate	has the meaning given to the term 'related body corporate' in the *Corporations Act 2001* (Cth)
Sponsoring Entity	Windsor Management Insurance Brokers Pty Ltd (ACN 083 775 795)
Sponsorship Fee	is the amount payable to the Sponsored Organisation under the terms of this Agreement and as set out in **Schedule A**
Sponsored Organisation Name and Logo	are the Sponsored Organisations' name and logo set out in **Schedule A**
Sponsorship Services	are the sponsorship services set out in **Schedule A**
Term	is the period set out in **Schedule A**
Territory	is the territory set out in the **Schedule A**

1.2. In this Agreement, unless the context indicates the contrary contention:

(a) singular words include the plural and vice versa;

(b) words importing any gender include every gender;

(c) all dollar ($) amounts are in Australian currency;

(d) all references to statutes will be construed so as to include all regulations or codes of practice made under the statute and any statutory modification, replacement or re-enactment of the statute (whether before or on or after the date of this Agreement) for the time being in force;

(e) where any word or phrase is given a defined meaning in this Agreement, any other part of speech or grammatical form in respect of such word or phrase will have a corresponding meaning;

(f) words denoting individuals include corporations and vice versa;

(g) a reference to a Party means a party to this agreement and includes that Party's executors, administrators and/or permitted assigns, or being a Company, its successors or permitted assigns;

(h) a reference to a Company includes a reference, to all related companies;

(i) every agreement or undertaking expressed or implied by which more than one person covenants, agrees, undertakes or appoints or are deemed to do so will be deemed to bind and extend to such persons and to any two or greater number of them jointly and to each of them severally;

(j) where this Agreement refers to the carrying out of a function by a person then that will mean such person will cause that function to be carried out;

(k) a reference to a Party exercising a power means the representative of the respective party exercising that power on behalf of the respective organisation;

(l) 'in writing' includes printing, typing, facsimile, text messaging, email and other means of representing or reproducing words, figures, drawings or symbols in a visible and tangible or electronic form, in English;

(m) signature and signing means due execution of a document by a person, corporation or other relevant entity and include signing by an agent or attorney or representative (if a body corporate);

(n) a reference to a 'clause' will be a reference to a particular clause of this Agreement;

(o) a reference to a 'sub-clause' means a sub-clause of the clause in which the reference to the sub-clause is made;

(p) a reference to a 'part' means a part of the sub-clause in which the reference to the part is made;

(q) a reference to a 'schedule' will be a reference to a schedule to, and forming part of, this Agreement;

(r) a reference to a 'recital' is a reference to a recital of this Agreement;

(s) document headings, clause headings, schedule headings and the table of contents are for convenience only and will not affect the interpretation of this Agreement;

(t) the schedules to this Agreement have the same force and effect in all respects as if they were set out in the body of this Agreement;

(u) a reference to 'month' is a reference to calendar months;

(v) where the last day of any period prescribed or allowed by this Agreement for the doing of anything falls on a Saturday or a Sunday or on a day which is a public holiday in the place in which the thing is to be or may be done, the thing may be done on the first day following which is not a Saturday, Sunday or a public holiday in that place; and

(w) a reference to a Party giving consent means prior written consent.

2. SPONSORSHIP

Sponsorship Services

2.1. The Sponsored Organisation agrees to provide the Sponsorship Services to the Sponsoring Entity and acknowledge the Sponsoring Entity for the Term in accordance with this Agreement.

Sponsorship Fee

2.2. In consideration of receiving the Sponsorship Services, the Sponsoring Entity will pay the Sponsorship Fees to the Sponsored Organisation.

2.3. The Sponsorship Fee will be paid to the Account within 14 days of an invoice being received by the Sponsoring Entity from the Sponsored Organisation for the provision of the Sponsorship Services.

Exclusivity of Sponsorship Rights

2.4. If the Schedule provides that this Agreement is to be exclusive to the Sponsoring Entity, during the Term, the Sponsored Organisation agrees that it will not accept or allow other advertisements, promotional activities or sponsorships for any person or entity that provides any services that are, or carries on a business that is, the same or similar those provided or carried on by the Sponsoring Entity, without the Sponsoring Entity's prior consent.

3. GST

Considerations of GST

3.1. All money payable by either Party under this Agreement that is stated as a figure, is stated exclusive of GST, unless otherwise indicated.

Payment of GST

3.2. Where this Agreement requires the Sponsoring Entity to pay any consideration for a supply then, on presentation of a valid tax invoice by the Sponsored Organisation, the Sponsoring Entity will simultaneously pay the:

(a) consideration; and

(b) GST amount.

4. WARRANTIES

4.1. The Sponsored Organisation represents and warrants to the Sponsoring Entity that:

(a) it is solely responsible for the organisation, management and delivery of the Sponsorship Services and for all the costs and liabilities of the Sponsorship Services, including (without limitation) compliance with all relevant laws and other regulatory requirements, advertising and publicity for the provision of the Sponsorship Services save and except any advertising or promotion the Sponsorship Services undertaken directly in accordance with this agreement by the Sponsoring Entity;

(b) the Sponsorship Services do not breach an existing agreement, arrangement or understanding with another person or infringe the rights, including the Intellectual Property Rights of a third party;

(c) it will actively promote its relationship with the Sponsoring Entity and will not do a thing that potentially, or actually, brings the Sponsoring Entity, its products, brands, services and related companies into disrepute;

(d) it has the necessary skills, experience and resources to perform its obligations under this Agreement;

(e) it has the necessary current Personnel to provide the Sponsorship services under this Agreement; and

(f) it will promptly perform its obligations under this Agreement.

5. INTELLECTUAL PROPERTY RIGHTS

Ownership

5.1. Except as provided by this clause, nothing in this Agreement affects the ownership of a Party's Intellectual Property Rights.

Sponsoring Entity Name and Logo

5.2. Subject to sub-clause 5.5, the Sponsoring Entity grants to the Sponsored Organisation a non-exclusive, non-transferable, royalty-free, revocable licence to:

(a) use the Sponsoring Entity Name and Logo for the purpose of providing the Sponsorship Services in the Territory;

(b) during the Term; and

(c) perform its obligations under this Agreement.

5.3. The Sponsored Organisation must submit:

(a) promotional and other material incorporating the Sponsoring Entity Name and/or Logo; and

(b) publicity material, media releases and similar material which directly or indirectly refers to Sponsoring Entity,

to the Sponsoring Entity for the consent of the Sponsoring Entity to publish.

5.4. Material to be submitted under sub-clause 5.3 must be submitted at least three (3) Business Days prior to a relevant production deadline.

5.5. Material to be submitted under sub-clause 5.3 cannot be published without the Sponsoring Entity's prior consent.

5.6. The Sponsoring Entity undertakes to promptly consider material to be submitted under sub-clause 5.3.

5.7. The Sponsoring Entity will not unreasonably withhold the consent required under sub-clause 5.5.

5.8. The Sponsoring Entity may promote and publicise the Sponsoring Entity's sponsorship of the Sponsored Organisation in all marketing and promotional materials.

5.9. For the purpose of the promotion and publicity permitted by clause 5.8, the Sponsored Organisation grants, subject to sub-clause 5.12 to the Sponsoring Entity a non-exclusive, non-transferable and royalty-free right to use the Sponsored Organisation Name and Logo.

5.10. The Sponsoring Entity must submit:

(a) promotional and other material incorporating the Sponsored Organisation Name and/or Logo; and

(b) publicity material, media releases and similar material which directly or indirectly refers to the Sponsoring Entity,

to the Sponsoring Organisation for the consent of the Sponsoring Organisation to publish.

5.11. Material to be submitted under sub-clause 5.10 must be submitted at least three (3) Business Days prior to a relevant production deadline.

5.12. Material to be submitted under sub-clause 5.10 cannot be published without the Sponsoring Organisation's prior consent.

5.13. The Sponsoring Organisation undertakes to promptly consider material to be submitted under sub-clause 5.10.

5.14. The Sponsoring Organisation will not unreasonably withhold the consent required under sub-clause 5.12.

6. CONFIDENTIALITY

6.1. A Party will not, without the prior written approval of the other Party, disclose information concerning the business or affairs of the other Party to another person other than:

(a) as required by law or to the extent the information is already in the public domain;

(b) to its related companies and to its solicitors, auditors, insurers and accountants, for the purposes of obtaining professional advice; or

(c) to the extent necessary for either Party to perform or enforce its rights or obligations under this Agreement.

6.2. Each Party will take all reasonable steps to ensure that its employees and agents, and sub-contractors engaged for the purposes of this Agreement, do not make public or disclose the other Party's confidential information.

6.3. A Party may request that the other Party require its employees, agents, and sub-contractors, engaged for the purposes of this Agreement by the other Party, to:

(a) enter into a written agreement to undertake to maintain the confidentiality of the Party's confidential information; and

(b) not make public or disclose the Party's confidential information.

6.4. Where a Party makes a request under sub-clause 6.3, the other Party must promptly comply with that request.

6.5. This clause survives the termination of this Agreement.

7. PRIVACY

7.1. For the purpose of this clause, personal information has the meaning given to it in the Privacy Act.

7.2. Subject to sub-clause 7.3, neither the Sponsoring Entity nor the Sponsored Organisation will collect, use or disclose personal information for a purpose other than to discharge its obligations under this Agreement.

7.3. The Sponsoring Entity and the Sponsored Organisation further agree to comply at all times with their obligations under the Privacy Act and the Australian Privacy Principles including taking all necessary steps to protect personal information in its possession against misuse or loss.

7.4. This clause will survive the termination or expiry of this Agreement.

8. TERM AND TERMINATION

8.1. This Agreement commences on the Commencement Date and will remain in effect for the Term unless terminated earlier in accordance with this clause 8.

8.2. If the Sponsored Organisation wishes to grant sponsorship rights:

(a) to a competitor of the Sponsoring Entity doing business within the Territory; and

(b) within 12 months after termination of this Agreement,

the Sponsored Organisation must first offer the sponsorship rights, on the same terms, to the Sponsoring Entity.

8.3. If the Sponsoring Entity determines not to accept an offer under sub-clause 8.2 within one (1) month, the Sponsored Organisation may offer the sponsorship rights to a competitor.

8.4. Three (3) months prior to the expiry of this Agreement, the Sponsored Organisation and the Sponsoring Entity will discuss the potential of the further provision by the Sponsored Organisation of the Sponsorship Services and the terms of an agreement (if any) that would provide for that further provision.

8.5. In addition to any other right, termination or remedy conferred on the Parties under this Agreement and/or by law, this Agreement may be terminated at any time and with immediate effect by written notice given by either Party to the other Party upon the happening of one of the following:

(a) if the other Party fails to perform and observe any term of this Agreement on its part to be performed and observed, and within 14 days of service on the other Party of a notice containing full particulars of the failure to perform and observe and specifying that the notice is served pursuant to this clause:

(i) such other Party fails to promptly remedy the breach when requested, in writing, to do so; or

(ii) in the case of a breach incapable of remedy, fails to tender reasonable compensation;

(b) if the other Party has a receiver appointed of the whole, or any substantial part, of its assets or goes into liquidation or provisional liquidation or if an order is made or a resolution passed for the winding up of the other Party; or

(c) if the other Party becomes insolvent or makes an assignment for the benefit of its creditors.

8.6. The Sponsoring Entity may terminate this Agreement at any time by giving three (3) months written notice to the Sponsored Organisation:

(a) if the Sponsored Organisation is unable to provide the Sponsorship Services;

(b) if a significant benefit of the Sponsorship Services to the Sponsoring Entity is adversely affected by a change in a relevant law or requirement; or

(c) if, the Sponsored Organisation conducts itself in a public way that has, or could, adversely affect the good name and reputation of the Sponsoring Entity if it were to continue its sponsorship under this Agreement.

8.7. Upon termination in accordance with this clause:

(a) antecedent rights and obligations will not be affected;

(b) the Sponsored Organisation must at its own expense seek to remove and immediately cease to deliberately refer to or use the Sponsoring Entity Name and Logo;

(c) in the event of termination by the Sponsoring Entity under this clause Sponsorship Fees for that specific year received by the Sponsored Organisation must be refunded to the Sponsoring Entity on a pro-rated basis;

(d) the fees to be refunded under paragraph (c) are to be repaid within 14 days of termination; and

(e) in the event of termination by Sponsoring Entity under sub-clauses 8.5 or 8.6, the Sponsored Organisation has no further claim against the Sponsoring Entity for the payment to the Sponsored Organisation whether by way of:

(i) further, and unpaid, Sponsorship Fees; or

(ii) compensation for an alleged loss sustained by the Sponsored Organisation.

9. INSURANCE AND INDEMNITIES

Indemnity

9.1. The Sponsored Organisation indemnifies and holds harmless the Indemnified Parties against all Liability arising from, or incidental to:

(a) advertisements, promotional material or signage produced or supplied by or on behalf of the Sponsored Organisation;

(b) a negligent, wilful act or omission by the Sponsored Organisation or any of its employees, agents or contractors;

(c) a breach by the Sponsored Organisation of the provisions of this Agreement (including warranty), a law or other regulatory requirement; and

(d) an injury to, or death of, a natural person and any loss of or damage to, the real or personal property of an Indemnified Party or a third party caused or contributed to by the Sponsored Organisation or its officers, employees, contractors, or agents,

except to the extent that any Liability is caused or contributed to by the act or omission of an Indemnified Party.

9.2. The Sponsored Organisation must effect and maintain, at its own cost, all insurances as would be required by a prudent person responsible for the Sponsorship Services, including insurance against liability for injury to employees, agents, contractors, volunteers, officials, participants, supporters and public and damage to property.

9.3. The Sponsored Organisation must, at the Sponsoring Entity's request, provide the Sponsoring Entity with copies of any insurance policies obtained in accordance with sub-clause 9.2.

9.4. The Sponsored Organisation must observe, perform and comply with all warranties and conditions in all insurance policies that the Sponsored Organisation obtains in accordance with sub-clause 9.2, and ensure that all premiums are paid when due.

10. DISPUTE RESOLUTION

10.1. The Parties agree not to commence legal proceedings (except proceedings seeking interlocutory relief) in respect of a dispute arising under this Agreement unless the procedure provided by this clause has first been followed:

(a) the Party claiming that there is a dispute will send the other Party a written notice setting out the nature and grounds of the dispute;

(b) the Parties will try to resolve the dispute through direct negotiation;

(c) the Parties have ten (10) business days from the date of the notice to reach a resolution or to agree that the dispute be submitted to mediation or some alternative dispute resolution procedures; and if:

(i) there is no resolution of the dispute; or

(ii) there is no agreement on submission of the dispute to mediation or some alternative dispute resolution procedure; or

(iii) there is a submission to mediation or some other form of alternative dispute resolution procedure, but there is no resolution within 14 business days of the submission, or such extended time as the Parties may agree in writing before the expiration of the 14 business days,

then either Party may commence proceedings.

11. NOTICES

11.1. A notice required or authorised to be given by either Party to the other concerning a matter relating to this Agreement will be in writing and be given by being sent by email addressed to the Party at its address hereinafter appearing and the notice will be deemed to be given two (2) business days following the day it was sent by email.

11.2. The service details for the Sponsored Organisation are set out in **Schedule A.**

11.3. The service details for the Sponsoring Entity are set out in **Schedule A.**

11.4. Each party agrees to promptly advise the other party of a change to the service details in respectively sub-clauses 11.2 and 11.3.

12. REPRESENTATIVES

12.1. The Sponsored Organisation may, from time to time, appoint a person as its representative, provided that the Sponsoring Entity is given notice of the appointment.

12.2. The Sponsoring Entity may, from time to time, appoint a person as its representative, provided that the Sponsored Organisation is given notice of the appointment.

13. GENERAL

13.1. This Agreement embodies the entire agreement between the Parties and supersedes a prior agreement or understanding between the Parties and there are no agreements, representations or warranties oral or written between the Parties other than those set forth or provided for in this Agreement.

13.2. The Parties agree that each will execute and deliver to the other any and all documents and do or carry out such acts as may be reasonably required or requested to effect the transactions contemplated by this Agreement.

13.3. Nothing in this Agreement creates a joint venture, partnership, or the relationship of principal and agent, or employee and employer between the Parties.

13.4. Neither Party has the authority to bind the other Party by any representation, declaration or admission, or to make any contract or commitment on behalf of the other Party or to pledge the other Party's credit.

13.5. This Agreement may only be varied or replaced by a written agreement executed by the Parties.

13.6. The rights and obligations of the parties under this Agreement are personal to them and cannot be assigned, charged or otherwise dealt with, and the Parties will not attempt nor purport to do so, without the prior written consent of the other Party (where such consent must not be unreasonably withheld).

13.7. If a clause or part of a clause is in any way unenforceable, invalid or illegal, it is to be read down so as to be enforceable, valid and legal. If this is not possible, the clause (or where possible, the offending part) is to be severed from this Agreement without affecting the enforceability, validity or legality of the remaining clauses (or parts of those clauses) which will continue in full force and effect.

13.8. This agreement may be executed in counterpart and will take effect, according to its terms, from the time of the last Party executing it unless otherwise provided by this Agreement.

13.9. This execution of this Agreement may be evidenced by a PDF version.

13.10. This Agreement will be governed by and construed in accordance with the laws of the State provided for in **Schedule A**.

EXECUTED for, and on behalf, of the Windsor Management Insurance Brokers Pty Ltd in accordance with section 127 of the *Corporations Act 2001*:

Signature of witness	Signature of authorised representative
NICOLINA HANNÉ	STEVEN TSALIKIDIS
Name of Witness	Name and Title of Representative
Date: 4/3/2022	Date: 4/3/22

EXECUTED for, and on behalf of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (Cth):

Signature of witness	Signature of Secretary
Jacqui Lollie	MICHAEL CRAIG
Name of Witness	Name of Secretary
Date: 6/3/22	Date: 6/3/22

Schedule A

Term	Details
Account	BSB: 064001 A/C: 00090130
Commencement Date	1 January 2022
Sponsoring Entity Name and Logo	Windsor Management Insurance Brokers Pty Ltd
	WINDSOR MANAGEMENT INSURANCE BROKERS
Sponsored Organisation's Details	Name: Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland in respect of its State Construction and General Division ABN: 12 898 529 251 Address for Service: 61 Campbell Street Bowen Hills in the State of Queensland Attention: State Secretary
Sponsored Organisation Name and Logo	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division
	[insert logo]
Sponsoring Entity Service Details	qntqueries@cfmeu.org
Sponsorship Services	The following services can be utilised by Windsor Management Insurance Brokers or any of its related entities: • Advertisements and advertorials in each edition of the Construction Worker magazine (two editions per year); • Training and Education – the opportunity for the Sponsoring Entity to provide to the Sponsored Organisation's organisers and appropriate office staff on a regular basis; • Update Sponsored Organisation's Executive Officers – the opportunity for the Sponsoring Entity to update the Officers at least six-monthly, or more frequently if required; • Individual site promotions – the opportunity to promote the Sponsoring Entity at up to six meetings per year; • Two Sponsored Organisation's communications (to be agreed) to delegates – the Sponsoring Entity Inserts in mailouts; • Bi-Monthly delegates meetings – contribution to and distribution of the Sponsoring Entity materials; • May Day celebrations – the Sponsoring Entity participation at May Day celebrations including distribution of the Sponsoring Entity's promotional material and merchandise; • Web site link and web program – development of an effective link and

	program between the Sponsoring Entity and the Sponsored Organisation; • One of the sponsors for the Apprentice Award Night which attracts nearly 600 people and has representatives from all areas of the construction Industry; • Numerous sub branch meetings across Queensland and Northern Territory – contribution to and distribution of the Sponsoring Entity's materials; • One of the major sponsors for the Delegates Convention, which is a major event for the Sponsored Organisation; • One of the major sponsors to the national conferences of National Construction and General Division and National CFMEU; Major conference for the National CFMEU held yearly; and • Sponsorship of indigenous activities associated with the CFMEU Indigenous Training program in Queensland and the Northern Territory.
Sponsorship Fee	01/01/2022- 30/06/2022: $110,000+ GST 01/07/2022 – 30/06/2023: $220,000 + GST 01/07/2023 – 30/06/2024: $220,000 + GST Invoiced quarterly
Term	Financial years 2022/23 and 2023/2024
Territory	Queensland and Northern Territory

THIS AGREEMENT is made the 1st of July 2024

BETWEEN:

The Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland in respect of its State Construction and General Division (ABN 12 898 529 251) **(Sponsored Organisation)**

of Ground Floor, 16 Campbell Street Bowen Hills in the State of Queensland

AND

Windsor Management Insurance Brokers Pty Ltd (ACN 083 775 795) **(Sponsoring Entity)**

of Level 1, 151 Rathdowne Street, Carlton in the State of Vic

INTRODUCTION

A. The Sponsoring Entity is a provider of insurance products for, amongst others, workers and employers in the construction and building industry.

B. The Sponsored Organisation wishes to promote the Sponsoring Entity and to provide the Sponsorship Services to the Sponsoring Entity.

C. The Sponsoring Entity has agreed to accept the promotion and the Sponsorship Services of the Sponsored Organisation on the terms and conditions set out in this Agreement.

1. DEFINITIONS and INTERPRETATION

1.1. In this Agreement unless the context clearly indicates otherwise the words in Column A have the meaning set out immediately opposite in Column B:

A	B
Account	is the account of the Sponsored Organisation set out in **Schedule A**
Business Day	a day that is not a Saturday, Sunday or gazetted public holiday in the place to which the notice, consent or other communication is sent
Claim	any claim, action, demand, suit or proceeding of any nature howsoever arising and whether present or future, fixed or unascertained, actual or contingent whether at law or in connection with this Agreement
Commencement Date	is the date set out in **Schedule A**
GST	any form of goods and services tax payable under the GST Law
GST Law	the *A New Tax System (Goods and Services Tax) Act 1999* (Cth)
Sponsoring Entity Name and Logo	are the Sponsoring Entity's name and logo set out in Schedule A
Indemnified Parties	are the Sponsoring Entity, a Related Body

	Corporate of the Sponsoring Entity and their respective Personnel
Indemnified Party	any of the Indemnified Parties
Intellectual Property Rights	all rights conferred by statute, common law or equity in or relation to copyright, trademarks, designs, patents, circuit layouts, plant varieties, inventions and confidential information, and all other results of intellectual activity in any field whether or not registrable, registered or patentable
Liability	a debt, obligation, claim, action, cost (including legal costs on an indemnity basis, deductibles or increased premiums), expense, loss (whether direct or indirect), damage, losses, compensation, charge or liability of any kind (including fines or penalties), whether it is: • actual, prospective or contingent; or • currently ascertainable or not; whether incurred or payable under this Agreement or otherwise at law
Personnel	past or present officers, employees, agents or representatives
Privacy Act	*Privacy Act 1988* (Cth)
Related Body Corporate	has the meaning given to the term 'related body corporate' in the *Corporations Act 2001* (Cth)
Sponsoring Entity	Windsor Management Insurance Brokers Pty Ltd (ACN 083 775 795)
Sponsorship Fee	is the amount payable to the Sponsored Organisation under the terms of this Agreement and as set out in **Schedule A**
Sponsored Organisation Name and Logo	are the Sponsored Organisations' name and logo set out in **Schedule A**
Sponsorship Services	are the sponsorship services set out in **Schedule A**
Term	is the period set out in **Schedule A**
Territory	is the territory set out in the **Schedule A**

1.2. In this Agreement, unless the context indicates the contrary contention:

(a) singular words include the plural and vice versa;

(b) words importing any gender include every gender;

(c) all dollar ($) amounts are in Australian currency;

(d) all references to statutes will be construed so as to include all regulations or codes of practice made under the statute and any statutory modification, replacement or re-enactment of the statute (whether before or on or after the date of this Agreement) for the time being in force;

(e) where any word or phrase is given a defined meaning in this Agreement, any other part of speech or grammatical form in respect of such word or phrase will have a corresponding meaning;

(f) words denoting individuals include corporations and vice versa;

(g) a reference to a Party means a party to this agreement and includes that Party's executors, administrators and/or permitted assigns, or being a Company, its successors or permitted assigns;

(h) a reference to a Company includes a reference, to all related companies;

(i) every agreement or undertaking expressed or implied by which more than one person covenants, agrees, undertakes or appoints or are deemed to do so will be deemed to bind and extend to such persons and to any two or greater number of them jointly and to each of them severally;

(j) where this Agreement refers to the carrying out of a function by a person then that will mean such person will cause that function to be carried out;

(k) a reference to a Party exercising a power means the representative of the respective party exercising that power on behalf of the respective organisation;

(l) 'in writing' includes printing, typing, facsimile, text messaging, email and other means of representing or reproducing words, figures, drawings or symbols in a visible and tangible or electronic form, in English;

(m) signature and signing means due execution of a document by a person, corporation or other relevant entity and include signing by an agent or attorney or representative (if a body corporate);

(n) a reference to a 'clause' will be a reference to a particular clause of this Agreement;

(o) a reference to a 'sub-clause' means a sub-clause of the clause in which the reference to the sub-clause is made;

(p) a reference to a 'part' means a part of the sub-clause in which the reference to the part is made;

(q) a reference to a 'schedule' will be a reference to a schedule to, and forming part of, this Agreement;

(r) a reference to a 'recital' is a reference to a recital of this Agreement;

(s) document headings, clause headings, schedule headings and the table of contents are for convenience only and will not affect the interpretation of this Agreement;

(t) the schedules to this Agreement have the same force and effect in all respects as if they were set out in the body of this Agreement;

(u) a reference to 'month' is a reference to calendar months;

(v) where the last day of any period prescribed or allowed by this Agreement for the doing of anything falls on a Saturday or a Sunday or on a day which is a public holiday in the place in which the thing is to be or may be done, the thing may be done on the first day following which is not a Saturday, Sunday or a public holiday in that place; and

(w) a reference to a Party giving consent means prior written consent.

2. SPONSORSHIP

Sponsorship Services

2.1. The Sponsored Organisation agrees to provide the Sponsorship Services to the Sponsoring Entity and acknowledge the Sponsoring Entity for the Term in accordance with this Agreement.

Sponsorship Fee

2.2. In consideration of receiving the Sponsorship Services, the Sponsoring Entity will pay the Sponsorship Fees to the Sponsored Organisation.

2.3. The Sponsorship Fee will be paid to the Account within 14 days of an invoice being received by the Sponsoring Entity from the Sponsored Organisation for the provision of the Sponsorship Services.

Exclusivity of Sponsorship Rights

2.4. If the Schedule provides that this Agreement is to be exclusive to the Sponsoring Entity, during the Term, the Sponsored Organisation agrees that it will not accept or allow other advertisements, promotional activities or sponsorships for any person or entity that provides any services that are, or carries on a business that is, the same or similar those provided or carried on by the Sponsoring Entity, without the Sponsoring Entity's prior consent.

3. GST

Considerations of GST

3.1. All money payable by either Party under this Agreement that is stated as a figure, is stated exclusive of GST, unless otherwise indicated.

Payment of GST

3.2. Where this Agreement requires the Sponsoring Entity to pay any consideration for a supply then, on presentation of a valid tax invoice by the Sponsored Organisation, the Sponsoring Entity will simultaneously pay the:

(a) consideration; and

(b) GST amount.

4. WARRANTIES

4.1. The Sponsored Organisation represents and warrants to the Sponsoring Entity that:

(a) it is solely responsible for the organisation, management and delivery of the Sponsorship Services and for all the costs and liabilities of the Sponsorship Services, including (without limitation) compliance with all relevant laws and other regulatory requirements, advertising and publicity for the provision of the Sponsorship Services save and except any advertising or promotion the Sponsorship Services undertaken directly in accordance with this agreement by the Sponsoring Entity;

(b) the Sponsorship Services do not breach an existing agreement, arrangement or understanding with another person or infringe the rights, including the Intellectual Property Rights of a third party;

(c) it will actively promote its relationship with the Sponsoring Entity and will not do a thing that potentially, or actually, brings the Sponsoring Entity, its products, brands, services and related companies into disrepute;

(d) it has the necessary skills, experience and resources to perform its obligations under this Agreement;

(e) it has the necessary current Personnel to provide the Sponsorship services under this Agreement; and

(f) it will promptly perform its obligations under this Agreement.

5. INTELLECTUAL PROPERTY RIGHTS

Ownership

5.1. Except as provided by this clause, nothing in this Agreement affects the ownership of a Party's Intellectual Property Rights.

Sponsoring Entity Name and Logo

5.2. Subject to sub-clause 5.5, the Sponsoring Entity grants to the Sponsored Organisation a non-exclusive, non-transferable, royalty-free, revocable licence to:

(a) use the Sponsoring Entity Name and Logo for the purpose of providing the Sponsorship Services in the Territory;

(b) during the Term; and

(c) perform its obligations under this Agreement.

5.3. The Sponsored Organisation must submit:

(a) promotional and other material incorporating the Sponsoring Entity Name and/or Logo; and

(b) publicity material, media releases and similar material which directly or indirectly refers to Sponsoring Entity,

to the Sponsoring Entity for the consent of the Sponsoring Entity to publish.

5.4. Material to be submitted under sub-clause 5.3 must be submitted at least three (3) Business Days prior to a relevant production deadline.

5.5. Material to be submitted under sub-clause 5.3 cannot be published without the Sponsoring Entity's prior consent.

5.6. The Sponsoring Entity undertakes to promptly consider material to be submitted under sub-clause 5.3.

5.7. The Sponsoring Entity will not unreasonably withhold the consent required under sub-clause 5.5.

5.8. The Sponsoring Entity may promote and publicise the Sponsoring Entity's sponsorship of the Sponsored Organisation in all marketing and promotional materials.

5.9. For the purpose of the promotion and publicity permitted by clause 5.8, the Sponsored Organisation grants, subject to sub-clause 5.12 to the Sponsoring Entity a non-exclusive, non-transferable and royalty-free right to use the Sponsored Organisation Name and Logo.

5.10. The Sponsoring Entity must submit:

(a) promotional and other material incorporating the Sponsored Organisation Name and/or Logo; and

(b) publicity material, media releases and similar material which directly or indirectly refers to the Sponsoring Entity,

to the Sponsoring Organisation for the consent of the Sponsoring Organisation to publish.

5.11. Material to be submitted under sub-clause 5.10 must be submitted at least three (3) Business Days prior to a relevant production deadline.

5.12. Material to be submitted under sub-clause 5.10 cannot be published without the Sponsoring Organisation's prior consent.

5.13. The Sponsoring Organisation undertakes to promptly consider material to be submitted under sub-clause 5.10.

5.14. The Sponsoring Organisation will not unreasonably withhold the consent required under sub-clause 5.12.

6. CONFIDENTIALITY

6.1. A Party will not, without the prior written approval of the other Party, disclose information concerning the business or affairs of the other Party to another person other than:

(a) as required by law or to the extent the information is already in the public domain;

(b) to its related companies and to its solicitors, auditors, insurers and accountants, for the purposes of obtaining professional advice; or

(c) to the extent necessary for either Party to perform or enforce its rights or obligations under this Agreement.

6.2. Each Party will take all reasonable steps to ensure that its employees and agents, and sub-contractors engaged for the purposes of this Agreement, do not make public or disclose the other Party's confidential information.

6.3. A Party may request that the other Party require its employees, agents, and sub-contractors, engaged for the purposes of this Agreement by the other Party, to:

(a) enter into a written agreement to undertake to maintain the confidentiality of the Party's confidential information; and

(b) not make public or disclose the Party's confidential information.

6.4. Where a Party makes a request under sub-clause 6.3, the other Party must promptly comply with that request.

6.5. This clause survives the termination of this Agreement.

7. PRIVACY

7.1. For the purpose of this clause, personal information has the meaning given to it in the Privacy Act.

7.2. Subject to sub-clause 7.3, neither the Sponsoring Entity nor the Sponsored Organisation will collect, use or disclose personal information for a purpose other than to discharge its obligations under this Agreement.

7.3. The Sponsoring Entity and the Sponsored Organisation further agree to comply at all times with their obligations under the Privacy Act and the Australian Privacy Principles including taking all necessary steps to protect personal information in its possession against misuse or loss.

7.4. This clause will survive the termination or expiry of this Agreement.

8. TERM AND TERMINATION

8.1. This Agreement commences on the Commencement Date and will remain in effect for the Term unless terminated earlier in accordance with this clause 8.

8.2. If the Sponsored Organisation wishes to grant sponsorship rights:

(a) to a competitor of the Sponsoring Entity doing business within the Territory; and

(b) within 12 months after termination of this Agreement,

the Sponsored Organisation must first offer the sponsorship rights, on the same terms, to the Sponsoring Entity.

8.3. If the Sponsoring Entity determines not to accept an offer under sub-clause 8.2 within one (1) month, the Sponsored Organisation may offer the sponsorship rights to a competitor.

8.4. Three (3) months prior to the expiry of this Agreement, the Sponsored Organisation and the Sponsoring Entity will discuss the potential of the further provision by the Sponsored Organisation of the Sponsorship Services and the terms of an agreement (if any) that would provide for that further provision.

8.5. In addition to any other right, termination or remedy conferred on the Parties under this Agreement and/or by law, this Agreement may be terminated at any time and with immediate effect by written notice given by either Party to the other Party upon the happening of one of the following:

(a) If the other Party fails to perform and observe any term of this Agreement on its part to be performed and observed, and within 14 days of service on the other Party of a notice containing full particulars of the failure to perform and observe and specifying that the notice is served pursuant to this clause:

(i) such other Party fails to promptly remedy the breach when requested, in writing, to do so; or

(ii) in the case of a breach incapable of remedy, fails to tender reasonable compensation;

(b) If the other Party has a receiver appointed of the whole, or any substantial part, of its assets or goes into liquidation or provisional liquidation or if an order is made or a resolution passed for the winding up of the other Party; or

(c) If the other Party becomes insolvent or makes an assignment for the benefit of its creditors.

8.6. The Sponsoring Entity may terminate this Agreement at any time by giving three (3) months written notice to the Sponsored Organisation:

(a) if the Sponsored Organisation is unable to provide the Sponsorship Services;

(b) if a significant benefit of the Sponsorship Services to the Sponsoring Entity is adversely affected by a change in a relevant law or requirement; or

(c) if, the Sponsored Organisation conducts itself in a public way that has, or could, adversely affect the good name and reputation of the Sponsoring Entity if it were to continue its sponsorship under this Agreement.

8.7. Upon termination in accordance with this clause:

(a) antecedent rights and obligations will not be affected;

(b) the Sponsored Organisation must at its own expense seek to remove and immediately cease to deliberately refer to or use the Sponsoring Entity Name and Logo;

(c) in the event of termination by the Sponsoring Entity under this clause Sponsorship Fees for that specific year received by the Sponsored Organisation must be refunded to the Sponsoring Entity on a pro-rated basis;

(d) the fees to be refunded under paragraph (c) are to be repaid within 14 days of termination; and

(e) in the event of termination by Sponsoring Entity under sub-clauses 8.5 or 8.6, the Sponsored Organisation has no further claim against the Sponsoring Entity for the payment to the Sponsored Organisation whether by way of:

(i) further, and unpaid, Sponsorship Fees; or

(ii) compensation for an alleged loss sustained by the Sponsored Organisation.

9. INSURANCE AND INDEMNITIES

Indemnity

9.1. The Sponsored Organisation indemnifies and holds harmless the Indemnified Parties against all Liability arising from, or incidental to:

(a) advertisements, promotional material or signage produced or supplied by or on behalf of the Sponsored Organisation;

(b) a negligent, wilful act or omission by the Sponsored Organisation or any of its employees, agents or contractors;

(c) a breach by the Sponsored Organisation of the provisions of this Agreement (including warranty), a law or other regulatory requirement; and

(d) an injury to, or death of, a natural person and any loss of or damage to, the real or personal property of an Indemnified Party or a third party caused or contributed to by the Sponsored Organisation or its officers, employees, contractors, or agents,

except to the extent that any Liability is caused or contributed to by the act or omission of an Indemnified Party.

9.2. The Sponsored Organisation must effect and maintain, at its own cost, all insurances as would be required by a prudent person responsible for the Sponsorship Services, including insurance against liability for injury to employees, agents, contractors, volunteers, officials, participants, supporters and public and damage to property.

9.3. The Sponsored Organisation must, at the Sponsoring Entity's request, provide the Sponsoring Entity with copies of any insurance policies obtained in accordance with sub-clause 9.2.

9.4. The Sponsored Organisation must observe, perform and comply with all warranties and conditions in all insurance policies that the Sponsored Organisation obtains in accordance with sub-clause 9.2, and ensure that all premiums are paid when due.

10. DISPUTE RESOLUTION

10.1. The Parties agree not to commence legal proceedings (except proceedings seeking interlocutory relief) in respect of a dispute arising under this Agreement unless the procedure provided by this clause has first been followed:

(a) the Party claiming that there is a dispute will send the other Party a written notice setting out the nature and grounds of the dispute;

(b) the Parties will try to resolve the dispute through direct negotiation;

(c) the Parties have ten (10) business days from the date of the notice to reach a resolution or to agree that the dispute be submitted to mediation or some alternative dispute resolution procedures; and if:

(i) there is no resolution of the dispute; or

(ii) there is no agreement on submission of the dispute to mediation or some alternative dispute resolution procedure; or

(iii) there is a submission to mediation or some other form of alternative dispute resolution procedure, but there is no resolution within 14 business days of the submission, or such extended time as the Parties may agree in writing before the expiration of the 14 business days,

then either Party may commence proceedings.

11. NOTICES

11.1. A notice required or authorised to be given by either Party to the other concerning a matter relating to this Agreement will be in writing and be given by being sent by email addressed to the Party at its address hereinafter appearing and the notice will be deemed to be given two (2) business days following the day it was sent by email.

11.2. The service details for the Sponsored Organisation are set out in **Schedule A.**

11.3. The service details for the Sponsoring Entity are set out in **Schedule A.**

11.4. Each party agrees to promptly advise the other party of a change to the service details in respectively sub-clauses 11.2 and 11.3.

12. REPRESENTATIVES

12.1. The Sponsored Organisation may, from time to time, appoint a person as its representative, provided that the Sponsoring Entity is given notice of the appointment.

12.2. The Sponsoring Entity may, from time to time, appoint a person as its representative, provided that the Sponsored Organisation is given notice of the appointment.

13. GENERAL

13.1. This Agreement embodies the entire agreement between the Parties and supersedes a prior agreement or understanding between the Parties and there are no agreements, representations or warranties oral or written between the Parties other than those set forth or provided for in this Agreement.

13.2. The Parties agree that each will execute and deliver to the other any and all documents and do or carry out such acts as may be reasonably required or requested to effect the transactions contemplated by this Agreement.

13.3. Nothing in this Agreement creates a joint venture, partnership, or the relationship of principal and agent, or employee and employer between the Parties.

13.4. Neither Party has the authority to bind the other Party by any representation, declaration or admission, or to make any contract or commitment on behalf of the other Party or to pledge the other Party's credit.

13.5. This Agreement may only be varied or replaced by a written agreement executed by the Parties.

13.6. The rights and obligations of the parties under this Agreement are personal to them and cannot be assigned, charged or otherwise dealt with, and the Parties will not attempt nor purport to do so, without the prior written consent of the other Party (where such consent must not be unreasonably withheld).

13.7. If a clause or part of a clause is in any way unenforceable, invalid or illegal, it is to be read down so as to be enforceable, valid and legal. If this is not possible, the clause (or where possible, the offending part) is to be severed from this Agreement without affecting the enforceability, validity or legality of the remaining clauses (or parts of those clauses) which will continue in full force and effect.

13.8. This agreement may be executed in counterpart and will take effect, according to its terms, from the time of the last Party executing it unless otherwise provided by this Agreement.

13.9. This execution of this Agreement may be evidenced by a PDF version.

13.10. This Agreement will be governed by and construed in accordance with the laws of the State provided for in **Schedule A.**

EXECUTED for, and on behalf, of the Windsor Management Insurance Brokers Pty Ltd in accordance with section 127 of the *Corporations Act 2001*:

Signature of witness	Signature of authorised representative
NICOLINA HANNE	STEVEN TSALIKIDIS
Name of Witness	Name and Title of Representative
Date: 1/07/2024	Date: 1/07/2024

EXECUTED for, and on behalf of the Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland (Cth):

Signature of witness	Signature of ~~Secretary~~ CFO
Adrian Scurr	HEMAL PATEL
Name of Witness	Name of ~~Secretary~~ CFO
Date:	Date:

Schedule A

Term	Details
Account	BSB: 064001 A/C: 00090130
Commencement Date	1 July 2024
Sponsoring Entity Name and Logo	Windsor Management Insurance Brokers Pty Ltd
Sponsored Organisation's Details	Name: Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland in respect of its State Construction and General Division ABN: 12 898 529 251 Address for Service: 61 Campbell Street Bowen Hills in the State of Queensland Attention: State Secretary
Sponsored Organisation Name and Logo	Construction, Forestry, Mining & Energy, Industrial Union of Employees, Queensland, State Construction and General Division CFMEU
Sponsoring Entity Service Details	Steve Tsalikidis, Director: stsalikidis@wmlb.com.au Lina Hanne, Marketing: lhanne@wmlb.com.au
Sponsorship Services	The following services can be utilised by Windsor Management Insurance Brokers or any of its related entities: • Advertisements and advertorials in each edition of the Construction Worker magazine (two editions per year); • Training and Education – the opportunity for the Sponsoring Entity to provide to the Sponsored Organisation's organisers and appropriate office staff on a regular basis; • Update Sponsored Organisation's Executive Officers – the opportunity for the Sponsoring Entity to update the Officers at least six-monthly, or more frequently if required; • Individual site promotions – the opportunity to promote the Sponsoring Entity at up to six meetings per year; • Two Sponsored Organisation's communications (to be agreed) to delegates – the Sponsoring Entity inserts in mailouts; • Bi-Monthly delegates meetings – contribution to and distribution of the Sponsoring Entity materials;

	• May Day celebrations – the Sponsoring Entity participation at May Day celebrations including distribution of the Sponsoring Entity's promotional material and merchandise; • Web site link and web program – development of an effective link and program between the Sponsoring Entity and the Sponsored Organisation; • One of the sponsors for the Apprentice Award Night which attracts nearly 600 people and has representatives from all areas of the construction industry; • Numerous sub branch meetings across Queensland and Northern Territory – contribution to and distribution of the Sponsoring Entity's materials; • One of the major sponsors for the Delegates Convention, which is a major event for the Sponsored Organisation; • One of the major sponsors to the national conferences of National Construction and General Division and National CFMEU; Major conference for the National CFMEU held yearly; and • Sponsorship of indigenous activities associated with the CFMEU Indigenous Training program in Queensland and the Northern Territory.
Sponsorship Fee	2024/25: $220,000 + GST 2025/26: $220,000 + GST 2026/27: $220,000 + GST Invoiced quarterly
Term	Financial years 2024/25, 2025/26 and 2026/27
Territory	Queensland and Northern Territory

SPONSORSHIP AGREEMENT

BETWEEN: Construction, Forestry, Mining and Energy, Industrial Union of Employees, Queensland State Construction and General Division, **(CFMEU Qld)** (ABN 12 898 529 251) of 16 Campbell Street, Bowen Hills in the State of Queensland

AND: **BUSS (Queensland) Pty Ltd (BUSSQ)** (ABN 15 065 081 281) of 299 Coronation Drive, Milton, in the State of Queensland.

SPONSORSHIP TERMS AND CONDITIONS

These standard terms and conditions (Terms) govern BUSSQs:

(a) sponsorship rights (whether face-to-face, online or otherwise) granted to BUSSQ by CFMEU Qld with respect to the Event(s) (as set out in Clause 3 of this document (Sponsorship Rights)); and

(b) the advertising by the Sponsor of the publication(s) (whether hardcopy, electronic, online or otherwise) that are also specified in Clause 3 of this document (Sponsorship Rights).

The Terms and the validly signed document are together referred to from "this Agreement." Without the signed document, the Terms alone do not implement any transaction or form an Agreement. By signing the document, the Sponsor acknowledges that the Sponsor has read, understands and accepts all terms, rights and obligations in the document. If there is any conflict between the Terms and another document, the Terms will prevail unless the document expressly refers to the specific conflicting term or condition in these Terms and expressly specifies that the document's replacement term or condition applies instead.

Relationship between the Parties

The CFMEU is the largest trade union representing construction workers in Australia. It has members on all major building projects, most civil construction projects across Australia, and members working offsite. The Qld branch of the CFMEU is committed to ensuring members in the building industry receive relevant information and timely updates about their retirement savings.

CFMEU Qld provides partnership opportunities to BUSSQ to assist in educating and supporting members through events and services.

BUSSQ is an industry superannuation fund that provides superannuation and retirement products and services to individuals working in building, construction, and allied industries. BUSSQ enters sponsorship agreements for the purpose of furthering the

following corporate objectives, which are in the best financial interest of BUSSQ members.

a) Increase member numbers and generate the scale of members to support the Fund's strategic objectives and achieve members' best financial interest.
b) Retention of members.
c) Grow the level of employer/member support of BUSSQ.
d) Strengthen BUSSQ brand awareness, identity and image.

1. TERM

1.1 Unless specified otherwise in the form, these terms will be effective:

a) For the financial year commencing 1st July 2025 (commencement date); and will continue until the close of business on the 30th of June 2026 or issuance of a publication (if applicable) (Term),
b) unless otherwise terminated earlier pursuant to these terms.

The terms are subject to the Trustee being able to meet their obligations under the best financial interest duty of the *Your Future, Your Super 2020* legislation.

2. FEE

2.1. All denominations quoted within this document are inclusive of GST.

2.2. In consideration of the Sponsorship Rights and the Advertising Rights (if any), the Sponsor must pay to CFMEU Qld the fee (Fee) specified and in accordance with the terms of the quarterly invoice submitted by CFMEU Qld.

2.3. The agreed annual Sponsorship fee is $165,000 (inclusive of GST), and CFMEU Qld will provide four (4) quarterly invoices for $41,250 (inclusive of GST) to BUSSQ.

2.4. BUSSQ will pay the quarterly invoice on an arrear's basis.

2.5. In addition to clause 2.2, BUSSQ will sponsor $4,800 (inclusive of GST) for promotional activities. BUSSQ will pay these invoices within 14 days (or such time agreed between the parties) of BUSSQ's receiving of a tax invoice.

3. SPONSORSHIP RIGHTS

3.1. CFMEU Qld agree to the following inclusions:

Description	Sponsorship Agreement Rate
Membership Events	
Assist with the coordination with site personnel to schedule toolbox talks and onsite events, speaking spots at sub-branch meetings and delegates meetings, and other specific promotion opportunities enabling BUSSQ to promote its services and support members with superannuation and financial advice.	$ 60,000
Conferences	
Biennial QLD/NT State Union Conference sponsorship (amortised annually)	$ 12,500
Advertising	
Full-page advertisement in the CFMEU Qld half-yearly printed journal "The Worker" 2x printed editions per year	$ 10,000
Advertorial opportunity in the CFMEU Qld half-yearly printed journal "The Worker" 2x printed editions per year - 1/2 page advertorial	$ 6,000
Opportunity for advertorial and/or advertisement in other publications, including "The Way Forward." Printed magazine. 2x banner adds	$ 1,500
Ongoing inclusion of BUSSQ logo on CFMEU Qld website partner page and social media platforms	$ 10,000
CFMEU Qld Brisbane office digital OOH. 16 Campbell Street Bowen Hills - 12 month placement	$ 36,000
CFMEU Qld Brisbane office permanent building signage. 16 Campbell Street Bowen Hills	$ 11,000
Townsville CFMEU office window treatment. 444 Flinders Street, Townsville	$ 2,000
CFMEU Qld Brisbane office reception display stand	$ 2,000
BUSSQ logo on shirts for Mayday	$ 10,000
BUSSQ mention on the annual RDO calendar	$ 4,000
Subtotal advertising	$ 92,500
Total sponsorship (incl GST)	**$ 165,000**

CFMEU Qld agrees to provide BUSSQ with the benefits as set out in the relevant Sponsorship Rights Schedule during the scheduled period. The Sponsorship Rights Schedule forms part of this Agreement.

3.2. CFMEU Qld acknowledges BUSSQ's sponsorship as an exclusive sponsor in the Banking and Finance category of sponsors.

3.3. CFMEU Qld undertakes that it will not grant any marketing, promotional or sponsorship rights or benefits in connection with the CFMEU Qld to any provider of the Banking and Finance category other than BUSSQ.

4. COOPERATION

4.1. Each of CFMEU Qld and BUSSQ will endeavour to conduct itself in a manner to present a professional and high-quality promotion and image of the partnership and BUSSQ.

4.2. CFMEU Qld must not bring into disrepute or otherwise damage the name or goodwill of BUSSQ or the corporate identity of the same.

4.3. BUSSQ must not bring into disrepute or otherwise damage the name or image of the CFMEU Qld.

4.4. CFMEU Qld will use its best endeavours to ensure that all third parties act consistently with BUSSQ's Sponsorship Rights and do everything necessary for CFMEU Qld to perform its obligations under this agreement. CFMEU Qld will use its best endeavours to prevent any third party from infringing the rights of its sponsors and, if necessary, take legal action to stop any actions and protect the rights of any sponsors.

4.5. BUSSQ will review the Sponsorship Rights Schedule on a quarterly basis. The review will be based on CFMEU Qld.

a) effectively delivering events in the schedule.
b) recognising the importance of superannuation and promoting the value of BUSSQ.
c) working with BUSSQ employees to maximise opportunities, including promotion, marketing, and worksite access.

This Agreement must not be varied except by execution of a variation in writing by CFMEU Qld and BUSSQ.

5. ALLOCATION OF SPONSORSHIP FUNDS

5.1 Upon receipt of a quarterly invoice, BUSSQ will ensure the funds are applied to the activity agreed per the Sponsorship Rights Schedule.

6 INDEMNITY

6.1 Indemnity by CFMEU Qld

CFMEU Qld indemnifies BUSSQ against any claim, action, damage, loss, liability, cost, or expense that BUSSQ may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by CFMEU Qld; or
b) Any negligent act or omission, fraud, or wilful misconduct on the part of the CFMEU Qld

6.2 Indemnity by BUSSQ

BUSSQ indemnifies CFMEU Qld against any claim, action, damage, loss, liability, cost, or expense that CFMEU Qld may suffer, pay, incur or is liable for directly or indirectly by reason of or in any way arising out of or in connection with:

a) Any breach of this Agreement by BUSSQ; or
b) Any negligent act or omission, fraud, or wilful misconduct on the part of BUSSQ.

7 TERMINATION

7.1 Mutual Termination Events for Default

Either BUSSQ or CFMEU Qld may immediately terminate this Agreement by written notice if:

a) One party breaches a material term of this Agreement: and
    I. It cannot be remedied; or
    II. If capable of being remedied, such breach is not remedied within 14 business days of a written request by the other party to remedy that failure
b) It becomes illegal for one party to perform any of its material obligations under this Agreement.
c) Either party becomes insolvent.
d) Any warranty, representation or statement by either party is or becomes false or incorrect when made or regarded as made.

7.2 BUSSQ Grounds for Termination for Default

BUSSQ may immediately terminate this Agreement by written notice to CFMEU Qld if:

a) BUSSQ's name is, in the reasonable opinion of BUSSQ, brought into disrepute by CFMEU Qld or by being associated with CFMEU Qld.
b) Upon termination of this Agreement by BUSSQ, CFMEU Qld will refund to BUSSQ the Sponsorship monies paid in relation to any event, program or activity which was scheduled to be held after the date of termination.

7.3 CFMEU Qld Grounds for Termination for Default

CFMEU Qld may immediately terminate this Agreement by written notice to BUSSQ if:

a) CFMEU Qld name is, in the reasonable opinion of CFMEU Qld brought into disrepute by BUSSQ or by being associated with BUSSQ.
b) Upon termination of this Agreement by CFMEU Qld, BUSSQ will forfeit any monies already paid in sponsorship monies and all rights referred to in Clause 2.
c) CFMEU Qld reserves the right to terminate this Sponsorship Agreement in the event of payment default without prejudice to this order.

7.4 Merger or Takeover of the Fund

a) If BUSSQ merges or is taken over by another fund, the parties agree to enter into good faith negotiations in relation to the continuation, variation or termination of this Agreement in the best interest of the parties.

8 CONFIDENTIAL INFORMATION

8.1 Non-Disclosure of Confidential Information

Each of CFMEU Qld and BUSSQ may not use or disclose any confidential information of the other party, except in performing its obligations under the Agreement and then only with the prior written consent of the other party to this Agreement. In this Agreement, "confidential information" means the terms of this Agreement and any information that relates to the other party, its business, and its members, which the other party ought to know is confidential or which is identified as confidential.

CFMEU Qld and BUSSQ acknowledge and agree that each party's intellectual property pre-existing in this agreement and developed independently of the provision of obligations under this agreement remain the property of and vests in that party.

8.2 Return and Destruction of Confidential Information

Each of CFMEU Qld and BUSSQ must immediately, on request by the other party:

a) return to the requesting party anything containing or relating to the confidential information.
b) permanently delete all confidential information from every computer or electronic storage facility owned or used by the requesting party, except the other party may retain a copy, if required, for its own audit records; and
c) cease to use the confidential information and must confirm promptly to the requesting party when it has done so.

8.3 Exceptions

Clauses 8.1 and 8.2 do not apply to:

a) information after it becomes generally available to the public other than because of:
    I. breach of this Agreement; or

II. other misuse or unauthorised disclosure by a party to this Agreement of any confidential information.

b) The disclosure of information in order to comply with any applicable law, lawful requirements of any government agency, or binding order of any court, government, or administrative or judicial body.

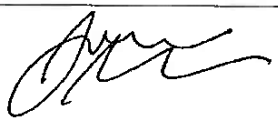
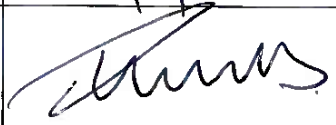
9 PRIVACY

Each CFMEU Qld and BUSSQ will comply with Australian privacy laws.

10 EXECUTION

Executed as the CFMEU Qld and BUSSQ Sponsorship Agreement

for the 2025/2026 financial year.

Entities	CFMEU Qld	BUSS (Queensland) Pty Ltd
Signatory	Jared Abbott	Damian Wills
Authority to sign	CFMEU QLD/NT Executive Officer	Chief Executive Officer
Address	16 Campbell Street Bowen Hills Qld 4006	299 Coronation Drive Milton Qld 4064
Date of Signing	21.08.2025	21/8/25
Signature		

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

F. CFMEU RECORD OF OFFICEHOLDERS

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

CONSTRUCTION FORESTRY MINING AND ENERGY UNION

CFMEU National Office
148-152 Miller St
West Melbourne VIC 3003

CFMEU NSW State Branch
12 Railway Street
Lidcombe NSW 2141

CFMEU QLD State Branch
16 Campbell Street,
Bowen Hills QLD 4006

CFMEU SA State Branch
Level 1/32 South Terrace
Adelaide SA 5000

CFMEU TAS State Branch
237 Wellington Street
Launceston TAS 7250

CFMEU VIC State Branch
500 Swanston Street
Carlton VIC 3053

CFMEU WA State Branch
80 Beaufort Street
Perth WA 6000.

CFMEU ACT State Branch
3 Rosevear Place
Dickson ACT 2602

NATIONAL EXECUTIVE COMMITTEE AS AT 1 JANUARY 2015

National Secretary	Michael O'Connor	148-158 Miller Street West Melbourne VIC 3003
National President	Anthony Maher	11/215-217 Clarence Street Sydney NSW 2000
Assistant National Secretary	Dave Noonan	9/215-217 Clarence Street Sydney NSW 2000
National Vice-President	Michael Ravbar	16 Campbell Street, Bowen Hills QLD 4006
National Vice-President	Leo Skourdoumbis	148-158 Miller Street West Melbourne VIC 3003
National Vice-President	Andrew Vickers	11/215-217 Clarence Street Sydney NSW 2000
Assistant Divisional Secretary Construction and General Division	Brad Parker	9/215-217 Clarence Street Sydney NSW 2000
Assistant Divisional Secretary Construction and General Division	Frank O'Grady	9/215-217 Clarence Street Sydney NSW 2000
Divisional President Construction and General Division	David Hanna	16 Campbell Street, Bowen Hills QLD 4006
National Executive Committee Member - Construction and General Division	Brian Parker	12 Railway Street Lidcombe NSW 2141
National Executive Committee Member - Construction and General Division	Mick Buchan	80 Beaufort Street Perth, WA 6000.
National Executive Committee Member - Construction and General Division	John Setka	500 Swanston Street Carlton South VIC 3053
National Executive Committee Member - Mining and Energy Division	Wayne McAndrew	11/215-217 Clarence Street Sydney NSW 2000
National Executive Committee Member - Mining and Energy Division	Lorraine Usher	11/215-217 Clarence Street Sydney NSW 2000
National Executive Committee Member - Forestry Furnishing Building Products & Manufacturing Division (FFPD)	Alex Millar	148-152 Miller Street West Melbourne VIC 3003
National Executive Committee Member - Forestry Furnishing Building Products & Manufacturing Division (FFPD)	Jane Calvert	148-152 Miller Street West Melbourne VIC 3003

NATIONAL EXECUTIVE AS AT 1 JANUARY 2015

The National Executive consists of the persons who constitute the National Executive Committee set out above and the Principal Officer of each Divisional Branch of each Division, including additional persons as a result of the amalgamation and translation process as outlined in rules 15(l) and rule 42(xiii) schedule and words.

The following National Executive members have their addresses and occupations listed under their respective Divisional Branch listing.

Construction and General Division		
	Mick Buchan	WA
	Aaron Cartledge	SA
	Dean Hall	ACT
	Darren Roberts	SA
Mining and Energy Division		
	Chris Hinds	TAS
	Gary Wood	WA
	Stephen Smyth	QLD
	Luke Van der Meulen	VIC
	Lorraine Usher	NSW
	Andy Honeysett	South-West
	Peter Jordan	Northern
Forestry Furnishing Building Products and Manufacturing Division (FFPD)		
	Dave Kirner	SA
	Frank Vari	VIC
	Brad Coates	Greater Green Triangle
	Craig Smith	NSW
	Scott McLean	TAS

NATIONAL CONFERENCE

The National Conference consists of all of the members of each and every Divisional Executive for every Division of the Union and National Executive members who are not otherwise a delegate to National Conference by virtue of Rule 13(ii). (see Rule 13).

The National Conference Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

STATE OFFICERS NEW SOUTH WALES

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Brian Parker	Construction & General
State President	Peter Jordan	Mining & Energy
State Senior Vice President	Rita Mallia	Construction & General
State Joint Vice President	Andrew Honeysett	Mining & Energy
State Joint Vice President	Robert Kera	Construction & General
State Joint Vice President	Anthony Ovington	FFPD
Assistant State Secretary	Craig Smith	FFPD

NEW SOUTH WALES STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

NEW SOUTH WALES STATE CONFERENCE

Consists of the persons who constitute NSW State Executive as listed above (i.e. including NSW State Officers) and the persons being the other members of the FFPD NSW District Committee of Management and the Construction and General Division NSW Divisional Branch Management Committee and Mining and Energy Divisional District Management Committees listed in their respective Divisional Branch attachments.

STATE OFFICERS QUEENSLAND

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Michael Ravbar	Construction & General
State President	Stephen Smyth	Mining & Energy
State Senior Vice President	David Hanna	Construction & General
State Assistant Secretary	Tim Whyte	Mining & Energy
State Joint Vice President	Mitch Hughes	Mining & Energy
State Joint Vice President	Jade Ingham	Construction & General

QUEENSLAND STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

QUEENSLAND STATE CONFERENCE

Consists of those persons listed above as being the Queensland State Executive, and the persons listed herein as members of the Construction and General Queensland Divisional Branch Management Committee, and the members of the Mining & Energy Divisional Branch Management Committee as listed in their respective Divisional Branch attachments to this return.

STATE OFFICERS SOUTH AUSTRALIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Aaron Cartledge	Construction & General
State President	Darren Roberts	Construction & General
Assistant State Secretary	David Kirner	FFPD
State Senior Vice President	Bradley Coates	FFPD
State Joint Vice President	Michael McDermott	Construction & General
State Joint Vice President	Craig McMillan	FFPD

South Australian State Executive

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

South Australian State Conference

Consists of the persons who constitute South Australian State Executive set out above and the persons being the members of the FFPD South Australian District Management Committee, and the Construction and General Division South Australian Divisional Branch Management Committee listed in their respective Divisional Branch attachments.

STATE OFFICERS TASMANIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Scott McLean	FFPD
State President	Chris Hinds	Mining & Energy
Assistant Secretary	Noel Washington	Construction & General
State Senior Vice President	Dale Cracknell	Construction & General
State Joint Vice President	White Bill	Construction & General
State Joint Vice President	Nathan Milner	FFPD
State Joint Vice President	Vacant	Mining & Energy

The above positions are vacant as a result of the expiry of the office of the previous Officers. Prescribed Information in relation to the conduct of elections for each of the above positions has been lodged.

TASMANIAN STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

TASMANIAN STATE CONFERENCE

Consists of the persons listed as the Tasmanian State Executive set out above and, the other persons being the persons listed as members of the FFPD Tasmanian District Management Committee, Mining & Energy Tasmanian Divisional District Management Committee and the Construction and General Tasmanian Divisional Branch Management Committee as listed in their respective Divisional Branch attachments.

STATE OFFICERS VICTORIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	John Setka	Construction & General
State President	Luke Van Der Meulen	Mining & Energy
State Senior Vice President	Ralph Edwards	Construction & General
Assistant State Secretary	Elias Spernovasilis	Construction & General
Assistant State Secretary	Frank Vari	FFPD
State Joint Vice President	Sean Reardon	Construction & General
State Joint Vice President	Andrew Vendramini	FFPD
State Joint Vice President	Mark Richards	Mining & Energy

VICTORIAN STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

VICTORIAN STATE CONFERENCE

Consists of the persons who constitute the persons being the other members of the FFPD Victorian District Management Committee, the Construction and General Victorian Divisional Branch Management Committee, and the FEDFA Victorian Branch Management Committee listed in their respective Divisional Branch attachments.

STATE OFFICERS WESTERN AUSTRALIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Michael Buchan	Construction & General
State President	Graham Pallot	Construction & General
State Senior Vice President	Gary Wood	Mining & Energy
State Assistant Secretary	Joseph McDonald	Construction & General
State Joint Vice President	Greg Busson	Mining & Energy
State Joint Vice President	Campbell McCulloch	Construction & General

WA STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

WA STATE CONFERENCE

Consists of those persons listed above as being the WA State Executive and the persons listed herein as members of the Construction and General Divisional Branches' Management Committees, and the members of the Mining & Energy Division WA District Divisional District Management Committee, as listed in their respective Divisional Branch attachments.

STATE OFFICERS AUSTRALIAN CAPITAL TERRITORY AS AT 1 JANUARY 2015

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

State Secretary	Dean Hall	C&G Division
State President	Jason Jennings	C&G Division
State Vice President	Mark Dymock	C&G Division
State Assistant Secretary	Jason O'Mara	C&G Division

AUSTRALIAN CAPITAL TERRITORY STATE EXECUTIVE

Consists of the above named persons being the ACT State officers (according to Rule 48) with the persons who are the elected officers of the Construction & General Division ACT Branch.

AUSTRALIAN CAPITAL TERRITORY STATE CONFERENCE

Consists of the persons who constitute the ACT Construction & General Division Committee of Management, as listed in the Construction & General Division Office Bearers Return 2014, and that being the only divisional branch within the ACT, in accordance with Rule 46(ii).

MINING & ENERGY DIVISION

MINING & ENERGY DIVISION

NATIONAL OFFICE PO BOX Q1641 SYDNEY NSW 1230 Ph: (02) 9267 1035 Fax: (02) 9267 3198	NORTHERN MINING & NSW ENERGY DISTRICT PO Box 364 CESSNOCK NSW 2325 Ph: (02) 4990 7600 Ph: 1300 712 791 Fax: (02) 4991 1595
SOUTH WESTERN DISTRICT Wollongong Office 636 Northcliffe Drive KEMBLA GRANGE NSW 2526 Ph: (02) 4271 7577 Fax: (02) 4271 7677	SOUTH WESTERN DISTRICT Lithgow Office PO Box 364 LITHGOW NSW 2790 Ph: (02) 6351 3287 Fax: (02) 6352 3229
SOUTH WESTERN DISTRICT Mudgee Office Shop 2, 130 Church Street MUDGEE NSW 2850 Ph: (02) 6372 4792	SOUTH WESTERN DISTRICT Broken Hill Office PO Box 355 BROKEN HILL NSW 2880 Ph: (08) 8087 3166 Fax: (08) 8088 2109
QUEENSLAND DISTRICT Brisbane Office PO Box 508 SPRING HILL QLD 4004 Ph: (07) 3839 8588 Fax: (07) 3839 8404	QUEENSLAND DISTRICT Mackay Office PO Box 11126 MACKAY QLD 4740 Ph: (07) 4957 2644 Fax (07) 4951 3241
QUEENSLAND DISTRICT Rockhampton Office PO BOX 2093 WANDAL QLD 4700 Ph: (07) 4922 7100 Fax: (07) 4922 7105	QUEENSLAND DISTRICT Moranbah Office PO Box 20 MORANBAH QLD 4744 Ph: (07) 4941 7004 Fax: (07) 4941 5269
QUEENSLAND DISTRICT Dysart Office Shop 24B Garden Plaza Shannon Crescent DYSART QLD 4745 Ph: (07) 4958 2318 Fax: (07) 4950 0065	QUEENSLAND DISTRICT Blackwater Office PO BOX 413 BLACKWATER QLD 4717 Ph: (07) 4982 5131 Fax: (07) 4941 5269
WESTERN AUSTRALIA (COLLIE) 75 Throssell Street COLLIE WA 6625 Ph: (08) 9734 5600 Fax: (08) 9734 1898	TASMANIA DISTRICT C/- PO Box 72 GOERGE TOWN TAS 7253 Ph: (03) 6382 4011 Fax: (03) 6382 4011
VICTORIAN DISTRICT Morwell Office PO Box 918 MORWELL VIC 3840 Ph: (03) 5134 3311 Fax (03) 5133 7058	

MINING & ENERGY DIVISION
DIVISIONAL POSITIONS
OFFICE BEARERS AS AT 31 December 2014

General President Central Councillor	Anthony Maher Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
General Secretary Central Councillor	Andrew Vickers Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
General Vice- President Central Councillor	Wayne McAndrew Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
National Energy Vice - President Central Councillor	Lorraine Usher Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
District President Central Councillor	Stephen Smyth Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Francis Baker Miner	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Frederick Hibble Miner	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Scott Leggett Miner	c/- 61 Bowen Street SPRING HILL QLD 4004
Central Councillor	Brian Wise Miner	c/- 61 Bowen Street SPRING HILL QLD 4004
District President Central Councillor	Peter Jordan Full Time Union Official	c/ - 67A Aberdare Road CESSNOCK NSW 2325
Central Councillor	Todd Hardy Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Kerry Wild Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Daryl Haile Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Michael Dobie Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Jason Porter Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Secretary Central Councillor	Gary Wood Full Time Union Official	c/- 75 Throssell St COLLIE WA 6225

District President Central Councillor	Andrew Honeysett Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
Central Councillor	David McLachlan Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2325
Central Councillor	Wayne Small Miner	c/ - 52 Eskbank Street LITHGOW NSW 2790
State Executive Officer Central Councillor	Christopher Hinds Full Time Union Official	c/- PO Box 72 GEORGE TOWN TAS 7253
District President Central Councillor	Luke Van der Meulen Full Time Union Official	c/ - Wing 5, Lignite Court MORWELL VIC 3840

MINING & ENERGY DIVISION
SOUTH WESTERN DISTRICT
OFFICE BEARERS AS AT 31 December 2014

District President Central Councillor	Andrew Honeysett Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
District Secretary	Lee Webb Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
District Vice President	Graeme Osborne Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
District Vice President	Robert Timbs Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
District Vice President - Metalliferous	Gregory Braes Full Time Union Official	c/- Trades Hall BROKEN HILL NSW 2880
Industry Safety and Health Representative – South	Stephen Barrett Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Industry Safety and Health Representative – South	John Collins Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Industry Safety and Health Representative - West	Peter Tatton Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
Industry Safety and Health Representative – West	Graham Collier Miner	c/ 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Andrew Davey Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Brett Reeves Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Barry Neall Miner	c/- 636 Northcliffe Drive Kembla Grange NSW 2526
Board of Management	Adam Giddings Operator	c/- 636 Northcliffe Drive KAMBLA GRANGE NSW 2526
Board of Management	Jeff Platts Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Craig Carberry Miner	c/- 52 Eskbank Street LLITHGOW NSW 2790

Board of Management	Mark Jenkins Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Kyle Witherspoon Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Central Councillor	David McLachlan Miner	c/- 636 Northcliffe Drive KAMBLA GRANGE NSW 2526
Central Councillor	Wayne Small Miner	c/- 52 Eskbank Street LITHGOW NSW 2790

MINING & ENERGY DIVISION
Northern Mining and NSW Energy DISTRICT
OFFICE BEARERS AS AT 31 December 2014

District President Central Councillor	Peter Jordan Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Secretary	Grahame Kelly Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Robin Williams Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK 2325
District Vice President	Shane Thompson Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Jeremy McWilliams Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Jeffrey Drayton Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Energy Vice President	Mark McGrath Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Industry Check Inspector	Keith Shaw Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Industry Check Inspector	David Simm Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Adam Dever Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Stephen Mepham Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Richard Lloyd Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Brett Nolan Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Mick Schofield Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Anthony Fardell Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Robert Bennett Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325

Board of Management	Saul Bourne Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Peter Compton Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Female Affirmative Action Board Member	Nichole Samuelson Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Todd Hardy Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Kerry Wild Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Daryl Haile Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Michael Dobie Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Jason Porter Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325

MINING & ENERGY DIVISION
QUEENSLAND DISTRICT
OFFICE BEARERS AS AT 31 December 2014

District President Central Councillor	Stephen Smyth Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Secretary	Timothy Whyte Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Executive Vice President	Mitchell Hughes Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District. Vice President - Blackwater	Christopher Brodsky Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District. Vice President - Dalby	Shane Brunker Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Vice President - Rockhampton	Glenn Power Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Vice President - Mackay	Steven Pierce Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Stephen Woods Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Gregory Dalliston Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Jason Hill Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division One	Barry Elliot Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Two	Simon West Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Three	Jeffrey Scales Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Four	Bruce West Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Five	Brian Cruwys Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Six	Michael Hartin Miner	c/- 61 Bowen St SPRING HILL QLD 4000

Board of Management Division Seven	Michael Popp Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Francis Baker Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Brian Wise Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Scott Leggett Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Fredrick Hibble Miner	c/- 61 Bowen St SPRING HILL QLD 4000

MINING & ENERGY DIVISION
WESTERN AUSTRALIA
OFFICE BEARERS AS AT 31 December 2014

District President (not full time position)	Gregory Busson Miner	c/- 75 Throssell St COLLIE WA 6225
District Secretary Central Councillor	Gary Wood Full Time Union Official	c/- 75 Throssell St COLLIE WA 6225
District Vice President South	Position Vacant	c/- 75 Throssell St COLLIE WA 6225
District Vice President North	Victor Arriagada Train Driver	c/- 75 Throssell St COLLIE WA 6225
Board of Management South	Christopher Davidson Miner	c/- 75 Throssell St COLLIE WA 6225
Board of Management South	Steven Harms Miner	c/- 75 Throssell St COLLIE WA 6225
Board of Management North	Position Vacant	c/- 75 Throssell St COLLIE WA 6225
Board of Management North	Dennis Jones Train Driver	c/- 75 Throssell St COLLIE WA 6225

MINING & ENERGY DIVISION
TASMANIAN DISTRICT
OFFICE BEARERS AS AT 31 December 2014

State Executive Officer Central Councillor	Christopher Hinds Full Time Union Official	c/- PO Box 72 LAUNCESTON TAS 7250
District Vice-President Board of Management Conwall Coal	David Bean Miner	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management Cement Australia	Timothy Sutcliffe Miner	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management Henty Gold	Shane Spotswood Process Operator	c/- PO Box 72 LAUNCESTON TAS 7250
Board Of Management Temco	Gregory Dawson Mobile Equipment Operator	c/- PO Box 72 LAUNCESTON TAS 7250

MINING & ENERGY DIVISION
VICTORIAN DISTRICT
OFFICE BEARERS AS AT 31 December 2014

District President Central Councillor	Luke van der Meulen Full Time Union Official	c/- Wing 5, Lignite Court MORWELL VIC 3840
District Secretary	Geoff Dyke	c/- Wing 5, Lignite Court MORWELL VIC 3840
District Vice President	Graeme Middlemiss Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Mark Richards Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Noel Zammit Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Ronald Bernardi Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Bryan Walsh Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Stuart Sceney Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Brett Leighton Emergency Services Officer	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Geoff Aitken Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Kim Freeman Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Keith Clarke Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840

Old Branches/New Branches:
[s.230(1)(d) and r.147(b) and r.147(c)]

The NSW Energy District Branch amalgamated with the Northern District Branch on 8 August 2013 to form the Northern Mining and NSW Energy District Branch (R2013/320)

CONSTRUCTION & GENERAL DIVISION

OFFICE BEARERS RETURN OF INFORMATION 2015

COM.0001.0040.9170_0026

CFMEU CONSTRUCTION & GENERAL DIVISION
OFFICE BEARERS AS AT 2 JANUARY 2015

Branches	Address
CFMEU C&G National Office	Level 9, 215-217 Clarence Street, Sydney NSW 2000
CFMEU C&G ACT	3 Rosever Place, Dickson ACT 2602
CFMEU C&G NSW	12 Railway Street, Lidcombe NSW 2141
CFMEU C&G QLD/NT	16 Campbell Street, Bowen Hills QLD 4006
CFMEU C&G SA	Level 1, 32 South Terrace, Adelaide SA 5000
CFMEU C&G VIC/TAS	500 Swanston Street, Carlton South VIC 3053
CFMEU C&G WA	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Divisional President	David Hanna	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Secretary	Dave Noonan	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Assistant Secretary	Frank O'Grady	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Assistant Secretary	Bradley Parker	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Trustee	Dean Hall	Union Official	3 Rosever Place Dickson ACT 2602
Divisional Trustee	Rita Mallia	Union Official	12 Railway Street Lidcombe NSW 2141
Divisional Trustee	Brian Parker	Union Official	12 Railway Street Lidcombe NSW 2141
Divisional Executive Member	Michael Ravbar	Union Official	16 Campbell Street Bowen Hills QLD 4006
Divisional Executive Member	John Setka	Union Official	500 Swanston Street Carlton South VIC 3053
Divisional Executive Member	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Executive Member	Aaron Cartledge	Union Official	32 South Terrace Adelaide SA 5000
Additional Divisional Executive Members from the Victoria-Tasmania Branch	Shaun Reardon	Union Official	500 Swanston Street Carlton South VIC 3053
Additional Divisional Executive Members from the Victoria-Tasmania Branch	Elias Spernovasilis	Union Official	500 Swanston Street Carlton South VIC 3053

Additional Divisional Executive Member from the Queensland Branch	Jade Ingham	Union Official	16 Campbell Street Bowen Hills QLD 4006
Additional Divisional Executive Member from the NSW Branch	Rita Mallia	Union Official	12 Railway Street Lidcombe NSW 2141
Additional Divisional Executive Member from the Western Australia Branch	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Branch Secretary	Dean Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Assistant Secretary	Jason O'Mara	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Treasurer	Dean Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch President	Jason Jennings	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Vice-President	Anthony Vitler	Plant operator	3 Rosevear Place, Dickson ACT 2602
Branch Vice-President	Mark Dymock	Painter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Duncan Bennett-Burleigh	FEDFA	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Desmond Marland	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Rodney Driver	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Leon Arnold	Bricklayer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Timothy Puckett	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Brett Harrison	Stone Mason	3 Rosevear Place, Dickson ACT 2602

Branch Committee of Management	Halafihi Kivalu	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Trevor Scott	Painter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Jeffery Polsen	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Cameron Hardy	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Richard Garrety	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Jamie Agett	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Garry Broadrick	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Mark Clemence	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Marcus Eagles	Non-Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Daniel Gair	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Shayne Hall	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Mark Hancock	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Stephen King	FEDFA	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Joshua Stephenson	Non-Trade	3 Rosevear Place, Dickson ACT 2602
Divisional Conference Delegate - ACT	Dean Hall	Union Official	3 Rosevear Place, Dickson ACT 2602

Divisional Conference Delegate - ACT	Jason O'Mara	Union Official	3 Rosevear Place, Dickson ACT 2602

CFMEU CONSTRUCTION & GENERAL DIVISION
NEW SOUTH WALES DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Branch Secretary	Brian Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Assistant Secretary	Rob Kera	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Assistant Secretary	Rebel Hanlon	Union Official	12 Railway St, Lidcombe NSW 2141
Branch President	Rita Mallia	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Wayne Hibbens	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Mick Sykes	Grader Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Paul Wright	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Wally Beliaiev	Plant Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Paul Fisher	Refractory Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Trent Thompson	Plant Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Nur Begg	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Peter Brunner	Bricklayer	12 Railway St, Lidcombe NSW 2141

Branch Council Member Cumberland Zone	Mark Childs	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Paul Connell	Stonemason	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Colm Drumgoogle	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Tom Erceg	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Derek Gallagher	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Peter Hadfield	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Lawrence Kelly	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Colin Lamond	Crane Driver	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Geoff Bates	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Steven Ndaira	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Dalibor Ozebek	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	James Ponisi	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Ajay Ouakrim	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Nicholas Rawson	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Elliot Robson	Labourer	12 Railway St, Lidcombe NSW 2141

Branch Council Member Cumberland Zone	Edward Sloan	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Graeme Taylor	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Anthony Tucker	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Brian Webster	Crane Driver	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Neal Attwood	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Karl Hitchcock	Rigger	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Frankie Misfud	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Luis Abarca	Gyprocker	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Scott Andrew	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Howard Byrnes	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Denis McNamara	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Garry Preston	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Gordon Cameron	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Colin Chapman	Labourer	12 Railway St, Lidcombe NSW 2141

Branch Management Committee Member	Elvis Coehlo	Safety Officer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	John Burns	Dogman	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Stephen Costigan	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Paul Midson	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Jose Maria Barrios	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Jackie Faulkner	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Peter Genovese	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Dean Hackett	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Munro Jones	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Riini Jaram	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Patrick Kenniff	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Michael Cambourn	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Claude Sgroi	Concretor	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Damir Radic	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Larry Valesini	Rigger/Dogman	12 Railway St, Lidcombe NSW 2141

Branch Management Committee Member	Barry Webster	CW5	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Warren Whitney	Safety Rep/Dogman	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Danny Reeves	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Mohamed Hammoud	Labourer	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Stephen Costigan	Carpenter	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Brian Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Denis McNamara	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Brad Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Jose Mario Barrios	Carpenter	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Rebel Hanlon	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Rita Mallia	Union Official	12 Railway St, Lidcombe NSW 2141

CFMEU CONSTRUCTION AND GENERAL DIVISION
SOUTH AUSTRALIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Branch Secretary	Aaron Cartledge	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Assistant Secretary	Michael McDemott	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Assistant Secretary	Darren Roberts	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch President	Jack Merkx	Rigger	Level , 32 South Terrace Adelaide SA 5000
Branch Vice-President	Antony Priddle	Carpenter	Level , 32 South Terrace Adelaide SA 5000
Branch Treasurer	Mark McEwen	Painter	Level , 32 South Terrace Adelaide SA 5000
Branch Trustee	Scott Jeffs	Safety Officer	Level , 32 South Terrace Adelaide SA 5000
Branch Trustee	John Nelson	Rigger / Dogman	Level , 32 South Terrace Adelaide SA 5000
Divisional Branch Organiser	Mark Gava	Union Official	Level , 32 South Terrace Adelaide SA 5000
Divisional Branch Organiser	David Bolton	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Andrew Penny	Hoist Driver	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Derek Stapleton	Painter	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	David Sahlberg	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Jason Clarke	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of	Gregory O'Donohoe	Formwork Carpenter	Level , 32 South Terrace

Management Member			Adelaide SA 5000
Branch Council Member	Alan Clifton	Plasterer	Level , 32 South Terrace Adelaide SA 5000
~~Branch~~ Council Member	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Mostyn Lloyd Lucas	Plant Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Gregory Natt	Scafolder	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Jack Kappelle	Rigger	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Peter Pope	Rigger	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Luke Crevola	Carpenter	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tim Gudgeon	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tom Middleton	Ceiling Fixer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Allen Cooper	Energy Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Brad Prince	Mining Product Worker	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tony Nickels	Mining Product Worker	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Robert Geyer	Mining Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Divisional Conference Delegate - SA	Aaron Cartledge	Union Official	Level , 32 South Terrace Adelaide SA 5000
Divisional Conference	Jack Merkx	Rigger	Level , 32 South Terrace

Delegate - SA			Adelaide SA 5000
Divisional Conference Delegate - SA	Darren Roberts	Union Official	Level , 32 South Terrace Adelaide SA 5000

CFMEU CONSTRUCTION AND GENERAL DIVISION
VICTORIA/TASMANIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Branch Secretary	John Steka	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Assistant Secretary	Elias Spernovasilis	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Assistant Secretary	Shaun Reardon	Union Official	500 Swanston St, Carlton South VIC 3053
Branch President	Ralph Edwards	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Senior Vice-President	Noel Washington	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Vice-President	Derek Christopher	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Dave Lythgo	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Rudy Raspudic	Painter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Anthony Cordier	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Anthony Ioannidis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Bill Beattie	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Steve Long	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Christos Savronidis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Constantinou	Carpenter	500 Swanston St, Carlton South VIC 3053

Branch Management Committee Members	Fabio Stradijot	Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Fergal Doyle	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Frank Akbari	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Gareth Stephenson	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Duggan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Perkovic	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Mick Cody	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Paul Round	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Peter Booth	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Raymond Booth	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Roy Williams	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Sam Bergic	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Steven Balta	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Theo Theodorou	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Adam Hall	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Chris Brett	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne	Alexander Tadic	Union Official	500 Swanston St,

Metropolitan Zone			Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Bart Scaffidi	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Vlado Cakarun	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Bill Cassidy	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ciaran Hopkins	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Colin Flanagan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Craig Johnston	Forklift Hoist Operator	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Phil Castaldo	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Darrel Spivey	Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Clark	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dennis Gritzalis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Stuey Corkran	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Eamonn Wolfe	Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Mick Fitzsimons	Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Felice Filardo	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Gary Stephen	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	George Paterson	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Hamish Fraser	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brett Johnston	Crane Operator	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ian Markham	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Karlusic	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Leo Kotzapangiotis	Labourer Ref Peggy	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Albert Litler	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dave Love	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Canice Lynch	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne	John Ayers	Union Official	500 Swanston St, Carlton South VIC 3053

Metropolitan Zone			
Branch Council Members Melbourne Metropolitan Zone	Drew MacDonald	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Datema	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Furlong	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Mantis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Medlyn	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Paul Maloney	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Kevin Pattinson	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark McMillan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brad McNiven	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dave McCafferty	Stonemason	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Lee McKenzie	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark Sayers	Forklift Hoist Operator	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Vacant		500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Matthew Cathie	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Matthew Seadon	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Egan	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Powell	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Paul Sullivan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Castles	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Muldeary	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Philip Stephen Leckie	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Phillip Camilleri	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Trevor Pushon	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ricky Orterga	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne	Rod Ramsey	Crane Operator	500 Swanston St, Carlton South VIC 3053

Metropolitan Zone			
Branch Council Members Melbourne Metropolitan Zone	Gary Roberts	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Robinson	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Angelo Ruffato	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Salvatore Presti	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	James Ryan	Rigger Dogman	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Terry Ryan	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rob Serra	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council MembersMelbourne Metropolitan Zone	Tony Suffern	Bricklayer Refractory	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rob Taylor	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dean Tyrell	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Daniel Vukosa	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Glenn Musgrove	Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Geelong Zone	Rob Graauwmans	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Dean Doran	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Dave Dryden	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Brendan Murphy	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Brendan Pitt	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Gerard Benstead	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Doug Whitford	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Andrew Pitlick	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Mark Travers	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Quentin Hall	Scaffolder	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Joseph Maggs	Crane Driver	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern	Mark Tait	Union Official	500 Swanston St, Carlton South VIC 3053

Victoria Zone			
Branch Council Members Northern Victoria Zone	Casey Vlaming	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	John Parker	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Malcolm Smith	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Toby Thornton	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Tom Malone	Plant Operator	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Gerard Benstead	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Derek Christopher	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	John Setka	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Brendan Murphy	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	David Noonan	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Elias Spernovasilis	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Frank O'Grady	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Nigel Davies	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Rob Graauwmans	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Dave Lythgo	Carpenter	500 Swanston St, Carlton South VIC 3053

Divisional Conference Delegate - VIC	Noel Washington	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Ralph Edwards	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Shaun Reardon	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Theo Theodorou	Union Official	500 Swanston St, Carlton South VIC 3053

CFMEU CONSTRUCTION AND GENERAL DIVISION
WESTERN AUSTRALIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Branch Secretary	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Branch Assistant Secretary	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Branch Assistant Secretary	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Branch President	Campbell McCullough	Dogman	80 Beaufort Street, Perth WA 6000
Branch Senior Vice-President	Ian Hawkins	Scaffolder	80 Beaufort Street, Perth WA 6000
Branch Vice-President	Glenn Hawkins	Bricklayer	80 Beaufort Street, Perth WA 6000
Branch Treasurer	Leslie John Wellington	Union Official	80 Beaufort Street, Perth WA 6000
Branch Trustee	Glenn Alan Hawkins	Bricklaye	80 Beaufort Street, Perth WA 6000
Branch Trustee	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Branch Trustee	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Peter Ballard	Bricklayer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Walter Molina	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Peter McGrahan	Bricklayer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Robert Pearson	Labourer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Matt Waters	Union Organiser	80 Beaufort Street, Perth WA 6000

Branch Council Member	Terry Barrett	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Steve Bates	Dogman	80 Beaufort Street, Perth WA 6000
Branch Council Member	Seamus Byrne	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Matt Blade	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Peter Delaney	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mick Evans	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mick Hogan	Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mark Binstead	Dogman	80 Beaufort Street, Perth WA 6000
Branch Council Member	Steven Evans	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Steve McCann	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Paul Ferreira	Crane Driver	80 Beaufort Street, Perth WA 6000
Branch Council Member	Brendan Clarke	Crane Driver	80 Beaufort Street, Perth WA 6000
Branch Council Member	Leandra Grant	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Robert Lee	Dogman	80 Beaufort Street, Perth WA 6000
Branch Council Member	Patrick Heathcote	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Patrick McCann Snr	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Peter Joshua	Union Organiser	80 Beaufort Street, Perth WA 6000

Branch Council Member	Phillip Milne	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mal Peters	Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Les Wylie	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Richard Darling	Labourer	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Campbell McCullough	Dogman	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate – WA	Matthew Waters	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Phillip Milne	Labourer	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH OFFICE BEARERS AS AT 2 JANUARY 2015

Office	Officer	Occupation	Address
Branch Secretary	Michael Ravbar	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch President	David Hanna	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Senior Vice President	Steven Gaske	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Senior Vice President	Royce Kupsch	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Vice-President	Bradley Daniel	Painter	16 Campbell Street, Bowen Hills QLD 4006
Branch Vice-President	Darren (Bob) Williams	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Assistant Secretary	Vacant		
Branch Assistant Secretary	Keith Murphy (Hon)	Glazier	16 Campbell Street, Bowen Hills QLD 4006
Branch Assistant Secretary	Jade Ingham	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Executive Member	Kane Pearson	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Executive Member	Ian McKewin	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Andrew Clark	Carpenter	16 Campbell Street, Bowen Hills QLD 4006

Branch Council Member	John Cummins	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Tom Smith	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Wayne Scobie	Plasterer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Tony Dougherty	Civil Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Marcus Dittman	Plant Operator	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Paul Barber	Painter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Dallas Ezzy	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Stephen Andersen	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Michael Koning	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Kevin Heenan	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	James Fissenden	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Terrance Hamilton	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Patrick Daniel Maher	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Dean Kupsch	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Keith Murphy (Hon)	Glazier	16 Campbell Street, Bowen Hills QLD 4006

Divisional Conference Delegate - QLD	Michael Ravbar	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Peter Close	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Laurence Genrich (Hon)	Plant Operator	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Jade Ingham	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Ian McKewin	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Steven Gaske	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	David Hanna	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Terrance Hamilton	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Royce Kupsch	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - NT	Mick Huddy	Union Official	16 Campbell Street, Bowen Hills QLD 4006

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
DIVISIONAL OFFICES

CFMEU FFPD Divisional National Office 148-152 Miller Street West Melbourne VIC 3003	CFMEU FFPD PULP AND PAPER WORKERS' DISTRICT 148-152 Miller Street West Melbourne VIC 3003
CFMEU FFPD VICTORIAN DISTRICT 148-152 Miller Street West Melbourne VIC 3003	CFMEU FFPD GREATER GREEN TRIANGLE DISTRICT 1 Crennan Street Mt Gambier SA 5290
CFMEU FFPD NEW SOUTH WALES DISTRICT Level 1, 10 – 12 Railway Street Lidcombe NSW 2141	CFMEU FFPD QLD/NT/WA DISTRICT 80 Beaufort Street Perth WA 6000
CFMEU FFPD SOUTH AUSTRALIAN DISTRICT Level 2, 32 South Terrace Adelaide North SA 5000	CFMEU FFPD TASMANIAN DISTRICT 237 Wellington Street Launceston TAS 7250

PULP AND PAPER WORKERS' DISTRICT SUB-BRANCHES

MELBOURNE 148-152 Miller Street West Melbourne VIC 3003	MARYVALE c/- PO Box 37 Morwell VIC 3840
MILLICENT PO Box 125 Millicent SA 5280	NOWRA 13 Comarong Street Greenwell Point NSW 2540
TASMANIA PO Box 474 Burnie TAS 7320	PETRIE c/- 148-152 Miller Street West Melbourne VIC 3003
SYDNEY c/- 148-152 Miller Street West Melbourne VIC 3003	TUMUT 26 Merivale Street Tumut NSW 2720

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
DIVISIONAL OFFICERS

Divisional President	Jane Calvert	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Secretary	Michael O'Connor	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Senior Assistant Secretary	Leo Skourdoumbis	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Assistant Secretary	Alex Millar	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Assistant Secretary	Frank Vari	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Senior Vice President	Craig Smith	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Vice President	Brad Coates	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Vice President	David Kirner	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Terry Bennier	Senior Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Denise Campbell-Burns	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Damian Cooke	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Philip Davies	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Ken Fraser	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Scott McLean	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Kim Mason	Wood Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Clifford Palmer	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Andrew Vendramini	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003

Delegate to Divisional Conference	Jane Calvert	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Michael O'Connor	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Alex Millar	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Leo Skourdoumbis	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Frank Vari	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
OFFICE BEARERS

PPW District President	Denise Campbell-Burns	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Senior Vice President	Geoff Gasperotti	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Junior Vice President	Anthony Pavey	Production Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Secretary	Alex Millar	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Trustee	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Trustee	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Trustee	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management (AA)	Louise Legg	First Aid Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management (AA)	Tepapa Aranui	Process Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Ken Fraser	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management (AA)	Robert Burns	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Kevin Millie	Area Trainer	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Geoffrey Beach	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Kevin Riordan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Brett Kelly	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Geoff Roberts	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Craig O'Connor	Converting Line Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Jack Evans	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Tim Allan	Dryerman	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Ian Moule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

District Delegate to Divisional Conference	Denise Campbell Burns	Union official	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Kenneth Fraser	Union official	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
MARYVALE SUB-BRANCH
OFFICE BEARERS

Maryvale PPW Sub Branch President	Tim Allan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Senior Vice President	Ian Moule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Junior Vice President	Brian (Billy) Duncan	Health & Safety Assistant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Secretary	Anthony Pavey	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Shane Dalton	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Anthony Williams	UMV Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Gary Anderson	Winder Assistant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Peter Barnes	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	David Brown	Wood Yard Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Shane Dalton	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Louise Legg	First Aid Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Scott Morris	Winderman	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Peter Raeburn	Laboratory	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Ray Scott	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

Maryvale PPW Sub Branch Committee of Management	Jason Van Gelderen	Pulp Mill Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Anthony Williams	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Tim Allan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Ian Moule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
MELBOURNE SUB-BRANCH
OFFICE BEARERS

Melbourne PPW Sub Branch President	Kevin Riordan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Senior Vice President	Denise Campbell-Burns	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Junior Vice President	Michael Kernich	Dryerman	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Secretary	Geoffrey Gasperotti	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Tepapa Aranui	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Terry Lobo	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of Management	Nick Manolopoulos	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Tekura Matatunoa	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Michael Obradovic	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of	Trevor Watts	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

Management			
Sub-Branch Delegates to District Committee of Management	Denise Campbell-Burns	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Kevin Riordan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
MILLICENT SUB-BRANCH
OFFICE BEARERS

Millicent PPW Sub Branch President	David Doyle	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Senior Vice President	Craig O'Connor	Converting Line Co-Ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Junior Vice President	Brett Kelly	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Secretary	Kevin Millie	Area Trainer	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Ben Gysbers	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Scott Irvine	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	George Verbena	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Nigel Ross	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Ann Matthews	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Craig M Stuart	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Brian Watson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Brett Kelly	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of	Craig O'Connor	Converting Line Co-Ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003

Management			

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
NOWRA SUB-BRANCH
OFFICE BEARERS

Nowra PPW Sub Branch President	Paul Ryan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Senior Vice President	Peter Dawson	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Junior Vice President	Vernon Ducret	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Secretary	Jack Evans	Senior Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Trent Boundy	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Karen Cole	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Gary Cork	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Vacant		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
PETRIE SUB-BRANCH
OFFICE BEARERS

Petrie PPW Sub Branch President	Vacant		
Petrie PPW Sub Branch Senior Vice President	Vacant		
Petrie PPW Sub Branch Junior Vice President	Vacant		
Petrie PPW Sub Branch Secretary	Vacant		
Petrie PPW Sub-Branch Committee of Management	Vacant		
Petrie PPW Sub-Branch Committee of Management	Vacant		
Petrie PPW Sub-Branch Committee of Management	Vacant		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
SYDNEY SUB-BRANCH
OFFICE BEARERS

Sydney PPW Sub Branch President	Geoff Roberts	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Senior Vice President	Conrad Brown	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Junior Vice President	Vacant		
Sydney PPW Sub Branch Secretary	Geoffrey Beach	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Committee of Management	John Curtis	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Committee of Management	Peter Greeshaw	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Committee of Management	Vacant		
Sydney PPW Sub Branch Committee of Management	Vacant		
Sub-Branch Delegates to District Committee of Management	Geoff Roberts	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
TASMANIAN SUB-BRANCH
OFFICE BEARERS

Tasmanian PPW Sub Branch President	Stephen Zvillis	Boiler Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Senior Vice President	Craig Jones	Boiler Attendant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Junior Vice President	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Secretary	Kenneth Fraser	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Jason Hall	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Glenn Harback	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Scott Perkins	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Michael Sproule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
TUMUT SUB-BRANCH
OFFICE BEARERS

Tumut PPW Sub Branch President	Steve Longabardi	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Senior Vice President	Jeffrey Pont	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Junior Vice President	Lex Smith	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Secretary	Robert Burns	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Rod Baxter	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Jake Byrne	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Johannes F De Beer	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Jeanette Ferreira	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Michael Hallaron	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Jarrod Neville	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Michael Rouse	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Robert Steel	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of	Anthony Sutton	Process	c/- 148-152 Miller Street, West Melbourne VIC

Management		Operator	3003
Tumut PPW Sub Branch Committee of Management	Dan Taylor	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
NSW DISTRICT
OFFICE BEARERS

NSW District President Honorary	Anthony Ovington	Loader/Yardman	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Vice President	Gerald Tory	Fitter/Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Vice President	Vacant		
NSW District Vice President (AA)	Lorraine Cullen	Dry Mill Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Secretary	Craig Smith	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Assistant Secretary	Phil Davies	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Vacant		
NSW District Committee of Management	Vacant		
NSW District Committee of Management	Craig Corby	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Ray Hounsell	Sawyer	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Michael Hurst	Sawyer	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Peter Moss	Forklift Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Keith Payne	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Kathryn Powell	Timber Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District	Kim Rawlings	Process Worker	c/- 148-152 Miller Street,

Committee of Management			West Melbourne VIC 3003
NSW District Committee of Management	Atili Neru Too	Mattress Assembler	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Delegate to Divisional Conference	Philip Davies	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Delegate to Divisional Conference	Vacant		
NSW District Delegate to Divisional Conference	Anthony Ovington	Loader/Yardman	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
GREATER GREEN TRIANGLE (GGT) DISTRICT
OFFICE BEARERS

GGT District President	Terry Bennier	Senior Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Vice President	Craig McMillan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Vice President (AA)	Gillian Finnigan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Secretary	Bradley Coates	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Albertus Bakker	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	David Heaver	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Geoffrey Itzerott	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Vacant		
GGT District Committee of Management	John O'Crehan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Kevin Trotter	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Terry Bennier	Senior Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	John O'Crehan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
QLD, NT & WA DISTRICT
OFFICE BEARERS

Qld/NT/WA District President	Dallas Hunter	Union Delegate	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Vice President	Phillip Robson	Storeperson	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Secretary	Vacant		
Qld/NT/WA District Committee of Management	Karl Karora	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Committee of Management	George Sergijew	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Committee of Management	David Williams	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Vacant		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
SOUTH AUSTRALIAN DISTRICT
OFFICE BEARERS

South Australian District President	Jayson Paterson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Vice President	Vacant		
South Australian District Vice President (AA)	Vacant		
South Australian District Secretary	David Kirner	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Vacant		
South Australian District Committee of Management	Mark Nicholls	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Doug Nuske	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Luke Riches	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Zane Smit	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Paul Wilmhurst	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Mark Nicholls	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Jayson Paterson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
TASMANIAN DISTRICT
OFFICE BEARERS

Tasmanian District President	Nathan Milner	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Vice President	Elaine Lovell	Timber Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Secretary	Scott McLean	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Justin Blizzard	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Bernard Cowan	Glass worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Wayne Harvey	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Jamie Hite	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Christopher Osborne	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Jeremy Reynolds	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management (AA)	Vacant		
District Delegate to Divisional Conference	Vacant		
District Delegate to Divisional Conference	Nathan Milner	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
VICTORIAN DISTRICT
OFFICE BEARERS

Victorian District Joint President	Kim Mason	Wood Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Joint President	Cliff Palmer	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Vice President	Wiremu Kaiwai	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Vice President	Damian Cooke	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Vice President (AA)	Vicki Meyn	Shop Assistant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Secretary	Frank Vari	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Assistant Secretary	Andrew Vendramini	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management (AA)	Ros Cahill	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Brett Apsland	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Vacant		
Vic District Committee of Management	Glenn Benson	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Derek Birchall	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Jeff Cockerell	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Troy Hudson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Gerald Molik	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Vacant		
Vic District Committee of Management	Kerry Parker	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003

Vic District Committee of Management	Craig Power	Sawyer	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Daryl Sellman	Floor Layer	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Alwin Seneviratne	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Gregory Wheeler	Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Daniel Wilson	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Derek Birchall	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Damian Cooke	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Wiremu Kaiwai	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Kim Mason	Wood Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Cliff Palmer	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Andrew Vendramini	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003

20 January 2015

CFMEU
FORESTRY & FURNISHING

The General Manager
The Fair Work Commission
Terrace Towers
80 William Street
East Sydney NSW 2011

By email: orgs@fwc.gov.au

RE: Notification of Change to Records – s.233(2) Fair Work (Registered Organisations) Act 2009

I am required to notify the Commission of a change in the records required to be kept under s.230(1)(c) of the Fair Work (Registered Organisations) Act 2009.

The following officers of the Union have been elected to National positions in the CFMEU as a result of the elections conducted in E2014/252 and E2014/199. In accordance with the Rules each officer took office on 2 January 2015.

Each of the following Office Bearers has their address and occupation listed under their respective Divisional Branch attachment in the Annual Return filed on 31 March 2014.

Office	Officer	Division
National President	Anthony John Maher	Mining & Energy
National Vice President	Michael John Ravbar	Construction & General
National Vice President	Leo Skourdoumbis	FFPD
National Vice President	Andrew William Vickers	Mining & Energy
National Secretary	Michael Joseph O'Connor	FFPD
National Assistant Secretary	Dave Noonan	Construction & General
NEC Member (Construction & General)	John Setka	Construction & General
NEC Member (Construction & General)	Mick Buchan	Construction & General
NEC Member (Construction & General)	Brian Parker	Construction & General
NEC Member (Mining & Energy)	Wayne Frederick McAndrew	Mining & Energy
NEC Member (Mining & Energy)	Lorraine Usher	Mining & Energy

Construction, **Forestry**, Mining and Energy Union

Michael O'Connor
National Secretary

ABN 34 183 611 865

National Office
148-152 Miller Street
West Melbourne
Victoria 3003 Australia

T: (613) 9274 9200
F: (613) 9274 9284
Freecall: 1800 060 556
E: admin@cfmeuffpd.org
W: www.cfmeuffpd.org.au

I declare that the above information is correct and that corresponding changes have been made in the records required to be kept under s.230(1)(c) of the Fair Work (Registered Organisations) Act 2009.

Yours sincerely,

Michael O'Connor
National Secretary
CFMEU

CONSTRUCTION FORESTRY MINING AND ENERGY UNION

CFMEU National Office
148-152 Miller St
West Melbourne VIC 3003

CFMEU NSW State Branch
12 Railway Street
Lidcombe NSW 2141

CFMEU QLD State Branch
16 Campbell Street,
Bowen Hills QLD 4006

CFMEU SA State Branch
Level 1/32 South Terrace
Adelaide SA 5000

CFMEU TAS State Branch
237 Wellington Street
Launceston TAS 7250

CFMEU VIC State Branch
500 Swanston Street
Carlton VIC 3053

CFMEU WA State Branch
80 Beaufort Street
Perth WA 6000.

CFMEU ACT State Branch
3 Rosevear Place
Dickson ACT 2602

NATIONAL EXECUTIVE COMMITTEE AS AT 1 JANUARY 2016

National Secretary	Michael O'Connor	148-158 Miller Street West Melbourne VIC 3003
National President	Anthony Maher	11/215-217 Clarence Street Sydney NSW 2000
Assistant National Secretary	Dave Noonan	9/215-217 Clarence Street Sydney NSW 2000
National Vice-President	Michael Ravbar	16 Campbell Street, Bowen Hills QLD 4006
National Vice-President	Leo Skourdoumbis	148-158 Miller Street West Melbourne VIC 3003
National Vice-President	Andrew Vickers	11/215-217 Clarence Street Sydney NSW 2000
Assistant Divisional Secretary Construction and General Division	Brad Parker	9/215-217 Clarence Street Sydney NSW 2000
Assistant Divisional Secretary Construction and General Division	Frank O'Grady	9/215-217 Clarence Street Sydney NSW 2000
Divisional President Construction and General Division	Joe McDonald	16 Campbell Street, Bowen Hills QLD 4006
National Executive Committee Member - Construction and General Division	Brian Parker	12 Railway Street Lidcombe NSW 2141
National Executive Committee Member - Construction and General Division	Mick Buchan	80 Beaufort Street Perth, WA 6000.
National Executive Committee Member - Construction and General Division	John Setka	500 Swanston Street Carlton South VIC 3053
National Executive Committee Member - Mining and Energy Division	Vacant	11/215-217 Clarence Street Sydney NSW 2000
National Executive Committee Member - Mining and Energy Division	Lorraine Usher	11/215-217 Clarence Street Sydney NSW 2000
National Executive Committee Member - Forestry and Furnishing Products Division	Alex Millar	148-152 Miller Street West Melbourne VIC 3003
National Executive Committee Member - Forestry and Furnishing Products Division	Jane Calvert	148-152 Miller Street West Melbourne VIC 3003

NATIONAL EXECUTIVE AS AT 1 JANUARY 2016

The National Executive consists of the persons who constitute the National Executive Committee set out above and the Principal Officer of each Divisional Branch of each Division, including additional persons as a result of the amalgamation and translation process as outlined in rules 15(l) and rule 42(xiii) schedule and words, who are set out below.

The following National Executive members have their addresses and occupations listed under their respective Divisional Branch listing.

Construction and General Division		
	Mick Buchan	WA
	Aaron Cartledge	SA
	Dean Hall	ACT
Mining and Energy Division		
	Chris Hinds	TAS
	Gary Wood	WA
	Stephen Smyth	QLD
	Luke Van der Muelen	VIC
	Lorraine Usher	NSW
	Andy Honeysett	South-West
	Peter Jordan	Northern
Forestry and Furnishing Products Division		
	Dave Kirner	SA
	Frank Vari	VIC
	Brad Coates	Greater Green Triangle
	Craig Smith	NSW
	Scott McLean	TAS

NATIONAL CONFERENCE

The National Conference consists of all of the members of each and every Divisional Executive for every Division of the Union and National Executive members who are not otherwise a delegate to National Conference by virtue of Rule 13(ii). (see Rule 13).

The National Conference Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

STATE OFFICERS NEW SOUTH WALES

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Brian Parker	Construction & General
State President	Peter Jordan	Mining & Energy
State Senior Vice President	Rita Mallia	Construction & General
State Joint Vice President	Andrew Honeysett	Mining & Energy
State Joint Vice President	Robert Kera	Construction & General
State Joint Vice President	Anthony Ovington	FFPD
Assistant State Secretary	Craig Smith	FFPD

NEW SOUTH WALES STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

NEW SOUTH WALES STATE CONFERENCE

Consists of the persons who constitute NSW State Executive as listed above (i.e. including NSW State Officers) and the persons being the other members of the FFPD NSW District Committee of Management and the Construction and General Division NSW Divisional Branch Management Committee and Mining and Energy Divisional District Management Committees listed in their respective Divisional Branch attachments.

STATE OFFICERS QUEENSLAND

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Michael Ravbar	Construction & General
State President	Stephen Smyth	Mining & Energy
State Senior Vice President	Royce Kupsch	Construction & General
State Assistant Secretary	Tim Whyte	Mining & Energy
State Joint Vice President	Mitch Hughes	Mining & Energy
State Joint Vice President	Jade Ingham	Construction & General

QUEENSLAND STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

QUEENSLAND STATE CONFERENCE

Consists of those persons listed above as being the Queensland State Executive, and the persons listed herein as members of the Construction and General Queensland Divisional Branch Management Committee, and the members of the Mining & Energy Divisional Branch Management Committee as listed in their respective Divisional Branch attachments to this return.

STATE OFFICERS SOUTH AUSTRALIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Aaron Cartledge	Construction & General
State President	Vacant	
Assistant State Secretary	David Kirner	FFPD
State Senior Vice President	Bradley Coates	FFPD
State Joint Vice President	Michael McDermott	Construction & General
State Joint Vice President	Craig McMillan	FFPD

South Australian State Executive

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

South Australian State Conference

Consists of the persons who constitute South Australian State Executive set out above and the persons being the members of the FFPD South Australian District Management Committee, and the Construction and General Division South Australian Divisional Branch Management Committee listed in their respective Divisional Branch attachments.

STATE OFFICERS TASMANIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Scott McLean	FFPD
State President	Chris Hinds	Mining & Energy
Assistant Secretary	Noel Washington	Construction & General
State Senior Vice President	Dale Cracknell	Construction & General
State Joint Vice President	White Bill	Construction & General
State Joint Vice President	Nathan Milner	FFPD
State Joint Vice President	Vacant	Mining & Energy

The above positions are vacant as a result of the expiry of the office of the previous Officers. Prescribed Information in relation to the conduct of elections for each of the above positions has been lodged.

TASMANIAN STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

TASMANIAN STATE CONFERENCE

Consists of the persons listed as the Tasmanian State Executive set out above and, the other persons being the persons listed as members of the FFPD Tasmanian District Management Committee, Mining & Energy Tasmanian Divisional District Management Committee and the Construction and General Tasmanian Divisional Branch Management Committee as listed in their respective Divisional Branch attachments.

STATE OFFICERS VICTORIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	John Setka	Construction & General
State President	Luke Van Der Meulen	Mining & Energy
State Senior Vice President	Ralph Edwards	Construction & General
Assistant State Secretary	Elias Spernovasilis	Construction & General
Assistant State Secretary	Frank Vari	FFPD
State Joint Vice President	Sean Reardon	Construction & General
State Joint Vice President	Andrew Vendramini	FFPD
State Joint Vice President	Mark Richards	Mining & Energy

VICTORIAN STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

VICTORIAN STATE CONFERENCE

Consists of the persons who constitute the persons being the other members of the FFPD Victorian District Management Committee, the Construction and General Victorian Divisional Branch Management Committee, and the FEDFA Victorian Branch Management Committee listed in their respective Divisional Branch attachments.

STATE OFFICERS WESTERN AUSTRALIA

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

Office	Officer	Division
State Secretary	Michael Buchan	Construction & General
State President	Graham Pallot	Construction & General
State Senior Vice President	Gary Wood	Mining & Energy
State Assistant Secretary	Joseph McDonald	Construction & General
State Joint Vice President	Greg Busson	Mining & Energy
State Joint Vice President	Campbell McCulloch	Construction & General

WA STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the Branch area including the above-named persons elected as State Branch Officers.

WA STATE CONFERENCE

Consists of those persons listed above as being the WA State Executive and the persons listed herein as members of the Construction and General Divisional Branches' Management Committees, and the members of the Mining & Energy Division WA District Divisional District Management Committee, as listed in their respective Divisional Branch attachments.

STATE OFFICERS AUSTRALIAN CAPITAL TERRITORY

The following Office Bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

State Secretary	Dean Hall	C&G Division
State President	Jason Jennings	C&G Division
State Vice President	Mark Dymock	C&G Division
State Assistant Secretary	Jason O'Mara	C&G Division

AUSTRALIAN CAPITAL TERRITORY STATE EXECUTIVE

Consists of the above named persons being the ACT State officers (according to Rule 48) with the persons who are the elected officers of the Construction & General Division ACT Branch.

AUSTRALIAN CAPITAL TERRITORY STATE CONFERENCE

Consists of the persons who constitute the ACT Construction & General Division Committee of Management, as listed in the Construction & General Division Office Bearers Return, and that being the only divisional branch within the ACT, in accordance with Rule 46(ii).

CONSTRUCTION & GENERAL DIVISION

OFFICE BEARERS RETURN OF INFORMATION

2016

CFMEU CONSTRUCTION & GENERAL DIVISION
OFFICE BEARERS AS AT 1 JANUARY 2016

Branches	Address
CFMEU C&G National Office	Level 9, 215-217 Clarence Street, Sydney NSW 2000
CFMEU C&G ACT	3 Rosevear Place, Dickson ACT 2602
CFMEU C&G NSW	12 Railway Street, Lidcombe NSW 2141
CFMEU C&G QLD/NT	16 Campbell Street, Bowen Hills QLD 4006
CFMEU C&G SA	Level 1, 32 South Terrace, Adelaide SA 5000
CFMEU C&G VIC/TAS	500 Swanston Street, Carlton South VIC 3053
CFMEU C&G WA	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Divisional President	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Secretary	Dave Noonan	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Assistant Secretary	Frank O'Grady	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Assistant Secretary	Bradley Parker	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Trustee	Dean Hall	Union Official	3 Rosever Place Dickson ACT 2602
Divisional Trustee	Rita Mallia	Union Official	12 Railway Street Lidcombe NSW 2141
Divisional Trustee	Brian Parker	Union Official	12 Railway Street Lidcombe NSW 2141
Divisional Executive Member	Michael Ravbar	Union Official	16 Campbell Street Bowen Hills QLD 4006
Divisional Executive Member	John Setka	Union Official	500 Swanston Street Carlton South VIC 3053
Divisional Executive Member	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Executive Member	Aaron Cartledge	Union Official	32 South Terrace Adelaide SA 5000
Additional Divisional Executive Members from the Victoria-Tasmania Branch	Shaun Reardon	Union Official	500 Swanston Street Carlton South VIC 3053
Additional Divisional Executive Members from the Victoria-Tasmania Branch	Elias Spernovasilis	Union Official	500 Swanston Street Carlton South VIC 3053

Additional Divisional Executive Member from the Queensland Branch	Jade Ingham	Union Official	16 Campbell Street Bowen Hills QLD 4006
Additional Divisional Executive Member from the NSW Branch	Rita Mallia	Union Official	12 Railway Street Lidcombe NSW 2141
Additional Divisional Executive Member from the Western Australia Branch	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Branch Secretary	Dean Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Assistant Secretary	Jason O'Mara	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Treasurer	Dean Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch President	Jason Jennings	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Vice-President	Anthony Vitler	Plant operator	3 Rosevear Place, Dickson ACT 2602
Branch Vice-President	Mark Dymock	Painter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Duncan Bennett-Burleigh	FEDFA	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Desmond Marland	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Rodney Driver	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Leon Arnold	Bricklayer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Timothy Puckett	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Brett Harrison	Stone Mason	3 Rosevear Place, Dickson ACT 2602

Branch Committee of Management	Vacant	Vacant	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Trevor Scott	Painter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Jeffery Polsen	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Cameron Hardy	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Richard Garrety	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Jamie Agett	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Garry Broadrick	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Vacant	Vacant	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Marcus Eagles	Non-Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Vacant	Vacant	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Shayne Hall	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Mark Hancock	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Vacant	Vacant	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Joshua Stephenson	Non-Trade	3 Rosevear Place, Dickson ACT 2602
Divisional Conference Delegate - ACT	Dean Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Divisional Conference Delegate – ACT	Jason O'Mara	Union Official	3 Rosevear Place, Dickson ACT 2602

CFMEU CONSTRUCTION & GENERAL DIVISION
NEW SOUTH WALES DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Branch Secretary	Brian Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Assistant Secretary	Rob Kera	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Assistant Secretary	Rebel Hanlon	Union Official	12 Railway St, Lidcombe NSW 2141
Branch President	Rita Mallia	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Wayne Hibbens	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Mick Sykes	Grader Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Paul Wright	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Wally Beliaiev	Plant Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Paul Fisher	Refractory Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Trent Thompson	Plant Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Nur Begg	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Peter Brunner	Bricklayer	12 Railway St, Lidcombe NSW 2141

Branch Council Member Cumberland Zone	Mark Childs	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Paul Connell	Stonemason	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Colm Drumgoogle	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Tom Erceg	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Derek Gallagher	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Peter Hadfield	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Lawrence Kelly	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Colin Lamond	Crane Driver	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Geoff Bates	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Steven Ndaira	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Dalibor Ozebek	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	James Ponisi	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Ajay Ouakrim	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Nicholas Rawson	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Elliot Robson	Labourer	12 Railway St, Lidcombe NSW 2141

Branch Council Member Cumberland Zone	Edward Sloan	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Graeme Taylor	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Anthony Tucker	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Brian Webster	Crane Driver	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Neal Attwood	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Karl Hitchcock	Rigger	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Frankie Misfud	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Luis Abarca	Gyprocker	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Scott Andrew	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Howard Byrnes	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Denis McNamara	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Garry Preston	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Gordon Cameron	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Colin Chapman	Labourer	12 Railway St, Lidcombe NSW 2141

Branch Management Committee Member	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	John Burns	Dogman	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Stephen Costigan	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Paul Midson	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Jose Maria Barrios	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Jackie Faulkner	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Peter Genovese	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Dean Hackett	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Munro Jones	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Riini Jaram	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Patrick Kenniff	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Michael Cambourn	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Terry Huskinson	Trade	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Damir Radic	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Larry Valesini	Rigger/Dogman	12 Railway St, Lidcombe NSW 2141

Branch Management Committee Member	Barry Webster	CW5	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Warren Whitney	Safety Rep/Dogman	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Danny Reeves	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Mohamed Hammoud	Labourer	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Stephen Costigan	Carpenter	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Brian Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Denis McNamara	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Brad Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Jose Mario Barrios	Carpenter	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Rebel Hanlon	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Rita Mallia	Union Official	12 Railway St, Lidcombe NSW 2141

CFMEU CONSTRUCTION & GENERAL DIVISION
SOUTH AUSTRALIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Branch Secretary	Aaron Cartledge	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Assistant Secretary	Michael McDemott	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch President	Derek Stapleton	Painter	Level , 32 South Terrace Adelaide SA 5000
Branch Vice-President	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Branch Treasurer	Mark McEwen	Painter	Level , 32 South Terrace Adelaide SA 5000
Branch Trustee	Scott Jeffs	Safety Officer	Level , 32 South Terrace Adelaide SA 5000
Branch Trustee	John Nelson	Rigger / Dogman	Level , 32 South Terrace Adelaide SA 5000
Divisional Branch Organiser	Mark Gava	Union Official	Level , 32 South Terrace Adelaide SA 5000
Divisional Branch Organiser	David Bolton	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Andrew Penny	Hoist Driver	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Craig Fry	Crane Driver	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	David Sahlberg	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	James Norris	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000

Branch Council Member	Alan Clifton	Plasterer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member _____	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Mostyn Lloyd Lucas	Plant Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Gregory Natt	Scafolder	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Jack Kappelle	Rigger	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Peter Pope	Rigger	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Luke Crevola	Carpenter	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tim Gudgeon	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tom Middleton	Ceiling Fixer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Allen Cooper	Energy Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Brad Prince	Mining Product Worker	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tony Nickels	Mining Product Worker	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Robert Geyer	Mining Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000
Divisional Conference Delegate - SA	Aaron Cartledge	Union Official	Level , 32 South Terrace Adelaide SA 5000
Divisional Conference	Derek Stapleton	Painter	Level , 32 South Terrace

Delegate - SA			Adelaide SA 5000
Divisional Conference Delegate - SA	Vacant	Vacant	Level , 32 South Terrace Adelaide SA 5000

CFMEU CONSTRUCTION AND GENERAL DIVISION
VICTORIA/TASMANIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Branch Secretary	John Setka	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Assistant Secretary	Elias Spernovasilis	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Assistant Secretary	Shaun Reardon	Union Official	500 Swanston St, Carlton South VIC 3053
Branch President	Ralph Edwards	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Senior Vice-President	Noel Washington	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Vice-President	Derek Christopher	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Dave Lythgo	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Rudy Raspudic	Painter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Anthony Cordier	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Anthony Ioannidis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Bill Beattie	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Steve Long	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Constantinou	Carpenter	500 Swanston St, Carlton South VIC 3053

Branch Management Committee Members	Fabio Stradijot	Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Fergal Doyle	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Frank Akbari	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Gareth Stephenson	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Duggan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Perkovic	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Mick Cody	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Paul Round	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Peter Booth	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Raymond Booth	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Roy Williams	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Sam Bergic	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Steven Balta	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Dale Cracknell	Rigger Dogman	33a New Town Road New Town TAS 7008
Branch Management Committee Members	Ritchie Hassett	Union Official	33a New Town Road New Town TAS 7008
Branch Management Committee Members	Theo Theodorou	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Adam Hall	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Chris Brett	Painter	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Alexander Tadic	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Bart Scaffidi	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Vlado Cakarun	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Bill Cassidy	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ciaran Hopkins	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Colin Flanagan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Craig Johnston	Forklift Hoist Operator	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Phil Castaldo	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Darrel Spivey	Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Clark	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dennis Gritzalis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Stuey Corkran	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Eamonn Wolfe	Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Mick Fitzsimons	Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Felice Filardo	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Gary Stephen	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	George Paterson	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Hamish Fraser	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brett Johnston	Crane Operator	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ian Markham	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Karlusic	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Leo Kotzapangiotis	Labourer Ref Peggy	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Albert Litler	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dave Love	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Canice Lynch	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Ayers	Union Official	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Drew MacDonald	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Datema	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Furlong	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Mantis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Medlyn	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Paul Maloney	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Kevin Pattinson	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark McMillan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brad McNiven	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dave McCafferty	Stonemason	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Lee McKenzie	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark Sayers	Forklift Hoist Operator	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Matthew Cathie	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Matthew Seadon	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Egan	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Powell	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Paul Sullivan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Castles	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Muldeary	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Philip Stephen Leckie	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Phillip Camilleri	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Trevor Pushon	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ricky Orterga	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rod Ramsey	Crane Operator	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Gary Roberts	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Robinson	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Angelo Ruffato	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Salvatore Presti	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	James Ryan	Rigger Dogman	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Terry Ryan	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rob Serra	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council MembersMelbourne Metropolitan Zone	Tony Suffern	Bricklayer Refractory	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rob Taylor	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dean Tyrell	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Daniel Vukosa	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Glenn Musgrove	Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Geelong Zone	Rob Graauwmans	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Dean Doran	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Dave Dryden	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Brendan Murphy	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Brendan Pitt	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Gerard Benstead	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Doug Whitford	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Frank O'Grady	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Andrew Pitlick	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Mark Travers	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Quentin Hall	Scaffolder	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Joseph Maggs	Crane Driver	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Mark Tait	Union Official	500 Swanston St, Carlton South VIC 3053

Branch Council Members Northern Victoria Zone	Casey Vlaming	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Malcolm Smith	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Toby Thornton	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Tom Malone	Plant Operator	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Gerard Benstead	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Derek Christopher	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	John Setka	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Brendan Murphy	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	David Noonan	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Elias Spernovasilis	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Frank O'Grady	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Nigel Davies	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Rob Graauwmans	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Dave Lythgo	Carpenter	500 Swanston St, Carlton South VIC 3053

Divisional Conference Delegate - VIC	Noel Washington	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Ralph Edwards	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Shaun Reardon	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Theo Theodorou	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Mark Travers	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate – VIC	Gareth Stephenson	Union Official	500 Swanston St, Carlton South VIC 3053
Sub-Branch Secretary	Ritchie Hassett	Union Official	500 Swanston St, Carlton South VIC 3053
Sub-Branch Vice-President	Dale Cracknell	Rigger Dogman	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Paul Rainey	Labourer	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Michael Andrew Huxley	Labourer	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Roy Smedley	Bricklayer	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Michael Van De Kamp	Labourer	500 Swanston St, Carlton South VIC 3053

CFMEU CONSTRUCTION AND GENERAL DIVISION
WESTERN AUSTRALIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Branch Secretary	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Branch Assistant Secretary	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Branch Assistant Secretary	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Branch President	Campbell McCullough	Dogman	80 Beaufort Street, Perth WA 6000
Branch Senior Vice-President	Ian Hawkins	Scaffolder	80 Beaufort Street, Perth WA 6000
Branch Vice-President	Glenn Hawkins	Bricklayer	80 Beaufort Street, Perth WA 6000
Branch Treasurer	Leslie John Wellington	Union Official	80 Beaufort Street, Perth WA 6000
Branch Trustee	Glenn Alan Hawkins	Bricklaye	80 Beaufort Street, Perth WA 6000
Branch Trustee	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Branch Trustee	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Vacant	Vacant	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Walter Molina	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Vacant	Vacant	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Robert Pearson	Labourer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Matt Waters	Union Organiser	80 Beaufort Street, Perth WA 6000

Branch Council Member	Terry Barrett	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Steve Bates	Dogman	80 Beaufort Street, Perth WA 6000
Branch Council Member	Seamus Byrne	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Matt Blade	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Peter Delaney	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mick Evans	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mick Hogan	Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mark Binstead	Dogman	80 Beaufort Street, Perth WA 6000
Branch Council Member	Steven Evans	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Steve McCann	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Paul Ferreira	Crane Driver	80 Beaufort Street, Perth WA 6000
Branch Council Member	Brendan Clarke	Crane Driver	80 Beaufort Street, Perth WA 6000
Branch Council Member	Leandra Grant	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Robert Lee	Dogman	80 Beaufort Street, Perth WA 6000
Branch Council Member	Patrick Heathcote	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Patrick McCann Snr	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Peter Joshua	Union Organiser	80 Beaufort Street, Perth WA 6000

Branch Council Member	Phillip Milne	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mal Peters	Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Les Wylie	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Richard Darling	Labourer	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Campbell McCullough	Dogman	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate – WA	Matthew Waters	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Phillip Milne	Labourer	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2016

Office	Officer	Occupation	Address
Branch Secretary	Michael Ravbar	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch President	Royce Kupsch	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Senior Vice President	Steven Gaske	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Senior Vice President	Vacant	Vacant	16 Campbell Street, Bowen Hills QLD 4006
Branch Vice-President	Bradley Daniel	Painter	16 Campbell Street, Bowen Hills QLD 4006
Branch Vice-President	Darren (Bob) Williams	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Assistant Secretary	Andrew Sutherland	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Assistant Secretary	Keith Murphy (Hon)	Glazier	16 Campbell Street, Bowen Hills QLD 4006
Branch Assistant Secretary	Jade Ingham	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Executive Member	Peter Close	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Branch Executive Member	Ian McKewin	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Andrew Clark	Carpenter	16 Campbell Street, Bowen Hills QLD 4006

Branch Council Member	John Cummins	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Tom Smith	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Wayne Scobie	Plasterer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Tony Dougherty	Civil Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Marcus Dittman	Plant Operator	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Paul Barber	Painter	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Dallas Ezzy	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Stephen Andersen	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Vacant	Vacant	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Kevin Heenan	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	James Fissenden	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Terrance Hamilton	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Patrick Daniel Maher	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Branch Council Member	Dean Kupsch	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Keith Murphy (Hon)	Glazier	16 Campbell Street, Bowen Hills QLD 4006

Divisional Conference Delegate - QLD	Michael Ravbar	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Peter Close	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Laurence Genrich (Hon)	Plant Operator	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Jade Ingham	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Ian McKewin	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Steven Gaske	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Vacant	Vacant	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Terrance Hamilton	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - QLD	Royce Kupsch	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Conference Delegate - NT	Mick Huddy	Union Official	16 Campbell Street, Bowen Hills QLD 4006

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
DIVISIONAL OFFICES

CFMEU FFPD Divisional National Office 148-152 Miller Street West Melbourne VIC 3003	CFMEU FFPD PULP AND PAPER WORKERS' DISTRICT 148-152 Miller Street West Melbourne VIC 3003
CFMEU FFPD VICTORIAN DISTRICT 148-152 Miller Street West Melbourne VIC 3003	CFMEU FFPD GREATER GREEN TRIANGLE DISTRICT 1 Crennan Street Mt Gambier SA 5290
CFMEU FFPD NEW SOUTH WALES DISTRICT Level 1, 10 – 12 Railway Street Lidcombe NSW 2141	CFMEU FFPD QLD/NT/WA DISTRICT 80 Beaufort Street Perth WA 6000
CFMEU FFPD SOUTH AUSTRALIAN DISTRICT Level 2, 32 South Terrace Adelaide North SA 5000	CFMEU FFPD TASMANIAN DISTRICT 237 Wellington Street Launceston TAS 7250

PULP AND PAPER WORKERS' DISTRICT
SUB-BRANCHES

MELBOURNE 148-152 Miller Street West Melbourne VIC 3003	MARYVALE c/- PO Box 37 Morwell VIC 3840
MILLICENT PO Box 125 Millicent SA 5280	NOWRA 13 Comarong Street Greenwell Point NSW 2540
TASMANIA PO Box 474 Burnie TAS 7320	PETRIE c/- 148-152 Miller Street West Melbourne VIC 3003
SYDNEY c/- 148-152 Miller Street West Melbourne VIC 3003	TUMUT 26 Merivale Street Tumut NSW 2720

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
DIVISIONAL OFFICERS

Divisional President	Jane Calvert	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Secretary	Michael O'Connor	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Senior Assistant Secretary	Leo Skourdoumbis	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Assistant Secretary	Alex Millar	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Assistant Secretary	Frank Vari	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Senior Vice President	Craig Smith	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Vice President	Brad Coates	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Vice President	David Kirner	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Terry Bennier	Senior Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Denise Campbell-Burns	National Safety Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Damian Cooke	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Philip Davies	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Ken Fraser	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Scott McLean	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Kim Mason	Wood Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Clifford Palmer	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Divisional Executive Member	Andrew Vendramini	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003

Delegate to Divisional Conference	Jane Calvert	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Michael O'Connor	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Alex Millar	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Leo Skourdoumbis	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Delegate to Divisional Conference	Frank Vari	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
OFFICE BEARERS

PPW District President	Denise Campbell-Burns	National Safety Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Senior Vice President	Geoff Gasperotti	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Junior Vice President	Anthony Pavey	Production Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Secretary	Alex Millar	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Trustee	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Trustee	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Trustee	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management (AA)	Louise Legg	First Aid Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management (AA)	Tepapa Aranui	Process Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Ken Fraser	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management (AA)	Robert Burns	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Kevin Millie	Area Trainer	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Geoffrey Beach	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Kevin Riordan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Brett Kelly	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Geoff Roberts	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Craig O'Connor	Converting Line Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Jack Evans	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Tim Allan	Dryerman	c/- 148-152 Miller Street, West Melbourne VIC 3003
PPW District Committee of Management	Ian Moule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

District Delegate to Divisional Conference	Denise Campbell Burns	National Safety Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Kenneth Fraser	Union official	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
MARYVALE SUB-BRANCH
OFFICE BEARERS

Maryvale PPW Sub Branch President	Tim Allan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Senior Vice President	Ian Moule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Junior Vice President	Brian (Billy) Duncan	Health & Safety Assistant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Secretary	Anthony Pavey	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Shane Dalton	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Anthony Williams	UMV Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Gary Anderson	Winder Assistant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Peter Barnes	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	David Brown	Wood Yard Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Shane Dalton	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Louise Legg	First Aid Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Scott Morris	Winderman	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Peter Raeburn	Laboratory	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Ray Scott	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Maryvale PPW Sub	Jason Van	Pulp Mill	c/- 148-152 Miller Street,

Branch Committee of Management	Gelderen	Operator	West Melbourne VIC 3003
Maryvale PPW Sub Branch Committee of Management	Anthony Williams	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Tim Allan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Ian Moule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
MELBOURNE SUB-BRANCH
OFFICE BEARERS

Melbourne PPW Sub Branch President	Kevin Riordan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Senior Vice President	Denise Campbell-Burns	National Safety Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Junior Vice President	Michael Kernich	Dryerman	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Secretary	Geoffrey Gasperotti	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Tepapa Aranui	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Terry Lobo	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of Management	Nick Manolopoulos	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Tekura Matatunoa	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Michael Obradovic	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of Management	Vacant		
Melbourne PPW Sub Branch Committee of	Trevor Watts	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

Management			
Sub-Branch Delegates to District Committee of Management	Denise Campbell-Burns	National Safety Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Kevin Riordan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
MILLICENT SUB-BRANCH
OFFICE BEARERS

Millicent PPW Sub Branch President	Craig O'Connor	Converting Line Co-Ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Senior Vice President	Brett Kelly	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Junior Vice President	Nigel Ross	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Secretary	Kevin Millie	Area Trainer	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Ben Gysbers	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Scott Irvine	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	George Verbena	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	VACANT		c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Ann Matthews	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Craig M Stuart	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Millicent PPW Sub Branch Committee of Management	Brian Watson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Brett Kelly	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sub-Branch Delegates to District Committee of Management	Craig O'Connor	Converting Line Co-Ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
NOWRA SUB-BRANCH
OFFICE BEARERS

Nowra PPW Sub Branch President	Paul Ryan	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Senior Vice President	Peter Dawson	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Junior Vice President	Vernon Ducret	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Secretary	Jack Evans	Senior Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Trent Boundy	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Karen Cole	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Gary Cork	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Nowra PPW Sub Branch Committee of Management	Vacant		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
PETRIE SUB-BRANCH
OFFICE BEARERS

Petrie PPW Sub Branch President	Vacant		
Petrie PPW Sub Branch Senior Vice President	Vacant		
Petrie PPW Sub Branch Junior Vice President	Vacant		
Petrie PPW Sub Branch Secretary	Vacant		
Petrie PPW Sub-Branch Committee of Management	Vacant		
Petrie PPW Sub-Branch Committee of Management	Vacant		
Petrie PPW Sub-Branch Committee of Management	Vacant		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
SYDNEY SUB-BRANCH
OFFICE BEARERS

Sydney PPW Sub Branch President	Geoff Roberts	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Senior Vice President	Conrad Brown	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Junior Vice President	Vacant		
Sydney PPW Sub Branch Secretary	Geoffrey Beach	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Committee of Management	John Curtis	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Committee of Management	Peter Greeshaw	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Sydney PPW Sub Branch Committee of Management	Vacant		
Sydney PPW Sub Branch Committee of Management	Vacant		
Sub-Branch Delegates to District Committee of Management	Geoff Roberts	Training Co-ordinator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
TASMANIAN SUB-BRANCH
OFFICE BEARERS

Tasmanian PPW Sub Branch President	Stephen Zvillis	Boiler Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Senior Vice President	Craig Jones	Boiler Attendant	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Junior Vice President	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Secretary	Kenneth Fraser	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Jason Hall	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Glenn Harback	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Scott Perkins	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian PPW Sub Branch Committee of Management	Michael Sproule	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT
TUMUT SUB-BRANCH
OFFICE BEARERS

Tumut PPW Sub Branch President	Steve Longabardi	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Senior Vice President	Jeffrey Pont	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Junior Vice President	Lex Smith	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Secretary	Robert Burns	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Rod Baxter	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Jake Byrne	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Johannes F De Beer	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Jeanette Ferreira	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Michael Hallaron	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Jarrod Neville	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Michael Rouse	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of Management	Robert Steel	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tumut PPW Sub Branch Committee of	Anthony Sutton	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

Management			
Tumut PPW Sub Branch Committee of Management	Dan Taylor	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
NSW DISTRICT
OFFICE BEARERS

NSW District President Honorary	Anthony Ovington	Loader/Yardman	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Vice President	Vacant		
NSW District Vice President	Vacant		
NSW District Vice President (AA)	Vacant		
NSW District Secretary	Craig Smith	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Assistant Secretary	Phil Davies	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Sharon Musson	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Vacant		
NSW District Committee of Management	Craig Corby	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Ray Hounsell	Sawyer	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Michael Hurst	Sawyer	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Peter Moss	Forklift Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Keith Payne	Process Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of Management	Kathryn Powell	Timber Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Committee of	Kim Rawlings	Process Worker	c/- 148-152 Miller Street, West Melbourne VIC

Management			3003
NSW District Committee of Management	Atili Neru Too	Mattress Assembler	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Delegate to Divisional Conference	Philip Davies	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
NSW District Delegate to Divisional Conference	Vacant		
NSW District Delegate to Divisional Conference	Anthony Ovington	Loader/Yardman	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
GREATER GREEN TRIANGLE (GGT) DISTRICT
OFFICE BEARERS

GGT District President	Terry Bennier	Senior Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Vice President	Craig McMillan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Vice President (AA)	Gillian Finnigan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Secretary	Bradley Coates	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Albertus Bakker	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	David Heaver	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Geoffrey Itzerott	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Brendan Coustley	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
GGT District Committee of Management	Vacant		
GGT District Committee of Management	Kevin Trotter	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Terry Bennier	Senior Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	John O'Crehan	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
QLD, NT & WA DISTRICT
OFFICE BEARERS

Qld/NT/WA District President	Dallas Hunter	Union Delegate	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Vice President	Phillip Robson	Storeperson	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Secretary	Vacant		
Qld/NT/WA District Committee of Management	Karl Karora	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Committee of Management	George Sergijew	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Qld/NT/WA District Committee of Management	David Williams	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Vacant		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
SOUTH AUSTRALIAN DISTRICT
OFFICE BEARERS

South Australian District President	Jayson Paterson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Vice President	Vacant		
South Australian District Vice President (AA)	Vacant		
South Australian District Secretary	David Kirner	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Vacant		
South Australian District Committee of Management	Mark Nicholls	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Doug Nuske	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Luke Riches	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Zane Smit	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
South Australian District Committee of Management	Paul Wilmhurst	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Mark Nicholls	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Jayson Paterson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
TASMANIAN DISTRICT
OFFICE BEARERS

Tasmanian District President	Nathan Milner	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Vice President	Elaine Lovell	Timber Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Secretary	Scott McLean	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Justin Blizzard	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Bernard Cowan	Glass worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Wayne Harvey	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Jamie Hite	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Christopher Osborne	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management	Jeremy Reynolds	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Tasmanian District Committee of Management (AA)	Vacant		
District Delegate to Divisional Conference	Vacant		
District Delegate to Divisional Conference	Nathan Milner	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
VICTORIAN DISTRICT
OFFICE BEARERS

Victorian District Joint President	Kim Mason	Wood Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Joint President	Cliff Palmer	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Vice President	Wiremu Kaiwai	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Vice President	Damian Cooke	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Vice President (AA)	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Secretary	Frank Vari	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Victorian District Assistant Secretary	Andrew Vendramini	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management (AA)	Ros Cahill	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Brett Apsland	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Vacant		
Vic District Committee of Management	Glenn Benson	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Derek Birchall	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Jeff Cockerell	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Troy Hudson	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Gerald Molik	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Vacant		
Vic District Committee of Management	Kerry Parker	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003

Vic District Committee of Management	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Daryl Sellman	Floor Layer	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Alwin Seneviratne	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Gregory Wheeler	Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
Vic District Committee of Management	Vacant		c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Derek Birchall	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Damian Cooke	Auto Glass Worker	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Wiremu Kaiwai	Machine Operator	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Kim Mason	Wood Machinist	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Cliff Palmer	Glazier	c/- 148-152 Miller Street, West Melbourne VIC 3003
District Delegate to Divisional Conference	Andrew Vendramini	Union Official	c/- 148-152 Miller Street, West Melbourne VIC 3003

MINING & ENERGY DIVISION

NATIONAL OFFICE PO BOX Q1641 SYDNEY NSW 1230 Ph: (02) 9267 1035 Fax: (02) 9267 3198	NORTHERN MINING & NSW ENERGY DISTRICT PO Box 364 CESSNOCK NSW 2325 Ph: (02) 4990 7600 Ph: 1300 712 791 Fax: (02) 4991 1595
SOUTH WESTERN DISTRICT Wollongong Office 636 Northcliffe Drive KEMBLA GRANGE NSW 2526 Ph: (02) 4271 7577 Fax: (02) 4271 7677	SOUTH WESTERN DISTRICT Lithgow Office PO Box 364 LITHGOW NSW 2790 Ph: (02) 6351 3287 Fax: (02) 6352 3229
SOUTH WESTERN DISTRICT Mudgee Office Shop 2, 130 Church Street MUDGEE NSW 2850 Ph: (02) 6372 4792	SOUTH WESTERN DISTRICT Broken Hill Office PO Box 355 BROKEN HILL NSW 2880 Ph: (08) 8087 3166 Fax: (08) 8088 2109
QUEENSLAND DISTRICT Brisbane Office PO Box 508 SPRING HILL QLD 4004 Ph: (07) 3839 8588 Fax: (07) 3839 8404	QUEENSLAND DISTRICT Mackay Office PO Box 11126 MACKAY QLD 4740 Ph: (07) 4957 2644 Fax (07) 4951 3241
QUEENSLAND DISTRICT Rockhampton Office PO BOX 2093 WANDAL QLD 4700 Ph: (07) 4922 7100 Fax: (07) 4922 7105	QUEENSLAND DISTRICT Moranbah Office PO Box 20 MORANBAH QLD 4744 Ph: (07) 4941 7004 Fax: (07) 4941 5269
QUEENSLAND DISTRICT Dysart Office Shop 24B Garden Plaza Shannon Crescent DYSART QLD 4745 Ph: (07) 4958 2318 Fax: (07) 4950 0065	QUEENSLAND DISTRICT Blackwater Office PO BOX 413 BLACKWATER QLD 4717 Ph: (07) 4982 5131 Fax: (07) 4941 5269
WESTERN AUSTRALIA (COLLIE) 75 Throssell Street COLLIE WA 6625 Ph: (08) 9734 5600 Fax: (08) 9734 1898	TASMANIA DISTRICT C/- PO Box 72 GOERGE TOWN TAS 7253 Ph: (03) 6382 4011 Fax: (03) 6382 4011
VICTORIAN DISTRICT Morwell Office PO Box 918 MORWELL VIC 3840 Ph: (03) 5134 3311 Fax (03) 5133 7058	

MINING & ENERGY DIVISION
DIVISIONAL POSITIONS
OFFICE BEARERS AS AT 31 December 2015

General President Central Councillor	Anthony Maher Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
General Secretary Central Councillor	Andrew Vickers Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
National Energy Vice - President Central Councillor	Lorraine Usher Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
District President Central Councillor	Stephen Smyth Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Francis Baker Miner	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Frederick Hibble Miner	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Scott Leggett Miner	c/- 61 Bowen Street SPRING HILL QLD 4004
Central Councillor	Brian Wise Miner	c/- 61 Bowen Street SPRING HILL QLD 4004
District President Central Councillor	Peter Jordan Full Time Union Official	c/ - 67A Aberdare Road CESSNOCK NSW 2325
Central Councillor	Michael Schofield Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Kerry Wild Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Daryl Haile Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Michael Dobie Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Jason Porter Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Secretary Central Councillor	Gary Wood Full Time Union Official	c/- 75 Throssell St COLLIE WA 6225
District President Central Councillor	Andrew Honeysett Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
Central Councillor	David McLachlan Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2325

Central Councillor	Wayne Small Miner	c/ - 52 Eskbank Street LITHGOW NSW 2790
State Executive Officer Central Councillor	Christopher Hinds Full Time Union Official	c/- PO Box 72 GEORGE TOWN TAS 7253
District President Central Councillor	Luke Van der Meulen Full Time Union Official	c/ - Wing 5, Lignite Court MORWELL VIC 3840

MINING & ENERGY DIVISION
SOUTH WESTERN DISTRICT
OFFICE BEARERS AS AT 31 December 2015

District President Central Councillor	Andrew Honeysett Full Time Union Official	c/- Shop 2, 130 Church St MUDGEE NSW 2850
District Secretary	Lee Webb Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
District Vice President	Graeme Osborne Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
District Vice President	Robert Timbs Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
District Vice President - Metalliferous	Gregory Braes Full Time Union Official	c/- Trades Hall BROKEN HILL NSW 2880
Industry Safety and Health Representative – South	Stephen Barrett Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Industry Safety and Health Representative – South	John Collins Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Industry Safety and Health Representative - West	Peter Tatton Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
Industry Safety and Health Representative – West	Graham Collier Miner	c/ 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Andrew Davey Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Brett Reeves Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Barry Neall Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Adam Giddings Operator	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Jeff Platts Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Craig Carberry Miner	c/- 52 Eskbank Street LLITHGOW NSW 2790
Board of Management	Mark Jenkins Miner	c/- 52 Eskbank Street LITHGOW NSW 2790

Board of Management	Kyle Witherspoon Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Central Councillor	David McLachlan Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Central Councillor	Wayne Small Miner	c/- 52 Eskbank Street LITHGOW NSW 2790

MINING & ENERGY DIVISION
Northern Mining and NSW Energy DISTRICT
OFFICE BEARERS AS AT 31 December 2015

District President Central Councillor	Peter Jordan Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Secretary	Grahame Kelly Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Robin Williams Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK 2325
District Vice President	Shane Thompson Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Jeremy McWilliams Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Jeffrey Drayton Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Mark McGrath Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Industry Check Inspector	Keith Shaw Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Industry Check Inspector	David Simm Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Adam Dever Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Stephen Mepham Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Richard Lloyd Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Brett Nolan Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Peter Goodwin Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Anthony Fardell Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Robert Bennett Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Saul Bourke Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Peter Compton	c/- 67A Aberdare Rd

	Energy Worker	CESSNOCK NSW 2325
Female Affirmative Action Board Member	Nichole Swales Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Michael Schofield Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Kerry Wild Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Daryl Haile Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Michael Dobie Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Jason Porter Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325

MINING & ENERGY DIVISION
QUEENSLAND DISTRICT
OFFICE BEARERS AS AT 31 December 2015

District President Central Councillor	Stephen Smyth Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Secretary	Timothy Whyte Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Executive Vice President	Mitch Hughes Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District. Vice President - Blackwater	Christopher Brodsky Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District. Vice President - Dalby	Shane Brunker Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Vice President - Rockhampton	Glenn Power Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Vice President - Mackay	Steven Pierce Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Stephen Woods Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Gregory Dalliston Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Jason Hill Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division One	Barry Elliott Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Two	Simon West Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Three	Jeffrey Scales Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Four	Bruce West Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Five	Steven Grant Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Six	Michael Hartin Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Seven	Michael Gleeson Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Francis Baker Miner	c/- 61 Bowen St SPRING HILL QLD 4000

Central Councillor	Brian Wise Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Scott Leggett Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Fredrick Hibble Miner	c/- 61 Bowen St SPRING HILL QLD 4000

MINING & ENERGY DIVISION
WESTERN AUSTRALIA
OFFICE BEARERS AS AT 31 December 2015

District President (not full time position)	Gregory Busson Miner	c/- 75 Throssell St COLLIE WA 6225
District Secretary Central Councillor	Gary Wood Full Time Union Official	c/- 75 Throssell St COLLIE WA 6225
District Vice President South	Position Vacant	c/- 75 Throssell St COLLIE WA 6225
District Vice President North	Victor Arriagada Train Driver	c/- 75 Throssell St COLLIE WA 6225
Board of Management South	Christopher Davidson Miner	c/- 75 Throssell St COLLIE WA 6225
Board of Management South	Steven Harms Miner	c/- 75 Throssell St COLLIE WA 6225
Board of Management North	Position Vacant	c/- 75 Throssell St COLLIE WA 6225
Board of Management North	Dennis Jones Train Driver	c/- 75 Throssell St COLLIE WA 6225

MINING & ENERGY DIVISION
TASMANIAN DISTRICT
OFFICE BEARERS AS AT 31 December 2015

State Executive Officer Central Councillor	Christopher Hinds Full Time Union Official	c/- PO Box 72 LAUNCESTON TAS 7250
District Vice-President	David Bean Miner	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management	Timothy Sutcliffe Miner	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management	Shane Spotswood Process Operator	c/- PO Box 72 LAUNCESTON TAS 7250
Board Of Management	Gregory Dawson Mobile Equipment Operator	c/- PO Box 72 LAUNCESTON TAS 7250

MINING & ENERGY DIVISION
VICTORIAN DISTRICT
OFFICE BEARERS AS AT 31 December 2015

District President Central Councillor	Luke van der Meulen Full Time Union Official	c/- Wing 5, Lignite Court MORWELL VIC 3840
District Secretary	Geoff Dyke Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
District Vice President	Graeme Middlemiss Latrobe City Councillor	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Mark Richards Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Noel Zammit Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Ronald Bernardi Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Bryan Walsh Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Stuart Sceney Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Brett Leighton Emergency Services Officer	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Geoff Aitken Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Kim Freeman Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Chaise Delia Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840

• In accordance with section 230(1)(d) and reg. 147(b) no new branches have commenced in the year to 31 December 2015.

• In accordance with section 230(1)(d) and reg. 147(c) no branches have ceased operation in the year to 31 December 2015.

• In accordance with section 230(1)(d) and reg. 147(e) and under the rules of the CFMEU Mining and Energy Division, elections will be held for all Officers' positions between April and June 2016.

11 March 2016

Mr Michael O'Connor
National Secretary
Construction, Forestry, Mining and Energy Union
By email: queries@cfmeunat.org

Dear Mr O'Connor,

Construction, Forestry, Mining and Energy Union
Annual Return of Information for 2016 [AR2016/154]

I refer to our letter dated 10 February 2016 reminding you of the obligation to lodge an Annual Return of Information for 2016 by **31 March 2016**. While the organisation has until the end of the month in which to lodge the information, we provide the following as a second and final reminder. Please ignore this letter if you have lodged the Annual Return in the last few days.

A signed and dated declaration certifying matters prescribed in the Fair Work (Registered Organisations) Act 2009 (the RO Act) must be lodged with the Fair Work Commission (the Commission) by that date. The matters to be included in the declaration are set out in the attached checklist.

The declaration must be signed by the Secretary, or where applicable, such other elected official who is required under the rules or by resolution of the organisation, to keep the relevant records (other prescribed officer). A declaration signed by a non-elected person does not meet this requirement. Further, you are reminded that the Secretary or other prescribed officer must also notify the Commission within 35 days of any changes to such records that may occur throughout the year.

If you require further information about an Annual Return you can refer to the 'Annual Information Requirements' page on our website and, in particular, our Webinar slides.

Once an Annual Return has been lodged, a copy will be posted on our website at List of Registered Organisations. Therefore, to protect the privacy of the relevant office holders listed in the declarations, it is recommended that officers list their official mailing address rather than personal home address.

We encourage you to lodge all returns electronically (e.g. as a pdf file) at orgs@fwc.gov.au. Please ensure that emailed documents include signatures where required.

Please note: failure to comply with these obligations is subject to a civil penalty provision (up to $54,000 for a body corporate and $10,800 for an individual per contravention), under s.305 of the RO Act. Finally, in maintaining the register of members, your attention is drawn to the circumstances where membership ceases to exist (s.230(2)(b) and s.171A of the RO Act).

Please do not hesitate to contact the Commission by phone on (03) 8661 7777 or by e-mail at orgs@fwc.gov.au if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Annastasia Kyriakidis
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email : orgs@fwc.gov.au
Internet : www.fwc.gov.au

Obligation to lodge Annual Return of Information by 31 March

For full details see ss.230-233 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act), and rr.147-151 of the *Fair Work (Registered Organisations) Regulations 2009* (the RO Regulations).

A copy of each of the following records must be lodged with the Fair Work Commission (the Commission) between 1 January and 31 March each year. They must be certified by a declaration stating that it is a correct statement of the information contained in that record, signed by the Secretary or such other electedofficial who is required under the rules, or by resolution of the organisation, to keep the relevant records (**other prescribed officer** see r.150 of the RO Regulations).

Failure to comply with these obligations is subject to a civil penalty provision – see s.305 of the RO Act.

Requirement	Details of requirement
Maintenance of Register of Members	A declaration by the Secretary or other prescribed officer certifying that the register of members has, during the immediately preceding calendar year, been kept and maintained as required by ss.230(1)(a) and (2) *[s.233(1)(a)]* **Note:** In maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceasesto exist.
List of Offices	A list of the offices in the organisation and each branch (note the definition of**office** and **officer** in ss.6 and 9) *[s.230(1)(b)]*
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of **office** and **officer** in ss.6 and 9) *[s.230(1)(c)]*
List of Branches	A record of the name of each branch of the organisation *[s.230(1)(d) and r.147(a)]*
New Branches	A record of the name of each branch that commenced operation in the previous 12 months *[s.230(1)(d) and r.147(b)]*
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months *[s.230(1)(d) and r.147(c)]*
Addresses of Organisation and Branches	A record of the address of the office of the organisation and the address of the office of each branch *[s.230(1)(d) and r.147(d)]*
Elections in Organisation and Branches	A record of each election that must, under the rules of the organisation, be held during the year commencing 1 January of the year in which the return is lodged, for any offices in the organisation and branches of the organisation . *[s.230(1)(d) and r.147(e)]* **Note:** this provision does not relieve an organisation or branch from the separate requirement to lodge prescribed information prior to each election, as required by s.189 of the RO Act
Statement concerning number of members	A record of the number of members on 31 December in the previous year; and If the organisation has entered into an agreement relating to members of State unions under s.151(1) of the RO Act,- a record of the number of members of the organisation who were (on 31 December in the previous year) ineligible State members in relation to the organisation within the meaning of s.150 of the RO Act. *[s.230(1)(d) and rr.147(f) and (g)]*

Obligation to notify of changes within 35 days

If there are any changes during the year to the offices, officeholders, branches (where relevant) or the address of the organisation and/or its branches an organisation must, within 35 days of the change, lodge with the Commission, a notification of such changes certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made [*RO Act s.233(2)* and *RO Regulations r.151* refer].

CFMEU
CONSTRUCTION

CFMEU ACT
3 Rosevear Place
Dickson ACT 2602
PO Box 498
Dickson 2602
Ph 02 6267 1599
Fax 02 6249 1247
ABN: 38 491 952 173

11 March 2016

The General Manager
Fair Work Commission
11 Exhibition Street
Melbourne, VIC 3003

By email: orgs@fwc.gov.au

RE: Notification of Change to Records- s.233(2) Fair Work (Registered Organisations) Act 2009

I am required to notify the Commission of a change in the records required to be kept under s.230(1)(c) of the Fair Work (Registered Organisations) Act 2009 ("the Act").

On 23 February 2016, the following changes were made in the records required to be kept under s.230(1)(c) of the Act:

Office	Former Office holder	New Office holder	Occupation	Address
Construction & General Division, ACT Branch, Committee of Management member	Vacant	Zachary Smith	Union official	c/- 3 Rosevear Place, Dickson ACT 2602

I declare that the above information is correct.

Should you have any queries in relation to this matter. please direct them to Branch Legal Officer, Rosalind Read on 02 6267 1599.

Yours sincerely,

Dean Hall
Secretary
CFMEU, Construction & General Division, ACT Branch

10 February 2016

Mr Michael O'Connor
National Secretary
Construction, Forestry, Mining and Energy Union
By email: queries@cfmeunat.org

Dear Mr O'Connor,

Construction, Forestry, Mining and Energy Union
Annual Return of Information for 2016 [AR2016/154]

This is a courtesy letter to remind you of the obligation to lodge an Annual Return of Information for 2016 in respect of the Construction, Forestry, Mining and Energy Union by **31 March 2016**.

A signed and dated declaration certifying matters prescribed in the *Fair Work (Registered Organisations) Act 2009* (the RO Act) must be lodged with the Fair Work Commission (the Commission) by that date. The matters to be included in the declaration are set out in the attached checklist.

The declaration must be signed by the Secretary, or where applicable, such other elected official who is required under the rules or by resolution of the organisation, to keep the relevant records (other prescribed officer). A declaration signed by a non-elected person does not meet this requirement. Further, you are reminded that the Secretary or other prescribed officer must also notify the Commission within 35 days of any changes to such records that may occur throughout the year.

As previously advised, section 233 places the onus of lodgement on the organisation and not on each individual branch. It is therefore the national body that is obliged to collate and lodge all of the required information. Annual Return templates are available on the Commission website at Registered Organisations fact sheets, one for an organisation with branches and one for an organisation without branches.

Once an Annual Return has been lodged, a copy will be posted on our website at List of Registered Organisations. Therefore, to protect the privacy of the relevant office holders listed in the declarations, it is recommended that officers list their official mailing address rather than personal home address.

We encourage you to lodge all returns electronically (e.g. as a pdf file) at orgs@fwc.gov.au. Please ensure that emailed documents include signatures where required.

Please note: failure to comply with these obligations is subject to a civil penalty provision (up to $54,000 for a body corporate and $10,800 for an individual per contravention), under s.305 of the RO Act. Finally, in maintaining the register of members, your attention is drawn to the circumstances where membership ceases to exist (s.230(2)(b) and s.171A of the RO Act).

Please do not hesitate to contact the Commission by phone on (03) 8661 7777 or by e-mail at orgs@fwc.gov.au if you wish to discuss the requirements outlined in this correspondence.

Yours sincerely,

Annastasia Kyriakidis
Assistant Adviser
Regulatory Compliance Branch

11 Exhibition Street
Melbourne VIC 3000
GPO Box 1994
Melbourne VIC 3001

Telephone: (03) 8661 7777
Email : orgs@fwc.gov.au
Internet : www.fwc.gov.au

Obligation to lodge Annual Return of Information by 31 March

For full details see ss.230-233 of the *Fair Work (Registered Organisations) Act 2009* (the RO Act), and rr.147-151 of the *Fair Work (Registered Organisations) Regulations 2009* (the RO Regulations).

A copy of each of the following records must be lodged with the Fair Work Commission (the Commission) between 1 January and 31 March each year. They must be certified by a declaration stating that it is a correct statement of the information contained in that record, signed by the Secretary or such other elected official who is required under the rules, or by resolution of the organisation, to keep the relevant records (**other prescribed officer** see r.150 of the RO Regulations).

Failure to comply with these obligations is subject to a civil penalty provision– see s.305 of the RO Act.

Requirement	Details of requirement
Maintenance of Register of Members	A declaration by the Secretary or other prescribed officer certifying that the register of members has, during the immediately preceding calendar year, been kept and maintained as required by ss.230(1)(a) and (2) *[s.233(1)(a)]* **Note:** In maintaining the register of members, your attention is drawn to s.171A of the RO Act that outlines the circumstances where membership ceases to exist.
List of Offices	A list of the offices in the organisation and each branch (note the definition of **office** and **officer** in ss.6 and 9) *[s.230(1)(b)]*
List of Office holders	A list of the names, postal addresses and occupations of the persons holding the offices (note the definition of **office** and **officer** in ss.6 and 9) *[s.230(1)(c)]*
List of Branches	A record of the name of each branch of the organisation *[s.230(1)(d) and r.147(a)]*
New Branches	A record of the name of each branch that commenced operation in the previous 12 months *[s.230(1)(d) and r.147(b)]*
Old Branches	A record of the name of each branch that ceased operation in the previous 12 months *[s.230(1)(d) and r.147(c)]*
Addresses of Organisation and Branches	A record of the address of the office of the organisation and the address of the office of each branch *[s.230(1)(d) and r.147(d)]*
Elections in Organisation and Branches	A record of each election that must, under the rules of the organisation, be held during the year commencing 1 January of the year in which the return is lodged, for any offices in the organisation and branches of the organisation . *[s.230(1)(d) and r.147(e)]* **Note:** this provision does not relieve an organisation or branch from the separate requirement to lodge prescribed information prior to each election, as required by s.189 of the RO Act
Statement concerning number of members	A record of the number of members on 31 December in the previous year; and If the organisation has entered into an agreement relating to members of State unions under s.151(1) of the RO Act,- a record of the number of members of the organisation who were (on 31 December in the previous year) ineligible State members in relation to the organisation within the meaning of s.150 of the RO Act. *[s.230(1)(d) and rr.147(f) and (g)]*

Obligation to notify of changes within 35 days

If there are any changes during the year to the offices, officeholders, branches (where relevant) or the address of the organisation and/or its branches an organisation must, within 35 days of the change, lodge with the Commission, a notification of such changes certified by declaration signed by the secretary or other prescribed officer of the organisation to be a correct statement of the changes made [*RO Act s.233(2)* and *RO Regulations r.151* refer].

CONSTRUCTION FORESTRY MINING AND ENERGY UNION

CFMEU National Office
500 Swanston Street
CARLTON SOUTH VIC 3053

CFMEU NSW State Branch
12 Railway Street
LIDCOMBE NSW 2141

CFMEU QLD State Branch
16 Campbell Street
BOWEN HILLS QLD 4006

CFMEU SA State Branch
Level 1
32 South Terrace
ADELAIDE SA 5000

CFMEU TAS State Branch
237 Wellington Street
LAUNCESTON TAS 7250

CFMEU VIC State Branch
500 Swanston Street
CARLTON SOUTH VIC 3053

CFMEU WA State Branch
80 Beaufort Street
PERTH WA 6000

CFMEU ACT State Branch
3 Rosevear Place
DICKSON ACT 2602

NATIONAL EXECUTIVE COMMITTEE AT 2 JANUARY 2017		
National Secretary	Michael O'Connor	500 Swanston Street CARLTON SOUTH VIC 3053
National President	Anthony Maher	11/215-217 Clarence Street SYDNEY NSW 2000
Assistant National Secretary	Dave Noonan	9/215-217 Clarence Street SYDNEY NSW 2000
National Vice-President	Michael Ravbar	16 Campbell Street, BOWEN HILLS QLD 4006
National Vice-President	Leo Skourdoumbis	500 Swanston Street CARLTON SOUTH VIC 3053
National Vice-President	Andrew Vickers	11/215-217 Clarence Street SYDNEY NSW 2000
Assistant Divisional Secretary Construction and General Division	Brad Parker	9/215-217 Clarence Street SYDNEY NSW 2000
Assistant Divisional Secretary Construction and General Division	Frank O'Grady	9/215-217 Clarence Street SYDNEY NSW 2000
Divisional President Construction and General Division	Joe McDonald	16 Campbell Street, BOWEN HILLS QLD 4006
National Executive Committee Member - Construction and General Division	Brian Parker	12 Railway Street LIDCOMBE NSW 2141
National Executive Committee Member - Construction and General Division	Mick Buchan	80 Beaufort Street PERTH WA 6000
National Executive Committee Member - Construction and General Division	John Setka	500 Swanston Street CARLTON SOUTH VIC 3053
National Executive Committee Member - Mining and Energy Division	Peter Jordan	11/215-217 Clarence Street SYDNEY NSW 2000
National Executive Committee Member - Mining and Energy Division	Stephen Smyth	11/215-217 Clarence Street SYDNEY NSW 2000
National Executive Committee Member - Forestry and Furnishing Products Division	Alex Millar	500 Swanston Street CARLTON SOUTH VIC 3053
National Executive Committee Member - Forestry and Furnishing Products Division	Jane Calvert	500 Swanston Street CARLTON SOUTH VIC 3053

NATIONAL EXECUTIVE AS AT 2 JANUARY 2017

The National Executive consists of the persons who constitute the National Executive Committee set out above and the Principal Officer of each Divisional Branch of each Division, including additional persons as a result of the amalgamation and translation process as outlined in rules 15(l) and rule 42(xiii) schedule and words, who are set out below.

The following National Executive members have their addresses and occupations listed under their respective Divisional Branch listing.	
CONSTRUCTION AND GENERAL DIVISION	
Mick Buchan	WA
Aaron Cartledge	SA
Dean Hall	ACT
MINING AND ENERGY DIVISION	
Chris Hinds	TAS
Gary Wood	WA
Stephen Smyth	QLD
Trevor Williams	VIC
Andy Honeysett	South-West
Peter Jordan	Northern
FORESTRY AND FURNISHING PRODUCTS DIVISION	
Dave Kirner	SA
Frank Vari	VIC
Brad Coates	Greater Green Triangle
Craig Smith	NSW
Scott McLean	TAS

NATIONAL CONFERENCE

The National Conference consists of all of the members of each and every Divisional Executive for every Division of the union and National Executive members who are not otherwise a delegate to National Conference by virtue of Rule 13(ii) (see Rule 13).

The National Conference office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.

STATE OFFICERS NEW SOUTH WALES

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	Brian Parker	Construction & General
State President	Peter Jordan	Mining & Energy
State Senior Vice President	Rita Mallia	Construction & General
State Joint Vice President	Andrew Honeysett	Mining & Energy
State Joint Vice President	Robert Kera	Construction & General
State Joint Vice President	Anthony Ovington	FFPD
Assistant State Secretary	Craig Smith	FFPD

NEW SOUTH WALES STATE EXECUTIVE

Consists of the full time elected officers (other than organisers except where otherwise provided for in the rules) of each Divisional Branch within the branch area including the above-named persons elected as State Branch officers.

NEW SOUTH WALES STATE CONFERENCE

Consists of the persons who constitute NSW State Executive as listed above (i.e. including NSW state officers) and the persons being the other members of the FFPD NSW District Committee of Management and the Construction and General Division NSW Divisional Branch Management Committee and Mining and Energy Divisional District Management Committees listed in their respective Divisional Branch attachments herein.

STATE OFFICERS QUEENSLAND

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	Michael Ravbar	Construction & General
State President	Stephen Smyth	Mining & Energy
State Senior Vice President	Royce Kupsch	Construction & General
State Assistant Secretary	Tim Whyte	Mining & Energy
State Joint Vice President	Mitch Hughes	Mining & Energy
State Joint Vice President	Jade Ingham	Construction & General

QUEENSLAND STATE EXECUTIVE

Consists of the full time elected officers (other than organisers except where otherwise provided for in the rules) of each Divisional Branch within the branch area including the above-named persons elected as State Branch officers.

QUEENSLAND STATE CONFERENCE

Consists of those persons listed above as being the Queensland State Executive, and the persons listed herein as members of the Construction and General Queensland Divisional Branch Management Committee, and the members of the Mining and Energy Divisional Branch Management Committee as listed in their respective Divisional Branch attachments herein.

STATE OFFICERS SOUTH AUSTRALIA

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	Aaron Cartledge	Construction & General
State President	Vacant	
Assistant State Secretary	David Kirner	FFPD
State Senior Vice President	Bradley Coates	FFPD
State Joint Vice President	Michael McDermott	Construction & General
State Joint Vice President	Craig McMillan	FFPD

SOUTH AUSTRALIAN STATE EXECUTIVE

Consists of the full time elected officers (other than organisers except where otherwise provided for in the rules) of each Divisional Branch within the branch area including the above-named persons elected as State Branch officers.

SOUTH AUSTRALIAN STATE CONFERENCE

Consists of the persons who constitute South Australian State Executive set out above and the persons being the members of the FFPD South Australian District Management Committee, and the Construction and General Division South Australian Divisional Branch Management Committee listed in their respective Divisional Branch attachments herein.

STATE OFFICERS TASMANIA

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	Scott McLean	FFPD
State President	Chris Hinds	Mining & Energy
Assistant Secretary	Noel Washington	Construction & General
State Senior Vice President	Dale Cracknell	Construction & General
State Joint Vice President	Bill White	Construction & General
State Joint Vice President	Nathan Milner	FFPD
State Joint Vice President	Vacant	Mining & Energy

TASMANIAN STATE EXECUTIVE

Consists of the full time elected officers, (other than organisers except where otherwise provided for in the rules), of each Divisional Branch within the branch area including the above-named persons elected as State Branch officers.

TASMANIAN STATE CONFERENCE

Consists of the persons listed as the Tasmanian State Executive set out above and, the other persons being the persons listed as members of the FFPD Tasmanian District Management Committee, Mining & Energy Tasmanian Divisional District Management Committee and the Construction and General Tasmanian Divisional Branch Management Committee as listed in their respective Divisional Branch attachments.

STATE OFFICERS VICTORIA

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	John Setka	Construction & General
State President	Trevor Williams	Mining & Energy
State Senior Vice President	Ralph Edwards	Construction & General
Assistant State Secretary	Elias Spernovasilis	Construction & General
Assistant State Secretary	Frank Vari	FFPD
State Joint Vice President	Sean Reardon	Construction & General
State Joint Vice President	Andrew Vendramini	FFPD
State Joint Vice President	Mark Richards	Mining & Energy

VICTORIAN STATE EXECUTIVE

Consists of the full time elected officers (other than organisers except where otherwise provided for in the rules) of each Divisional Branch within the branch area including the above-named persons elected as State Branch officers.

VICTORIAN STATE CONFERENCE

Consists of the persons who constitute the persons being the other members of the FFPD Victorian District Management Committee, the Construction and General Victorian Divisional Branch Management Committee, and the FEDFA Victorian Branch Management Committee listed in their respective Divisional Branch attachments herein.

STATE OFFICERS WESTERN AUSTRALIA

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	Michael Buchan	Construction & General
State President	Graham Pallot	Construction & General
State Senior Vice President	Gary Wood	Mining & Energy
State Assistant Secretary	Joseph McDonald	Construction & General
State Joint Vice President	Greg Busson	Mining & Energy
State Joint Vice President	Campbell McCulloch	Construction & General

WA STATE EXECUTIVE

Consists of the full time elected officers (other than organisers except where otherwise provided for in the rules) of each Divisional Branch within the Branch area including the above-named persons elected as State Branch officers.

WA STATE CONFERENCE

Consists of those persons listed above as being the WA State Executive and the persons listed herein as members of the Construction and General Divisional Branches' Management Committees, and the members of the Mining & Energy Division WA District Divisional District Management Committee, as listed in their respective Divisional Branch attachments herein.

STATE OFFICERS AUSTRALIAN CAPITAL TERRITORY

The following office bearers have their addresses and occupations listed under their respective Divisional Branch attachments.		
	OFFICER	DIVISION
State Secretary	Dean Hall	C&G Division
State President	Jason Jennings	C&G Division
State Vice President	Mark Dymock	C&G Division
State Assistant Secretary	Jason O'Mara	C&G Division

AUSTRALIAN CAPITAL TERRITORY STATE EXECUTIVE
Consists of the above named persons being the ACT state officers (according to Rule 48) with the persons who are the elected officers of the Construction & General Division ACT Branch.

AUSTRALIAN CAPITAL TERRITORY STATE CONFERENCE
Consists of the persons who constitute the ACT Construction & General Division Committee of Management, as listed for the Construction & General Division office bearers herein and that being the only divisional branch within the ACT, in accordance with Rule 46(ii).

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
DIVISIONAL OFFICES

CFMEU FFPD Divisional National Office 500 Swanston Street CARLTON SOUTH VIC 3053	CFMEU FFPD PULP AND PAPER WORKERS' DISTRICT 500 Swanston Street CARLTON SOUTH VIC 3053
CFMEU FFPD VICTORIAN DISTRICT 500 Swanston Street CARLTON SOUTH VIC 3053	CFMEU FFPD GREATER GREEN TRIANGLE DISTRICT 1 Crennan Street MT GAMBIER SA 5290
CFMEU FFPD NEW SOUTH WALES DISTRICT Level 1, 10 – 12 Railway Street LIDCOMBE NSW 2141	CFMEU FFPD QLD/NT/WA DISTRICT 80 Beaufort Street PERTH WA 6000
CFMEU FFPD SOUTH AUSTRALIAN DISTRICT Level 2, 32 South Terrace ADELAIDE SA 5000	CFMEU FFPD TASMANIAN DISTRICT 237 Wellington Street LAUNCESTON TAS 7250

PULP AND PAPER WORKERS' DISTRICT
SUB-BRANCHES

MELBOURNE 500 Swanston Street CARLTON SOUTH VIC 3053	MARYVALE c/- PO Box 37 MORWELL VIC 3840
MILLICENT PO Box 125 MILLICENT SA 5280	TUMUT c/- 500 Swanston Street CARLTON SOUTH VIC 3053
TASMANIA c/- 500 Swanston Street CARLTON SOUTH VIC 3053	
SYDNEY c/- 500 Swanston Street CARLTON SOUTH VIC 3053	

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
DIVISIONAL OFFICERS

Divisional President	Jane Calvert	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Secretary	Michael O'Connor	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Senior Assistant Secretary	Leo Skourdoumbis	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Assistant Secretary	Alex Millar	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Assistant Secretary	Frank Vari	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Senior Vice President	Craig Smith	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Vice President	Brad Coates	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Vice President	David Kirner	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Terry Bennier	Senior Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Denise Campbell-Burns	National Safety Co-ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Damian Cooke	Auto Glass Worker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Philip Davies	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Ken Fraser	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Scott McLean	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Kim Mason	Wood Machinist	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Clifford Palmer	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Divisional Executive Member	Andrew Vendramini	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Delegate to Divisional Conference	Jane Calvert	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Delegate to Divisional Conference	Michael O'Connor	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

Delegate to Divisional Conference	Alex Millar	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Delegate to Divisional Conference	Leo Skourdoumbis	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Delegate to Divisional Conference	Frank Vari	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT OFFICE BEARERS

PPW District President	Denise Campbell-Burns	National Safety Co-ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Senior Vice President	Geoff Gasperotti	Production Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Junior Vice President	Anthony Pavey	Production Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Secretary	Alex Millar	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Trustee	VACANT		
PPW District Trustee	VACANT		
PPW District Trustee	VACANT		
PPW District Committee of Management (AA)	Amanda Cox	Packer	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Committee of Management (AA)	VACANT		
PPW District Committee of Management	Tim Allan	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Committee of Management	Geoffrey Beach	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Committee of Management	Jason Van Gelderen	Paper Maker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Committee of Management	Brett Kelly	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Committee of Management	Stephen Zvillis	Boiler Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
PPW District Committee of Management	VACANT		
District Delegate to Divisional Conference	Denise Campbell Burns	National Safety Co-ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Anthony Pavey	Production Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT, MARYVALE SUB-BRANCH OFFICE BEARERS

Maryvale PPW Sub-Branch President	Tim Allan	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Senior Vice President	Jason Van Gelderen	Pulp Mill Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Junior Vice President	Brian Duncan	Health and Safety Assistant	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub Branch Secretary	Anthony Pavey	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	Gary Anderson	Winder Assistant	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	Peter Barnes	Training Co-ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	David Brown	Wood Yard Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	Shane Dalton	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	Scott Morris	Winderman	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	Jack Robertson	Process Worker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	Ray Scott	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Maryvale PPW Sub-Branch Committee of Management	VACANT		
Maryvale PPW Sub-Branch Committee of Management	VACANT		
Maryvale PPW Sub-Branch Committee of Management	VACANT		
Additional Sub-Branch Delegate to District Committee of Management	Tim Allan	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Additional Sub-Branch Delegate to District Committee of Management	Jason Van Gelderen	Pulp Mill Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT, MELBOURNE SUB-BRANCH OFFICE BEARERS

Melbourne PPW Sub-Branch President	Denise Campbell-Burns	National Safety Co-ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub-Branch Senior Vice President	Michael Kernich	Production Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub-Branch Junior Vice President	Kevin Riordan	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub-Branch Secretary	Geoffrey Gasperotti	Production Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Amanda Cox	Packer	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Brett Edney	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Terry Lobo	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Adrian Maggs	Forklift Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Nick Manolopoulos	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Michael Obradovic	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	Trevor Watts	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Melbourne PPW Sub Branch Committee of Management	VACANT		
Melbourne PPW Sub Branch Committee of Management	VACANT		
Melbourne PPW Sub Branch Committee of Management	VACANT		
Additional Sub-Branch Delegate to District Committee of Management	Denise Campbell-Burns	National Safety Co-ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT, MILLICENT SUB-BRANCH OFFICE BEARERS

Millicent PPW Sub-Branch President	Craig O'Connor	Converting Line Co-Ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Senior Vice President	Nigel Ross	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Junior Vice President	Craig Stuart	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Secretary	Brett Kelly	Area Trainer	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Peter Hill	Paper Maker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Scott Irvine	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Ann Matthews	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Kevin Millie	Area Trainer	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Craig O'Connor	Converting Line Co-Ordinator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Tony Thrush	Paper Maker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	George Verbena	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	Brian Watson	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Millicent PPW Sub-Branch Committee of Management	VACANT		
Millicent PPW Sub-Branch Committee of Management	VACANT		
Additional Sub-Branch Delegate to District Committee of Management	VACANT		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT, SYDNEY SUB-BRANCH OFFICE BEARERS

Sydney PPW Sub-Branch President	VACANT		
Sydney PPW Sub-Branch Senior Vice President	Andy Pena	Paper Maker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Sydney PPW Sub-Branch Junior Vice President	VACANT		
Sydney PPW Sub-Branch Secretary	Geoffrey Beach	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Sydney PPW Sub-Branch Committee of Management	VACANT		
Sydney PPW Sub-Branch Committee of Management	VACANT		
Sydney PPW Sub-Branch Committee of Management	VACANT		
Sydney PPW Sub-Branch Committee of Management	VACANT		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT, TASMANIAN SUB-BRANCH OFFICE BEARERS

Tasmanian PPW Sub-Branch President	Scott Perkins	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian PPW Sub-Branch Senior Vice President	VACANT		
Tasmanian PPW Sub-Branch Junior Vice President	VACANT		
Tasmanian PPW Sub-Branch Secretary	Stephen Zvillis	Boiler Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian PPW Sub Branch Committee of Management	Shane Coetzee	Boiler Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian PPW Sub Branch Committee of Management	Glenn Harback	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian PPW Sub Branch Committee of Management	VACANT		
Tasmanian PPW Sub Branch Committee of Management	VACANT		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
PULP AND PAPER WORKERS' DISTRICT, TUMUT SUB-BRANCH OFFICE BEARERS

Tumut PPW Sub-Branch President	VACANT		
Tumut PPW Sub-Branch Senior Vice President	VACANT		
Tumut PPW Sub Branch Junior Vice President	VACANT		
Tumut PPW Sub Branch Secretary	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		
Tumut PPW Sub-Branch Committee of Management	VACANT		

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
NSW DISTRICT OFFICE BEARERS

NSW District President Honorary	Anthony Ovington	Loader/Yardman	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Vice President	Peter Moss	Forklift Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Vice President (AA)	Kathryn Powell	Timber Worker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Secretary	Craig Smith	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Assistant Secretary	VACANT		
NSW District Committee of Management	Michael Hurst	Sawyer	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Committee of Management	Kim Rawlings	Process Worker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Committee of Management	Atili To'o	Mattress Assembler	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Committee of Management	Ian Wright	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Committee of Management (AA)	Sharon Musson	Process Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Delegate to Divisional Conference	Phil Davies	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
NSW District Delegate to Divisional Conference	Anthony Ovington	Loader/Yardman	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
GREATER GREEN TRIANGLE (GGT) DISTRICT OFFICE BEARERS

GGT District President	Terry Bennier	Senior Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Vice President	Craig McMillan	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Vice President (AA)	Gillian Finnigan	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Secretary	Bradley Coates	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Committee of Management	Mark Fulford	Mill Hand	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Committee of Management	Geoffrey Itzerott	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Committee of Management	Predrag Podobnik	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Committee of Management	Brendan Coustley	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Committee of Management	Kevin Trotter	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
GGT District Committee of Management (AA)	VACANT		
District Delegate to Divisional Conference	Terry Bennier	Senior Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Craig McMillan	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
QLD, NT & WA DISTRICT OFFICE BEARERS

QLD/NT/WA District President	Arturo Menon	Union Organiser	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
QLD/NT/WA District Vice President	Julie Knighton	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
QLD/NT/WA District Secretary	Alison Rennardson	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
QLD/NT/WA District Committee of Management	VACANT		
QLD/NT/WA District Committee of Management	VACANT		
QLD/NT/WA District Committee of Management (AA)	VACANT		
District Delegate to Divisional Conference	Arturo Menon	Union Organiser	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
SOUTH AUSTRALIAN DISTRICT OFFICE BEARERS

South Australian District President	Jayson Paterson	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
South Australian District Vice President	VACANT		
South Australian District Vice President (AA)	VACANT		
South Australian District Secretary	David Kirner	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
South Australian District Committee of Management (AA)	VACANT		
South Australian District Committee of Management	Mario Buterin	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
South Australian District Committee of Management	Mark Nicholls	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
South Australian District Committee of Management	Doug Nuske	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
South Australian District Committee of Management	Luke Riches	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
South Australian District Committee of Management	Paul Wilmshurst	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Mark Nicholls	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Jayson Paterson	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
TASMANIAN DISTRICT OFFICE BEARERS

Tasmanian District President	Nathan Milner	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Vice President	Justin Blizzard	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Secretary	Scott McLean	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Vice President (AA)	VACANT		
Tasmanian District Committee of Management	David Barclay	Mill Hand	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Committee of Management	James McKenzie	Mill Hand	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Committee of Management	Christopher Osborne	Mill Hand	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Committee of Management	Jeremy Reynolds	Mill Hand	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Tasmanian District Committee of Management	VACANT		
Tasmanian District Committee of Management (AA)	VACANT		
District Delegate to Divisional Conference	Nathan Milner	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

FORESTRY, FURNISHING, BUILDING PRODUCTS AND MANUFACTURING DIVISION
VICTORIAN DISTRICT OFFICE BEARERS

Victorian District Joint President	Kim Mason	Wood Machinist	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Victorian District Joint President	Cliff Palmer	Glazier	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Victorian District Vice President	Wiremu Kaiwai	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Victorian District Vice President (AA)	VACANT		
Victorian District Secretary	Frank Vari	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Victorian District Assistant Secretary	Andrew Vendramini	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Brett Aspland	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Glenn Benson	Glazier	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Derek Birchall	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Sally Boucher	Saw Mill Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Troy Hudson	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Zac Mirt	Glass Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Gerald Molik	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Darren Purcell	Auto Glass Worker	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
Vic District Committee of Management	Ben Young	Glass Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

Vic District Committee of Management (AA)	VACANT		
District Delegate to Divisional Conference	Derek Birchall	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Troy Hudson	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Wiremu Kaiwai	Machine Operator	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Kim Mason	Wood Machinist	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Cliff Palmer	Glazier	c/- 500 Swanston Street CARLTON SOUTH VIC 3053
District Delegate to Divisional Conference	Andrew Vendramini	Union Official	c/- 500 Swanston Street CARLTON SOUTH VIC 3053

MINING & ENERGY DIVISION

MINING & ENERGY DIVISION

NATIONAL OFFICE **PO BOX Q1641** **SYDNEY NSW 1230** **Ph: (02) 9267 1035** **Fax: (02) 9267 3198**	**NORTHERN MINING & NSW ENERGY DISTRICT** **PO Box 364** **CESSNOCK NSW 2325** **Ph: (02) 4990 7600** **Ph: 1300 712 791** **Fax: (02) 4991 1595**
SOUTH WESTERN DISTRICT **Wollongong Office** **636 Northcliffe Drive** **KEMBLA GRANGE NSW 2526** **Ph: (02) 4271 7577** **Fax: (02) 4271 7677**	**SOUTH WESTERN DISTRICT** **Lithgow Office** **PO Box 364** **LITHGOW NSW 2790** **Ph: (02) 6351 3287** **Fax: (02) 6352 3229**
SOUTH WESTERN DISTRICT **Mudgee Office** **Shop 2, 130 Church Street** **MUDGEE NSW 2850** **Ph: (02) 6372 4792**	**SOUTH WESTERN DISTRICT** **Broken Hill Office** **PO Box 355** **BROKEN HILL NSW 2880** **Ph: (08) 8087 3166** **Fax: (08) 8088 2109**
QUEENSLAND DISTRICT **Brisbane Office** **PO Box 508** **SPRING HILL QLD 4004** **Ph: (07) 3839 8588** **Fax: (07) 3839 8404**	**QUEENSLAND DISTRICT** **Mackay Office** **PO Box 11126** **MACKAY QLD 4740** **Ph: (07) 4957 2644** **Fax (07) 4951 3241**
QUEENSLAND DISTRICT **Rockhampton Office** **PO BOX 2093** **WANDAL QLD 4700** **Ph: (07) 4922 7100** **Fax: (07) 4922 7105**	**QUEENSLAND DISTRICT** **Moranbah Office** **PO Box 20** **MORANBAH QLD 4744** **Ph: (07) 4941 7004** **Fax: (07) 4941 5269**
QUEENSLAND DISTRICT **Dysart Office** **Shop 24B Garden Plaza** **Shannon Crescent** **DYSART QLD 4745** **Ph: (07) 4958 2318** **Fax: (07) 4950 0065**	**QUEENSLAND DISTRICT** **Blackwater Office** **PO BOX 413** **BLACKWATER QLD 4717** **Ph: (07) 4982 5131** **Fax: (07) 4941 5269**

WESTERN AUSTRALIA (COLLIE) **75 Throssell Street** **COLLIE WA 6625** **Ph: (08) 9734 5600** **Fax: (08) 9734 1898**	**TASMANIA DISTRICT** **C/- PO Box 72** **GOERGE TOWN TAS 7253** **Ph: (03) 6382 4011** **Fax: (03) 6382 4011**
VICTORIAN DISTRICT **Morwell Office** **PO Box 918** **MORWELL VIC 3840** **Ph: (03) 5134 3311** **Fax (03) 5133 7058**	

MINING & ENERGY DIVISION
DIVISIONAL POSITIONS
OFFICE BEARERS AS AT 2 January 2017

General President Central Councillor	Anthony Maher Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
General Secretary Central Councillor	Andrew Vickers Full Time Union Official	c/Level 11/215-217 Clarence St SYDNEY NSW 2000
District President Central Councillor	Stephen Smyth Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Luke Ludlow Miner	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	George Pearce Miner	c/- 61 Bowen St SPRING HILL QLD 4004
Central Councillor	Brian Wise Miner	c/- 61 Bowen Street SPRING HILL QLD 4004
District President Central Councillor	Peter Jordan Full Time Union Official	c/ - 67A Aberdare Road CESSNOCK NSW 2325
Central Councillor	Michael Schofield Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Stephen Mephem Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Michael Dobie Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor	Peter Compton Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Secretary Central Councillor	Gary Wood Full Time Union Official	c/- 75 Throssell St COLLIE WA 6225
District President Central Councillor	Andrew Honeysett Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
Central Councillor	David McLachlan Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2325

State Executive Officer Central Councillor	Christopher Hinds Full Time Union Official	c/- PO Box 72 GEORGE TOWN TAS 7253
District President Central Councillor	Trevor Williams Full Time Union Official	c/ - Wing 5, Lignite Court MORWELL VIC 3840

MINING & ENERGY DIVISION
SOUTH WESTERN DISTRICT
OFFICE BEARERS AS AT 2 JANUARY 2017

District President Central Councillor	Andrew Honeysett Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
District Secretary	Lee Webb Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
District Vice President	Graeme Osborne Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
District Vice President	Robert Timbs Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
District Vice President - Metalliferous	Gregory Braes Full Time Union Official	c/- Trades Hall BROKEN HILL NSW 2880
Industry Safety and Health Representative – South	Stephen Barrett Full Time Union Official	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Industry Safety and Health Representative – South	Tony Davis Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Industry Safety and Health Representative - West	Peter Tatton Full Time Union Official	c/- 52 Eskbank Street LITHGOW NSW 2790
Industry Safety and Health Representative – West	Graham Collier Miner	c/ 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Andrew Davey Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Brett Reeves Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526
Board of Management	Joe Sleiman Miner	c/- 636 Northcliffe Drive Kembla Grange NSW 2526

Board of Management	Adam Giddings Operator	c/- 636 Northcliffe Drive KAMBLA GRANGE NSW 2526
Board of Management	Jeff Platts Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Mark Jenkins Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Board of Management	Kyle Witherspoon Miner	c/- 52 Eskbank Street LITHGOW NSW 2790
Central Councillor	David McLachlan Miner	c/- 636 Northcliffe Drive KEMBLA GRANGE NSW 2526

MINING & ENERGY DIVISION
Northern Mining and NSW Energy DISTRICT
OFFICE BEARERS AS AT 2 JANUARY 2017

District President Central Councillor	Peter Jordan Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Secretary	Grahame Kelly Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Robin Williams Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK 2325
District Vice President	Shane Thompson Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Jeremy McWilliams Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Vice President	Jeffrey Drayton Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
District Energy Vice President	Mark McGrath Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Industry Check Inspector	Keith Shaw Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Industry Check Inspector	David Simm Full Time Union Official	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Brad Bates Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Michael Taggart Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Mark Avery Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Darren Watson Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Joseph Price Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325

Board of Management	Matthew Reid Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Darren Maxwell Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Glenn Kollner Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Saul Bourke Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Board of Management	Jason Porter Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Female Affirmative Action Board Member	Sharon Smoothy Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor Board of Management	Michael Schofield Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor Board of Management	Stephen Mephem Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor Board of Management	Peter Compton Energy Worker	c/- 67A Aberdare Rd CESSNOCK NSW 2325
Central Councillor Board of Management	Michael Dobie Miner	c/- 67A Aberdare Rd CESSNOCK NSW 2325

MINING & ENERGY DIVISION
QUEENSLAND DISTRICT
OFFICE BEARERS AS AT 2 JANUARY 2017

District President Central Councillor	Stephen Smyth Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Secretary	Timothy Whyte Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Executive Vice President	Mitch Hughes Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District. Vice President - Blackwater	Christopher Brodsky Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District. Vice President - Dalby	Shane Brunker Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Vice President - Rockhampton	Glenn Power Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
District Vice President - Mackay	Steven Pierce Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Stephen Woods Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Gregory Dalliston Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Industry Safety & Health Rep	Jason Hill Full Time Union Official	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division One	Shaun Isaacs Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Two	Simon West Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Three	Jeffrey Scales Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Four	Heath Timmins Miner	c/- 61 Bowen St SPRING HILL QLD 4000

Board of Management Division Five	Steve Grant Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Six	Michael Hartin Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Board of Management Division Seven	Mark Zerner Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Luke Ludlow Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	Brian Wise Miner	c/- 61 Bowen St SPRING HILL QLD 4000
Central Councillor	George Pearce Miner	c/- 61 Bowen St SPRING HILL QLD 4000

MINING & ENERGY DIVISION
WESTERN AUSTRALIA
OFFICE BEARERS AS AT 2 JANUARY 2017

District President (Not full time position)	Gregory Busson Miner	c/- 75 Throssell St COLLIE WA 6225
District Secretary Central Councillor	Gary Wood Full Time Union Official	c/- 75 Throssell St COLLIE WA 6225
District Vice President South	Paul Steele Miner	c/- 75 Throssell St COLLIE WA 6225
District Vice President North	Victor Arriagada Train Driver	c/- 75 Throssell St COLLIE WA 6225
Board of Management South	Allen Christopher Davidson Miner	c/- 75 Throssell St COLLIE WA 6225
Board of Management South	Robert Sanford Miner	c/- 75 Throssell St COLLIE WA 6225
Board of Management North	Paul Bloxsom Train Driver	c/- 75 Throssell St COLLIE WA 6225
Board of Management North	Dennis Jones Train Driver	c/- 75 Throssell St COLLIE WA 6225

MINING & ENERGY DIVISION
TASMANIAN DISTRICT
OFFICE BEARERS AS AT 2 JANUARY 2017

State Executive Officer Central Councillor	Christopher Hinds Full Time Union Official	c/- PO Box 72 LAUNCESTON TAS 7250
District Vice-President Board of Management Cement Australia	David Bean Miner	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management Cornwall Coal	Ricky Gale Miner	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management Temco	Brent Ashman Process Operator	c/- PO Box 72 LAUNCESTON TAS 7250
Board of Management	Position Vacant	c/- PO Box 72 LAUNCESTON TAS 7250
District Check Inspector	Position Vacant	c/- PO Box 72 LAUNCESTON TAS 7250

MINING & ENERGY DIVISION
VICTORIAN DISTRICT
OFFICE BEARERS AS AT 2 JANUARY 2017

District President Central Councillor	Trevor Williams Full Time Union Official	c/- Wing 5, Lignite Court MORWELL VIC 3840
District Secretary Board of Management	Geoff Dyke Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
District Vice President	Peter Waanders Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Mark Richards Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Noel Zammit Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Ronald Bernardi Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Bryan Walsh Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Stuart Sceney Mine Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Brett Leighton Emergency Services Officer	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Geoff Aitken Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840
Board of Management	Tony Wolfe Power Station Operator	c/- Wing 5, Lignite Court MORWELL VIC 3840

CONSTRUCTION & GENERAL DIVISION

OFFICE BEARERS RETURN OF INFORMATION

2017

COM.0001.0040.9172_0043

CFMEU CONSTRUCTION & GENERAL DIVISION
OFFICE BEARERS AS AT 2 JANUARY 2017

Branches	Address
CFMEU C&G National Office	Level 9, 215-217 Clarence Street, Sydney NSW 2000
CFMEU C&G ACT	3 Rosevear Place, Dickson ACT 2602
CFMEU C&G NSW	12 Railway Street, Lidcombe NSW 2141
CFMEU C&G QLD/NT	16 Campbell Street, Bowen Hills QLD 4006
CFMEU C&G SA	Level 1, 32 South Terrace, Adelaide SA 5000
CFMEU C&G VIC/TAS	500 Swanston Street, Carlton South VIC 3053
CFMEU C&G WA	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Divisional President	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Senior Vice President	John Setka	Union Official	500 Swanston Street Carlton South VIC 3053
Divisional Vice President	Shaun Reardon	Union Official	500 Swanston Street Carlton South VIC 3053
Divisional Secretary	Dave Noonan	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Assistant Secretary	Frank O'Grady	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Assistant Secretary	Bradley Parker	Union Official	215-217 Clarence Street Sydney NSW 2000
Divisional Trustee	Dean Hall	Union Official	3 Rosever Place Dickson ACT 2602
Divisional Trustee	Rita Mallia	Union Official	12 Railway Street Lidcombe NSW 2141
Divisional Trustee	Brian Parker	Union Official	12 Railway Street Lidcombe NSW 2141
Divisional Executive Member	Michael Ravbar	Union Official	16 Campbell Street Bowen Hills QLD 4006
Divisional Executive Member	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Executive Member	Aaron Cartledge	Union Official	32 South Terrace Adelaide SA 5000
Additional Divisional Executive Members from the Victoria-Tasmania Branch	Elias Spernovasilis	Union Official	500 Swanston Street Carlton South VIC 3053

Additional Divisional Executive Member from the Queensland Branch	Jade Ingham	Union Official	16 Campbell Street Bowen Hills QLD 4006
Additional Divisional Executive Member from the NSW Branch	Rita Mallia	Union Official	12 Railway Street Lidcombe NSW 2141
Additional Divisional Executive Member from the Western Australia Branch	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Branch Secretary	Dean James Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Assistant Secretary	Jason Lawrence O'Mara	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Treasurer	Dean James Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch President	Jason John Jennings	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Vice-President	Anthony Paul Vitler	Plant Operator	3 Rosevear Place, Dickson ACT 2602
Branch Vice-President	Scott Andrew Stenner	Builder Labourer / Dogman	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Duncan James Bennett- Burleigh	FEDFA	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Desmond Marland	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Peter John Cain	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Leon Mark Arnold	Bricklayer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Michael Barry Cousins	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Mark Stephen Dymock	Painter	3 Rosevear Place, Dickson ACT 2602

Branch Committee of Management	Zachary Alan Smith	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Johnny Junior Lomax	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Jeffery Allan Polsen	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Cameron David Hardy	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch Committee of Management	Clyde Thomas Peter Stewart	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Jessica Nicole Dean	Labourer	3 Rosevear Place, Dickson ACT 2602
Branch State Council	John Frankovic	Builder Labourer / Dogman	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Richard Charlie Hare	Builder Labourer / Formworker	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Garry Hamilton	Union Official	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Natko Kobak	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Shayne Gina Hall	Trade	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Mark Robin Hancock	Builders Labourer / Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Timothy Ronald Puckett	Carpenter	3 Rosevear Place, Dickson ACT 2602
Branch State Council	Nathan Kendall Merritt	Bricklayer	3 Rosevear Place, Dickson ACT 2602
Divisional Conference Delegate - ACT	Dean James Hall	Union Official	3 Rosevear Place, Dickson ACT 2602
Divisional Conference Delegate – ACT	Jason Lawrence O'Mara	Union Official	3 Rosevear Place, Dickson ACT 2602

CFMEU CONSTRUCTION & GENERAL DIVISION
NEW SOUTH WALES DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Branch Secretary	Brian Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Assistant Secretary	Rob Kera	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Assistant Secretary	Darren Greenfield	Union Official	12 Railway St, Lidcombe NSW 2141
Branch President	Rita Mallia	Union Official	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Garry Alick McCarthy	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Micheal Sykes	Grader Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Country Zone	Paul Wright	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	David Mackay	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Paul Fisher	Refractory Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Camden Zone	Sallie Oxborough	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Nur Begg	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Ashley Burke	Rigger/Dogman	12 Railway St, Lidcombe NSW 2141

Branch Council Member Cumberland Zone	Mark Childs	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	John Hughes	Dogman	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Colm Drumgoogle	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Tomislav Erceg	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Derek Gallagher	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Peter Hadfield	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Lawrence Kelly	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Colin Lamond	Crane Driver	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Geoff Bates	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Steve Ndaira	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Dalibor Ozebek	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	James Ponisi	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Rocco Ianni	Concreter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Nicholas Rawson	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	J Riini Jaram	Labourer	12 Railway St, Lidcombe NSW 2141

Branch Council Member Cumberland Zone	Edward Sloan	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Graeme Taylor	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Damir Radic	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Branch Council Member Cumberland Zone	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Neal Attwood	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Cheyne Waddingham	Plant Operator	12 Railway St, Lidcombe NSW 2141
Branch Council Member Northumberland Zone	Vacant	Vacant	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Luis Abarca	Gyprocker	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Scott Andrew	Builders Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Howard Byrnes	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Denis McNamara	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Garry Preston	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Gordon Cunningham Cameron	Builders Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Colin Chapman	Labourer	12 Railway St, Lidcombe NSW 2141

Branch Management Committee Member	Luke William Allen	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	John Burns	Dogman	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Stephen Costigan	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Paul Midson	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Jose Maria Barrios	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Jackie Faulkner	Carpenter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Peter Genovese	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Dean Hackett	Crane Operator	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Munro Jones	Scaffolder	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Mario Battistini	Concreter	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Patrick Kenniff	Builders' Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Michael Cambourn	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Sime Buterin	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Bruce Cartwright	Bricklayer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Larry Valesini	Rigger/Dogman	12 Railway St, Lidcombe NSW 2141

Branch Management Committee Member	Michael Lynch	Labourer	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Warren Whitney	Safety Rep/Dogman	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Danny Reeves	Construction worker	12 Railway St, Lidcombe NSW 2141
Branch Management Committee Member	Mohamed Hammoud	Labourer	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Stephen Costigan	Carpenter	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Darren Greenfield	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Brian Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Denis McNamara	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Brad Parker	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Jose Mario Barrios	Carpenter	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Rob Kera	Union Official	12 Railway St, Lidcombe NSW 2141
Divisional Conference Delegate - NSW	Rita Mallia	Union Official	12 Railway St, Lidcombe NSW 2141

CFMEU CONSTRUCTION & GENERAL DIVISION
SOUTH AUSTRALIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Branch Secretary	Aaron Cartledge	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Assistant Secretary	James O'Connor	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch President	Craig Fry	Crane Driver	Level , 32 South Terrace Adelaide SA 5000
Branch Vice-President	Scott Jeffs	Safety Officer	Level , 32 South Terrace Adelaide SA 5000
Branch Treasurer	Mark McEwen	Painter	Level , 32 South Terrace Adelaide SA 5000
Branch Trustee	Anthony Priddle	Ceiling Fixer	Level , 32 South Terrace Adelaide SA 5000
Branch Trustee	David Sahlberg	Carpenter	Level , 32 South Terrace Adelaide SA 5000
Divisional Branch Organiser / Branch Committee of Management Member	Mark Gava	Union Official	Level , 32 South Terrace Adelaide SA 5000
Divisional Branch Organiser / Branch Committee of	Gregory Warner	Union Official	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Duncan Campbell	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Geoffrey Hill	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Michael Hope	Safety Officer	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Gregory Natt	Scaffolder	Level , 32 South Terrace Adelaide SA 5000
Branch Committee of Management Member	Joseph Tony Wetini	Operator	Level , 32 South Terrace Adelaide SA 5000

Branch Council Member	Alan Clifton	Plasterer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Paul Abela	Rigger / Safety Officer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Mostyn Lloyd Lucas	Plant Operator	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Luke Duffy	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Joshua Lees	Rigger/ Dogman	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Duncan McKay	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Peter Pope	Rigger	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Kain Shanko	Crane Driver/ Rigger/ Dogman	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Tim Gudgeon	Labourer	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Peter Thiel	Carpenter	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Ryan Ernesti	Boiler Attendant	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Brad Prince	Mining Product Worker	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Paul Jacobs	Boiler Attendant	Level , 32 South Terrace Adelaide SA 5000
Branch Council Member	Jason King	Crane Operator	Level , 32 South Terrace Adelaide SA 5000
Divisional Conference Delegate - SA	Aaron Cartledge	Union Official	Level , 32 South Terrace Adelaide SA 5000
Divisional Conference	Craig Fry	Crane Driver	Level , 32 South Terrace

Delegate - SA			Adelaide SA 5000
Divisional Conference Delegate - SA	Ja es O'Connor	Union Official	Level , 32 South Terrace Adelaide SA 5000

CFMEU CONSTRUCTION AND GENERAL DIVISION
VICTORIA/TASMANIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Branch Secretary	John Setka	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Assistant Secretary	Elias Spernovasilis	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Assistant Secretary	Shaun Reardon	Union Official	500 Swanston St, Carlton South VIC 3053
Branch President	Ralph Edwards	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Senior Vice-President	Derek Christopher	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Vice-President	Robert Graauwmans	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Dave Lythgo	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Rudy Raspudic	Painter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Anthony Cordier	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Anthony Ioannidis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Bill Beattie	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Steve Long	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Gerard Benstead	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Darko Misic	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Constantinou	Carpenter	500 Swanston St, Carlton South VIC 3053

Branch Management Committee Members	John Perak	Fibrous Plasterer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Fergal Doyle	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Frank Akbari	Painter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Brendan Pitt	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	John Perkovic	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Mick Cody	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Paul Round	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Peter Booth	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Raymond Booth	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Dennis Gritzalis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	James Simpson	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Steven Balta	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Management Committee Members	Lisa Zanatta	Carpenter	33a New Town Road New Town TAS 7008
Branch Management Committee Members	Theo Theodorou	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Adam Hall	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Chris Brett	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Richard Bradley	Rigger/Dogman	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Bart Scaffidi	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Vlado Cakarun	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	William Ernest Cassidy	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Adam Brown	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Maurice Campanaro	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Craig Johnston	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Phil Castaldo	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Carnevali	Scaffolder	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Peter Clark	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Kosta Christoforou	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Stuart Corkran	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ivan Colina	Fibraus Plasterer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Mick Fitzsimons	Painter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Felice Filardo	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rick Connnor	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dal Considine	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	David Constabile	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brett Johnston	Crane Operator	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brad DeBolfo	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Jason Deans	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Anthony Dredge	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Paul Fotinos	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Andrew Harisiou	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Gerald McCrudden	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Ayers	Union Official	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Drew McDonald	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Andrew McDougall	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Terence McNamara	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Mantis	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Gerard McQuaid	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Aleksander Musevic	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Kevin Pattinson	Bricklayer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark McMillan	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Brad McNiven	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Dave McCafferty	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Lee McKenzie	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Tamish Muller	Builders Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Joe Myles	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Matthew Cathie	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Matthew Seadon	Builders' Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Egan	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mick Powell	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Frank O'Grady	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Liam O'Hearn	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Adam Olsen	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark Palmer	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Kane Pearson	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Trevor Pushon	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Ricky Orterga	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Mark Peterson	Builders Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Gary Roberts	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	John Robinson	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Angelo Ruffato	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Salvatore Presti	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	James Ryan	Rigger Dogman	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Terence Ryan	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Gerry Pettifer	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council MembersMelbourne Metropolitan Zone	Nick Salta	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rob Taylor	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Frank Prevolsek	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Rick Reilly	Crane Operations	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	David Setka	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Chris Spiridonos	Builders Labourer	500 Swanston St, Carlton South VIC 3053

Branch Council Members Melbourne Metropolitan Zone	Anton Sucic	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Chris Vlahogiannis	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Reiner (Bert)Bredyk	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Melbourne Metropolitan Zone	Jakov Vucak	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Paul McCann	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Dean Doran	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	James Torpy	Builders Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Geelong Zone	Brendan Pitt	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Nigel Davis	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	David Duffy	Union Official	500 Swanston St, Carlton South VIC 3053

Branch Council Members Central Victoria	Andrew Pitlick	Builders Labourers	500 Swanston St, Carlton South VIC 3053
Branch Council Members Central Victoria	Mark Travers	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	John Karkoultsidis	Scaffolder	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Joseph Maggs	Crane Driver	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Mark Tait	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Northern Victoria Zone	Casey Vlaminh	Labourer	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Philip Darcy	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	John Thomson	Carpenter	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Toby Thornton	Union Official	500 Swanston St, Carlton South VIC 3053
Branch Council Members Latrobe Zone	Tom Malone	Plant Operator	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Gerard Benstead	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Derek Christopher	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	John Setka	Union Official	500 Swanston St, Carlton South VIC 3053

Divisional Conference Delegate - VIC	Steve Long	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	David Noonan	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Elias Spernovasilis	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Frank O'Grady	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Nigel Davis	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Rob Graauwmans	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Dave Lythgo	Carpenter	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Brendan Pitt	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Shaun Reardon	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Theo Theodorou	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Amanda Swayn	Union Official	500 Swanston St, Carlton South VIC 3053
Divisional Conference Delegate - VIC	Lisa Zanatta	Union Official	500 Swanston St, Carlton South VIC 3053
Sub-Branch Secretary	Richard Hassett	Union Official	500 Swanston St, Carlton South VIC 3053
Sub-Branch President	Kevin Harkins	Union Official	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Gary Brown	Carpenter	500 Swanston St, Carlton South VIC 3053

Sub-Branch Management Committee Member	Dale Cracknell	Rigger Dogman	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Mark Denny	Crane Operations	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Marshall Reeves	Union Official	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Andrew Wise	Plasterer	500 Swanston St, Carlton South VIC 3053
Sub-Branch Management Committee Member	Vacant	Vacant	500 Swanston St, Carlton South VIC 3053

CFMEU CONSTRUCTION AND GENERAL DIVISION
WESTERN AUSTRALIA DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Branch Secretary	Michael Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Branch Assistant Secretary	Campbell McCullough	Union Official	80 Beaufort Street, Perth WA 6000
Branch Assistant Secretary	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Branch President	Walter (Vinnie) Molina	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Senior Vice-President	Glenn Hawkins	Bricklayer	80 Beaufort Street, Perth WA 6000
Branch Vice-President	Robert Pearson	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Treasurer	Les Wylie	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Trustee	Glenn Alan Hawkins	Bricklayer	80 Beaufort Street, Perth WA 6000
Branch Trustee	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Branch Trustee	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	John Pound	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Nigel Alexander	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Mick Vassila	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Aaron Mackrell	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Committee of Management Member	Doug Heath	Union Organiser	80 Beaufort Street, Perth WA 6000

Branch Council Member	Terry Barrett	Safety Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Brendan Kerkvliet	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Dean Cartwright	Crane Operator	80 Beaufort Street, Perth WA 6000
Branch Council Member	Alan Luke	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Kelly Karolak	Union Officer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Kelvin Boder	Crane Driver	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mick Hogan	Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Darren Roberts	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Tawa Harris	Builders Labouer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Paul Ferreira	Union Organiser	80 Beaufort Street, Perth WA 6000
Branch Council Member	Garry Brownlie	Painter	80 Beaufort Street, Perth WA 6000
Branch Council Member	Andy Otter	Ceiling Fixer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Phil Dolan	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Nick Jeakings	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Shane Bennett	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Paul Zirino	Rigger	80 Beaufort Street, Perth WA 6000

Branch Council Member	Teri Gibson	Painter	80 Beaufort Street, Perth WA 6000
Branch Council Member	Mal Peters	Builders Labourer	80 Beaufort Street, Perth WA 6000
Branch Council Member	Vacant	Vacant	80 Beaufort Street, Perth WA 6000
Branch Council Member	John Cassidy	Builders Labourer	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Mick Buchan	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Campbell McCullough	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Joseph McDonald	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Graham Pallot	Union Official	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate – WA	Glenn Hawkins	Bricklayer	80 Beaufort Street, Perth WA 6000
Divisional Conference Delegate - WA	Aaron Mackrell	Union Organiser	80 Beaufort Street, Perth WA 6000

CFMEU CONSTRUCTION & GENERAL DIVISION
QUEENSLAND NORTHERN TERRITORY DIVISIONAL BRANCH
OFFICE BEARERS AS AT 2 JANUARY 2017

Office	Officer	Occupation	Address
Divisional Branch President	Royce Kupsch	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Senior Vice President	Steven Gaske	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Senior Vice President	Dallas Ezzy	Labourer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Vice President	Ian McKewin	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Vice President	Darren Williams	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Secretary	Michael Ravbar	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Assistant Secretary (Plasterers)	Andrew Sutherland	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Assistant Secretary (Painters)	Keith Murphy	Glazier	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Assistant Secretary (General)	Jade Ingham	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Executive Member	Peter Close	Construction Plasterer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Executive Member	John Cummins	Carpenter	16 Campbell Street, Bowen Hills QLD 4006

Divisional Branch Council Member	John Blee	Civil Labourer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Council Member	Andrew Clark	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Council Member	Wayne Scobie	Construction Plasterer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Council Member	Marcus Dittman	Plant Operator	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Council Member	Dean Mattas	Construction Plant Operator	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Michael Ravbar	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Andrew Sutherland	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Keith Murphey	Glazier	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Peter Close	Construction Plasterer	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Steve Gaske	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Terry Hamilton	Construction Dogman	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Jade Ingham	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Royce Kupsch	Union Official	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference	Ian McKewin	Carpenter	16 Campbell Street, Bowen Hills QLD 4006
Divisional Branch Delegate to Divisional Conference (Northern Territory)	Dean Mattas	Construction Plant Operator	16 Campbell Street, Bowen Hills QLD 4006

ANNEXURE A

CFMEU Annual Return of Information 2018

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
NATIONAL OFFICE				
CFMEU National Executive				
CFMEU National Executive	National Secretary	Michael O'Connor	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	National Assistant Secretary	David Noonan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	National President	Tony Maher	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	David Bean	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Michael Buchan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Jane Calvert	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Aaron Cartledge	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Brad Coates	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Nigel Davies	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Darren Greenfield	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Andy Honeysett	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Peter Jordan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Grahame Kelly	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	David Kirner	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Rita Mallia	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Scott McLean	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Alex Millar	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Michael Ravbar	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	John Setka	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Leo Skourdoumbis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Craig Smith	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Stephen Smyth	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Andrew Sutherland	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Frank Vari	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Greg Busson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive	Member of National Executive	Trevor Williams	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
CFMEU National Executive Committee				
CFMEU National Executive Committee	National Secretary	Michael O'Connor	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National President	Tony Maher	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Assistant Secretary	David Noonan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Vice-President	Michael Ravbar	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Vice-President	Leo Skourdoumbis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Vice-President	Grahame Kelly	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	Divisional Assistant Secretary Construction and General Division	Andrew Sutherland	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	Divisional Assistant Secretary Construction and General Division	Nigel Davies	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	Divisional President Construction and General Division	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Construction and General Division	Darren Greenfield	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Construction and General Division	Michael Buchan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Construction and General Division	John Setka	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Mining and Energy Division	Peter Jordan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Mining and Energy Division	Stephen Smyth	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Forestry, Furnishing, Building Products and Manufacturing Division	Alex Millar	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU National Executive Committee	National Executive Committee Member Forestry, Furnishing, Building Products and Manufacturing Division	Jane Calvert	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU STATE BRANCHES				
CFMEU Queensland Branch				
QLD Branch	State Secretary	Michael Ravbar	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	Union Official
QLD Branch	State Assistant Secretary	Tim Whyte	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	Union Official
QLD Branch	State President	Stephen Smyth	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	Union Official
QLD Branch	Senior Vice-President	Royce Kupsch	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	Union Official
QLD Branch	State Joint Vice-President	Mitch Hughes	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	Union Official
QLD Branch	State Joint Vice-President	Jade Ingham	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
CFMEU New South Wales Branch				
NSW Branch	State Secretary	Darren Greenfield	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
NSW Branch	State Assistant Secretary	Craig Smith	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
NSW Branch	State President	Peter Jordan	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
NSW Branch	State Senior Vice-President	Rita Mallia	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
NSW Branch	State Joint Vice-President	Andrew Honeysett	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
NSW Branch	State Joint Vice-President	Robert Kera	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
NSW Branch	State Joint Vice-President	Anthony Ovington	c/- 12 Railway Street, Lidcombe, NSW, 2141	Union Official
CFMEU Australian Capital Territory Branch				
ACT Branch	State Secretary	Dean Hall	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
ACT Branch	State President	Jason Jennings	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
ACT Branch	State Vice-President	Mark Dymock	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
ACT Branch	State Assistant Secretary	Jason O'Mara	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
CFMEU Victorian Branch				
Victorian Branch	State Secretary	John Setka	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State Assistant Secretary	Elias Spernovasilis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State Assistant Secretary	Frank Vari	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State President	Trevor Williams	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State Senior Vice-President	Ralph Edwards	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State Joint Vice-President	Shaun Reardon	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State Joint Vice-President	Mark Richards	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
Victorian Branch	State Joint Vice-President	Andrew Vendramini	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
CFMEU Tasmanian Branch				
Tasmanian Branch	State Secretary	Scott McLean	237 Wellington Street, Launceston, TAS, 7250	Union Official
Tasmanian Branch	State Assistant Secretary	Derek Christopher	237 Wellington Street, Launceston, TAS, 7250	Union Official
Tasmanian Branch	State President	David Bean	237 Wellington Street, Launceston, TAS, 7250	Union Official
Tasmanian Branch	State Senior Vice-President	Dale Cracknell	237 Wellington Street, Launceston, TAS, 7250	Union Official
Tasmanian Branch	State Joint Vice-President (Construction)	Bill White	237 Wellington Street, Launceston, TAS, 7250	Union Official
Tasmanian Branch	State Joint Vice-President (Forestry)	Nathan Milner	237 Wellington Street, Launceston, TAS, 7250	Union Official
Tasmanian Branch	State Joint Vice-President (Mining)	Vacant	237 Wellington Street, Launceston, TAS, 7250	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
CFMEU South Australian Branch				
SA Branch	State Secretary	Aaron Cartledge	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	Union Official
SA Branch	State Assistant Secretary	David Kirner	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	Union Official
SA Branch	State President	James O'Connor	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	Union Official
SA Branch	State Senior Vice-President	Bradley Coates	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	Union Official
SA Branch	State Joint Vice-President	Derek Stapleton	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	Union Official
SA Branch	State Joint Vice-President	Craig McMillan	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	Union Official
CFMEU Western Australian Branch				
WA Branch	State Secretary	Michael Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
WA Branch	State Assistant Secretary	Vacant	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
WA Branch	State President	Graham Pallot	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
WA Branch	State Senior Vice-President	Gary Wood	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
WA Branch	State Joint Vice-President	Greg Busson	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
WA Branch	State Joint Vice-President	Campbell McCullough	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
CONSTRUCTION and GENERAL [C&G] DIVISION				
C&G Division - Divisional National Executive				
C&G Division	Divisional Secretary	David Noonan	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
C&G Division	Divisional Assistant Secretary	Nigel Davies	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Divisional Assistant Secretary	Andrew Sutherland	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Divisional President	Vacant	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Vacant
C&G Division	Divisional Senior Vice-President	John Setka	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Divisional Vice-President	Shaun Reardon	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Additional Divisional Executive Member (VIC-TAS)			
C&G Division	Divisional Executive Member	Darren Greenfield	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Divisional Executive Member	Michael Ravbar	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Divisional Executive Member	Michael Buchan	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G Division	Divisional Executive Member	Aaron Cartledge	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Additional Divisional Executive Member (VIC-TAS)	Elias Spernovasilis	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Additional Divisional Executive Member (QLD-NT)	Jade Ingham	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division	Additional Divisional Executive Member (NSW)	Michael Greenfield	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Union Official
C&G Division - Divisional Trustees				
C&G Division	Divisional Trustee	Rita Mallia	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 1999	Union Official
C&G Division	Divisional Trustee	Vacant	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Vacant
C&G Division	Divisional Trustee	Vacant	c/- Level 9, 215-217 Clarence Street Sydney, NSW, 2000	Vacant
C&G Division - Queensland and Northern Territory Divisional Branch				
C&G QLD-NT Divisional Branch	Divisional Branch Secretary Divisional Branch Delegate to Divisional Conference	Michael Ravbar	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Union Official
C&G QLD-NT Divisional Branch	Divisional Branch President Divisional Branch Delegate to Divisional Conference	Royce Kupsch	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Union Official
C&G QLD-NT Divisional Branch	Divisional Branch Senior Vice-President Divisional Branch Delegate to Divisional Conference	Steven Gaske	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Carpenter
C&G QLD-NT Divisional Branch	Divisional Branch Senior Vice-President	Dallas Ezzy	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Labourer
C&G QLD-NT Divisional Branch	Divisional Branch Vice-President Divisional Branch Delegate to Divisional Conference	Ian McKewin	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Carpenter
C&G QLD-NT Divisional Branch	Divisional Branch Vice-President	Darren Williams	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Union Official
C&G QLD-NT Divisional Branch	Divisional Branch Assistant Secretary (Plasterers) Divisional Branch Delegate to Divisional Conference	Andrew Sutherland	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Union Official
C&G QLD-NT Divisional Branch	Divisional Branch Assistant Secretary (Painters) Divisional Branch Delegate to Divisional Conference	Keith Murphy	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Glazier
C&G QLD-NT Divisional Branch	Divisional Branch Assistant Secretary (General) Divisional Branch Delegate to Divisional Conference	Jade Ingham	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Union Official
C&G QLD-NT Divisional Branch	Divisional Branch Executive Member Divisional Branch Delegate to Divisional Conference	Peter Close	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Construction Plasterer
C&G QLD-NT Divisional Branch	Divisional Branch Executive Member	John Cummins	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Carpenter
C&G QLD-NT Divisional Branch	Divisional Branch Council Member	John Blee	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Civil Labourer

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G QLD-NT Divisional Branch	Divisional Branch Council Member	Andrew Clark	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Carpenter
C&G QLD-NT Divisional Branch	Divisional Branch Council Member	Wayne Scobie	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Construction Plasterer
C&G QLD-NT Divisional Branch	Divisional Branch Council Member	Marcus Dittman	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Plant Operator
C&G QLD-NT Divisional Branch	Divisional Branch Council Member Divisional Branch Delegate to Divisional Conference (Northern Territory)	Dean Mattas	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Construction Plant Operator
C&G QLD-NT Divisional Branch	Divisional Branch Delegate to Divisional Conference	Terry Hamilton	c/- 16 Campbell Street, Bowen Hills , QLD, 4006	Construction Dogman
C&G Division - Australian Capital Territory Divisional Branch				
C&G ACT Divisional Branch	Divisional Branch Secretary/Treasurer Divisional Branch delegate to Divisional Conference	Vacant	c/- 3 Rosevear Place, Dickson, ACT, 2602	Vacant
C&G ACT Divisional Branch	Divisional Branch Assistant Secretary Divisional Branch Delegate to Divisional Conference	Jason O'Mara	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
C&G ACT Divisional Branch	Divisional Branch President	Jason Jennings	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
C&G ACT Divisional Branch	Divisional Branch Vice-President	Scott Stenner	c/- 3 Rosevear Place, Dickson, ACT, 2602	Builders' Labourer/Dogman
C&G ACT Divisional Branch	Divisional Branch Vice-President	Anthony Vitler	c/- 3 Rosevear Place, Dickson, ACT, 2602	Plant Operator
C&G ACT Divisional Branch	Divisional Branch Organiser Divisional Branch Committee of Management	Zachary Smith	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Leon Arnold	c/- 3 Rosevear Place, Dickson, ACT, 2602	Bricklayer
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Duncan Bennett-Burleigh	c/- 3 Rosevear Place, Dickson, ACT, 2602	FEDFA
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Peter Cain	c/- 3 Rosevear Place, Dickson, ACT, 2602	Carpenter
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Michael Cousins	c/- 3 Rosevear Place, Dickson, ACT, 2602	Carpenter
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Mark Dymock	c/- 3 Rosevear Place, Dickson, ACT, 2602	Painter
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Cameron Hardy	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Johnny Lomax	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Desmond Marland	c/- 3 Rosevear Place, Dickson, ACT, 2602	Carpenter
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Jeffery Polsen	c/- 3 Rosevear Place, Dickson, ACT, 2602	Labourer
C&G ACT Divisional Branch	Divisional Branch Committee of Management	Clyde Stewart	c/- 3 Rosevear Place, Dickson, ACT, 2602	Labourer
C&G ACT Divisional Branch	Divisional Branch Council	Jessica Dean	c/- 3 Rosevear Place, Dickson, ACT, 2602	Labourer
C&G ACT Divisional Branch	Divisional Branch Council	John Frankovic	c/- 3 Rosevear Place, Dickson, ACT, 2602	Builders' Labourer/Dogman
C&G ACT Divisional Branch	Divisional Branch Council	Shayne Hall	c/- 3 Rosevear Place, Dickson, ACT, 2602	Trade
C&G ACT Divisional Branch	Divisional Branch Council	Garry Hamilton	c/- 3 Rosevear Place, Dickson, ACT, 2602	Union Official
C&G ACT Divisional Branch	Divisional Branch Council	Mark Hancock	c/- 3 Rosevear Place, Dickson, ACT, 2602	Builders' Labourer/Carpenter

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G ACT Divisional Branch	Divisional Branch Council	Richard Hare	c/- 3 Rosevear Place, Dickson, ACT, 2602	Builders' Labourer/Formworker
C&G ACT Divisional Branch	Divisional Branch Council	Natko Kobak	c/- 3 Rosevear Place, Dickson, ACT, 2602	Carpenter
C&G ACT Divisional Branch	Divisional Branch Council	Nathan Merritt	c/- 3 Rosevear Place, Dickson, ACT, 2602	Bricklayer
C&G ACT Divisional Branch	Divisional Branch Council	Timothy Puckett	c/- 3 Rosevear Place, Dickson, ACT, 2602	Carpenter
C&G Division - New South Wales Divisional Branch				
C&G NSW Divisional Branch	Divisional Branch Secretary Divisional Branch Delegate to Divisional Conference	Darren Greenfield	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Union Official
C&G NSW Divisional Branch	Divisional Branch Assistant Secretary	Rob Kera	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Union Official
C&G NSW Divisional Branch	Divisional Branch Assistant Secretary Divisional Branch Delegate to Divisional Conference	Michael Greenfield	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Union Official
C&G NSW Divisional Branch	Divisional Branch President	Rita Mallia	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Union Official
C&G NSW Divisional Branch	Divisional Branch Council - Country Zone	Garry McCarthy	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Council - Country Zone	Michael Sykes	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Grader Operator
C&G NSW Divisional Branch	Divisional Branch Council - Country Zone	Paul Wright	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Construction Worker
C&G NSW Divisional Branch	Divisional Branch Council - Camden Zone	David Mackay	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Camden Zone	Paul Fisher	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Refractory Bricklayer
C&G NSW Divisional Branch	Divisional Branch Council - Camden Zone	Sallie Oxborough	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Nur Begg	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Bricklayer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Ashley Burke	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Rigger/Dogman
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Mark Childs	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	John Hughes	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Dogman
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Colm Drumgoogle	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Tomislav Erceg	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Derek Gallagher	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Peter Hadfield	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Bricklayer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Lawrence Kelly	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Geoff Bates	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Steve Ndaira	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Construction Worker
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Dalibor Ozebek	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	James Ponisi	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Vacant	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Vacant
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Nicholas Rawson	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	J Riini Jaram	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Edward Sloan	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Graeme Taylor	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Crane Operator
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Damir Radic	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Scaffolder
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Vacant	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Vacant
C&G NSW Divisional Branch	Divisional Branch Council - Cumberland Zone	Vacant	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Vacant
C&G NSW Divisional Branch	Divisional Branch Council - Northumberland Zone	Neal Attwood	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Construction Worker
C&G NSW Divisional Branch	Divisional Branch Council - Northumberland Zone	Cheyne Waddingham	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Plant Operator
C&G NSW Divisional Branch	Divisional Branch Council - Northumberland Zone	Vacant	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Vacant
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Luis Abarca	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Gyprocker
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Scott Andrew	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Builders' Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Howard Byrnes	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Crane Operator
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Denis McNamara	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Scaffolder
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Garry Preston	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Gordon Cunningham-Cameron	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Builders' Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Colin Chapman	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Luke Allen	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Bricklayer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	John Burns	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Dogman
C&G NSW Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	Stephen Costigan	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Paul Midson	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	Jose Mario Barrios	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Carpenter
C&G NSW Divisional Branch	Divisional Branch Committee of Management	David McNamara	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Crane Operator
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Peter Genovese	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Builders' Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Dean Hackett	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Crane Operator
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Munro Jones	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Scaffolder

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Rocco Ianni	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Pump Operator
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Patrick Kenniff	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Builders' Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Michael Cambourn	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Sime Buterin	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Bruce Cartwright	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Bricklayer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Larry Valesini	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Rigger/Dogman
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Michael Lynch	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Warren Whitney	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Safety Representative/ Dogman
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Danny Reeves	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Construction Worker
C&G NSW Divisional Branch	Divisional Branch Committee of Management	Mohamed Hammoud	c/- Level 1, 12 Railway Street, Lidcombe, NSW, 2124	Labourer
C&G Division - Victorian-Tasmania Divisional Branch				
C&G VIC-TAS Divisional Branch	Divisional Branch Secretary Divisional Branch Delegate to Divisional Conference	John Setka	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Assistant Secretary Divisional Branch Delegate to Divisional Conference	Shaun Reardon	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Assistant Secretary Divisional Branch Delegate to Divisional Conference	Elias Spernovasilis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional President	Ralph Edwards	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Senior Vice-President (FEDFA) Divisional Branch Delegate to Divisional Conference	Derek Christopher	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Vice-President Divisional Branch Delegate to Divisional Conference	Robert Graauwmans	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	David Lythgo	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Rudy Raspudic	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Painter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Anthony Cordier	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Anthony Ioannidis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Bill Beattie	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	Steve Long	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	Gerard Benstead	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Darko Misic	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	John Constantinou	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	John Perak	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Fibrous Plasterer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Fergal Doyle	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Bricklayer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Frank Akbari	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Painter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Mick Cody	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Paul Round	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Peter Booth	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Raymond Booth	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Dennis Gritzalis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	James Simpson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Bricklayer
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management	Steven Balta	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	Lisa Zanatta	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Committee of Management Divisional Branch Delegate to Divisional Conference	Theo Theodorou	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Adam Hall	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Chris Brett	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Richard Bradley	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Rigger/Dogman
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Bart Scaffidi	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Vlado Cakarun	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	William Cassidy	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Adam Brown	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Maurice Campanaro	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Craig Johnston	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Phil Castaldo	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	John Carnevali	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Scaffolder
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Peter Clark	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Kosta Christoforou	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Stuart Corkran	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Ivan Colina	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Fibrous Plasterer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Mick Fitzsimons	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Painter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Felice Filardo	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Rick Connnor	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Dal Considine	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	David Costabile	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Brett Johnston	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Brad DeBolfo	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Jason Deans	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Anthony Dedge	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Paul Fotinos	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Andrew Harisiou	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Gerald McCrudden	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Drew McDonald	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Andrew McDougall	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Terence McNamara	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	John Mantis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Gerard McQuaid	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Aleksander Musevic	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Kevin Pattinson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Bricklayer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Mark McMillan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Brad McNiven	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Dave McCafferty	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Lee McKenzie	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Tamish Muller	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Joe Myles	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Matthew Cathie	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Matthew Seadon	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Mick Egan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Mick Powell	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Liam O'Hearn	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Adam Olsen	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Mark Palmer	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Kane Pearson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Trevor Pushon	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Ricky Orterga	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Mark Peterson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Gary Roberts	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	John Robinson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Angelo Ruffato	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Salvatore Presti	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	James Ryan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Rigger/Dogman
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Terence Ryan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Gerry Pettifer	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Nick Salta	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Rob Taylor	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Frank Prevolsek	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Rick Reilly	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	David Setka	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Chris Spiridonos	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Anton Sucic	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Chris Vlahogiannis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Reiner (Bert) Bredyk	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Melbourne Metropolitan Zone	Jakov Vucak	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional National Secretary Divisional Branch Council - Melbourne Metropolitan Zone Divisional Branch Delegate to Divisional Conference	David Noonan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Branch Council - Melbourne Metropolitan Zone Divisional Branch Delegate to Divisional Conference	Amanda Swayn	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Geelong Zone	Paul McCann	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Geelong Zone	Dean Doran	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Geelong Zone Divisional Branch Delegate to Divisional Conference	Brendan Pitt	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Geelong Zone	James Torpy	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional National Assistant Secretary Divisional Branch Council - Central Victoria Zone Divisional Branch Delegate to Divisional Conference	Nigel Davies	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Central Victoria Zone	David Duffy	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Central Victoria Zone	Andrew Pitlick	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Builders' Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Central Victoria Zone	Mark Travers	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Northern Victoria Zone	John Karkoultsidis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Scaffolder
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Northern Victoria Zone	Joseph Maggs	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Driver
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Northern Victoria Zone	Mark Tait	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - Northern Victoria Zone	Casey Vlaminh	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Labourer
C&G VIC-TAS Divisional Branch	Divisional Branch Council - La Trobe Zone	Philip Darcy	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - La Trobe Zone	John Thomson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Branch Council - La Trobe Zone	Toby Thornton	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Branch Council - La Trobe Zone	Tom Malone	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Plant Operator
C&G VIC-TAS Divisional Branch	Divisional Divisional Sub-Branch Secretary (Tasmania)	Richard Hassett	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch President (Tasmania)	Kevin Harkins	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch Committee of Management (Tasmania)	Dale Cracknell	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Rigger/Dogman
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch Committee of Management (Tasmania)	Marshall Reeves	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch Committee of Management (Tasmania)	Mark Denny	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Crane Operator
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch Committee of Management (Tasmania)	Andrew Wise	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Plasterer
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch Committee of Management (Tasmania)	Gary Brown	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Carpenter
C&G VIC-TAS Divisional Branch	Divisional Sub-Branch Committee of Management (Tasmania)	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G Division - South Australian Divisional Branch				
C&G SA Divisional Branch	Divisional Branch Secretary Divisional Branch Delegate to Divisional Conference	Aaron Cartledge	Level 2, 32 South Terrace, Adelaide, SA, 5000	Union Official
C&G SA Divisional Branch	Divisional Branch Assistant Secretary Divisional Branch Delegate to Divisional Conference	James O'Connor	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Union Official
C&G SA Divisional Branch	Divisional Branch President Divisional Branch Delegate to Divisional Conference	Craig Fry	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Crane Driver
C&G SA Divisional Branch	Divisional Branch Vice-President	Scott Jeffs	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Safety Officer
C&G SA Divisional Branch	Divisional Branch Treasurer	Mark McEwen	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Painter
C&G SA Divisional Branch	Divisional Branch Trustee	David Sahlberg	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Carpenter
C&G SA Divisional Branch	Divisional Branch Trustee	Antony Priddle	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Ceiling Fixer
C&G SA Divisional Branch	Divisional Branch Committee of Management member	Geoffrey Hill	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Labourer
C&G SA Divisional Branch	Divisional Branch Committee of Management member	Duncan Campbell	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Labourer
C&G SA Divisional Branch	Divisional Branch Committee of Management member	Michael Hope	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Safety Officer
C&G SA Divisional Branch	Divisional Branch Committee of Management member	Joseph Wetini	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Operator
C&G SA Divisional Branch	Divisional Branch Committee of Management member	Gregory Natt	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Scaffolder
C&G SA Divisional Branch	Divisional Branch Organiser	Derek Stapleton	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Union Official
C&G SA Divisional Branch	Divisional Branch Organiser	Vacant	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Vacant
C&G SA Divisional Branch	Divisional Branch Council member	Alan Clifton	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Plasterer
C&G SA Divisional Branch	Divisional Branch Council member	Kain Shanko	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Crane Driver/Rigger/Dogman
C&G SA Divisional Branch	Divisional Branch Council member	Lloyd (Mostyn) Lucas	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Plant Operator
C&G SA Divisional Branch	Divisional Branch Council member	Joshua Lees	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Rigger /Dogman
C&G SA Divisional Branch	Divisional Branch Council member	Duncan McKay	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Labourer
C&G SA Divisional Branch	Divisional Branch Council member	Luke Duffy	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Labourer
C&G SA Divisional Branch	Divisional Branch Council member	Timothy Gudgeon	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Labourer
C&G SA Divisional Branch	Divisional Branch Council member	Paul Abela	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Rigger/Safety Officer
C&G SA Divisional Branch	Divisional Branch Council member	Peter Thiel	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Carpenter
C&G SA Divisional Branch	Divisional Branch Council member	Brad Prince	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Mining Production Worker
C&G SA Divisional Branch	Divisional Branch Council member	Paul Jacobs	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Boiler Attendant
C&G SA Divisional Branch	Divisional Branch Council member	Ryan Ernesti	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Boiler Attendant
C&G SA Divisional Branch	Divisional Branch Council member	Jason King	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Crane Operator

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G Division - Western Australian Divisional Branch				
C&G WA Divisional Branch	Divisional Secretary	Michael Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
	Divisional Branch Trustee			
	Divisional Branch Delegate to Divisional Conference			
C&G WA Divisional Branch	Divisional Branch Assistant Secretary	Campbell McCullough	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
	Divisional Branch Trustee			
	Divisional Branch Delegate to Divisional Conference			
C&G WA Divisional Branch	Divisional Branch Assistant Secretary	Graham Pallot	c/- 80 Beaufort Street, Perth, WA, 6000	Union Official
	Divisional Branch Trustee			
	Divisional Branch Delegate to Divisional Conference			
C&G WA Divisional Branch	Divisional President	Walter (Vinnie) Molina	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
C&G WA Divisional Branch	Divisional Senior Vice President	Glenn Hawkins	c/- 80 Beaufort Street, Perth, WA, 6000	Bricklayer
	Divisional Branch Trustee			
	Divisional Delegate to Divisional Conference			
C&G WA Divisional Branch	Divisional Vice President	Robert Pearson	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Treasurer	Leslie Wylie	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Committee of Management	Nigel Alexander	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Organiser	Doug Heath	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
C&G WA Divisional Branch	Divisional Branch Committee of Management	Aaron Mackrell	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
	Divisional Branch Delegate to Divisional Conference			
C&G WA Divisional Branch	Divisional Branch Committee of Management	John Pound	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Committee of Management	Michael Vassila	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Terry Barrett	c/- 80 Beaufort Street, Perth, WA, 6000	Safety Officer
C&G WA Divisional Branch	Divisional Branch Council	Shane Bennett	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Kelvin Boder	c/- 80 Beaufort Street, Perth, WA, 6000	Crane Driver
C&G WA Divisional Branch	Divisional Branch Council	Garry Brownlie	c/- 80 Beaufort Street, Perth, WA, 6000	Painter
C&G WA Divisional Branch	Divisional Branch Council	Dean Cartright	c/- 80 Beaufort Street, Perth, WA, 6000	Crane Operator
C&G WA Divisional Branch	Divisional Branch Council	John Cassidy	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Phil Dolan	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Paul Ferriera	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
C&G WA Divisional Branch	Divisional Branch Council	Teri Gibson	c/- 80 Beaufort Street, Perth, WA, 6000	Painter

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
C&G WA Divisional Branch	Divisional Branch Council	Tawa Harris	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Mick Hogan	c/- 80 Beaufort Street, Perth, WA, 6000	Labourer
C&G WA Divisional Branch	Divisional Branch Council	Nick Jeakings	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Kelly Karolak	c/- 80 Beaufort Street, Perth, WA, 6000	Union Officer
C&G WA Divisional Branch	Divisional Branch Council	Brendan Kerkvliet	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
C&G WA Divisional Branch	Divisional Branch Council	Alan Luke	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Andy Otter	c/- 80 Beaufort Street, Perth, WA, 6000	Ceiling Fixer
C&G WA Divisional Branch	Divisional Branch Council	Mal Peters	c/- 80 Beaufort Street, Perth, WA, 6000	Builder's Labourer
C&G WA Divisional Branch	Divisional Branch Council	Darren Roberts	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
C&G WA Divisional Branch	Divisional Branch Council	Paul Zirino	c/- 80 Beaufort Street, Perth, WA, 6000	Rigger
C&G WA Divisional Branch	Divisional Branch Council	Vacant	c/- 80 Beaufort Street, Perth, WA, 6000	Vacant
MINING and ENERGY [M&E] DIVISION				
M&E Division Central Council				
M&E Division	Divisional General President	Anthony Maher	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division	Divisional General Secretary	Grahame Kelly	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division	Central Councillor	Stephen Smyth	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division	Central Councillor	Luke Ludlow	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	George Pearce	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	Brian Wise	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	Peter Jordan	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division	Central Councillor	Michael Schofield	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	Stephen Mephem	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	Michael Dobie	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	Peter Compton	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Energy Worker
M&E Division	Central Councillor	Greg Busson	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
M&E Division	Central Councillor	Andrew Honeysett	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division	Central Councillor	Daniel Hopkins	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Miner
M&E Division	Central Councillor	David Bean	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division	Central Councillor	Trevor Williams	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	Union Official
M&E Division - Queensland District Branch				
M&E QLD District Branch	District President Central Councillor	Stephen Smyth	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Secretary	Timothy Whyte	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Executive Vice-President	Mitch Hughes	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Vice-President - Blackwater	Christopher Brodsky	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Vice-President - Rockhampton	Glenn Power	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Vice-President - Dalby	Shane Brunker	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Vice-President - Mackay	Steven Pierce	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Union Inspector - Mackay	Stephen Woods	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Union Inspector - Brisbane	Gregory Dalliston	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	District Union Inspector - Blackwater	Jason Hill	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Union Official
M&E QLD District Branch	Board of Management - Lodge Representative - Division One	Shaun Isaacs	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention - Lodge Representative Board of Management - Lodge Representative - Division Two	Simon West	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention - Lodge Representative Board of Management Lodge Representative - Division Three	Jeffrey Scales	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	Central Councillor Brian Wise - District Branch Convention Lodge Representative	Brian Wise	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	Board of Management - Lodge Representative - Division Four	Vacant	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Vacant
M&E QLD District Branch	Board of Management - Lodge Representative - Division Five	Steven Grant	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	Board of Management - Lodge Representative - Division Six	Michael Hartin	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	Board of Management Lodge Representative - Division Seven	Mark Zerner	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	Central Councillor	Luke Ludlow	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	Central Councillor	George Pearce	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
M&E QLD District Branch	District Branch Convention Lodge Representative	Bruce Bailey	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Brian Boyle	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Lindsay Chambers	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Ross Clark	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	William Craven	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Greg Donohue	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Stephen Everest	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Danny Kliese	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Tony Padget	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Brett Patterson	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Maxwell Peter	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	David Simpson	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Dan Van Hearan	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E QLD District Branch	District Branch Convention Lodge Representative	Luke Wells	c/- 61 Bowen Street, Spring Hill, QLD, 4000	Miner
M&E Division - Northern Mining and New South Wales Energy District Branch				
M&E Northern Mining & NSW Energy District Branch	District President Central Councillor	Peter Jordan	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Secretary	Shane Thompson	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Vice-President (B)	Vacant	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Vacant
M&E Northern Mining & NSW Energy District Branch	District Vice-President (C)	Robin Williams	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Vice-President (A)	Jeremy McWilliams	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Vice-President (D)	Jeffrey Drayton	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Vice President (E)	Mark McGrath	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Check Inspector - A	Keith Shaw	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	District Check Inspector - B	Anthony Watson	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Union Official
M&E Northern Mining & NSW Energy District Branch	Board of Management - Open Cut	Brad Bates	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management - Open Cut	Darren Watson	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management - Open Cut	Matthew Reid	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management - Underground	Michael Taggart	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management - Underground	Mark Avery	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management - Underground	Joseph Price	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
M&E Northern Mining & NSW Energy District Branch	Board of Management - Energy Distribution	Darren Maxwell	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Energy Worker
M&E Northern Mining & NSW Energy District Branch	Board of Management - Energy Power Generation	Glenn Kollner	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Energy Worker
M&E Northern Mining & NSW Energy District Branch	Board of Management - Gunnedah Coalfields	Simon Duff	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management - Energy Petrochemical	Jason Porter	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Energy Worker
M&E Northern Mining & NSW Energy District Branch	Board of Management - Affirmative Action	Sharon Smoothy	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
M&E Northern Mining & NSW Energy District Branch	Board of Management	Michael Schofield	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
	Central Councillor			
M&E Northern Mining & NSW Energy District Branch	Board of Management	Stephen Mephem	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
	Central Councillor			
M&E Northern Mining & NSW Energy District Branch	Board of Management	Peter Compton	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Energy Worker
	Central Councillor			
M&E Northern Mining & NSW Energy District Branch	Board of Management	Michael Dobie	c/- 67A Aberdare Road, Cessnock, NSW, 2325	Miner
	Central Councillor			
M&E Division - South-Western District Branch				
M&E South-Western District Branch	District President	Andy Honeysett	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Union Official
	Central Councillor			
M&E South-Western District Branch	District Secretary	Lee Webb	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Union Official
M&E South-Western District Branch	Distict Vice-President - Western	Graeme Osborne	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Union Official
M&E South-Western District Branch	Distict Vice-President - Southern	Robert Timbs	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Union Official
M&E South-Western District Branch	Distict Vice-President - Metalliferous	Gregory Braes	c/- Trades Hall, Broken Hill, NSW, 2880	Union Official
M&E South-Western District Branch	District Check Inspector - Southern	Stephen Barrett	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Union Official
M&E South-Western District Branch	District Relief Check Inspector - Southern	Tony Davis	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Union Official
M&E South-Western District Branch	District Check Inspector - Western	Peter Tatton	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Union Official
M&E South-Western District Branch	District Check Inspector - Western	Vacant	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Vacant
M&E South-Western District Branch	Central Councillor	Daniel Hopkins	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Miner
M&E South-Western District Branch	Board of Management - Southern Region - Area 2	Andrew Davey	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Miner
M&E South-Western District Branch	Board of Management - Southern Region - Area 3	Murray Dakers	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Coal Port Worker

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
M&E South-Western District Branch	Board of Management - West - Area 1	Craig Carberry	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Miner
M&E South-Western District Branch	Board of Management - West - Area 2	Vacant	Vacant	Vacant
M&E South-Western District Branch	Board of Management - West - Area 3	Mark Jenkins	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Miner
M&E South-Western District Branch	Board of Management - West - Area 4	Kyle Witherspoon	c/- 52 Eskbank Street, Lithgow, NSW, 2790	Miner
M&E South-Western District Branch	Board of Management Southern Region - Area 1	Vacant	Vacant	Vacant
M&E South-Western District Branch	Board of Management Southern Region - Area 1	Joe Sleiman	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	Miner
M&E Division - Victorian District Branch				
M&E Victorian District Branch	District President Central Councillor Board of Management	Trevor Williams	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Union Official
M&E Victorian District Branch	District Vice-President Board of Management	Peter Waanders	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Power Station Worker/Union Official
M&E Victorian District Branch	District Secretary Loy Yang Power 'B' Station Lodge President Board of Management	Geoff Dyke	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Power Station Worker/Union Official
M&E Victorian District Branch	Hazelwood Lodge President (Mining) Board of Management	Gerry Ypelaan	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Mine Operator
M&E Victorian District Branch	Hazelwood Lodge President (Energy) Board of Management	Mark Richards	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Power Station Operator
M&E Victorian District Branch	Loy Yang Mine Lodge President Board of Management	Ritchie Barber	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Mine Operator
M&E Victorian District Branch	Loy Yang Power 'A' Station Lodge President Board of Management	Stuart Caines	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Power Station Worker
M&E Victorian District Branch	Yallourn Mine Lodge President Board of Management	Vacant	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Vacant
M&E Victorian District Branch	Yallourn Power Station Lodge President Board of Management	Geoff Aitken	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Power Station Operator
M&E Victorian District Branch	Emergency Services Lodge President Board of Management	Brett Leighton	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Emergency Services Officer

1809

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
M&E Victorian District Branch	Loy Yang Power 'B' Station Lodge President (Proxy)	Tony Wolfe	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Power Station Operator
	Board of Management			
M&E Victorian District Branch	Stawell Gold Mine Lodge President	Vacant	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	Vacant
	Board of Management			
M&E Division - Tasmanian District Branch				
M&E Tasmanian District Branch	State Executive Officer	David Bean	c/- 40 Victoria Street, Fingal, TAS, 7214	Union Official
M&E Tasmanian District Branch	District Vice-President	Vacant	c/- 40 Victoria Street, Fingal, TAS, 7214	VACANT
M&E Tasmanian District Branch	Board of Management - Cornwall Coal	Ricky Gale	c/- 40 Victoria Street, Fingal, TAS, 7214	Miner
M&E Tasmanian District Branch	Board of Management - Temco	Brent Ashman	c/- 40 Victoria Street, Fingal, TAS, 7214	Miner
M&E Tasmanian District Branch	Board of Management	Vacant	c/- 40 Victoria Street, Fingal, TAS, 7214	Vacant
M&E Tasmanian District Branch	District Check Inspector	Vacant	c/- 40 Victoria Street, Fingal, TAS, 7214	Vacant
M&E Division - Western Australian District Branch				
M&E WA District Branch	District Secretary	Greg Busson	c/- 75 Throssell Street, Collie, WA, 6225	Union Official
	Central Councillor		c/- 75 Throssell Street, Collie, WA, 6225	
M&E WA District Branch	District President	Vacant	c/- 75 Throssell Street, Collie, WA, 6225	Miner
M&E WA District Branch	District Vice-President - Northern Region	Victor Arriagada	c/- 75 Throssell Street, Collie, WA, 6225	Train Driver
M&E WA District Branch	District Vice-President - Southern Region	Paul Steele	c/- 75 Throssell Street, Collie, WA, 6225	Miner
M&E WA District Branch	Board of Management - Northern Region (Karatha)	Paul Bloxsom	c/- 75 Throssell Street, Collie, WA, 6225	Train Driver
M&E WA District Branch	Board of Management - Northern Region (Karatha)	Danielle Hage	c/- 75 Throssell Street, Collie, WA, 6225	Train Driver
M&E WA District Branch	Board of Management - Southern Region (Collie)	Brenton Wood	c/- 75 Throssell Street, Collie, WA, 6225	Miner
M&E WA District Branch	Board of Management - Southern Region	Vacant	c/- 75 Throssell Street, Collie, WA, 6225	Miner
FORESTRY FURNISHING BUILDING PRODUCTS AND MANUFACTURING DIVISION [FFPD]				
FFPD - National Divisional Executive				
FFPD Division	Divisional President	Jane Calvert	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Secretary	Michael O'Connor	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Senior Assistant Secretary	Leo Skourdoumbis	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Assistant Secretary	Alex Millar	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Assistant Secretary	Frank Vari	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Vice-President	Bradley Coates	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Vice-President	David Kirner	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Divisional Senior Vice-President	Craig Smith	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
FFPD Division	Member of Divisional Executive	Denise Campbell-Burns	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Member of Divisional Executive	Anthony Pavey	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Production Operator
FFPD Division	Member of Divisional Executive	Terry Bennier	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Senior Machine Operator
FFPD Division	Member of Divisional Executive	Scott McLean	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Member of Divisional Executive	Nathan Milner	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD Division	Member of Divisional Executive	Andrew Vendramini	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD Division	Member of Divisional Executive	Wiremu (Willie) Kaiwai	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD Division	Member of Divisional Executive	Kim Mason	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Wood Machinist
FFPD Division	Member of Divisional Executive	Cliff Palmer	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Glazier
FFPD - Pulp and Paper Workers' District				
FFPD PPW District	Divisional Assistant Secretary	Alex Millar	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
	District Secretary			
	Delegate to Divisional Conference			
FFPD PPW District	District President	Denise Campbell-Burns	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
	District Melbourne Sub-Branch President			
	Delegate to Divisional Conference			
FFPD PPW District	District Committee of Management - District Senior Vice-President	Geoff Gasperotti	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Production Operator
FFPD PPW District	District Committee of Management - District Junior Vice-President	Anthony Pavey	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Production Operator
	Delegate to Divisional Conference			
FFPD PPW District	District Trustee	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
FFPD PPW District	District Trustee	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
FFPD PPW District	District Trustee	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
FFPD PPW District	District Committee of Management	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
FFPD PPW District	District Committee of Management	Brett Kelly	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD PPW District	District Committee of Management	Tim Allan	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Process Operator
FFPD PPW District	District Committee of Management	Jason Van Gelderen	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Pulp Mill Operator
FFPD PPW District	District Committee of Management (AA)	Amanda Cox	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Packer
FFPD PPW District	District Committee of Management	Craig O'Connor	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Trainer
FFPD PPW District	District Committee of Management (AA)	Ann Matthews	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD PPW District	District Committee of Management	Geoffrey Beach	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Process Operator
FFPD PPW District	District Committee of Management	Stephen Zvillis	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Boiler Operator

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
FFPD - New South Wales District				
FFPD NSW District	District Secretary Divisional Senior Vice-President	Craig Smith	Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Union Official
FFPD NSW District	District Assistant Secretary	Vacant	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Vacant
FFPD NSW District	District Committee of Management	Michael Hurst	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Harvester Operator
FFPD NSW District	District Vice-President	Peter Moss	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Forklift Operator
FFPD NSW District	District President Delegate to Divisional Conference	Anthony Ovington	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Loader/Yardman
FFPD NSW District	District Vice-President (AA)	Kathryn Powell	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Process Operator
FFPD NSW District	District Committee of Management	Sharon Musson	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Process Operator
FFPD NSW District	District Committee of Management	Kim Rawlings	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Process Operator
FFPD NSW District	District Committee of Management	Atili To'o	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Mattress Assembler
FFPD NSW District	District Committee of Management	Ian Wright	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Machine Operator
FFPD NSW District	Delegate to Divisional Conference	Vacant	c/- Level 1, 10-12 Railway Street, Lidcombe, NSW, 2141	Vacant
FFPD - Victorian District				
FFPD VIC District	Divisional Assistant Secretary District Secretary Delegate to Divisional Conference	Frank Vari	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD VIC District	District Asstistant Secretary Delegate to Divisional Conference	Andrew Vendramini	540 Elizabeth Street, Melbourne, VIC, 3000	Union Official
FFPD VIC District	District Joint President Delegate to Divisional Conference	Cliff Palmer	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Glazier
FFPD VIC District	District Joint President Delegate to Divisional Conference	Kim Mason	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Wood Machinist
FFPD VIC District	District Vice-President Delegate to Divisional Conference	Wiremu (Willie) Kaiwai	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD VIC District	District Vice-President (AA)	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
FFPD VIC District	District Committee of Management	Brett Aspland	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD VIC District	District Committee of Management	Glenn Benson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Glazier
FFPD VIC District	District Committee of Management	Derek Birchall	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Glazier
FFPD VIC District	District Committee of Management	Troy Hudson	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Machine Operator
FFPD VIC District	District Committee of Management	Zac Mirt	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Plymill Operator
FFPD VIC District	District Committee of Management	Gerald Molik	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Plymill - Yard
FFPD VIC District	District Committee of Management	Ben Young	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Cabinet Maker
FFPD VIC District	District Committee of Management	Darren Purcell	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Glass Furnace Operator
FFPD VIC District	District Committee of Management (AA)	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
FFPD VIC District	District Committee of Management	Vacant	c/- 540 Elizabeth Street, Melbourne, VIC, 3000	Vacant
FFPD - Tasmanian District				
FFPD TAS District	District Secretary	Scott McLean	237 Wellington Street, Launceston, TAS, 7250	Union Official
	Delegate to Divisional Conference			
FFPD TAS District	District Vice-President	Justin Blizzard	c/- 237 Wellington Street, Launceston, TAS, 7250	Machine Operator
FFPD TAS District	District Vice-President (AA)	Vacant	c/- 237 Wellington Street, Launceston, TAS, 7250	Vacant
FFPD TAS District	District President	Nathan Milner	c/- 237 Wellington Street, Launceston, TAS, 7250	Machine Operator
FFPD TAS District	Delegate to Divisional Conference			
FFPD TAS District	District Committee of Management	David Barclay	c/- 237 Wellington Street, Launceston, TAS, 7250	Mill Hand
FFPD TAS District	District Committee of Management	James McKenzie	c/- 237 Wellington Street, Launceston, TAS, 7250	Mill Hand
FFPD TAS District	District Committee of Management	Christopher Osborne	c/- 237 Wellington Street, Launceston, TAS, 7250	Mill Hand
FFPD TAS District	District Committee of Management	Jeremy Reynolds	c/- 237 Wellington Street, Launceston, TAS, 7250	Mill Hand
FFPD TAS District	District Committee of Management (AA)	Vacant	c/- 237 Wellington Street, Launceston, TAS, 7250	Vacant
FFPD TAS District	District Committee of Management	Vacant	c/- 237 Wellington Street, Launceston, TAS, 7250	Vacant
FFPD - Greater Green Triangle District				
FFPD GGT District	District Secretary	Bradley Coates	1 Crennan Street, Mount Gambier, SA, 5290	Union Official
	Divisional Vice-President			
	Delegate to Divisional Conference			
FFPD GGT District	District President	Terry Bennier	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Senior Machine Operator
	Delegate to Divisional Conference			
FFPD GGT District	District Vice-President (AA)	Gillian Finnigan	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator

Annexure A

Division, Branch or District	Name of Office	Name of Office-holder	Postal Address of Office-holder	Occupation of Office-holder
FFPD GGT District	District Vice-President	Craig McMillan	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator
	Delegate to Divisional Conference			
FFPD GGT District	District Committee of Management	Brendan Coustley	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator
FFPD GGT District	District Committee of Management	Geoffrey Itzerott	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator
FFPD GGT District	District Committee of Management	Predrag (Fred) Podobnik	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator
FFPD GGT District	District Committee of Management	Kevin Trotter	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator
FFPD GGT District	District Committee of Management (AA)	Vacant	c/- 1 Crennan Street, Mount Gambier, SA, 5290	VACANT
FFPD GGT District	District Committee of Management	Steven Chapman	c/- 1 Crennan Street, Mount Gambier, SA, 5290	Machine Operator
FFPD - South Australian District				
FFPD SA District	District Secretary	David Kirner	Level 2, 32 South Terrace, Adelaide, SA, 5000	Union Official
	Divisional Vice-President			
	Delegate to Divisional Conference			
FFPD SA District	District Vice-President	Vacant	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Vacant
FFPD SA District	District President (AA)	Vacant	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Vacant
FFPD SA District	District President	Jayson Paterson	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Health and Safety Officer
	Delegate to Divisional Conference			
FFPD SA District	District Committee of Management	Mario Buterin		Glazier
FFPD SA District	District Committee of Management	Mark Nicholls	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Unemployed member
	Delegate to Divisional Conference			
FFPD SA District	District Committee of Management	Doug Nuske	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Forklift Operator
FFPD SA District	District Committee of Management	Luke Riches	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Saw Doctor
FFPD SA District	District Committee of Management	Paul Wilmshurst	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Health and Safety Officer
FFPD SA District	District Committee of Management (AA)	Vacant	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Vacant
FFPD SA District	District Committee of Management	Vacant	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	Vacant
FFPD - Western Australian/Northern Territory/Queensland District				
FFPD WA/NT/QLD District	District President	Arturo Menon	c/- 80 Beaufort Street, Perth, WA, 6000	Organiser
	Delegate to Divisional Conference			
FFPD WA/NT/QLD District	District Vice President	Julie Knighton	c/- 80 Beaufort Street, Perth, WA, 6000	Machine Operator
FFPD WA/NT/QLD District	District Secretary	Alison Rennardson	c/- 80 Beaufort Street, Perth, WA, 6000	Machine Operator
FFPD WA/NT/QLD District	District Committee of Management (AA)	Vacant	c/- 80 Beaufort Street, Perth, WA, 6000	Vacant
FFPD WA/NT/QLD District	District Committee of Management	Vacant	c/- 80 Beaufort Street, Perth, WA, 6000	Vacant
FFPD WA/NT/QLD District	District Committee of Management	Vacant	c/- 80 Beaufort Street, Perth, WA, 6000	Vacant

ANNEXURE A

- Offices and Office Holders in the Organisation and its Branches:

Annual Return of Information 2019 Construction, Forestry, Maritime, Mining and Energy Union				
Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
NATIONAL OFFICE				
National Executive Committee				
National	National Secretary	Michael O'Connor	c/- Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
National	National President	Tony Maher	*as above*	union official
National	National Assistant Secretary	David Noonan	*as above*	union official
National	International President	Padraig Crumlin	*as above*	union official
National	National Vice President *(C&G)*	Michael Ravbar	*as above*	union official
National	National Vice President *(MNF)*	Leo Skourdoumbis	*as above*	union official
National	National Vice President *(M&E)*	Grahame Kelly	*as above*	union official
National	National Vice President *(MUA)*	Christopher Cain	*as above*	union official
National	National Executive Committee Member *(C&G 1)*	Michael Buchan	*as above*	union official
National	National Executive Committee Member *(C&G 2)*	Nigel Davies	*as above*	union official
National	National Executive Committee Member *(C&G 3)*	Darren Greenfield	*as above*	union official
National	National Executive Committee Member *(C&G 4)*	Jade Ingham	*as above*	union official
National	National Executive Committee Member *(C&G 5)*	John Setka	*as above*	union official

National	National Executive Committee Member *(C&G 6)*	Andrew Sutherland	*as above*	union official
National	National Executive Committee Member *(C&G 7)*	*VACANT*	*N/A*	*N/A*
National	National Executive Committee Member *(C&G 8)*	*VACANT*	*N/A*	*N/A*
National	National Executive Committee Member *(C&G 9)*	*VACANT*	*N/A*	*N/A*
National	National Executive Committee Member *(C&G 10)*	*VACANT*	*N/A*	*N/A*
National	National Executive Committee Member *(C&G 11)*	*VACANT*	*N/A*	*N/A*
National	National Executive Committee Member *(MNF Divisional President)*	Denise Campbell-Burns	c/- Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
National	National Executive Committee Member *(MNF PPW District Secretary)*	Alex Millar	*as above*	union official
National	National Executive Committee Member *(MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
National	National Executive Committee Member *(M&E 1)*	Peter Jordan	*as above*	union official
National	National Executive Committee Member *(M&E 2)*	Stephen Smyth	*as above*	union official
National	National Executive Committee Member *(M&E 3)*	Greg Busson	*as above*	union official
National	National Executive Committee Member *(M&E 4)*	Andrew Honeysett	*as above*	union official
National	National Executive Committee Member *(MUA Divisional Deputy National Secretary)*	Will Tracey	*as above*	union official
National	National Executive Committee Member *(MUA Divisional Assistant National Secretary)*	Ian Bray	*as above*	union official
National	National Executive Committee Member *(MUA Divisional Assistant National Secretary)*	Warren Smith	*as above*	union official
National	National Executive Committee Member *(MUA Divisional Deputy National Presiding Officer)*	Garry Keane	*as above*	union official

National Executive				
National	National Secretary	Michael O'Connor	c/- Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
National	National President	Tony Maher	*as above*	union official
National	National Assistant Secretary	David Noonan	*as above*	union official
National	International President	Padraig Crumlin	*as above*	union official
National	National Vice President *(C&G)*	Michael Ravbar	*as above*	union official
National	National Vice President *(MNF)*	Leo Skourdoumbis	*as above*	union official
National	National Vice President *(M&E)*	Grahame Kelly	*as above*	union official
National	National Vice President *(MUA)*	Christopher Cain	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Michael Buchan	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Nigel Davies	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Darren Greenfield	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Jade Ingham	*as above*	union official
National	National Executive Member *(as a member of NEC)*	John Setka	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Andrew Sutherland	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Denise Campbell-Burns	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Alex Millar	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Jenny Kruschel	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Peter Jordan	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Stephen Smyth	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Greg Busson	*as above*	union official

National	National Executive Member *(as a member of NEC)*	Andrew Honeysett	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Will Tracey	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Ian Bray	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Warren Smith	*as above*	union official
National	National Executive Member *(as a member of NEC)*	Garry Keane	*as above*	union official
National	National Executive Member *(principal officer of C&G ACT Divisional Branch)*	Jason O'Mara	*as above*	union official
National	National Executive Member *(C&G Female Affirmative Action position)*	Rita Mallia	*as above*	union official
National	National Executive Member *(MNF VIC District Secretary)*	Frank Vari	*as above*	union official
National	National Executive Member *(MNF NSW District Secretary)*	Michael Aird	*as above*	union official
National	National Executive Member *(MNF SA District Secretary)*	David Kirner	*as above*	union official
National	National Executive Member *(MNF TAS District Secretary)*	Scott McLean	*as above*	union official
National	National Executive Member *(MNF GGT District Secretary)*	Bradley Coates	*as above*	union official
National	National Executive Member *(MNF Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
National	National Executive Member *(additional MNF Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
National	National Executive Member *(principal officer of M&E TAS District Branch)*	Ricky Gale	*as above*	miner
National	National Executive Member *(principal officer of M&E VIC District Branch)*	Trevor Williams	*as above*	union official
National	National Executive Member	Paul McAleer	*as above*	union official

	(*principal officer of MUA Sydney Divisional Branch*)			
National	National Executive Member (*principal officer of MUA Newcastle Divisional Branch*)	Glen Williams	*as above*	union official
National	National Executive Member (*principal officer of MUA Victorian Divisional Branch*)	Joseph Italia	*as above*	union official
National	National Executive Member (*principal officer of MUA Queensland Divisional Branch*)	Robert Carnegie	*as above*	union official
National	National Executive Member (*principal officer of MUA South Australian Divisional Branch*)	Jamie Newlyn	*as above*	union official
National	National Executive Member (*principal officer of MUA Tasmanian Divisional Branch*)	Jason Campbell	*as above*	union official
National	National Executive Member (*principal officer of MUA Northern Territory Divisional Branch*)	Thomas Mayor	*as above*	union official
National	National Executive Member (*MUA Female Affirmative Action position*)	Mich-Elle Myers	*as above*	union official

State Branches				
QUEENSLAND BRANCH				
Queensland	State Secretary	Michael Ravbar	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
Queensland	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
Queensland	State President	Stephen Smyth	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
Queensland	State Senior Vice President	Royce Kupsch	*as above*	union official
Queensland	State Joint Vice President *(M&E)*	Mitch Hughes	*as above*	union official
Queensland	State Joint Vice President *(C&G)*	Jade Ingham	*as above*	union official
Queensland	State Joint Vice President *(MUA)*	*VACANT*	*N/A*	*N/A*

NEW SOUTH WALES BRANCH				
NSW	State Secretary	Darren Greenfield	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Assistant Secretary	Craig Smith	*as above*	union official
NSW	State President	Peter Jordan	*as above*	union official
NSW	State Senior Vice President	Rita Mallia	*as above*	union official
NSW	State Joint Vice President *(M&E)*	Andrew Honeysett	*as above*	union official
NSW	State Joint Vice President *(C&G)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)*	*VACANT*	*N/A*	*N/A*
NSW	State Joint Vice President *(MUA)*	*VACANT*	*N/A*	*N/A*

AUSTRALIAN CAPITAL TERRITORY BRANCH				
ACT	State Secretary	Jason O'Mara	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Assistant Secretary	Zachary Smith	*as above*	union official
ACT	State President	Jason Jennings	*as above*	union official
ACT	State Vice President	Mark Dymock	*as above*	union official

VICTORIAN BRANCH				
Victoria	State Secretary	John Setka	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
Victoria	State Assistant Secretary	Ellas Spernovasilis	*as above*	union official
Victoria	State Assistant Secretary	Frank Vari	*as above*	union official
Victoria	State President	Trevor Williams	*as above*	union official
Victoria	State Senior Vice President	Ralph Edwards	*as above*	union official
Victoria	State Joint Vice President (C&G)	Shaun Reardon	*as above*	union official
Victoria	State Joint Vice President (*M&E*)	Mark Richards	*as above*	union official
Victoria	State Joint Vice President (*MNF*)	Andrew Vendramini	*as above*	union official
Victoria	State Joint Vice President (*MUA*)	*VACANT*	*N/A*	*N/A*

TASMANIAN BRANCH				
Tasmania	State Secretary	Scott McLean	c/- 237 Wellington Street, Launceston, TAS, 7250	union official
Tasmania	State Assistant Secretary	Derek Christopher	*as above*	union official
Tasmania	State President	David Bean	*as above*	union official
Tasmania	State Senior Vice President	Dale Cracknell	*as above*	union official
Tasmania	State Joint Vice President (*C&G*)	Bill White	*as above*	union official
Tasmania	State Joint Vice President (*MNF*)	Nathan Milner	*as above*	union official
Tasmania	State Joint Vice President (*M&E*)	*VACANT*	*N/A*	*N/A*
Tasmania	State Joint Vice President (*MUA*)	*VACANT*	*N/A*	*N/A*

SOUTH AUSTRALIAN BRANCH				
South Australia	State Secretary	*VACANT*	*N/A*	*N/A*
South Australia	State Assistant Secretary	David Kirner	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
South Australia	State President	Colin Fenney	*as above*	union official
South Australia	State Senior Vice President	Bradley Coates	*as above*	union official
South Australia	State Joint Vice President (C&G)	Derek Stapleton	*as above*	union official
South Australia	State Joint Vice President (*MNF*)	Craig McMillan	*as above*	union official
South Australia	State Joint Vice President (*MUA*)	*VACANT*	*N/A*	*N/A*

WESTERN AUSTRALIAN BRANCH				
WA	State Secretary	Michael Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
WA	State President	Graham Pallot	c/- 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Gary Wood	*as above*	union official
WA	State Joint Vice President (*M&E*)	Greg Busson	*as above*	union official
WA	State Joint Vice President (*C&G*)	Campbell McCullough	*as above*	union official
WA	State Joint Vice President (*MUA*)	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional National Executive

C&G National	Divisional Secretary	David Noonan	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	union official
C&G National	Divisional Assistant Secretary	Nigel Davies	*as above*	union official
C&G National	Divisional Assistant Secretary	Andrew Sutherland	*as above*	union official
C&G National	Divisional President	Jade Ingham	*as above*	union official
C&G National	Divisional Senior Vice President	Rob Kera	*as above*	union official
C&G National	Divisional Vice President	Shaun Reardon	*as above*	union official
C&G National	Divisional Executive Member *(NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G National	Divisional Executive Member *(QLD Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G National	Divisional Executive Member *(WA Divisional Branch Secretary)*	Michael Buchan	*as above*	union official
C&G National	Divisional Executive Member *(SA Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G National	Divisional Executive Member *(ACT Divisional Branch Secretary)*	Jason O'Mara	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	union official
C&G National	Divisional Executive Member *(VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G National	Additional Divisional Executive Member *(VIC-TAS)*	Shaun Reardon *(also listed above as Divisional Vice President)*	*as above*	union official
C&G National	Additional Divisional Executive Member *(VIC-TAS)*	Elias Spernovasilis	*as above*	union official
C&G National	Additional Divisional Executive Member *(QLD-NT)*	Kane Lowth	*as above*	union official
C&G National	Additional Divisional Executive Member *(NSW)*	Michael Greenfield	*as above*	union official

Construction and General Divisional Trustees				
C&G National	Divisional Trustee	Rita Mallia	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	union official
C&G National	Divisional Trustee	Jason O'Mara	*as above*	union official
C&G National	Divisional Trustee	Darren Greenfield	*as above*	union official
Construction and General Divisional Conference				
C&G National	Delegate to Divisional Conference *(member of Divisional Executive)*	David Noonan	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	union official
C&G National	Delegate to Divisional Conference *(member of Divisional Executive)*	Andrew Sutherland	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 1)*	Michael Ravbar	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 2)*	Royce Kupsch	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 3)*	Steven Gaske	*as above*	carpenter
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 4)*	Ian McKewin	*as above*	carpenter
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 5)*	*VACANT*	*N/A*	*N/A*
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 6)*	Keith Murphy	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	glazier
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 7)*	Jade Ingham	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 8)*	Peter Close	*as above*	construction plasterer
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 9)*	Terry Hamilton	*as above*	construction dogman
C&G National	Divisional Branch Delegate to Divisional Conference *(QLD-NT 10) (NT position)*	Kane Lowth	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(NSW 1)*	Darren Greenfield	*as above*	union official

C&G National	Divisional Branch Delegate to Divisional Conference *(NSW 2)*	Michael Greenfield	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(NSW 3)*	*VACANT*	*N/A*	*N/A*
C&G National	Divisional Branch Delegate to Divisional Conference *(NSW 4)*	Warren Whitney	*c/-* Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	carpenter
C&G National	Divisional Branch Delegate to Divisional Conference *(ACT 1)*	Jason O'Mara	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(ACT 2)*	Zachary Smith	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 1)*	John Setka	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 2)*	Shaun Reardon	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 3)*	Elias Spernovasilis	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 4)*	Derek Christopher	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 5)*	Robert Graauwmans	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 6)*	David Lythgo	*as above*	builder's labourer
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 7)*	Steve Long	*as above*	crane operator
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 8)*	Gerard Benstead	*as above*	builder's labourer
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 9)*	Lisa Zanatta	*as above*	carpenter
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 10)*	Theo Theodorou	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 11)*	Brendan Pitt	*as above*	crane operator
C&G National	Divisional Branch Delegate to Divisional Conference *(VIC-TAS 12)*	Nigel Davies	*as above*	union official

C&G National	Divisional Branch Delegate to Divisional Conference (*VIC-TAS 13*)	Amanda Swayn	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference (*SA 1*)	*VACANT*	*N/A*	*N/A*
C&G National	Divisional Branch Delegate to Divisional Conference (*SA 2*)	Colin Fenney	c/- Level 9, 215-217 Clarence Street, Sydney, NSW, 2000	union official
C&G National	Divisional Branch Delegate to Divisional Conference (*SA 3*)	Craig Fry	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference (*WA 1*)	Michael Buchan	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference (*WA 2*)	Campbell McCullough	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference (*WA 3*)	Graham Pallot	*as above*	union official
C&G National	Divisional Branch Delegate to Divisional Conference (*WA 4*)	Glenn Hawkins	*as above*	bricklayer
C&G National	Divisional Branch Delegate to Divisional Conference (*WA 5*)	Aaron Mackrell	*as above*	organiser

CONSTRUCTION AND GENERAL QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH				
Construction and General Queensland-Northern Territory Divisional Branch Management Committee				
C&G QLD-NT	Divisional Branch Secretary	Michael Ravbar	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QLD-NT	Divisional Branch President	Royce Kupsch	*as above*	union official
C&G QLD-NT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QLD-NT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QLD-NT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QLD-NT	Divisional Branch Vice President	Darren Williams	*as above*	union official
C&G QLD-NT	Divisional Branch Assistant Secretary (Plasterers)	*VACANT*	*N/A*	*N/A*
C&G QLD-NT	Divisional Branch Assistant Secretary (Painters)	Keith Murphy	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	glazier
C&G QLD-NT	Divisional Branch Assistant Secretary (General)	Jade Ingham	*as above*	union official
C&G QLD-NT	Divisional Branch Executive Member (1)	Peter Close	*as above*	construction plasterer
C&G QLD-NT	Divisional Branch Executive Member (2)	John Cummins	*as above*	carpenter
Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QLD-NT	Divisional Branch Secretary	Michael Ravbar	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QLD-NT	Divisional Branch President	Royce Kupsch	*as above*	union official
C&G QLD-NT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QLD-NT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QLD-NT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QLD-NT	Divisional Branch Vice President	Darren Williams	*as above*	union official
C&G QLD-NT	Divisional Branch Assistant Secretary (Plasterers)	*VACANT*	*N/A*	*N/A*

C&G QLD-NT	Divisional Branch Assistant Secretary (Painters)	Keith Murphy	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	glazier
C&G QLD-NT	Divisional Branch Assistant Secretary (General)	Jade Ingham	*as above*	union official
C&G QLD-NT	Divisional Branch Council Member *(as Divisional Branch Executive Member 1)*	Peter Close	*as above*	construction plasterer
C&G QLD-NT	Divisional Branch Council Member *(as Divisional Branch Executive Member 2)*	John Cummins	*as above*	carpenter
C&G QLD-NT	Divisional Branch Council Member *(1)*	John Blee	*as above*	civil labourer
C&G QLD-NT	Divisional Branch Council Member *(2)*	Andrew Clark	*as above*	carpenter
C&G QLD-NT	Divisional Branch Council Member *(3)*	Wayne Scobie	*as above*	construction plasterer
C&G QLD-NT	Divisional Branch Council Member *(4)*	Marcus Dittman	*as above*	plant operator
C&G QLD-NT	Divisional Branch Council Member *(5)*	Kane Lowth	*as above*	union official

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch Secretary	Darren Greenfield	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch President	Rita Mallia	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Rob Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(2)*	Scott Andrew	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(6)*	Gordon Cunningham-Cameron	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(7)*	Colin Chapman	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(12)*	Colm Munroe	*as above*	builder

C&G NSW	Divisional Branch Management Committee Member (13)	David McNamara	as above	crane operator
C&G NSW	Divisional Branch Management Committee Member (14)	Peter Genovese	as above	builder's labourer
C&G NSW	Divisional Branch Management Committee Member (15)	Dean Hackett	as above	crane operator
C&G NSW	Divisional Branch Management Committee Member (16)	Munro Jones	as above	scaffolder
C&G NSW	Divisional Branch Management Committee Member (17)	Rocco Ianno	as above	pump operator
C&G NSW	Divisional Branch Management Committee Member (18)	Patrick Kenniff	as above	builder's labourer
C&G NSW	Divisional Branch Management Committee Member (19)	Michael Cambourn	as above	labourer
C&G NSW	Divisional Branch Management Committee Member (20)	Sime Buterin	as above	labourer
C&G NSW	Divisional Branch Management Committee Member (21)	Bruce Cartwright	as above	bricklayer
C&G NSW	Divisional Branch Management Committee Member (22)	Dario Damjanovic	as above	formworker
C&G NSW	Divisional Branch Management Committee Member (23)	Michael Lynch	as above	labourer
C&G NSW	Divisional Branch Management Committee Member (24)	Warren Whitney	as above	Safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member (25)	Danny Reeves	as above	construction worker
C&G NSW	Divisional Branch Management Committee Member (26)	Mohamed Hammoud	as above	labourer
Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch Secretary	Darren Greenfield	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch President	Rita Mallia	as above	union official

C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Rob Kera	*as above*	union official
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 2)*	Scott Andrew	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 6)*	Gordon Cunningham-Cameron	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 7)*	Colin Chapman	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Council Member *(as Divisional Branch Management Committee Member 13)*	David McNamara	*as above*	crane operator
C&G NSW	Divisional Branch Council Member *(as Divisional Branch*	Peter Genovese	*as above*	builder's labourer

	Management Committee Member 14)			
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 15)	Dean Hackett	as above	crane operator
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 16)	Munro Jones	as above	scaffolder
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 17)	Rocco Ianno	as above	pump operator
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 18)	Patrick Kenniff	as above	builder's labourer
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 19)	Michael Cambourn	as above	labourer
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 20)	Sime Buterin	as above	labourer
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 21)	Bruce Cartwright	as above	bricklayer
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 22)	Dario Damjanovic	as above	formworker
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 23)	Michael Lynch	as above	labourer
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 24)	Warren Whitney	as above	Safety rep/ dogman
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 25)	Danny Reeves	as above	construction worker
C&G NSW	Divisional Branch Council Member (as Divisional Branch Management Committee Member 26)	Mohamed Hammoud	as above	labourer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 1)	Nur Begg	as above	bricklayer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 2)	Ashley Burke	as above	rigger/ dogman
C&G NSW	Divisional Branch Council Member (Cumberland Zone 3)	Mark Childs	as above	labourer

C&G NSW	Divisional Branch Council Member (Cumberland Zone 4)	John Hughes	as above	dogman
C&G NSW	Divisional Branch Council Member (Cumberland Zone 5)	Colm Drumgoogle	as above	labourer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 6)	Tomislav Erceg	as above	carpenter
C&G NSW	Divisional Branch Council Member (Cumberland Zone 7)	Derek Gallagher	as above	labourer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 8)	Peter Hadfield	as above	bricklayer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 9)	Lawrence Kelly	as above	carpenter
C&G NSW	Divisional Branch Council Member (Cumberland Zone 10)	Geoff Bates	as above	labourer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 11)	Steve Ndaira	as above	construction worker
C&G NSW	Divisional Branch Council Member (Cumberland Zone 12)	Dalibor Ozebek	as above	labourer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 13)	James Ponisi	as above	carpenter
C&G NSW	Divisional Branch Council Member (Cumberland Zone 14)	VACANT	N/A	N/A
C&G NSW	Divisional Branch Council Member (Cumberland Zone 15)	Nicholas Rawson	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	carpenter
C&G NSW	Divisional Branch Council Member (Cumberland Zone 16)	J Riini Jaram	as above	labourer
C&G NSW	Divisional Branch Council Member (Cumberland Zone 17)	Edward Sloane	as above	carpenter
C&G NSW	Divisional Branch Council Member (Cumberland Zone 18)	VACANT	N/A	N/A
C&G NSW	Divisional Branch Council Member (Cumberland Zone 19)	VACANT	N/A	N/A
C&G NSW	Divisional Branch Council Member (Cumberland Zone 20)	VACANT	N/A	N/A
C&G NSW	Divisional Branch Council Member (Cumberland Zone 21)	VACANT	N/A	N/A
C&G NSW	Divisional Branch Council Member (Northumberland Zone 1)	Neal Attwood	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker

C&G NSW	Divisional Branch Council Member *(Northumberland Zone 2)*	Cheyne Waddington	*as above*	plant operator
C&G NSW	Divisional Branch Council Member *(Northumberland Zone 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Camden Zone 1)*	David Mackay	c/- Level 2, 83 Miller Street, Pyrmont, NSW, 2009	labourer
C&G NSW	Divisional Branch Council Member *(Camden Zone 2)*	Paul Fisher	*as above*	refractory bricklayer
C&G NSW	Divisional Branch Council Member *(Camden Zone 3)*	Sallie Oxborough	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Country Zone 1)*	Gary McCarthy	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Country Zone 2)*	Michael Sykes	*as above*	grader operator
C&G NSW	Divisional Branch Council Member *(Country Zone 3)*	Paul Wright	*as above*	construction worker

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch Secretary/Treasurer	Jason O'Mara	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Assistant Secretary	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch President	Jason Jennings	*as above*	union official
C&G ACT	Divisional Branch Vice President	Scott Stenner	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Organiser	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member (1)	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member (2)	Leon Arnold	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	bricklayer
C&G ACT	Divisional Branch Management Committee Member (3)	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member (4)	Peter Cain	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member (5)	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member (6)	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member (7)	Johnny Lomax	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member (8)	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member (9)	Jeffery Polsen	*as above*	labourer
C&G ACT	Divisional Branch Management Committee Member (10)	Clyde Stewart	*as above*	labourer
C&G ACT	Divisional Branch Management Committee Member (11)	Michael Cousins	*as above*	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch Secretary/Treasurer	Jason O'Mara	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Assistant Secretary	Zach Smith	*as above*	union official
C&G ACT	Divisional Branch President	Jason Jennings	*as above*	union official
C&G ACT	Divisional Branch Vice President	Scott Stenner	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Organiser	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 1)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 2)*	Leon Arnold	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	bricklayer
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 4)*	Peter Cain	*as above*	carpenter
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 7)*	Johnny Lomax	*as above*	union official
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 9)*	Jeffery Polsen	*as above*	labourer
C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 10)*	Clyde Stewart	*as above*	labourer

C&G ACT	Divisional Branch Council Member *(Divisional Branch Management Committee Member 11)*	Michael Cousins	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(1)*	Jessica Dean	*as above*	labourer
C&G ACT	Divisional Branch Councillor *(2)*	John Frankovic	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Councillor *(3)*	Shayne Hall	*as above*	Trade
C&G ACT	Divisional Branch Councillor *(4)*	Garry Hamilton	*as above*	union official
C&G ACT	Divisional Branch Councillor *(5)*	Mark Hancock	*as above*	builder's labourer/ carpenter
C&G ACT	Divisional Branch Councillor *(6)*	Richard Hare	*as above*	builder's labourer/ formwork
C&G ACT	Divisional Branch Councillor *(7)*	Natko Kobak	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(8)*	Nathan Merritt	*as above*	bricklayer
C&G ACT	Divisional Branch Councillor *(9)*	Timothy Puckett	*as above*	carpenter

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch Secretary	John Setka	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Shaun Reardon	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Branch President	Ralph Edwards	*as above*	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Robert Graauwmans	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(5)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(9)*	Darko Misic	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(12)*	Fergal Doyle	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(14)*	Mick Cody	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(16)*	Peter Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(17)*	Raymond Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(21)*	Lisa Zanatta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(22)*	Theo Theodorou	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(23)*	Brendan Pitt	*as above*	crane operator
Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official

C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (1)*	Dale Cracknell	*as above*	rigger/ dogman
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (2)*	Marshall Reeves	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (4)*	Andrew Wise	*as above*	plasterer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (5)*	Gary Brown	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (6)*	*VACANT*	*N/A*	*N/A*
Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch Secretary	John Setka	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Shaun Reardon	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Branch President	Ralph Edwards	*as above*	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Robert Graauwmans	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 3)*	Anthony Cordier	*as above*	crane operator

C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 12)*	Fergal Doyle	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 14)*	Mick Cody	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 16)*	Peter Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Council Member	Raymond Booth	*as above*	crane operator

	(Divisional Branch Management Committee Member 17)			
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 21)*	Lisa Zanatta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 22)*	Theo Theodorou	*as above*	union official
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Branch Management Committee Member 23)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Sub-Branch Management Committee Member (Tasmania) 1)*	Dale Cracknell	*as above*	rigger/ dogman
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Sub-Branch Management Committee Member (Tasmania) 2)*	Marshall Reeves	*as above*	union official
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Sub-Branch Management Committee Member (Tasmania) 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Sub-Branch Management Committee Member (Tasmania) 4)*	Andrew Wise	*as above*	plasterer
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Sub-Branch Management Committee Member (Tasmania) 5)*	Gary Brown	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Council Member *(Divisional Sub-Branch Management Committee Member (Tasmania) 6)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 1)*	Adam Hall	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 2)*	Chris Brett	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 3)*	Richard Bradley	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 4)*	Bart Scaffidi	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 5)*	Vlado Cakarun	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 6)*	William Cassidy	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 7)*	Adam Brown	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 8)*	Maurice Campanaro	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 9)*	Craig Johnston	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 10)*	Phil Castaldo	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 11)*	John Camevali	*as above*	scaffolder
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 12)*	Peter Clark	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 13)*	Kosta Christoforou	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 14)*	Stuart Corkran	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 15)*	Ivan Colina	*as above*	fibrous plasterer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 16)*	Mick Fitsimons	*as above*	painter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 17)*	Felice Filardo	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 18)*	Rick Connor	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 19)*	Dal Considine	*as above*	builder's labourer

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 20)*	David Costabile	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 21)*	Brett Johnston	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 22)*	Brad DeBolfo	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 23)*	Jason Deans	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 24)*	Anthony Dredge	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 25)*	Paul Fotinos	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 26)*	Andrew Harisiou	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 27)*	Gerald McCrudden	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 28)*	John Ayres	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 29)*	Drew McDonald	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 30)*	Andrew McDougall	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 31)*	Terence McNamara	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 32)*	John Mantis	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 33)*	Gerard McQuiad	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 34)*	Aleksander Musevic	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 35)*	Kevin Pattinson	*as above*	bricklayer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 36)*	Mark McMillan	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 37)*	Brad McNiven	*as above*	carpenter

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 38)*	Dave Mccafferty	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 39)*	Lee McKenzie	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 40)*	Tamish Muller	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 41)*	Joe Myles	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 42)*	Matthew Cathie	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 43)*	Matthew Seadon	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 44)*	Mick Egan	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 45)*	Mick Powell	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 46)*	Frank O'Grady	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 47)*	Liam O'Hearn	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 48)*	Adam Olsen	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 49)*	Mark Palmer	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 50)*	Kane Pearson	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 51)*	Trevor Pushon	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 52)*	Ricky Ortega	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 53)*	Mark Peterson	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 54)*	Gary Roberts	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 55)*	John Robinson	*as above*	carpenter

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 56)*	Angelo Ruffato	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 57)*	Salvatore Presti	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 58)*	James Ryan	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 59)*	Terry Ryan	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 60)*	Gerry Pettifer	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 61)*	Nick Salta	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 62)*	Rob Taylor	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 63)*	Frank Prevolsek	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 64)*	Rick Reilly	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 65)*	David Setka	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 66)*	Chris Spiridonos	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 67)*	Anton Sucic	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 68)*	Chris Vlahogiannis	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 69)*	Reiner Bredyk	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan 70)*	Jakov Vucak	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong 1)*	Paul Mccann	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong 2)*	Dean Doran	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong 3)*	Brendan Pitt	*as above*	crane operator

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong 4)*	James Torpy	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria 1)*	Nigel Davies	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria 2)*	David Duffy	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria 3)*	Andrew Pitlick	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria 4)*	Mark Travers	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria 1)*	John Karkoultsidis	*as above*	scaffolder
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria 2)*	Joseph Maggs	*as above*	crane driver
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria 3)*	Mark Tait	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria 4)*	Casey Vlaming	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe 1)*	Philip Darcy	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe 2)*	John Thomson	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe 3)*	Toby Thornton	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe 4)*	Tom Malone	*as above*	plant operator

CONSTRUCTION AND GENERAL SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Construction and General South Australian Divisional Branch Management Committee				
C&G SA	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Assistant Secretary	Colin Fenney	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch President	Craig Fry	*as above*	crane driver
C&G SA	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Treasurer	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	David Sahlberg	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	carpenter
C&G SA	Divisional Branch Trustee	Antony Priddle	*as above*	ceiling fixer
C&G SA	Divisional Branch Organiser	Derek Stapleton	*as above*	union official
C&G SA	Divisional Branch Organiser	Adrian McManus	*as above*	union organiser
C&G SA	Divisional Branch Management Committee Member *(1)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(2)*	Duncan Campbell	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	labourer
C&G SA	Divisional Branch Management Committee Member *(3)*	Michael Hope	*as above*	safety officer
C&G SA	Divisional Branch Management Committee Member *(4)*	Ryan Dolman	*as above*	carpenter
C&G SA	Divisional Branch Management Committee Member *(5)*	Gregory Natt	*as above*	scaffolder
Construction and General South Australian Divisional Branch Council				
C&G SA	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Assistant Secretary	Colin Fenney	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch President	Craig Fry	*as above*	crane driver
C&G SA	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*

C&G SA	Divisional Branch Treasurer	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	David Sahlberg	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	carpenter
C&G SA	Divisional Branch Trustee	Antony Priddle	*as above*	ceiling fixer
C&G SA	Divisional Branch Organiser	Derek Stapleton	*as above*	union official
C&G SA	Divisional Branch Organiser	Adrian McManus	*as above*	union organiser
C&G SA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 1)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 2)*	Duncan Campbell	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	labourer
C&G SA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 3)*	Michael Hope	*as above*	safety officer
C&G SA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 4)*	Ryan Dolman	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 5)*	Gregory Natt	*as above*	scaffolder
C&G SA	Divisional Branch Council Member *(Delegate 1)*	Alan Clifton	*as above*	plasterer
C&G SA	Divisional Branch Council Member *(Delegate 2)*	Kain Shanko	*as above*	crane driver/ rigger/ dogman
C&G SA	Divisional Branch Council Member *(Delegate 3)*	Lloyd (Mostyn) Lucas	*as above*	plant operator
C&G SA	Divisional Branch Council Member *(Delegate 4)*	Joshua Lees	*as above*	rigger/ dogman
C&G SA	Divisional Branch Council Member *(Delegate 5)*	Duncan McKay	*as above*	labourer
C&G SA	Divisional Branch Council Member *(Delegate 6)*	Luke Duffy	*as above*	labourer
C&G SA	Divisional Branch Council Member *(Delegate 7)*	Timothy Gudgeon	*as above*	labourer
C&G SA	Divisional Branch Council Member *(Delegate 8)*	*VACANT*	*N/A*	*N/A*

C&G SA	Divisional Branch Council Member *(Delegate 9)*	Peter Thiel	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	carpenter
C&G SA	Divisional Branch Council Member *(Delegate 10)*	Brad Prince	*as above*	mining production worker
C&G SA	Divisional Branch Council Member *(Delegate 11)*	Paul Jacobs	*as above*	boiler attendant
C&G SA	Divisional Branch Council Member *(Delegate 12)*	Ryan Ernesti	*as above*	boiler attendant
C&G SA	Divisional Branch Council Member *(Delegate 13)*	Jason King	*as above*	crane operator
C&G SA	Divisional Branch Council Member *(Delegate 14)*	Peter Pope	*as above*	rigger

CONSTRUCTION AND GENERAL WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Construction and General Western Australian Divisional Branch Management Committee				
C&G WA	Divisional Branch Secretary	Michael Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	union official
C&G WA	Divisional Branch Assistant Secretary	Campbell McCullough	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Graham Pallot	*as above*	union official
C&G WA	Divisional President	Robert Benkesser	*as above*	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Treasurer	Leslie Wylie	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(1)*	Nigel Alexander	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(2)*	Aaron Mackrell	*as above*	organiser
C&G WA	Divisional Branch Management Committee Member *(3)*	John Pound	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(4)*	Michael Vassila	*as above*	builder's labourer
Construction and General Western Australian Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Michael Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	union official
C&G WA	Divisional Branch Trustee	Campbell McCullough	*as above*	union official
C&G WA	Divisional Branch Trustee	Graham Pallot	*as above*	union official
Construction and General Western Australian Divisional Branch Council				
C&G WA	Divisional Branch Secretary	Michael Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	union official
C&G WA	Divisional Branch Assistant Secretary	Campbell McCullough	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Graham Pallot	*as above*	union official
C&G WA	Divisional President	Robert Benkesser	*as above*	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer

C&G WA	Divisional Treasurer	Leslie Wylie	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 1)*	Nigel Alexander	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 2)*	Aaron Mackrell	as above	organiser
C&G WA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 3)*	John Pound	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Divisional Branch Management Committee Member 4)*	Michael Vassila	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 1)*	Terry Barrett	as above	safety officer
C&G WA	Divisional Branch Council Member *(Delegate 2)*	Shane Bennell	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 3)*	Kelvin Boder	as above	crane driver
C&G WA	Divisional Branch Council Member *(Delegate 4)*	Garry Brownlie	as above	painter
C&G WA	Divisional Branch Council Member *(Delegate 5)*	Dean Cartwright	as above	crane operator
C&G WA	Divisional Branch Council Member *(Delegate 6)*	John Cassidy	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 7)*	Phil Dolan	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 8)*	Paul Ferriera	as above	organiser
C&G WA	Divisional Branch Council Member *(Delegate 9)*	Teri Gibson	as above	painter
C&G WA	Divisional Branch Council Member *(Delegate 10)*	Tawa Harris	as above	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 11)*	Mick Hogan	as above	labourer
C&G WA	Divisional Branch Council Member *(Delegate 12)*	Nick Jeakings	as above	builder's labourer

C&G WA	Divisional Branch Council Member *(Delegate 13)*	Kelly Karolak	*as above*	union official
C&G WA	Divisional Branch Council Member *(Delegate 14)*	Brendan Kerkvliet	*as above*	organiser
C&G WA	Divisional Branch Council Member *(Delegate 15)*	Alan Luke	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 16)*	Andy Otter	*as above*	ceiling fixer
C&G WA	Divisional Branch Council Member *(Delegate 17)*	Mal Peters	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(Delegate 18)*	Darren Roberts	*as above*	organiser
C&G WA	Divisional Branch Council Member *(Delegate 19)*	Paul Zirino	*as above*	rigger
C&G WA	Divisional Branch Council Member *(Delegate 20)*	*VACANT*	*N/A*	*N/A*

Manufacturing Division				
MANUFACTURING DIVISIONAL NATIONAL OFFICE				
Manufacturing Divisional Executive				
MNF National	Divisional Secretary	Michael O'Connor	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
MNF National	Divisional President	Denise Campbell-Burns	*as above*	union official
MNF National	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF National	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF National	Divisional Assistant Secretary *(PPW)*	Alex Millar	*as above*	union official
MNF National	Divisional Assistant Secretary	Frank Vari	*as above*	union official
MNF National	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF National	Divisional Senior Vice President (TCF)	Elizabeth Macpherson	*as above*	union official
MNF National	Divisional Vice President	Bradley Coates	*as above*	union official
MNF National	Divisional Vice President	David Kirner	*as above*	union official
MNF National	Divisional Executive Member *(1)*	Geoff Gasperotti	*as above*	production operator
MNF National	Divisional Executive Member *(2)*	Anthony Pavey	*as above*	production operator
MNF National	Divisional Executive Member *(3)*	Terry Bennier	*as above*	senior machine operator
MNF National	Divisional Executive Member *(4)*	Scott McLean	*as above*	union official
MNF National	Divisional Executive Member *(5)*	Nathan Milner	*as above*	machine operator
MNF National	Divisional Executive Member *(6)*	Andrew Vendramini	*as above*	union official
MNF National	Divisional Executive Member *(7)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF National	Divisional Executive Member *(8)*	Kim Mason	*as above*	wood machinist
MNF National	Divisional Executive Member *(9)*	Cliff Palmer	*as above*	glazier
MNF National	TCF Divisional Executive Position [1]	Nguyet Nguyen	*as above*	union official
MNF National	TCF Divisional Executive Position [2]	*VACANT*	*N/A*	*N/A*

MNF National	TCF Divisional Executive Position [3]	Christine Sutanto	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	presser
Manufacturing Divisional Conference				
MNF National	Divisional Secretary	Michael O'Connor	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
MNF National	Divisional President	Denise Campbell-Burns	*as above*	union official
MNF National	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF National	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF National	Divisional Assistant Secretary *(PPW)*	Alex Millar	*as above*	union official
MNF National	Divisional Assistant Secretary	Frank Vari	*as above*	union official
MNF National	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF National	Divisional Senior Vice President (TCF)	Elizabeth Macpherson	*as above*	union official
MNF National	Delegate to Divisional Conference *(PPW 1)*	Alex Millar *(also listed above as Divisional Assistant Secretary)*	*as above*	union official
MNF National	Delegate to Divisional Conference *(PPW 2)*	Denise Campbell-Burns *(also listed above as Divisional President)*	*as above*	union official
MNF National	Delegate to Divisional Conference *(PPW 3)*	Anthony Pavey	*as above*	production operator
MNF National	Delegate to Divisional Conference *(NSW 1)*	Anthony Ovington	*as above*	loader/yardman
MNF National	Delegate to Divisional Conference *(NSW 2)*	*VACANT*	*N/A*	*N/A*
MNF National	Delegate to Divisional Conference *(VIC 1)*	Frank Vari *(also listed above as Divisional Assistant Secretary)*	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
MNF National	Delegate to Divisional Conference *(VIC 2)*	Andrew Vendramini	*as above*	union official
MNF National	Delegate to Divisional Conference *(VIC 3)*	Cliff Palmer	*as above*	glazier
MNF National	Delegate to Divisional Conference *(VIC 4)*	Kim Mason	*as above*	wood machinist
MNF National	Delegate to Divisional Conference *(VIC 5)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF National	Delegate to Divisional Conference *(TAS 1)*	Scott McLean	*as above*	union official

MNF National	Delegate to Divisional Conference *(TAS 2)*	Nathan Milner	*as above*	machine operator
MNF National	Delegate to Divisional Conference *(GGT 1)*	Bradley Coates	*as above*	union official
MNF National	Delegate to Divisional Conference *(GGT 2)*	Terry Bennier	*as above*	senior machine operator
MNF National	Delegate to Divisional Conference *(GGT 3)*	Craig McMillan	*as above*	machine operator
MNF National	Delegate to Divisional Conference *(SA 1)*	David Kirner	*as above*	union official
MNF National	Delegate to Divisional Conference *(SA 2)*	Jayson Paterson	*as above*	health and safety officer
MNF National	Delegate to Divisional Conference *(SA 3)*	Mark Nicholls	*as above*	unemployed member
MNF National	Delegate to Divisional Conference *(WA-NT-QLD 1)*	Arturo Menon	*as above*	organiser
MNF National	Transitional TCF Sector Delegate *(1)*	Todd Bennett	*as above*	footwear process worker
MNF National	Transitional TCF Sector Delegate *(2)*	Truc Huynh	*as above*	machinist
MNF National	Transitional TCF Sector Delegate *(3)*	Hunt Jan	*as above*	textile worker
MNF National	Transitional TCF Sector Delegate *(4)*	Thuy Pham	*as above*	machinist
MNF National	Transitional TCF Sector Delegate *(5)*	Warren Smith	*as above*	textile worker
MNF National	Transitional TCF Sector Delegate *(6)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION PULP AND PAPER WORKERS' DISTRICT				
Manufacturing Division Pulp and Paper Workers' District Management Committee				
MNF PPW	District Secretary	Alex Millar	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
MNF PPW	District President	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Senior Vice President	Geoff Gasperotti	*as above*	production operator
MNF PPW	District Junior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(1)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(2)*	Brett Kelly	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
MNF PPW	District Management Committee Member *(3)*	Tim Allan	*as above*	process operator
MNF PPW	District Management Committee Member *(4)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(5)*	Craig O'Connor	*as above*	trainer
MNF PPW	District Management Committee Member *(6)*	Geoffrey Beach	*as above*	process operator
MNF PPW	District Management Committee Member *(7)*	Stephen Zvillis	*as above*	boiler operator
MNF PPW	District Management Committee Member *(Affirmative Action)*	Ann Mathhews	*as above*	machine operator
MNF PPW	District Management Committee Member *(Affirmative Action)*	Amanda Cox	*as above*	packer
Manufacturing Division Pulp and Paper Workers' District Trustees				
MNF PPW	District Trustee	*VACANT*	*N/A*	*N/A*
MNF PPW	District Trustee	*VACANT*	*N/A*	*N/A*
MNF PPW	District Trustee	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT				
Manufacturing Division New South Wales District Committee of Management				
MNF NSW	District Secretary	Michael Aird	c/- P.O. Box 419, Pyrmont, NSW, 2009	union official
MNF NSW	District President	Anthony Ovington	*as above*	loader/yardman
MNF NSW	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NSW	District Vice President	Peter Moss	c/- P.O. Box 419, Pyrmont, NSW, 2009	forklift operator
MNF NSW	District Vice President *(Affirmative Action)*	Kathryn Powell	*as above*	process operator
MNF NSW	District Management Committee Member *(1)*	Michael Hurst	*as above*	harvester operator
MNF NSW	District Management Committee Member *(2)*	Sharon Musson	*as above*	process operator
MNF NSW	District Management Committee Member *(3)*	Kim Rawlings	*as above*	process operator
MNF NSW	District Management Committee Member *(4)*	Atili To'o	*as above*	mattress assembler
MNF NSW	District Management Committee Member *(5)*	Ian Wright	*as above*	machine operator
MNF NSW	TCF NSW District Management Committee Member *(1)*	Dean Heir	*as above*	process worker
MNF NSW	TCF NSW District Management Committee Member *(2)*	Glenyce Kerrigan	*as above*	process worker
MNF NSW	TCF NSW District Management Committee Member *(3)*	Mick O'Leary	*as above*	textile process worker
MNF NSW	TCF NSW District Management Committee Member *(4)*	Beverly Ruha	*as above*	textile process worker
MNF NSW	TCF NSW District Management Committee Member *(5)*	*VACANT*	*N/A*	*N/A*
MNF NSW	TCF NSW District Management Committee Member *(6)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION VICTORIAN DISTRICT				
Manufacturing Division Victorian District Committee of Management				
MNF Victoria	District Secretary	Frank Vari	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
MNF Victoria	District Joint President	Cliff Palmer	*as above*	glazier
MNF Victoria	District Joint President	Kim Mason	*as above*	wood machinist
MNF Victoria	District Assistant Secretary	Andrew Vendramini	*as above*	union official
MNF Victoria	District Vice President	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF Victoria	District Vice President *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF Victoria	District Management Committee Member *(1)*	Brett Aspland	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
MNF Victoria	District Management Committee Member *(2)*	Glenn Benson	*as above*	glazier
MNF Victoria	District Management Committee Member *(3)*	Derek Birchall	*as above*	glazier
MNF Victoria	District Management Committee Member *(4)*	Troy Hudson	*as above*	machine operator
MNF Victoria	District Management Committee Member *(5)*	Zac Mirt	*as above*	plymill operator
MNF Victoria	District Management Committee Member *(6)*	Gerald Molik	*as above*	plymill - yard
MNF Victoria	District Management Committee Member *(7)*	Ben Young	*as above*	cabinet maker
MNF Victoria	District Management Committee Member *(8)*	Darren Purcell	*as above*	glass furnace operator
MNF Victoria	District Management Committee Member *(9)*	Aaron McDonough	*as above*	timber worker
MNF Victoria	District Management Committee Member *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF Victoria	TCF Victorian District Assistant Secretary	Elizabeth Macpherson	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
MNF Victoria	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official
MNF Victoria	TCF Victorian District Management Committee Member *(1)*	Warren Smith	*as above*	textile worker
MNF Victoria	TCF Victorian District Management Committee Member *(2)*	Todd Bennet	*as above*	warehouse worker

MNF Victoria	TCF Victorian District Management Committee Member *(3)*	Sharon Dillon	*as above*	clothing machinist
MNF Victoria	TCF Victorian District Management Committee Member *(4)*	Hunt Jan	*as above*	textile worker
MNF Victoria	TCF Victorian District Management Committee Member *(5)*	Truc Huynh	*as above*	machinist
MNF Victoria	TCF Victorian District Management Committee Member *(6)*	Thuy Pham	*as above*	machinist
MNF Victoria	TCF Victorian District Management Committee Member *(7)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION TASMANIAN DISTRICT				
Manufacturing Division Tasmanian District Committee of Management				
MNF Tasmania	District Secretary	Scott McLean	c/- 237 Wellington Street, Launceston, TAS, 7250	union official
MNF Tasmania	District President	Nathan Milner	*as above*	machine operator
MNF Tasmania	District Vice President	Justin Blizzard	*as above*	machine operator
MNF Tasmania	District Vice President *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF Tasmania	District Management Committee Member *(1)*	David Barclay	c/- 237 Wellington Street, Launceston, TAS, 7250	mill hand
MNF Tasmania	District Management Committee Member *(2)*	James McKenzie	*as above*	mill hand
MNF Tasmania	District Management Committee Member *(3)*	Christopher Osborne	*as above*	mill hand
MNF Tasmania	District Management Committee Member *(4)*	Jeremy Reynolds	*as above*	mill hand
MNF Tasmania	District Management Committee Member *(5)*	*VACANT*	*N/A*	*N/A*
MNF Tasmania	District Management Committee Member *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT				
Manufacturing Division Greater Green Triangle District Committee of Management				
MNF GGT	District Secretary	Bradley Coates	c/- 1 Crennan Street, Mount Gambier, SA, 5290	union official
MNF GGT	District President	Terry Bennier	*as above*	senior machine operator
MNF GGT	District Vice President	Craig McMillan	*as above*	machine operator
MNF GGT	District Vice President *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(1)*	Brendan Coustley	c/- 1 Crennan Street, Mount Gambier, SA, 5290	machine operator
MNF GGT	District Management Committee Member *(2)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(3)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(4)*	Kevin Trotter	c/- 1 Crennan Street, Mount Gambier, SA, 5290	machine operator
MNF GGT	District Management Committee Member *(5)*	Steven Chapman	*as above*	machine operator
MNF GGT	District Management Committee Member *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIAN DISTRICT				
Manufacturing Division South Australian District Committee of Management				
MNF SA	District Secretary	David Kirner	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	union offical
MNF SA	District President	Jayson Paterson	*as above*	health and safety officer
MNF SA	District Vice President	*VACANT*	*N/A*	*N/A*
MNF SA	District Vice President *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(1)*	Mario Buterin	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	glazier
MNF SA	District Management Committee Member *(2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(4)*	Luke Riches	*as above*	saw doctor
MNF SA	District Management Committee Member *(5)*	Paul Wilmshurst	*as above*	health and safety officer
MNF SA	District Management Committee Member *(6)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF SA	TCF SA District Management Committee Member *(1)*	Lynette Elies	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	warehouse assistant
MNF SA	TCF SA District Management Committee Member *(2)*	James Coventry	*as above*	leather worker
MNF SA	TCF SA District Management Committee Member *(3)*	Matt Hueppauff	*as above*	clicker

MANUFACTURING DIVISION
WESTERN AUSTRALIA/NORTHERN TERRITORY/QUEENSLAND DISTRICT

Manufacturing Division Western Australia/Northern Territory/Queensland District Committee of Management

MNF WA/NT/QLD	District Secretary	Alison Rennardson	c/- 80 Beaufort Street, Perth, WA, 6000	machine operator
MNF WA/NT/QLD	District President	Arturo Menon	*as above*	organiser
MNF WA/NT/QLD	District Vice President	Julie Knighton	*as above*	machine operator
MNF WA/NT/QLD	District Management Committee Member *(1)*	*VACANT*	*N/A*	*N/A*
MNF WA/NT/QLD	District Management Committee Member *(2)*	*VACANT*	*N/A*	*N/A*
MNF WA/NT/QLD	District Management Committee Member *(Affirmative Action)*	*VACANT*	*N/A*	*N/A*
MNF WA/NT/QLD	TCF WA-QLD-NT District Management Committee Member *(1)*	Karyn Constable	c/- 80 Beaufort Street, Perth, WA, 6000	machinist

MANUFACTURING DIVISION TCF SECTOR				
Manufacturing Division TCF Sector Council				
MNF TCF	TCF National Secretary	Jenny Kruschel	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	union offiical
MNF TCF	Divisional Senior Vice President (TCF)	Elizabeth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	Ordinary TCF Sector Council Member *(1)*	Nguyet Nguyen	*as above*	union offiical
MNF TCF	Ordinary TCF Sector Council Member *(2)*	*VACANT*	*as above*	*N/A*
MNF TCF	Ordinary TCF Sector Council Member *(3)*	Christine Sutanto	c/- Level 3, 540 Elizabeth Street, Melbourne, VIC, 3000	presser

Mining and Energy Division

MINING AND ENERGY DIVISIONAL NATIONAL OFFICE

Mining and Energy Division Central Council

M&E National	Divisional General President	Anthony Maher	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	union official
M&E National	Divisional General Secretary	Grahame Kelly	*as above*	union official
M&E National	Central Councillor	Stephen Smyth	*as above*	union official
M&E National	Central Councillor	Luke Ludlow	*as above*	miner
M&E National	Central Councillor	George Pearce	*as above*	miner
M&E National	Central Councillor	Brian Wise	*as above*	miner
M&E National	Central Councillor	Peter Jordan	*as above*	union official
M&E National	Central Councillor	Michael Schofield	*as above*	miner
M&E National	Central Councillor	Matthew Reid	*as above*	miner
M&E National	Central Councillor	Michael Dobie	*as above*	miner
M&E National	Central Councillor	Peter Compton	*as above*	energy worker
M&E National	Central Councillor	Greg Busson	*as above*	union official
M&E National	Central Councillor	Andrew Honeysett	*as above*	union official
M&E National	Central Councillor	Daniel Hopkins	*as above*	miner
M&E National	Central Councillor	Ricky Gale	*as above*	miner
M&E National	Central Councillor	Trevor Williams	*as above*	union official
M&E National	Affirmative Action Councillor	Sharon Smoothy	*as above*	miner

MINING AND ENERGY DIVISION QUEENSLAND DISTRICT BRANCH				
Mining and Energy Division Queensland District Branch Board of Management				
M&E QLD	District President	Stephen Smyth	c/- 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Secretary	Glenn Power	*as above*	union official
M&E QLD	District Senior Vice President	Mitch Hughes	*as above*	union official
M&E QLD	District Vice President - Blackwater	*VACANT*	*N/A*	*N/A*
M&E QLD	District Vice President - Rockhampton	*VACANT*	*N/A*	*N/A*
M&E QLD	District Vice President - Dalby	Shane Brunker	c/- 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Vice President - Mackay	Steven Pierce	*as above*	union official
M&E QLD	District Central Councillor	Stephen Smyth *(also listed above as District President)*	*as above*	union official
M&E QLD	District Central Councillor	Luke Ludlow	*as above*	miner
M&E QLD	District Central Councillor	George Pearce	*as above*	miner
M&E QLD	District Central Councillor	Brian Wise	*as above*	miner
M&E QLD	Lodge Representative – Division One	*VACANT*	*N/A*	*N/A*
M&E QLD	Lodge Representative – Division Two	Simon West	c/- 61 Bowen Street, Spring Hill, QLD, 4004	miner
M&E QLD	Lodge Representative – Division Three	Jeffrey Scales	*as above*	miner
M&E QLD	Lodge Representative – Division Four	Rick Hibble	c/- 61 Bowen Street, Spring Hill, QLD, 4004	miner
M&E QLD	Lodge Representative – Division Five	Steven Grant	*as above*	miner
M&E QLD	Lodge Representative – Division Six	Michael Hartin	*as above*	miner
M&E QLD	Lodge Representative – Division Seven	Mark Zerner	*as above*	miner

MINING AND ENERGY DIVISION NORTHERN MINING & NSW ENERGY DISTRICT BRANCH				
Mining and Energy Division Northern Mining & NSW Energy District Branch Board of Management				
M&E NTH-NSW	District President	Peter Jordan	c/- 67A Aberdare Road, Cessnock, NSW, 2325	union official
M&E NTH-NSW	District Secretary	Shane Thompson	*as above*	union official
M&E NTH-NSW	District Vice President (A)	Jeremy McWilliams	*as above*	union official
M&E NTH-NSW	District Vice President (B)	*VACANT*	*N/A*	*N/A*
M&E NTH-NSW	District Vice President (C)	Robin Williams	c/- 67A Aberdare Road, Cessnock, NSW, 2325	union official
M&E NTH-NSW	District Vice President (D)	Jeffrey Drayton	*as above*	union official
M&E NTH-NSW	District Vice President (E)	Mark McGrath	*as above*	union official
M&E NTH-NSW	District Check Inspector (A)	Stephen Tranter	*as above*	union official
M&E NTH-NSW	District Check Inspector (B)	Anthony Watson	*as above*	union official
M&E NTH-NSW	District Central Councillor	Peter Jordan *(also listed above as District President)*	*as above*	union official
M&E NTH-NSW	District Central Councillor	Michael Schofield	*as above*	miner
M&E NTH-NSW	District Central Councillor	Matthew Reid	*as above*	miner
M&E NTH-NSW	District Central Councillor	Michael Dobie	*as above*	miner
M&E NTH-NSW	District Central Councillor	Peter Compton	*as above*	energy worker
M&E NTH-NSW	Board of Management Representative – Open Cut	Brad Bates	*as above*	miner
M&E NTH-NSW	Board of Management Representative – Open Cut	Darren Watson	*as above*	miner
M&E NTH-NSW	Board of Management Representative – Open Cut	Matthew Howard	*as above*	miner
M&E NTH-NSW	Board of Management Representative – Underground	Michael Taggart	*as above*	miner
M&E NTH-NSW	Board of Management Representative – Underground	Mark Avery	*as above*	miner
M&E NTH-NSW	Board of Management Representative – Underground	Joseph Price	*as above*	miner

M&E NTH-NSW	Board of Management Representative – Energy Distribution	Darren Maxwell	*as above*	energy worker
M&E NTH-NSW	Board of Management Representative – Energy Power Generation	Glenn Kollner	*as above*	energy worker
M&E NTH-NSW	Board of Management Representative – Gunnedah Coalfields	Simon Duff	*as above*	miner
M&E NTH-NSW	Board of Management Representative – Energy Petrochemical	Jason Porter	*as above*	energy worker
M&E NTH-NSW	Board of Management Representative – Affirmative Action	Sharon Smoothy	*as above*	miner

MINING AND ENERGY DIVISION SOUTH WESTERN DISTRICT BRANCH				
Mining and Energy Division South Western District Branch Board of Management				
M&E SW	District President	Andrew Honeysett	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	union official
M&E SW	District Secretary	Lee Webb	*as above*	union official
M&E SW	District Vice President Western	Graeme Osborne	*as above*	union official
M&E SW	District Vice President Southern	Robert Timbs	*as above*	union official
M&E SW	District Vice President Metalliferous	Gregory Braes	*as above*	union official
M&E SW	District Check Inspector - Southern	Stephen Barrett	*as above*	union official
M&E SW	District Relief Check Inspector - Southern	Anthony Davis	*as above*	union official
M&E SW	District Check Inspector - Western	Stephen Luck	*as above*	union official
M&E SW	District Check Inspector - Western	Clinton Rochester	*as above*	miner
M&E SW	District Central Councillor	Andrew Honeysett *(also listed above as District President)*	*as above*	union official
M&E SW	District Central Councillor	Daniel Hopkins	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	*VACANT*	*N/A*	*N/A*
M&E SW	Board of Management Representative – Southern Region – Area 1	Joe Sleiman	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	miner
M&E SW	Board of Management Representative – Southern Region – Area 2	Andrew Davey	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 3	Murray Dakers	*as above*	coal port worker
M&E SW	Board of Management Representative – Western Region – Area 1	Craig Carberry	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 2	*VACANT*	*N/A*	*N/A*
M&E SW	Board of Management Representative – Western Region – Area 3	Mark Jenkins	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	miner
M&E SW	Board of Management Representative – Western Region – Area 4	Kyle Witherspoon	*as above*	miner

MINING AND ENERGY DIVISION VICTORIAN DISTRICT BRANCH				
Mining and Energy Division Victorian District Branch Board of Management				
M&E Victoria	District President	Trevor Williams	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	union official
M&E Victoria	District Vice President	Peter Waanders	*as above*	power station worker/ union official
M&E Victoria	District Secretary	Geoff Dyke	*as above*	power station worker/ union official
M&E Victoria	Loy Yang Mine Lodge President	Ritchie Barber	*as above*	mine operator
M&E Victoria	Loy Yang 'A' Power Station Lodge President	Stuart Caines	*as above*	power station worker
M&E Victoria	Loy Yang 'B' Power Station Lodge President	Tony Wolfe	*as above*	power station operator
M&E Victoria	Yalloum Mine Lodge President	Mark Micallef	*as above*	mine operator
M&E Victoria	Yallourn Power Station Lodge President	Mustafa Karabadjak	*as above*	power station operator
M&E Victoria	Emergency Services Lodge President	Brett Leighton	*as above*	emergency services officer
M&E Victoria	Stawell Gold Mine Lodge President	*VACANT*	*N/A*	*N/A*

MINING AND ENERGY DIVISION TASMANIAN DISTRICT BRANCH				
Mining and Energy Division Tasmanian District Branch Board of Management				
M&E Tasmania	District Honorary President	Ricky Gale	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E Tasmania	State Executive Officer	*VACANT*	*N/A*	*N/A*
M&E Tasmania	Board of Management Representative – Cornwall Coal	Darren Redshaw	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E Tasmania	Board of Management Representative – Temco	Brent Ashman	*as above*	miner
M&E Tasmania	Board of Management Representative – Cement Australia	Pren Cetai	*as above*	miner

MINING AND ENERGY DIVISION WESTERN AUSTRALIAN DISTRICT BRANCH				
Mining and Energy Division Western Australian District Branch Board of Management				
M&E WA	District President	Robert Sanford	c/- 75 Throssell Street, Collie, WA, 6625	coal miner
M&E WA	District Secretary	Greg Busson	*as above*	union official
M&E WA	District Vice President – Northern Region	Victor Arriagada	*as above*	train driver
M&E WA	District Vice President – Southern Region	*VACANT*	*N/A*	*N/A*
M&E WA	Board of Management Representative – Northern Region (Karatha)	Paul Bloxsom	c/- 75 Throssell Street, Collie, WA, 6625	train driver
M&E WA	Board of Management Representative – Northern Region (Karatha)	Danielle Hagc	*as above*	train driver
M&E WA	Board of Management Representative – Southern Region (Collie)	Brenton Wood	*as above*	miner
M&E WA	Board of Management Representative – Southern Region	Kim Praetz	*as above*	coal miner

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA National	Divisional National Secretary	Padraig Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney NSW 2000	union official
MUA National	Divisional Deputy National Secretary	Will Tracey	*as above*	union official
MUA National	Divisional Assistant National Secretary	Warren Smith	*as above*	union official
MUA National	Divisional Assistant National Secretary	Ian Bray	*as above*	union official
MUA National	Divisional National Presiding Officer	Christopher Cain	*as above*	union official
MUA National	Divisional Deputy National Presiding Officer	Garry Keane	*as above*	union official
MUA National	Divisional National Vice Presiding Officer	Jason Campbell	*as above*	union official
MUA National	Divisional National Vice Presiding Officer	Paul McAleer	*as above*	union official

Maritime Union of Australia Divisional National Council

MUA National	Divisional National Secretary	Padraig Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney NSW 2000	union official
MUA National	Divisional Deputy National Secretary	Will Tracey	*as above*	union official
MUA National	Divisional Assistant National Secretary	Warren Smith	*as above*	union official
MUA National	Divisional Assistant National Secretary	Ian Bray	*as above*	union official
MUA National	Queensland Divisional Branch Secretary	Robert Carnegie	*as above*	union official
MUA National	Queensland Divisional Deputy Branch Secretary	Jason Miners	*as above*	union official
MUA National	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA National	Newcastle Divisional Deputy Branch Secretary	Dennis Outram	*as above*	stevedore
MUA National	Sydney Divisional Branch Secretary	Paul McAleer	*as above*	union official
MUA National	Sydney Divisional Deputy Branch Secretary	Paul Keating	*as above*	union official

MUA National	Southern New South Wales Divisional Branch Secretary	Garry Keane	*as above*	union official
MUA National	Southern New South Wales Divisional Deputy Branch Secretary	James Paterson	*as above*	seafarer
MUA National	Victorian Divisional Branch Secretary	Joseph Italia	*as above*	union official
MUA National	Victorian Divisional Deputy Branch Secretary	Mark Jones	*as above*	union official
MUA National	South Australian Divisional Branch Secretary	Jamie Newlyn	*as above*	union official
MUA National	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA National	Western Australian Divisional Branch Secretary	Christopher Cain	*as above*	union official
MUA National	Western Australian Divisional Deputy Branch Secretary	Adrian Evans	*as above*	union official
MUA National	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA National	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser
MUA National	Northern Territory Divisional Branch Secretary	Thomas Mayor	*as above*	union official
MUA National	Northern Territory Divisional Deputy Branch Secretary	Andrew Burford	*as above*	stevedore
MUA National	Divisional National Women's Representative	Mich-Elle Myers	*as above*	women's liaison officer

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH				
Maritime Union of Australia Sydney Divisional Branch Executive				
MUA Sydney	Divisional Branch Secretary	Paul McAleer	c/- the Sydney Divisional Branch, Level 1, 365-375 Sussex St, Sydney NSW 2000	union official
MUA Sydney	Divisional Branch Deputy Secretary	Paul Keating	*as above*	union official
MUA Sydney	Divisional Branch Assistant Secretary	Paul Garrett	*as above*	union official
MUA Sydney	Divisional Branch Assistant Secretary	Joseph Deakin	*as above*	union official
MUA Sydney	Divisional Branch Presiding Officer	Paul Garrett	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA Newcastle	Divisional Branch Secretary	Glen Williams	c/- the Newcastle Divisional Branch, 406-408 King St, Newcastle West NSW 2302	union official
MUA Newcastle	Divisional Branch Deputy Secretary	Dennis Outram	*as above*	stevedore
MUA Newcastle	Divisional Branch Presiding Officer	Dennis Outram	*as above*	stevedore

MARITIME UNION OF AUSTRALIA SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH				
Maritime Union of Australia Southern New South Wales Divisional Branch Executive				
MUA STH NSW	Divisional Branch Secretary	Garry Keane	c/- the Southern NSW Divisional Branch, 64 Darcy Rd, Port Kembla NSW 2505	union official
MUA STH NSW	Divisional Branch Deputy Secretary	James Paterson	*as above*	seafarer
MUA STH NSW	Divisional Branch Presiding Officer	James Paterson	*as above*	seafarer

MARITIME UNION OF AUSTRALIA VICTORIAN DIVISIONAL BRANCH				
Maritime Union of Australia Victorian Divisional Branch Executive				
MUA Victoria	Divisional Branch Secretary	Joseph Italia	c/- the Victorian Divisional Branch, 46-54 Ireland St, West Melbourne VIC 3003	union official
MUA Victoria	Divisional Branch Deputy Secretary	Mark Jones	*as above*	union official
MUA Victoria	Divisional Branch Assistant Secretary	Jeffrey Hoy	*as above*	union official
MUA Victoria	Divisional Branch Assistant Secretary	Robert Patchett	*as above*	union official
MUA Victoria	Divisional Branch Presiding Officer	Mark Jones	*as above*	union official

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH				
Maritime Union of Australia Queensland Divisional Branch Executive				
MUA QLD	Divisional Branch Secretary	Robert Carnegie	c/- the Queensland Divisional Branch, 73 Southgate Ave, Cannon Hill QLD 4170	union official
MUA QLD	Divisional Branch Deputy Secretary	Jason Miners	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Peterson	*as above*	union official
MUA QLD	Divisional Branch Presiding Officer	Jason Miners	*as above*	union official

MARITIME UNION OF AUSTRALIA SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia South Australian Divisional Branch Executive				
MUA SA	Divisional Branch Secretary	Jamie Newlyn	c/- the South Australian Divisional Branch, 65 St Vincent St, Port Adelaide SA 5015	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore
MUA SA	Divisional Branch Presiding Officer	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia Western Australian Divisional Branch Executive				
MUA WA	Divisional Branch Secretary	Christopher Cain	c/- the Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle	union official
MUA WA	Divisional Branch Deputy Secretary	Adrian Evans	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Danny Cain	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official
MUA WA	Divisional Branch Presiding Officer	Adrian Evans	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIAN DIVISIONAL BRANCH				
Maritime Union of Australia Tasmanian Divisional Branch Executive				
MUA Tasmania	Divisional Branch Secretary	Jason Campbell	c/- the Tasmanian Divisional Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
MUA Tasmania	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser
MUA Tasmania	Divisional Branch Presiding Officer	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA NORTHERN TERRITORY DIVISIONAL BRANCH				
Maritime Union of Australia Northern Territory Divisional Branch Executive				
MUA NT	Divisional Branch Secretary	Thomas Mayor	c/- the Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin NT 0801	union official
MUA NT	Divisional Branch Deputy Secretary	Andrew Burford	*as above*	stevedore
MUA NT	Divisional Branch Presiding Officer	Andrew Burford	*as above*	stevedore

ANNEXURE A
THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation and its Branches:

Construction, Forestry, Maritime, Mining and Energy Union *List of officeholders as of 31 March 2020*				
Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
National Office				
National Executive Committee (NEC)				
NAT	National President	Tony Maher	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Secretary	Michael O'Connor	*as above*	union official
NAT	National Assistant Secretary	Dave Noonan	*as above*	union official
NAT	International President	Paddy Crumlin	*as above*	union official
NAT	National Vice President *(C&G position)*	Michael Ravbar	*as above*	union official
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	*as above*	union official
NAT	National Vice President *(MUA position)*	Christy Cain	*as above*	union official
NAT	National Vice President *(M&E position)*	Grahame Kelly	*as above*	union official
NAT	National Executive Committee Member *(C&G position 1)*	Mick Buchan	*as above*	union official
NAT	National Executive Committee Member *(C&G position 2)*	Nigel Davies	*as above*	union official
NAT	National Executive Committee Member *(C&G position 3)*	Darren Greenfield	*as above*	union official
NAT	National Executive Committee Member *(C&G position 4)*	Jade Ingham	*as above*	union official
NAT	National Executive Committee Member *(C&G position 5)*	John Setka	*as above*	union official
NAT	National Executive Committee Member *(C&G position 6)*	Andrew Sutherland	*as above*	union official

NAT	National Executive Committee Member *(C&G position 7)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 10)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 11)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(ex officio MNF Divisional President)*	Denise Campbell-Burns	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Executive Committee Member *(ex officio MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Secretary)*	Will Tracey	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Ian Bray	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Executive Committee Member *(M&E position 1)*	Peter Jordan	*as above*	union official
NAT	National Executive Committee Member *(M&E position 2)*	Stephen Smyth	*as above*	union official
NAT	National Executive Committee Member *(M&E position 3)*	Greg Busson	*as above*	union official
NAT	National Executive Committee Member *(M&E position 4)*	*VACANT*	*N/A*	*N/A*

National Executive (NEX)				
NAT	National President	Tony Maher	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Secretary	Michael O'Connor	*as above*	union official
NAT	National Assistant Secretary	Dave Noonan	*as above*	union official
NAT	International President	Paddy Crumlin	*as above*	union official
NAT	National Vice President *(C&G position)*	Michael Ravbar	*as above*	union official
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	*as above*	union official
NAT	National Vice President *(MUA position)*	Christy Cain	*as above*	union official
NAT	National Vice President *(M&E position)*	Grahame Kelly	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 1)*	Mick Buchan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 2)*	Nigel Davies	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 3)*	Darren Greenfield	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 4)*	Jade Ingham	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 5)*	John Setka	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 7)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 10)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 11)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio C&G ACT Divisional Branch Secretary)*	Jason O'Mara	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Executive Member *(C&G Female Affirmative Action position)*	Rita Mallia	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MNF Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Member *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NAT	National Executive Member *(ex officio MNF TAS District Secretary)*	Scott McLean	*as above*	union official

NAT	National Executive Member *(ex officio MNF GGT District Secretary)*	Brad Coates	*as above*	union official
NAT	National Executive Member *(ex officio MNF SA District Secretary)*	David Kirner	*as above*	union official
NAT	National Executive Member *(ex officio MNF Senior Vice President TCF)*	Beth Macpherson	*as above*	union official
NAT	National Executive Member *(ex officio additional MNF Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Executive Member *(MNF Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Secretary)*	Will Tracey	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Ian Bray	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Executive Member *(ex officio MUA QLD Divisional Branch Secretary)*	Stephen Cumberlidge	*as above*	union official
NAT	National Executive Member *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Executive Member *(ex officio MUA SYD Divisional Branch Secretary)*	Paul McAleer	*as above*	union official
NAT	National Executive Member *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NAT	National Executive Member *(ex officio MUA VIC Divisional Branch Secretary)*	Shane Stevens	*as above*	union official
NAT	National Executive Member *(ex officio MUA SA Divisional Branch Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Member *(ex officio MUA NT Divisional Branch Secretary)*	Andy Burford	*as above*	union official
NAT	National Executive Member *(MUA Female Affirmative Action position)*	Mich-Elle Myers	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 1)*	Peter Jordan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 2)*	Stephen Smyth	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 3)*	Greg Busson	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 4)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio M&E SW District Branch President)*	Graeme Osborne	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Executive Member *(ex officio M&E VIC District Branch President)*	Trevor Williams	*as above*	union official
NAT	National Executive Member *(ex officio M&E TAS District Honorary Branch President)*	Ricky Gale	*as above*	miner

NAT	National Executive Member *(M&E Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*

1906

COM.0001.0040.9175_0005

National Conference				
NAT	National President	Tony Maher	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Secretary	Michael O'Connor	*as above*	union official
NAT	National Assistant Secretary	Dave Noonan	*as above*	union official
NAT	International President	Paddy Crumlin	*as above*	union official
NAT	National Vice President *(C&G position)*	Michael Ravbar	*as above*	union official
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	*as above*	union official
NAT	National Vice President *(MUA position)*	Christy Cain	*as above*	union official
NAT	National Vice President *(M&E position)*	Grahame Kelly	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – Divisional President)*	Jade Ingham	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – Divisional Senior Vice President)*	Rob Kera	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – Divisional Vice President)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – Divisional Assistant Secretary)*	Nigel Davies	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – Divisional Assistant Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – ACT Divisional Branch Secretary)*	Jason O'Mara	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – VIC-TAS additional position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – VIC-TAS additional position 2)*	Elias Spernovasilis	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – QNT additional position)*	Kane Lowth	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive Member – NSW additional position)*	Michael Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Divisional President)*	Denise Campbell-Burns	*as above*	union official

NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Divisional Senior Vice President (TCF))*	Beth Macpherson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Divisional Vice President)*	Brad Coates	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Divisional Vice President)*	David Kirner	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 1)*	Geoff Gasperotti	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 2)*	Anthony Pavey	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 3)*	Terry Bennier	*as above*	senior machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 4)*	Scott McLean	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 5)*	Nathan Milner	*as above*	machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 7)*	Wiremu (Willie) Kaiwai	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 9)*	Cliff Palmer	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	glazier
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – additional position 10)*	Michael Aird	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Transitional TCF Divisional Executive Position [1])*	Warren Smith	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Transitional TCF Divisional Executive Position [2])*	Hunt Jan	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive Member – Transitional TCF Divisional Executive Position [3])*	Thi Thuy Pham	*as above*	machinist
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive Member – Divisional Deputy National Secretary)*	Will Tracey	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive Member – Divisional Assistant National Secretary)*	Warren Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive*	Ian Bray	*as above*	union official

	Member – Divisional Assistant National Secretary)			
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive Member – Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive Member – Divisional National Vice Presiding Officer)*	Jamie Newlyn	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive Member – Divisional National Vice Presiding Officer)*	Paul McAleer	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Stephen Smyth	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Luke Ludlow	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	George Pearce	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Peter Jordan	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Michael Schofield	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Matthew Reid	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Michael Dobie	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Peter Compton	*as above*	energy worker
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Greg Busson	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Graeme Osborne	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Daniel Hopkins	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Ricky Gale	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Councillor)*	Trevor Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Affirmative Action Councillor)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 1)*	Denise Campbell-Burns	c/- Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 2)*	Michelle Ingley-Smith	*as above*	industry engagement manager
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 1)*	Mich-elle Myers	*as above*	women's liaison officer

NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 2)*	Ann Gray	*as above*	seafarer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 1)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 2)*	Danielle Hage	*as above*	train driver

State Branches

QUEENSLAND BRANCH

Queensland Branch State Executive

QLD	State President	Stephen Smyth	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President	Jason Miners	*as above*	union official
QLD	State Secretary	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary	Jade Ingham	*as above*	union official
QLD	State Joint Vice President (*C&G position*)	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President (*MUA position*)	Andy Burford	*as above*	union official
QLD	State Joint Vice President (*M&E position*)	Mitch Hughes	*as above*	union official
QLD	State Executive Member (*ex officio MUA NT Presiding Officer*)	Thomas Mayor	*as above*	stevedore

Queensland Branch State Conference				
QLD	State President	Stephen Smyth	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President	Jason Miners	*as above*	union official
QLD	State Secretary	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary	Jade Ingham	*as above*	union official
QLD	State Joint Vice President *(C&G position)*	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President *(MUA position)*	Andy Burford	*as above*	union official
QLD	State Joint Vice President *(M&E position)*	Mitch Hughes	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Senior Vice President)*	Steven Gaske	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Senior Vice President)*	Dallas Ezzy	*as above*	labourer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Vice President)*	Ian McKewin	*as above*	carpenter
QLD	State Conference Member (ex officio C&G QNT Divisional Branch Assistant Secretary - *(Plasterers))*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Assistant Secretary - (Painters))*	Keith Murphy	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	glazier
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Executive Member - (position 1))*	Peter Close	*as above*	construction plasterer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Executive Member - (position 2))*	John Cummins	*as above*	carpenter
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Secretary)*	Stephen Cumberlidge	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Assistant Secretary)*	Paul Gallagher	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Assistant Secretary)*	Paul Peterson	*as above*	union official
QLD	State Conference Member *(ex officio MUA NT Divisional Branch Deputy Secretary)*	Thomas Mayor	*as above*	stevedore
QLD	State Conference Member *(ex officio M&E QLD District Secretary)*	Glenn Power	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Vice President – Blackwater)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio M&E QLD District Vice President – Rockhampton)*	Jeff Scales	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Conference Member *(ex officio M&E QLD District Vice President – Dalby)*	Shane Brunker	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Vice President – Mackay)*	Steven Pierce	*as above*	union official

QLD	State Conference Member *(ex officio M&E QLD District Central Councillor)*	Luke Ludlow	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Central Councillor)*	George Pearce	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Central Councillor)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division One)*	Ian Park	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	miner
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division Two)*	Simon West	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division Three)*	Russell Herdman	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division Four)*	Rick Hibble	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division Five)*	Steven Grant	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division Six)*	Michael Hartin	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD Lodge Representative – Division Seven)*	Mark Zerner	*as above*	miner

NEW SOUTH WALES BRANCH				
New South Wales Branch State Executive				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Peter Jordan	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul McAleer	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Rob Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official

New South Wales Branch State Conference				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Peter Jordan	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul McAleer	*as above*	union official
NSW	State Joint Vice President *(C&G)* (*ex officio C&G NSW Divisional Branch Assistant Secretary)*	Rob Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* (*ex officio MNF NSW District President*)	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* (*ex officio MUA NEW Divisional Branch Secretary*)	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* (*ex officio M&E SW District Branch President*)	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* (*ex officio MUA SNSW Divisional Branch Secretary*)	Michael Cross	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Michael Greenfield	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 1))*	Yusuf Mchaiche	*as above*	construction worker/formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 2))*	Scott Andrew	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 3))*	Howard Byrnes	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 4))*	Denis McNamara	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 5))*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 6))*	Gordon Cunningham-Cameron	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 7))*	Colin Chapman	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 8))*	Luke Allen	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 9))*	Yannis Sievas	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 10))*	*VACANT*	*N/A*	*N/A*

NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 11))*	Paul Midson	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 12))*	Colm Munroe	*as above*	builder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 13))*	David McNamara	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 14))*	Peter Genovese	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 15))*	Dean Hackett	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 16))*	Munro Jones	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 17))*	Rocco Ianno	*as above*	pump operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 18))*	Patrick Kenniff	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 19))*	Michael Cambourn	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 20))*	Sime Buterin	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 21))*	Bruce Cartwright	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 22))*	Dario Damjanovic	*as above*	formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 23))*	Michael Lynch	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 24))*	Warren Whitney	*as above*	safety rep/ dogman
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 25))*	Danny Reeves	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee Member - (position 26))*	Mohamed Hammoud	*as above*	labourer
NSW	State Conference Member *(ex officio MNF NSW District Vice President)*	Peter Moss	*as above*	forklift operator
NSW	State Conference Member *(ex officio MNF NSW District Vice President - (affirmative action position))*	Kathryn Powell	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Management Committee Member - (position 1))*	Michael Hurst	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	harvester operator
NSW	State Conference Member *(ex officio MNF NSW District Management Committee Member - (position 2))*	Sharon Musson	*as above*	process operator

NSW	State Conference Member *(ex officio MNF NSW District Management Committee Member - (position 3))*	Andrew Brown	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Management Committee Member - (position 4))*	Benjamin Nunn	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Management Committee Member - (position 5))*	Ian Wright	*as above*	machine operator
NSW	State Conference Member *(ex officio MNF NSW TCF NSW District Management Committee Member - (position 1))*	Quang Hien Luong	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW TCF NSW District Management Committee Member - (position 2))*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW TCF NSW District Management Committee Member - (position 3))*	Mick O'Leary	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	textile process worker
NSW	State Conference Member *(ex officio MNF NSW TCF NSW District Management Committee Member - (position 4))*	Beverly Ruha	*as above*	textile process worker
NSW	State Conference Member *(ex officio MNF NSW TCF NSW District Management Committee Member - (position 5))*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW TCF NSW District Management Committee Member - (position 6))*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MUA NEW Divisional Branch Deputy Secretary)*	Dennis Outram	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	stevedore
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Deputy Secretary)*	Paul Keating	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Assistant Secretary)*	Paul Garrett	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Assistant Secretary)*	Nathan Donato	*as above*	union official
NSW	State Conference Member *(ex officio MUA SNSW Divisional Branch Deputy Secretary)*	Scott Carter	*as above*	stevedore
NSW	State Conference Member *(ex officio M&E NTH District Secretary)*	Shane Thompson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Vice President (A))*	Jeremy McWilliams	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Vice President (C))*	Robin Williams	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Vice President (D))*	Jeffrey Drayton	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Vice President (E))*	Mark McGrath	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Check Inspector (A))*	Stephen Tranter	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Check Inspector (B))*	Anthony Watson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Central Councillor)*	Michael Schofield	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Central Councillor)*	Matthew Reid	*as above*	miner

NSW	State Conference Member *(ex officio M&E NTH District Central Councillor)*	Michael Dobie	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Central Councillor)*	Peter Compton	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Open Cut)*	Bradley Bates	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Open Cut)*	Chad Hanson	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Open Cut)*	Matthew Howard	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Underground)*	Michael Taggart	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Underground)*	Mark Avery	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Underground)*	Joseph Price	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Energy Distribution)*	Darren Maxwell	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Energy Power Generation)*	Glenn Kollner	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Gunnedah Coalfields)*	Simon Duff	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Energy Petrochemical)*	Jason Porter	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH Board of Management Representative – Affirmative Action)*	Kerry Konieczny	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Secretary)*	Andrew Davey	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Vice President Western)*	Craig Carberry	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Vice President Southern)*	Robert Timbs	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Vice President Metalliferous)*	Gregory Braes	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Check Inspector – Southern)*	Stephen Barrett	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Relief Check Inspector – Southern)*	Anthony Davis	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Check Inspector – Western)*	Stephen Luck	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Relief Check Inspector – Western)*	Clinton Rochester	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Central Councillor)*	Daniel Hopkins	*as above*	miner

NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Southern Region – Area 1)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Southern Region – Area 1)*	Joe Sleiman	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	miner
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Southern Region – Area 2)*	Steven Ockers	*as above*	coal miner
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Southern Region – Area 3)*	Murray Dakers	*as above*	coal port worker
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Western Region – Area 1)*	Peter Fyfe	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Western Region – Area 2)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Western Region – Area 3)*	Mark Jenkins	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	miner
NSW	State Conference Member *(ex officio M&E SW Board of Management Representative – Western Region – Area 4)*	Kyle Witherspoon	*as above*	miner

AUSTRALIAN CAPITAL TERRITORY BRANCH				
Australian Capital Territory Branch State Executive				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Jason Jennings	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Scott Stenner	*as above*	builder's labourer/ dogman
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Jason O'Mara	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Zachary Smith	*as above*	union official

Australian Capital Territory Branch State Conference				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Jason Jennings	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Scott Stenner	*as above*	builder's labourer/ dogman
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Jason O'Mara	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Zachary Smith	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Vice President)*	Anthony Vitler	*as above*	plant operator
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Organiser)*	Cameron Hardy	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 1))*	Timothy Puckett	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 2))*	Leon Arnold	*as above*	bricklayer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 3))*	Duncan Bennett-Burleigh	*as above*	FEDFA
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 4))*	Dean Hart	*as above*	plasterer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 5))*	Mark Dymock	*as above*	painter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 6))*	Cameron Hardy	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 7))*	Seamus Maher	*as above*	construction worker
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 8))*	Desmond Marland	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 9))*	Jeffery Polsen	*as above*	labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 10))*	*VACANT*	*N/A*	*N/A*
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee Member - (position 11))*	Michael Cousins	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	carpenter

VICTORIA BRANCH				
Victoria Branch State Executive				
VIC	State President	Trevor Williams	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Ralph Edwards	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	Leo Skourdoumbis	*as above*	union official
VIC	State Joint Vice President *(C&G position)*	Elias Spernovasilis	*as above*	union official
VIC	State Joint Vice President *(MNF position)*	Beth Macpherson	*as above*	union official
VIC	State Joint Vice President *(MUA position)*	David Ball	*as above*	union official
VIC	State Joint Vice President *(M&E position)*	Mark Richards	*as above*	unemployed
VIC	State Executive Member *(ex officio MNF VIC District Joint President)*	Cliff Palmer	*as above*	glazier
VIC	State Executive Member *(ex officio MUA Divisional Branch Presiding Officer)*	Robert Lumsden	*as above*	union offiical

Victoria Branch State Conference				
VIC	State President	Trevor Williams	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Ralph Edwards	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	Leo Skourdoumbis	*as above*	union official
VIC	State Joint Vice President *(C&G position)*	Elias Spernovasilis	*as above*	union official
VIC	State Joint Vice President *(MNF position)*	Beth Macpherson	*as above*	union official
VIC	State Joint Vice President *(MUA position)*	David Ball	*as above*	union official
VIC	State Joint Vice President *(M&E position)*	Mark Richards	*as above*	unemployed
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Senior Vice President)*	Derek Christopher	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Vice President)*	Robert Graauwmans	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 1))*	David Lythgo	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 2))*	Rudy Raspudic	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 3))*	Anthony Cordier	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 4))*	Anthony Ioannidis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 5))*	Bill Beattie	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 6))*	Steve Long	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 7))*	Gerard Benstead	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 8))*	John Perkovic	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 9))*	Darko Misic	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 10))*	John Constantinou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 11))*	John Perak	*as above*	fibrous plasterer

VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 12))*	Fergal Doyle	*as above*	bricklayer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 13))*	Frank Akbari	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 14))*	Mick Cody	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 15))*	Paul Round	*as above*	labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 16))*	Peter Booth	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 17))*	Raymond Booth	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 18))*	Dennis Gritzalis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 19))*	James Simpson	*as above*	bricklayer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 20))*	Steven Balta	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 21))*	Lisa Zanatta	*as above*	women's organiser
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 22))*	Theo Theodorou	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee Member - (position 23))*	Brendan Pitt	*as above*	crane operator
VIC	State Conference Member *(ex officio MNF VIC District Joint President)*	Cliff Palmer	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Joint President)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Vice President)*	Wiremu (Willie) Kaiwai	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Vice President - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 1))*	Brett Aspland	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 2))*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 3))*	Derek Birchall	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	glazier
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 4))*	Troy Hudson	*as above*	machine operator

VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 5))*	Zac Mirt	*as above*	plymill operator
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 6))*	Gerald Molik	*as above*	plymill - yard
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 7))*	Ben Young	*as above*	cabinet maker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 8))*	Darren Purcell	*as above*	glass furnace operator
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (position 9))*	Aaron McDonough	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee Member - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC TCF Full Time Officer)*	Nguyet Nguyen	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 1))*	Warren Smith	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 2))*	Todd Bennet	*as above*	warehouse worker
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 3))*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 4))*	Hunt Jan	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	textile worker
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 5))*	Truc Huynh	*as above*	machinist
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 6))*	Thuy Pham	*as above*	machinist
VIC	State Conference Member *(ex officio MNF VIC TCF Victorian District Management Committee Member - (position 7))*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Assistant Secretary)*	Robert Lumsden	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Assistant Secretary)*	Robert Patchett	*as above*	union official
VIC	State Conference Member *(ex officio M&E VIC District Secretary)*	Geoff Dyke	*as above*	power station worker/ union official
VIC	State Conference Member *(ex officio M&E VIC Loy Yang Mine Lodge President)*	Ritchie Barber	*as above*	mine operator
VIC	State Conference Member *(ex officio M&E VIC Loy Yang 'A' Power Station Lodge President)*	Stuart Caines	*as above*	power station worker
VIC	State Conference Member *(ex officio M&E VIC Loy Yang 'B' Power Station Lodge President)*	Tony Wolfe	*as above*	power station operator
VIC	State Conference Member *(ex officio M&E VIC Yallourn Mine Lodge President)*	Mark Micallef	*as above*	mine operator

VIC	State Conference Member *(ex officio M&E VIC Yallourn Power Station Lodge President)*	Mustafa Karabadjak	*as above*	power station operator
VIC	State Conference Member *(ex officio M&E VIC Emergency Services Lodge President)*	Brett Leighton	*as above*	emergency services officer
VIC	State Conference Member *(ex officio M&E VIC Stawell Gold Mine Lodge President)*	*VACANT*	*N/A*	*N/A*

TASMANIA BRANCH				
Tasmania Branch State Executive				
TAS	State President	Scott McLean	c/- Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Senior Vice President	Ricky Gale	*as above*	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	Nathan Milner	*as above*	union official
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	*as above*	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*

Tasmania Branch State Conference				
TAS	State President	Scott McLean	c/- Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Senior Vice President	Ricky Gale	*as above*	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	Nathan Milner	*as above*	union official
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	*as above*	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - (Tasmania) (position 1))*	Dale Cracknell	c/- Shop 3, 59 Wright St, East Devonport TAS 7310	rigger/ dogman
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - (Tasmania) (position 2))*	Marshall Reeves	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - (Tasmania) (position 3))*	Mark Denny	*as above*	crane operator
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - (Tasmania) (position 4))*	Andrew Wise	*as above*	plasterer
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - (Tasmania) (position 5))*	Gary Brown	*as above*	carpenter
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - (Tasmania) (position 6))*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Vice President)*	Justin Blizzard	c/- Shop 3, 59 Wright St, East Devonport TAS 7310	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Vice President - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Management Committee Member - (position 1))*	David Barclay	c/- Shop 3, 59 Wright St, East Devonport TAS 7310	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Management Committee Member - (position 2))*	James McKenzie	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Management Committee Member - (position 3))*	Christopher Osborne	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Management Committee Member - (position 4))*	Jeremy Reynolds	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Management Committee Member - (position 5))*	*VACANT*	*N/A*	*N/A*

TAS	State Conference Member *(ex officio MNF TAS District Management Committee Member - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS State Executive Officer)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS Board of Management Representative – Cornwall Coal)*	Darren Redshaw	c/- Shop 3, 59 Wright St, East Devonport TAS 7310	miner
TAS	State Conference Member *(ex officio M&E TAS Board of Management Representative – Temco)*	Brent Ashman	*as above*	miner
TAS	State Conference Member *(ex officio M&E TAS Board of Management Representative – Cement Australia)*	Pren Cetai	*as above*	miner

SOUTH AUSTRALIA BRANCH				
South Australia Branch State Executive				
SA	State President	Jamie Newlyn	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	Brad Coates	*as above*	union official
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President (*C&G position*)	Derek Stapleton	*as above*	union official
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Executive Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Executive Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer

South Australia Branch State Conference				
SA	State President	Jamie Newlyn	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	Brad Coates	*as above*	union official
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President *(C&G position)*	Derek Stapleton	*as above*	union official
SA	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President *(MUA position)*	Clem Clothier	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Conference Member *(ex officio C&G SA Divisional Branch Vice President)*	Desmond Taivairanga Savage	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Treasurer)*	Gregory Natt	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	scaffolder
SA	State Conference Member *(ex officio C&G SA Divisional Branch Trustee)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Trustee)*	Margues 'Marcus' Pare	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	post-tensioner
SA	State Conference Member *(ex officio C&G SA Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee Member - (position 1))*	Alexandra Russell	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	work health and safety co-ordinator
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee Member - (position 2))*	Duncan Campbell	*as above*	labourer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee Member - (position 3))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee Member - (position 4))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee Member - (position 5))*	Troy McIntyre	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	ceiling fixer
SA	State Conference Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Vice President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Vice President - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (position 1))*	Mario Buterin	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	glazier

SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (position 2))*	Mark Nicholls	*as above*	unemployed member
SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (position 3))*	Doug Nuske	*as above*	forklift operator
SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (position 4))*	Luke Riches	*as above*	saw doctor
SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (position 5))*	Paul Wilmshurst	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (position 6))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee Member - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA TCF SA District Management Committee Member - (position 1))*	Lynette Elies	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	warehouse assistant
SA	State Conference Member *(ex officio MNF SA TCF SA District Management Committee Member - (position 2))*	James Coventry	*as above*	leather worker
SA	State Conference Member *(ex officio MNF SA TCF SA District Management Committee Member - (position 3))*	Matt Hueppauff	*as above*	clicker
SA	State Conference Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Conference Member *(ex officio MNF GGT District Vice President)*	Craig McMillan	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Vice President - (affirmative action position))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Management Committee Member - (position 1))*	Brendan Coustley	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee Member - (position 2))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Management Committee Member - (position 3))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Management Committee Member - (position 4))*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Management Committee Member - (position 5))*	Steven Chapman	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee Member - (affirmative action position))*	*VACANT*	*N/A*	*N/A*

WESTERN AUSTRALIA BRANCH				
Western Australia Branch State Executive				
WA	State President	Greg Busson	c/- 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Christy Cain	*as above*	union official
WA	State Joint Vice President (*C&G position*)	Aaron Mackrell	*as above*	organiser
WA	State Joint Vice President (*MUA position*)	Adrian Evans	*as above*	union official
WA	State Joint Vice President (*M&E position*)	Robert Sanford	*as above*	coal miner

Western Australia Branch State Conference				
WA	State President	Greg Busson	c/- 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Christy Cain	*as above*	union official
WA	State Joint Vice President (*C&G position*)	Aaron Mackrell	*as above*	organiser
WA	State Joint Vice President (*MUA position*)	Adrian Evans	*as above*	union official
WA	State Joint Vice President (*M&E position*)	Robert Sanford	*as above*	coal miner
WA	State Conference Member (ex officio C&G WA Divisional Senior Vice President)	Glenn Hawkins	*as above*	bricklayer
WA	State Conference Member (ex officio C&G WA Divisional Vice President)	Robert Pearson	*as above*	builder's labourer
WA	State Conference Member (ex officio C&G WA Divisional Branch Assistant Secretary)	Troy Smartreg	*as above*	union official
WA	State Conference Member (ex officio C&G WA Divisional Branch Assistant Secretary)	Graham Pallot	*as above*	union official
WA	State Conference Member (ex officio C&G WA Divisional Treasurer)	Leslie Wylie	*as above*	builder's labourer
WA	State Conference Member (ex officio C&G WA Divisional Branch Management Committee Member - *(position 1))*	Nigel Alexander	*as above*	builder's labourer
WA	State Conference Member (ex officio C&G WA Divisional Branch Management Committee Member - *(position 3))*	John Pound	*as above*	builder's labourer
WA	State Conference Member (ex officio C&G WA Divisional Branch Management Committee Member - *(position 4))*	Michael Vassila	*as above*	builder's labourer
WA	State Conference Member (ex officio MUA WA Divisional Branch Assistant Secretary)	Danny Cain	*as above*	union official
WA	State Conference Member (ex officio MUA WA Divisional Branch Assistant Secretary)	Jeffrey Cassar	*as above*	union official
WA	State Conference Member *(ex officio M&E WA District Vice President – Northern Region)*	Victor Arriagada	*as above*	train driver
WA	State Conference Member *(ex officio M&E WA District Vice President – Southern Region)*	*VACANT*	*N/A*	*N/A*
WA	State Conference Member *(ex officio M&E WA Board of Management Representative – Northern Region (Karatha))*	Paul Bloxsom	c/- 80 Beaufort Street, Perth, WA, 6000	train driver
WA	State Conference Member *(ex officio M&E WA Board of Management Representative – Northern Region (Karatha))*	Danielle Hage	*as above*	train driver
WA	State Conference Member *(ex officio M&E WA Board of Management Representative – Southern Region (Collie))*	Brenton Wood	*as above*	miner
WA	State Conference Member *(ex officio M&E WA Board of Management Representative – Southern Region)*	Kim Praetz	*as above*	coal miner

Construction and General Division

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional Executive

C&G NAT	Divisional President	Jade Ingham	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Senior Vice President	Rob Kera	*as above*	union official
C&G NAT	Divisional Vice President	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Secretary	Dave Noonan	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Assistant Secretary	Nigel Davies	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio ACT Divisional Branch Secretary)*	Jason O'Mara	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 1)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 2)*	Elias Spernovasilis	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Executive Member *(QNT additional position)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Executive Member *(NSW additional position)*	Michael Greenfield	*as above*	union official

Construction and General Divisional Conference				
C&G NAT	Delegate to Divisional Conference *(ex officio Divisional Secretary)*	Dave Noonan	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 1 – ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 2)*	Royce Kupsch	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 3)*	Steven Gaske	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 4)*	Ian McKewin	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 5)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 6)*	Keith Murphy	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	glazier
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 7)*	Jade Ingham	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 8)*	Peter Close	*as above*	construction plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 9)*	Terry Hamilton	*as above*	construction dogman
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 10 – NT position)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 1 – ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 2)*	Michael Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 3)*	David McNamara	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 4)*	Warren Whitney	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 1 – ex officio ACT Divisional Branch Secretary)*	Jason O'Mara	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 2)*	Zachary Smith	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference	John Setka	*as above*	union official

	(VIC-TAS position 1 – ex officio VIC-TAS Divisional Branch Secretary)			
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 2)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 3)*	Elias Spernovasilis	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 4)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 5)*	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 6)*	David Lythgo	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 7)*	Steve Long	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 8)*	Gerard Benstead	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 9)*	Lisa Zanatta	*as above*	women's organiser
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 10)*	Theo Theodorou	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 11)*	Brendan Pitt	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 12)*	Nigel Davies	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 13)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 1 – ex officio SA Divisional Branch Secretary)*	Andrew Sutherland	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 2)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 3)*	Craig Fry	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 1 – ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 2)*	Troy Smart	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 3)*	Graham Pallot	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 4)*	Glenn Hawkins	*as above*	bricklayer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 5)*	Aaron Mackrell	*as above*	organiser

Construction and General Divisional Trustees				
C&G NAT	Divisional Trustee	Rita Mallia	c/- Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Trustee	Jason O'Mara	*as above*	union official
C&G NAT	Divisional Trustee	Darren Greenfield	*as above*	union official

CONSTRUCTION AND GENERAL
QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH

Construction and General
Queensland-Northern Territory Divisional Branch Executive

C&G QNT	Divisional Branch President	Royce Kupsch	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	John Cummins	*as above*	carpenter

Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QNT	Divisional Branch President	Royce Kupsch	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Darren Williams	*as above*	union official
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	John Cummins	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 2)*	Andrew Clark	c/- 16 Campbell Street, Bowen Hills, QLD, 4006	carpenter
C&G QNT	Divisional Branch Council Member *(position 3)*	Wayne Scobie	*as above*	construction plasterer
C&G QNT	Divisional Branch Council Member *(position 4)*	Marcus Dittman	*as above*	plant operator
C&G QNT	Divisional Branch Council Member *(position 5)*	Kane Lowth	*as above*	union official

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch President	Rita Mallia	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Rob Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mchaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Gordon Cunningham-Cameron	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Colin Chapman	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	David McNamara	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer

C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianno	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Patrick Kenniff	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Michael Cambourn	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	Warren Whitney	*as above*	safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Danny Reeves	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Mohamed Hammoud	*as above*	labourer

Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch President	Rita Mallia	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Rob Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mchaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Gordon Cunningham-Cameron	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Colin Chapman	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	David McNamara	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator

C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianno	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Patrick Kenniff	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Michael Cambourn	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	Warren Whitney	*as above*	safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Danny Reeves	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Mohamed Hammoud	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 1)*	Nur Begg	*as above*	bricklayer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 2)*	Ashley Burke	*as above*	rigger/ dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 3)*	Mark Childs	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 4)*	John Hughes	*as above*	dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 5)*	Colm Drumgoogle	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 6)*	Tomislav Erceg	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 7)*	Derek Gallagher	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 8)*	Peter Hadfield	*as above*	bricklayer

C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 9)*	Lawrence Kelly	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 10)*	Geoff Bates	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 11)*	Steve Ndaira	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 12)*	Dalibor Ozebek	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 13)*	James Ponisi	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 14)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 15)*	Nicholas Rawson	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 16)*	J Riini Jaram	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 17)*	Edward Sloane	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 18)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 19)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 20)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 21)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 1)*	Neal Attwood	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 2)*	Cheyne Waddington	*as above*	plant operator
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Camden Zone position 1)*	David Mackay	c/- Level 2, 63 Miller Street, Pyrmont, NSW, 2009	labourer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 2)*	Paul Fisher	*as above*	refractory bricklayer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 3)*	Sallie Oxborough	*as above*	labourer

C&G NSW	Divisional Branch Council Member *(Country Zone position 1)*	Gary McCarthy	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Country Zone position 2)*	Michael Sykes	*as above*	grader operator
C&G NSW	Divisional Branch Council Member *(Country Zone position 3)*	Paul Wright	*as above*	construction worker

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch President	Jason Jennings	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Vice President	Scott Stenner	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Secretary/Treasurer	Jason O'Mara	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Organiser	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Jeffery Polsen	*as above*	labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch President	Jason Jennings	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Vice President	Scott Stenner	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Secretary/Treasurer	Jason O'Mara	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Organiser	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Jeffery Polsen	*as above*	labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	c/- Unit 7-10/ 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Councillor *(position 1)*	Jessica Dean	*as above*	labourer
C&G ACT	Divisional Branch Councillor *(position 2)*	John Frankovic	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Councillor *(position 3)*	Shayne Hall	*as above*	trade
C&G ACT	Divisional Branch Councillor *(position 4)*	Garry Hamilton	*as above*	union official

C&G ACT	Divisional Branch Councillor *(position 5)*	Mark Hancock	*as above*	builder's labourer/ carpenter
C&G ACT	Divisional Branch Councillor *(position 6)*	Richard Hare	*as above*	builder's labourer/ formwork
C&G ACT	Divisional Branch Councillor *(position 7)*	Natko Kobak	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 8)*	Nathan Merritt	*as above*	bricklayer
C&G ACT	Divisional Branch Councillor *(position 9)*	Timothy Puckett	*as above*	carpenter

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch President	Ralph Edwards	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Robert Graauwmans	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Fergal Doyle	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Mick Cody	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Peter Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Raymond Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator

Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Dale Cracknell	*as above*	rigger/ dogman
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Marshall Reeves	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Andrew Wise	*as above*	plasterer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Gary Brown	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	*VACANT*	*N/A*	*N/A*

Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch President	Ralph Edwards	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Robert Graauwmans	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Fergal Doyle	*as above*	bricklayer

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Mick Cody	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Peter Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Raymond Booth	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Dale Cracknell	*as above*	rigger/ dogman
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Marshall Reeves	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Andrew Wise	*as above*	plasterer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Gary Brown	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 1)*	Adam Hall	c/- Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 2)*	Chris Brett	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 3)*	Richard Bradley	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 4)*	Bart Scaffidi	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 5)*	Vlado Cakarun	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 6)*	William Cassidy	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 7)*	Adam Brown	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 8)*	Maurice Campanaro	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 9)*	Craig Johnston	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 10)*	Phil Castaldo	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 11)*	John Carnevali	*as above*	scaffolder
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 12)*	Peter Clark	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 13)*	Kosta Christoforou	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 14)*	Stuart Corkran	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 15)*	Ivan Colina	*as above*	fibrous plasterer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 16)*	Mick Fitsimons	*as above*	painter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 17)*	Felice Filardo	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 18)*	Rick Connor	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 19)*	Dal Considine	*as above*	builder's labourer

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 20)*	David Costabile	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 21)*	Brett Johnston	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 22)*	Brad DeBolfo	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 23)*	Jason Deans	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 24)*	Anthony Dredge	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 25)*	Paul Fotinos	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 26)*	Andrew Harisiou	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 27)*	Gerald McCrudden	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 28)*	John Ayres	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 29)*	Drew McDonald	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 30)*	Andrew McDougall	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 31)*	Terence McNamara	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 32)*	John Mantis	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 33)*	Gerard McQuiad	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 34)*	Aleksander Musevic	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 35)*	Kevin Pattinson	*as above*	bricklayer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 36)*	Mark McMillan	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 37)*	Brad McNiven	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 38)*	Dave Mccafferty	*as above*	builder's labourer

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 39)*	Lee McKenzie	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 40)*	Tamish Muller	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 41)*	Joe Myles	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 42)*	Matthew Cathie	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 43)*	Matthew Seadon	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 44)*	Mick Egan	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 45)*	Mick Powell	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 46)*	Frank O'Grady	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 47)*	Liam O'Hearn	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 48)*	Adam Olsen	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 49)*	Mark Palmer	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 50)*	Kane Pearson	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 51)*	Trevor Pushon	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 52)*	Ricky Ortega	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 53)*	Mark Peterson	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 54)*	Gary Roberts	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 55)*	John Robinson	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 56)*	Angelo Ruffato	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 57)*	Salvatore Presti	*as above*	carpenter

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 58)*	James Ryan	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 59)*	Terry Ryan	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 60)*	Gerry Pettifer	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 61)*	Nick Salta	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 62)*	Rob Taylor	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 63)*	Frank Prevolsek	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 64)*	Rick Reilly	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 65)*	David Setka	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 66)*	Chris Spiridonos	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 67)*	Anton Sucic	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 68)*	Chris Vlahogiannis	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 69)*	Reiner Bredyk	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 70)*	Jakov Vucak	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 1)*	Paul Mccann	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 2)*	Dean Doran	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 3)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 4)*	James Torpy	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 1)*	Nigel Davies	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 2)*	David Duffy	*as above*	union official

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 3)*	Andrew Pitlick	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 4)*	Mark Travers	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 1)*	John Karkoultsidis	*as above*	scaffolder
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 2)*	Joseph Maggs	*as above*	crane driver
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 3)*	Mark Tait	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 4)*	Casey Vlaming	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 1)*	Philip Darcy	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 2)*	John Thomson	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 3)*	Toby Thornton	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 4)*	Tom Malone	*as above*	plant operator

CONSTRUCTION AND GENERAL SOUTH AUSTRALIA DIVISIONAL BRANCH				
Construction and General South Australia Divisional Branch Management Committee				
C&G SA	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Vice President	Desmond Taivairanga Savage	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Secretary	Andrew Sutherland	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Treasurer	Gregory Natt	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	scaffolder
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	Margues 'Marcus' Pare	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	post-tensioner
C&G SA	Divisional Branch Organiser	Derek Stapleton	*as above*	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Alexandra Russell	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	work health and safety co-ordinator
C&G SA	Divisional Branch Management Committee Member *(position 2)*	Duncan Campbell	*as above*	labourer
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 5)*	Troy McIntyre	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	ceiling fixer

Construction and General South Australia Divisional Branch Council				
C&G SA	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Vice President	Desmond Taivairanga Savage	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Secretary	Andrew Sutherland	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Treasurer	Gregory Natt	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	scaffolder
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	Margues 'Marcus' Pare	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	post-tensioner
C&G SA	Divisional Branch Organiser	Derek Stapleton	*as above*	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Alexandra Russell	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	work health and safety co-ordinator
C&G SA	Divisional Branch Management Committee Member *(position 2)*	Duncan Campbell	*as above*	labourer
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 5)*	Troy McIntyre	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	ceiling fixer
C&G SA	Divisional Branch Council Member *(position 1)*	Alan Clifton	*as above*	plasterer
C&G SA	Divisional Branch Council Member *(position 2)*	Kain Shanko	*as above*	crane driver/ rigger/ dogman
C&G SA	Divisional Branch Council Member *(position 3)*	Lloyd (Mostyn) Lucas	*as above*	plant operator
C&G SA	Divisional Branch Council Member *(position 4)*	Joshua Lees	*as above*	rigger/ dogman
C&G SA	Divisional Branch Council Member *(position 5)*	Duncan McKay	*as above*	labourer
C&G SA	Divisional Branch Council Member *(position 6)*	Luke Duffy	*as above*	labourer
C&G SA	Divisional Branch Council Member *(position 7)*	Timothy Gudgeon	*as above*	labourer

C&G SA	Divisional Branch Council Member *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 9)*	Peter Thiel	c/- Level 1, 32 South Terrace, Adelaide, SA, 5000	carpenter
C&G SA	Divisional Branch Council Member *(position 10)*	Brad Prince	*as above*	mining production worker
C&G SA	Divisional Branch Council Member *(position 11)*	Paul Jacobs	*as above*	boiler attendant
C&G SA	Divisional Branch Council Member *(position 12)*	Ryan Ernesti	*as above*	boiler attendant
C&G SA	Divisional Branch Council Member *(position 13)*	Jason King	*as above*	crane operator
C&G SA	Divisional Branch Council Member *(position 14)*	Peter Pope	*as above*	rigger

CONSTRUCTION AND GENERAL WESTERN AUSTRALIA DIVISIONAL BRANCH				
Construction and General Western Australia Divisional Branch Management Committee				
C&G WA	Divisional President	Robert Benkesser	c/- 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Graham Pallot	*as above*	union official
C&G WA	Divisional Treasurer	Leslie Wylie	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Peter Joshua	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Aaron Mackrell	*as above*	organiser
C&G WA	Divisional Branch Management Committee Member *(position 3)*	John Pound	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Michael Vassila	*as above*	builder's labourer

Construction and General Western Australia Divisional Branch Council				
C&G WA	Divisional President	Robert Benkesser	c/- 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Graham Pallot	*as above*	union official
C&G WA	Divisional Treasurer	Leslie Wylie	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Peter Joshua	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Aaron Mackrell	*as above*	organiser
C&G WA	Divisional Branch Management Committee Member *(position 3)*	John Pound	*as above*	builder's labourer
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Michael Vassila	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 1)*	Terry Barrett	*as above*	safety officer
C&G WA	Divisional Branch Council Member *(position 2)*	Shane Bennett	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 3)*	Kelvin Boder	*as above*	crane driver
C&G WA	Divisional Branch Council Member *(position 4)*	Garry Brownlie	*as above*	painter
C&G WA	Divisional Branch Council Member *(position 5)*	Dean Cartwright	*as above*	crane operator
C&G WA	Divisional Branch Council Member *(position 6)*	John Cassidy	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 7)*	Phil Dolan	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 8)*	Paul Ferreira	*as above*	organiser
C&G WA	Divisional Branch Council Member *(position 9)*	Teri Gibson	*as above*	painter
C&G WA	Divisional Branch Council Member *(position 10)*	Tawa Harris	*as above*	builder's labourer

C&G WA	Divisional Branch Council Member *(position 11)*	Mick Hogan	*as above*	labourer
C&G WA	Divisional Branch Council Member *(position 12)*	Nick Jeakings	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 13)*	Kelly Karolak	*as above*	union official
C&G WA	Divisional Branch Council Member *(position 14)*	Brendan Kerkvliet	*as above*	organiser
C&G WA	Divisional Branch Council Member *(position 15)*	Alan Luke	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 16)*	Andy Otter	*as above*	ceiling fixer
C&G WA	Divisional Branch Council Member *(position 17)*	Mal Peters	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 18)*	Darren Roberts	*as above*	organiser
C&G WA	Divisional Branch Council Member *(position 19)*	Paul Zirino	*as above*	rigger
C&G WA	Divisional Branch Council Member *(position 20)*	*VACANT*	*N/A*	*N/A*

Construction and General Western Australia Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Mick Buchan	c/- 80 Beaufort Street, Perth, WA, 6000	union official
C&G WA	Divisional Branch Trustee	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Trustee	Graham Pallot	*as above*	union official

Manufacturing Division

MANUFACTURING DIVISIONAL NATIONAL OFFICE

Manufacturing Divisional Executive

MNF NAT	Divisional President	Denise Campbell-Burns	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Beth Macpherson	*as above*	union official
MNF NAT	Divisional Vice President	Brad Coates	*as above*	union official
MNF NAT	Divisional Vice President	David Kirner	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary *(PPW)*	Denise Campbell-Burns	*as above*	union official
MNF NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Assistant Secretary	Craig Smith	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Executive Member *(position 1)*	Geoff Gasperotti	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 2)*	Anthony Pavey	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 3)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Divisional Executive Member *(position 4)*	Scott McLean	*as above*	union official
MNF NAT	Divisional Executive Member *(position 5)*	Nathan Milner	*as above*	machine operator
MNF NAT	Divisional Executive Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 7)*	Wiremu (Willie) Kaiwai	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF NAT	Divisional Executive Member *(position 8)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 9)*	Cliff Palmer	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF NAT	Divisional Executive Member *(position 10)*	Michael Aird	*as above*	union official
MNF NAT	Transitional TCF Divisional Executive Position [1]	Warren Smith	*as above*	textile worker
MNF NAT	Transitional TCF Divisional Executive Position [2]	Hunt Jan	*as above*	textile worker
MNF NAT	Transitional TCF Divisional Executive Position [3]	Thi Thuy Pham	*as above*	machinist

Manufacturing Divisional Conference				
MNF NAT	Divisional President	Denise Campbell-Burns	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Beth Macpherson	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary *(PPW)*	Denise Campbell-Burns	*as above*	union official
MNF NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Assistant Secretary	Craig Smith	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 1 - ex officio PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 2)*	Geoff Gasperotti	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 3)*	Anthony Pavey	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(NSW position 1 - ex officio NSW District Secretary)*	Michael Aird	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 2)*	Anthony Ovington	*as above*	loader/yardman
MNF NAT	Delegate to Divisional Conference *(VIC position 1 - ex officio VIC District Secretary)*	Leo Skourdoumbis	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 2)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 3)*	Cliff Palmer	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF NAT	Delegate to Divisional Conference *(VIC position 4)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 5)*	Wiremu (Willie) Kaiwai	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF NAT	Delegate to Divisional Conference *(TAS position 1 - ex officio TAS District Secretary)*	Scott McLean	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 2)*	Nathan Milner	*as above*	machine operator

MNF NAT	Delegate to Divisional Conference *(GGT position 1 - ex officio GGT District Secretary)*	Brad Coates	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(GGT position 2)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 3)*	Craig McMillan	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(SA position 1 - ex officio SA District Secretary)*	David Kirner	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 2)*	Jayson Paterson	*as above*	health and safety officer
MNF NAT	Delegate to Divisional Conference *(SA position 3)*	Mark Nicholls	*as above*	unemployed member
MNF NAT	Delegate to Divisional Conference *(QNW position 1)*	Arturo Menon	*as above*	organiser
MNF NAT	Transitional TCF Sector Delegate *(position 1)*	Todd Bennett	*as above*	footwear process worker
MNF NAT	Transitional TCF Sector Delegate *(position 2)*	Truc Huynh	*as above*	machinist
MNF NAT	Transitional TCF Sector Delegate *(position 3)*	Hunt Jan	*as above*	textile worker
MNF NAT	Transitional TCF Sector Delegate *(position 4)*	Thuy Pham	*as above*	machinist
MNF NAT	Transitional TCF Sector Delegate *(position 5)*	Warren Smith	*as above*	textile worker
MNF NAT	Transitional TCF Sector Delegate *(position 6)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION PULP AND PAPER WORKERS DISTRICT				
Manufacturing Division Pulp and Paper Workers District Management Committee				
MNF PPW	District President	Geoff Gasperotti	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF PPW	District Senior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Junior Vice President	Craig O'Connor	*as above*	production operator
MNF PPW	District Secretary	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Melbourne Sub-Branch Secretary)*	Geoff Gasperotti	*as above*	union official
MNF PPW	District Management Committee Member *(additional PPW Melbourne Sub-Branch Delegate)*	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Maryvale Sub-Branch Secretary)*	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 1)*	Tim Allan	*as above*	process operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 2)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(ex officio PPW Millicent Sub-Branch Secretary)*	Craig O'Connor	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Millicent Sub-Branch Delegate)*	Nigel Ross	*as above*	machine operator
MNF PPW	District Management Committee Member *(ex officio PPW Sydney Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(ex officio PPW Tasmanian Sub-Branch Secretary)*	Stephen Zvillis	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	boiler operator
MNF PPW	District Management Committee Member *(ex officio PPW Tumut Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(affirmative action position 1)*	Ann Matthews	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF PPW	District Management Committee Member *(affirmative action position 2)*	Amanda Cox	*as above*	packer

Manufacturing Division Pulp and Paper Workers District Trustees				
MNF PPW	District Trustee	*VACANT*	*N/A*	*N/A*
MNF PPW	District Trustee	*VACANT*	*N/A*	*N/A*
MNF PPW	District Trustee	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION
QUEENSLAND-NORTHERN TERRITORY-WESTERN AUSTRALIAN DISTRICT

Manufacturing Division
Queensland-Northern Territory-Western Australian District Committee of Management

MNF QNW	District President	Arturo Menon	c/- 80 Beaufort Street, Perth, WA, 6000	organiser
MNF QNW	District Vice President	Julie Knighton	*as above*	machine operator
MNF QNW	District Secretary	Alison Rennardson	*as above*	machine operator
MNF QNW	District Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF QNW	TCF QLD-NT-WA District Management Committee Member	Karyn Constable	c/- 80 Beaufort Street, Perth, WA, 6000	machinist

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT				
Manufacturing Division New South Wales District Committee of Management				
MNF NSW	District President	Sharon Musson	c/- P.O. Box 419, Pyrmont, NSW, 2009	process operator
MNF NSW	District Vice President	Peter Moss	*as above*	forklift operator
MNF NSW	District Vice President *(affirmative action position)*	Kathryn Powell	*as above*	process operator
MNF NSW	District Secretary	Michael Aird	*as above*	union official
MNF NSW	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(position 1)*	Michael Hurst	c/- P.O. Box 419, Pyrmont, NSW, 2009	harvester operator
MNF NSW	District Management Committee Member *(position 2)*	Sharon Musson	*as above*	process operator
MNF NSW	District Management Committee Member *(position 3)*	Andrew Brown	*as above*	process operator
MNF NSW	District Management Committee Member *(position 4)*	Benjamin Nunn	*as above*	process operator
MNF NSW	District Management Committee Member *(position 5)*	Ian Wright	*as above*	machine operator
MNF NSW	TCF NSW District Management Committee Member *(position 1)*	Quang Hien Luong	*as above*	process operator
MNF NSW	TCF NSW District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF NSW	TCF NSW District Management Committee Member *(position 3)*	Mick O'Leary	c/- P.O. Box 419, Pyrmont, NSW, 2009	textile process worker
MNF NSW	TCF NSW District Management Committee Member *(position 4)*	Beverly Ruha	*as above*	textile process worker
MNF NSW	TCF NSW District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF NSW	TCF NSW District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION VICTORIA DISTRICT				
Manufacturing Division Victoria District Committee of Management				
MNF VIC	District Joint President	Cliff Palmer	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF VIC	District Joint President	*VACANT*	*N/A*	*N/A*
MNF VIC	District Vice President	Wiremu (Willie) Kaiwai	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF VIC	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Secretary	Leo Skourdoumbis	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF VIC	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 1)*	Brett Aspland	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF VIC	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 3)*	Derek Birchall	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF VIC	District Management Committee Member *(position 4)*	Troy Hudson	*as above*	machine operator
MNF VIC	District Management Committee Member *(position 5)*	Zac Mirt	*as above*	plymill operator
MNF VIC	District Management Committee Member *(position 6)*	Gerald Molik	*as above*	plymill - yard
MNF VIC	District Management Committee Member *(position 7)*	Ben Young	*as above*	cabinet maker
MNF VIC	District Management Committee Member *(position 8)*	Darren Purcell	*as above*	glass furnace operator
MNF VIC	District Management Committee Member *(position 9)*	Aaron McDonough	*as above*	timber worker
MNF VIC	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	TCF Victorian District Assistant Secretary	Beth Macpherson	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF VIC	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official
MNF VIC	TCF Victorian District Management Committee Member *(position 1)*	Warren Smith	*as above*	textile worker
MNF VIC	TCF Victorian District Management Committee	Todd Bennet	*as above*	warehouse worker

	Member *(position 2)*			
MNF VIC	TCF Victorian District Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
MNF VIC	TCF Victorian District Management Committee Member *(position 4)*	Hunt Jan	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF VIC	TCF Victorian District Management Committee Member *(position 5)*	Truc Huynh	*as above*	machinist
MNF VIC	TCF Victorian District Management Committee Member *(position 6)*	Thuy Pham	*as above*	machinist
MNF VIC	TCF Victorian District Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION TASMANIA DISTRICT				
Manufacturing Division Tasmania District Committee of Management				
MNF TAS	District President	Nathan Milner	c/- 237 Wellington Street, Launceston, TAS, 7250	machine operator
MNF TAS	District Vice President	Justin Blizzard	*as above*	machine operator
MNF TAS	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF TAS	District Secretary	Scott McLean	c/- 237 Wellington Street, Launceston, TAS, 7250	union official
MNF TAS	District Management Committee Member *(position 1)*	David Barclay	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 2)*	James McKenzie	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 3)*	Christopher Osborne	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 4)*	Jeremy Reynolds	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF TAS	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT				
Manufacturing Division Greater Green Triangle District Committee of Management				
MNF GGT	District President	Terry Bennier	c/- 1 Crennan Street, Mount Gambier, SA, 5290	senior machine operator
MNF GGT	District Vice President	Craig McMillan	*as above*	machine operator
MNF GGT	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Secretary	Brad Coates	c/- 1 Crennan Street, Mount Gambier, SA, 5290	union official
MNF GGT	District Management Committee Member *(position 1)*	Brendan Coustley	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(position 5)*	Steven Chapman	*as above*	machine operator
MNF GGT	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIA DISTRICT				
Manufacturing Division South Australia District Committee of Management				
MNF SA	District President	Jayson Paterson	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
MNF SA	District Vice President	*VACANT*	*N/A*	*N/A*
MNF SA	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Secretary	David Kirner	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	union offical
MNF SA	District Management Committee Member *(position 1)*	Mario Buterin	*as above*	glazier
MNF SA	District Management Committee Member *(position 2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(position 3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(position 4)*	Luke Riches	*as above*	saw doctor
MNF SA	District Management Committee Member *(position 5)*	Paul Wilmshurst	*as above*	health and safety officer
MNF SA	District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF SA	TCF SA District Management Committee Member *(position 1)*	Lynette Elies	c/- Level 2, 32 South Terrace, Adelaide, SA, 5000	warehouse assistant
MNF SA	TCF SA District Management Committee Member *(position 2)*	James Coventry	*as above*	leather worker
MNF SA	TCF SA District Management Committee Member *(position 3)*	Matt Hueppauff	*as above*	clicker

MANUFACTURING DIVISION TCF SECTOR				
Manufacturing Division TCF Sector Council				
MNF TCF	TCF National Secretary	Jenny Kruschel	c/- Level 1, 165 Bouverie Street, Carlton, VIC, 3053	union offiical
MNF TCF	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	Ordinary TCF Sector Council Member *(position 1)*	Warren Smith	*as above*	textile worker
MNF TCF	Ordinary TCF Sector Council Member *(position 2)*	Hunt Jan	*as above*	textile worker
MNF TCF	Ordinary TCF Sector Council Member *(position 3)*	Thi Thuy Pham	*as above*	machinist

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA NAT	Divisional National Presiding Officer	Christy Cain	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney NSW 2000	union official
MUA NAT	Divisional Deputy National Presiding Officer	Jason Campbell	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Jamie Newlyn	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Paul McAleer	*as above*	union official
MUA NAT	Divisional National Secretary	Paddy Crumlin	*as above*	union official
MUA NAT	Divisional Deputy National Secretary	Will Tracey	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Ian Bray	*as above*	union official

Maritime Union of Australia Divisional National Council				
MUA NAT	Divisional National Secretary	Paddy Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney NSW 2000	union official
MUA NAT	Divisional Deputy National Secretary	Will Tracey	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Ian Bray	*as above*	union official
MUA NAT	Queensland Divisional Branch Secretary	Stephen Cumberlidge	*as above*	union official
MUA NAT	Queensland Divisional Deputy Branch Secretary	Jason Miners	*as above*	union official
MUA NAT	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NAT	Newcastle Divisional Deputy Branch Secretary	Dennis Outram	*as above*	stevedore
MUA NAT	Sydney Divisional Branch Secretary	Paul McAleer	*as above*	union official
MUA NAT	Sydney Divisional Deputy Branch Secretary	Paul Keating	*as above*	union official
MUA NAT	Southern New South Wales Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA NAT	Southern New South Wales Divisional Deputy Branch Secretary	Scott Carter	*as above*	stevedore
MUA NAT	Victorian Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA NAT	Victorian Divisional Deputy Branch Secretary	David Ball	*as above*	union official
MUA NAT	South Australian Divisional Branch Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA NAT	Western Australian Divisional Branch Secretary	Christy Cain	*as above*	union official
MUA NAT	Western Australian Divisional Deputy Branch Secretary	Adrian Evans	*as above*	union official
MUA NAT	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA NAT	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser
MUA NAT	Northern Territory Divisional Branch Secretary	Andrew Burford	*as above*	union official
MUA NAT	Northern Territory Divisional Deputy Branch Secretary	Thomas Mayor	*as above*	stevedore

MUA NAT	Divisional National Women's Representative	Mich-Elle Myers	*as above*	women's liaison officer

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH				
Maritime Union of Australia Queensland Divisional Branch Executive				
MUA QLD	Divisional Branch Presiding Officer	Jason Miners	c/- the Queensland Divisional Branch, 73 Southgate Ave, Cannon Hill QLD 4170	union official
MUA QLD	Divisional Branch Secretary	Stephen Cumberlidge	*as above*	union official
MUA QLD	Divisional Branch Deputy Secretary	Jason Miners	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Peterson	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA NEW	Divisional Branch Presiding Officer	Dennis Outram	c/- the Newcastle Divisional Branch, 406-408 King St, Newcastle West NSW 2302	stevedore
MUA NEW	Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NEW	Divisional Branch Deputy Secretary	Dennis Outram	*as above*	stevedore

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH				
Maritime Union of Australia Sydney Divisional Branch Executive				
MUA SYD	Divisional Branch Presiding Officer	Paul Garrett	c/- the Sydney Divisional Branch, Level 1, 365-375 Sussex St, Sydney NSW 2000	union official
MUA SYD	Divisional Branch Secretary	Paul McAleer	*as above*	union official
MUA SYD	Divisional Branch Deputy Secretary	Paul Keating	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Paul Garrett	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Nathan Donato	*as above*	union official

MARITIME UNION OF AUSTRALIA SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH				
Maritime Union of Australia Southern New South Wales Divisional Branch Executive				
MUA SNSW	Divisional Branch Presiding Officer	Scott Carter	c/- the Southern NSW Divisional Branch, 64 Darcy Rd, Port Kembla NSW 2505	stevedore
MUA SNSW	Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA SNSW	Divisional Branch Deputy Secretary	Scott Carter	*as above*	stevedore

MARITIME UNION OF AUSTRALIA VICTORIA DIVISIONAL BRANCH				
Maritime Union of Australia Victoria Divisional Branch Executive				
MUA VIC	Divisional Branch Presiding Officer	Robert Lumsden	c/- the Victorian Divisional Branch, 46-54 Ireland St, West Melbourne VIC 3003	union official
MUA VIC	Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA VIC	Divisional Branch Deputy Secretary	David Ball	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Lumsden	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Patchett	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIA DIVISIONAL BRANCH				
Maritime Union of Australia Tasmania Divisional Branch Executive				
MUA TAS	Divisional Branch Presiding Officer	Alisha Bull	c/- the Tasmanian Divisional Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union organiser
MUA TAS	Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA TAS	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA SOUTH AUSTRALIA DIVISIONAL BRANCH				
Maritime Union of Australia South Australia Divisional Branch Executive				
MUA SA	Divisional Branch Presiding Officer	Clem Clothier	c/- the South Australian Divisional Branch, 65 St Vincent St, Port Adelaide SA 5015	stevedore
MUA SA	Divisional Branch Secretary	Jamie Newlyn	*as above*	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA WESTERN AUSTRALIA DIVISIONAL BRANCH				
Maritime Union of Australia Western Australia Divisional Branch Executive				
MUA WA	Divisional Branch Presiding Officer	Adrian Evans	c/- the Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle	union official
MUA WA	Divisional Branch Secretary	Christy Cain	*as above*	union official
MUA WA	Divisional Branch Deputy Secretary	Adrian Evans	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Danny Cain	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official

MARITIME UNION OF AUSTRALIA NORTHERN TERRITORY DIVISIONAL BRANCH				
Maritime Union of Australia Northern Territory Divisional Branch Executive				
MUA NT	Divisional Branch Presiding Officer	Thomas Mayor	c/- the Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin NT 0801	stevedore
MUA NT	Divisional Branch Secretary	Andy Burford	*as above*	union official
MUA NT	Divisional Branch Deputy Secretary	Thomas Mayor	*as above*	stevedore

Mining and Energy Division

MINING AND ENERGY DIVISIONAL NATIONAL OFFICE

Mining and Energy Division Central Council

M&E NAT	General President	Tony Maher	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	union official
M&E NAT	General Secretary	Grahame Kelly	*as above*	union official
M&E NAT	Central Councillor	Stephen Smyth	*as above*	union official
M&E NAT	Central Councillor	Luke Ludlow	*as above*	miner
M&E NAT	Central Councillor	George Pearce	*as above*	miner
M&E NAT	Central Councillor	*VACANT*	*N/A*	*N/A*
M&E NAT	Central Councillor	Peter Jordan	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	union official
M&E NAT	Central Councillor	Michael Schofield	*as above*	miner
M&E NAT	Central Councillor	Matthew Reid	*as above*	miner
M&E NAT	Central Councillor	Michael Dobie	*as above*	miner
M&E NAT	Central Councillor	Peter Compton	*as above*	energy worker
M&E NAT	Central Councillor	Greg Busson	*as above*	union official
M&E NAT	Central Councillor	Graeme Osborne	*as above*	union official
M&E NAT	Central Councillor	Daniel Hopkins	*as above*	miner
M&E NAT	Central Councillor	Ricky Gale	*as above*	miner
M&E NAT	Central Councillor	Trevor Williams	*as above*	union official
M&E NAT	Affirmative Action Councillor	Sharon Smoothy	*as above*	miner

MINING AND ENERGY DIVISION QUEENSLAND DISTRICT BRANCH				
Mining and Energy Division Queensland District Branch Board of Management				
M&E QLD	District President	Stephen Smyth	c/- 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Secretary	Glenn Power	*as above*	union official
M&E QLD	District Senior Vice President	Mitch Hughes	*as above*	union official
M&E QLD	District Vice President - Blackwater	*VACANT*	*N/A*	*N/A*
M&E QLD	District Vice President - Rockhampton	Jeff Scales	c/- 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Vice President - Dalby	Shane Brunker	*as above*	union official
M&E QLD	District Vice President - Mackay	Steven Pierce	*as above*	union official
M&E QLD	District Central Councillor	Stephen Smyth	*as above*	union official
M&E QLD	District Central Councillor	Luke Ludlow	*as above*	miner
M&E QLD	District Central Councillor	George Pearce	*as above*	miner
M&E QLD	District Central Councillor	*VACANT*	*N/A*	*N/A*
M&E QLD	Lodge Representative – Division One	Ian Park	c/- 61 Bowen Street, Spring Hill, QLD, 4004	miner
M&E QLD	Lodge Representative – Division Two	Simon West	*as above*	miner
M&E QLD	Lodge Representative – Division Three	Russell Herdman	*as above*	miner
M&E QLD	Lodge Representative – Division Four	Rick Hibble	*as above*	miner
M&E QLD	Lodge Representative – Division Five	Steven Grant	*as above*	miner
M&E QLD	Lodge Representative – Division Six	Michael Hartin	*as above*	miner
M&E QLD	Lodge Representative – Division Seven	Mark Zerner	*as above*	miner

MINING AND ENERGY DIVISION NORTHERN MINING & NSW ENERGY DISTRICT BRANCH				
Mining and Energy Division Northern Mining & NSW Energy District Branch Board of Management				
M&E NTH	District President	Peter Jordan	c/- 67A Aberdare Road, Aberdare, NSW, 2325	union official
M&E NTH	District Secretary	Shane Thompson	*as above*	union official
M&E NTH	District Vice President (A)	Jeremy McWilliams	*as above*	union official
M&E NTH	District Vice President (C)	Robin Williams	*as above*	union official
M&E NTH	District Vice President (D)	Jeffrey Drayton	*as above*	union official
M&E NTH	District Vice President (E)	Mark McGrath	*as above*	union official
M&E NTH	District Check Inspector (A)	Stephen Tranter	*as above*	union official
M&E NTH	District Check Inspector (B)	Anthony Watson	*as above*	union official
M&E NTH	District Central Councillor	Peter Jordan	*as above*	union official
M&E NTH	District Central Councillor	Michael Schofield	*as above*	miner
M&E NTH	District Central Councillor	Matthew Reid	*as above*	miner
M&E NTH	District Central Councillor	Michael Dobie	*as above*	miner
M&E NTH	District Central Councillor	Peter Compton	*as above*	energy worker
M&E NTH	Board of Management Representative – Open Cut	Bradley Bates	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	Chad Hanson	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	Matthew Howard	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Michael Taggart	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Mark Avery	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Joseph Price	*as above*	miner
M&E NTH	Board of Management Representative – Energy Distribution	Darren Maxwell	*as above*	energy worker
M&E NTH	Board of Management Representative – Energy Power Generation	Glenn Kollner	*as above*	energy worker
M&E NTH	Board of Management Representative – Gunnedah Coalfields	Simon Duff	*as above*	miner
M&E NTH	Board of Management Representative – Energy Petrochemical	Jason Porter	*as above*	energy worker
M&E NTH	Board of Management Representative – Affirmative Action	Kerry Konieczny	*as above*	miner

MINING AND ENERGY DIVISION SOUTH WESTERN DISTRICT BRANCH				
Mining and Energy Division South Western District Branch Board of Management				
M&E SW	District President	Graeme Osborne	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	union official
M&E SW	District Secretary	Andrew Davey	*as above*	union official
M&E SW	District Vice President Western	Craig Carberry	*as above*	union official
M&E SW	District Vice President Southern	Robert Timbs	*as above*	union official
M&E SW	District Vice President Metalliferous	Gregory Braes	*as above*	union official
M&E SW	District Check Inspector - Southern	Stephen Barrett	*as above*	union official
M&E SW	District Relief Check Inspector - Southern	Anthony Davis	*as above*	union official
M&E SW	District Check Inspector - Western	Stephen Luck	*as above*	union official
M&E SW	District Relief Check Inspector - Western	Clinton Rochester	*as above*	miner
M&E SW	District Central Councillor	Graeme Osborne	*as above*	union official
M&E SW	District Central Councillor	Daniel Hopkins	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	*VACANT*	*N/A*	*N/A*
M&E SW	Board of Management Representative – Southern Region – Area 1	Joe Sleiman	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	miner
M&E SW	Board of Management Representative – Southern Region – Area 2	Steven Ockers	*as above*	coal miner
M&E SW	Board of Management Representative – Southern Region – Area 3	Murray Dakers	*as above*	coal port worker
M&E SW	Board of Management Representative – Western Region – Area 1	Peter Fyfe	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 2	*VACANT*	*N/A*	*N/A*
M&E SW	Board of Management Representative – Western Region – Area 3	Mark Jenkins	c/- 636 Northcliffe Drive, Kembla Grange, NSW, 2526	miner
M&E SW	Board of Management Representative – Western Region – Area 4	Kyle Witherspoon	*as above*	miner

MINING AND ENERGY DIVISION VICTORIA DISTRICT BRANCH				
Mining and Energy Division Victoria District Branch Board of Management				
M&E VIC	District President	Trevor Williams	c/- Wing 5, Lignite Court, Morwell, VIC, 3840	union official
M&E VIC	District Vice President	Mark Richards	*as above*	unemployed
M&E VIC	District Secretary	Geoff Dyke	*as above*	power station worker/ union official
M&E VIC	Loy Yang Mine Lodge President	Ritchie Barber	*as above*	mine operator
M&E VIC	Loy Yang 'A' Power Station Lodge President	Stuart Caines	*as above*	power station worker
M&E VIC	Loy Yang 'B' Power Station Lodge President	Tony Wolfe	*as above*	power station operator
M&E VIC	Yallourn Mine Lodge President	Mark Micallef	*as above*	mine operator
M&E VIC	Yallourn Power Station Lodge President	Mustafa Karabadjak	*as above*	power station operator
M&E VIC	Emergency Services Lodge President	Brett Leighton	*as above*	emergency services officer
M&E VIC	Stawell Gold Mine Lodge President	*VACANT*	*N/A*	*N/A*

MINING AND ENERGY DIVISION TASMANIA DISTRICT BRANCH				
Mining and Energy Division Tasmania District Branch Board of Management				
M&E TAS	District Honorary President	Ricky Gale	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	State Executive Officer	*VACANT*	*N/A*	*N/A*
M&E TAS	Board of Management Representative – Cornwall Coal	Darren Redshaw	c/- Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	Board of Management Representative – Temco	Brent Ashman	*as above*	miner
M&E TAS	Board of Management Representative – Cement Australia	Pren Cetai	*as above*	miner

MINING AND ENERGY DIVISION WESTERN AUSTRALIAN DISTRICT BRANCH				
Mining and Energy Division Western Australian District Branch Board of Management				
M&E WA	District President	Robert Sanford	c/- 75 Throssell Street, Collie, WA, 6225	coal miner
M&E WA	District Secretary	Greg Busson	*as above*	union official
M&E WA	District Vice President – Northern Region	Victor Arriagada	*as above*	train driver
M&E WA	District Vice President – Southern Region	*VACANT*	*N/A*	*N/A*
M&E WA	Board of Management Representative – Northern Region (Karatha)	Paul Bloxsom	c/- 75 Throssell Street, Collie, WA, 6225	train driver
M&E WA	Board of Management Representative – Northern Region (Karatha)	Danielle Hage	*as above*	train driver
M&E WA	Board of Management Representative – Southern Region (Collie)	Brenton Wood	*as above*	miner
M&E WA	Board of Management Representative – Southern Region	Kim Praetz	*as above*	coal miner

ANNEXURE A

- Offices and Office Holders in the Organisation and its Branches:

Construction, Forestry, Maritime, Mining and Energy Union *List of officeholders as of 31 March 2021*				
Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
National Office				
National Executive Committee (NEC)				
NAT	National President	*VACANT*	*N/A*	*N/A*
NAT	National Secretary	*VACANT*	*N/A*	*N/A*
NAT	National Assistant Secretary	Dave Noonan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	International President	Paddy Crumlin	*as above*	union official
NAT	National Vice President *(C&G position)*	Michael Ravbar	*as above*	union official
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	*as above*	union official
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Will Tracey	*as above*	union official
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member (*C&G position 1*)	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 3)*	Darren Greenfield	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 4)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 5)*	John Setka	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official

NAT	National Executive Committee Member *(C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Committee Member *(C&G position 7)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 10)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 11)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(ex officio MNF Divisional President)*	Denise Campbell-Burns	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Executive Committee Member *(M&E position 1)*	Peter Jordan	*as above*	union official
NAT	National Executive Committee Member *(M&E position 2)*	Stephen Smyth	*as above*	union official
NAT	National Executive Committee Member *(M&E position 3)*	Greg Busson	*as above*	union official
NAT	National Executive Committee Member *(M&E position 4)*	Graeme Osborne	*as above*	union official

National Executive (NEX)				
NAT	National President	*VACANT*	*N/A*	*N/A*
NAT	National Secretary	*VACANT*	*N/A*	*N/A*
NAT	National Assistant Secretary	Dave Noonan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	International President	Paddy Crumlin	*as above*	union official
NAT	National Vice President *(C&G position)*	Michael Ravbar	*as above*	union official
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	*as above*	union official
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Will Tracey	*as above*	union official
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 1)* *(ex officio C&G WA Divisional Branch Secretary)*	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 3)* *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 4)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 5)* *(ex officio C&G VIC-TAS Divisional Branch Secretary)*	John Setka	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 6)* *(ex officio C&G SA Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 7)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 10)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 11)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio C&G ACT Divisional Branch Secretary)*	Jason O'Mara	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(C&G Female Affirmative Action position)*	Rita Mallia	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member - MNF Divisional President)* *(ex officio MNF PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official

NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Member *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NAT	National Executive Member *(ex officio MNF TAS District Secretary)*	Scott McLean	*as above*	union official
NAT	National Executive Member *(ex officio MNF GGT District Secretary)*	Brad Coates	*as above*	union official
NAT	National Executive Member *(ex officio MNF SA District Secretary)*	David Kirner	*as above*	union official
NAT	National Executive Member *(ex officio MNF Senior Vice President TCF)*	Beth Macpherson	*as above*	union official
NAT	National Executive Member *(ex officio additional MNF Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Executive Member *(MNF Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Secretary)*	Warren Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – Divisional Deputy National Presiding Officer)* *(ex officio MUA TAS Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Executive Member *(ex officio MUA QLD Divisional Branch Secretary)*	Stephen Cumberlidge	*as above*	union official
NAT	National Executive Member *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Executive Member *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Executive Member *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NAT	National Executive Member *(ex officio MUA VIC Divisional Branch Secretary)*	Shane Stevens	*as above*	union official
NAT	National Executive Member *(ex officio MUA SA Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Executive Member *(ex officio MUA NT Divisional Branch Secretary)*	Andy Burford	*as above*	union official
NAT	National Executive Member *(MUA Female Affirmative Action position)*	Mich-Elle Myers	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 1)* *(ex officio M&E NTH-NSW District Branch President)*	Peter Jordan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 2)* *(ex officio M&E QLD District Branch President)*	Stephen Smyth	*as above*	union official

NAT	National Executive Member *(ex officio NEC Member – M&E position 3)* *(ex officio M&E WA District Branch Secretary)*	Greg Busson	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 4)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NAT	National Executive Member *(ex officio M&E VIC District Branch President)*	Trevor Williams	*as above*	union official
NAT	National Executive Member *(ex officio M&E TAS District Honorary Branch President)*	Ricky Gale	*as above*	miner
NAT	National Executive Member *(M&E Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*

National Conference				
NAT	National President	*VACANT*	*N/A*	*N/A*
NAT	National Secretary	*VACANT*	*N/A*	*N/A*
NAT	National Assistant Secretary	Dave Noonan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	International President	Paddy Crumlin	*as above*	union official
NAT	National Vice President *(C&G position)*	Michael Ravbar	*as above*	union official
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	*as above*	union official
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Will Tracey	*as above*	union official
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional President)*	Jade Ingham	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Senior Vice President)*	Rob Kera	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Vice President)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Nigel Davies	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – ACT Divisional Branch Secretary)*	Jason O'Mara	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 2)*	Elias Spernovasilis	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT additional position)*	Kane Lowth	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW additional position)*	Michael Greenfield	*as above*	union official

NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Vice President TCF)*	Beth Macpherson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	Brad Coates	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	David Kirner	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 1)*	Geoff Gasperotti	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 2)*	Anthony Pavey	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 3)*	Terry Bennier	*as above*	senior machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 4)*	Scott McLean	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 5)*	Nathan Milner	*as above*	machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 7)*	Wiremu (Willie) Kaiwai	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 10)*	Michael Aird	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Transitional TCF Divisional Executive Position 1)*	Warren Smith	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Transitional TCF Divisional Executive Position 2)*	Hunt Jan	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Transitional TCF Divisional Executive Position 3)*	Thi Thuy Pham	*as above*	machinist
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive*	Jason Campbell	*as above*	union official

	member – Divisional Deputy National Presiding Officer)			
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional National Vice Presiding Officer)*	Paul Keating	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional National Vice Presiding Officer)*	Glen Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - General President)*	Anthony Maher	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - General Secretary)*	Grahame Kelly	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Stephen Smyth	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Heath Timmins	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	George Pearce	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Grant Hedley	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Peter Jordan	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Michael Schofield	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Matthew Reid	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Michael Dobie	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Peter Compton	*as above*	energy worker
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Greg Busson	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Graeme Osborne	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Daniel Hopkins	*as above*	miner

NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Ricky Gale	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Trevor Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Affirmative Action Councillor)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 1)*	Denise Campbell-Burns	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 2)*	Michelle Ingley-Smith	*as above*	industry engagement manager
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 1)*	Mich-Elle Myers	*as above*	women's liaison officer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 2)*	Ann Gray	*as above*	seafarer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 1)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 2)*	Danielle Hage	*as above*	train driver

2008

COM.0001.0040.9176_0009

State Branches

QUEENSLAND BRANCH

Queensland Branch State Executive

QLD	State President	Stephen Smyth	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President	Jason Miners	*as above*	union official
QLD	State Secretary	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary	Jade Ingham	*as above*	union official
QLD	State Joint Vice President (*C&G position*)	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President (*MUA position*)	Andy Burford	*as above*	union official
QLD	State Joint Vice President (*M&E position*)	Mitch Hughes	*as above*	union official
QLD	State Executive Member (*ex officio MUA NT Presiding Officer*)	Thomas Mayor	*as above*	national indigenous officer

Queensland Branch State Conference				
QLD	State President	Stephen Smyth	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President	Jason Miners	*as above*	union official
QLD	State Secretary	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary	Jade Ingham	*as above*	union official
QLD	State Joint Vice President (*C&G position*)	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President (*MUA position*)	Andy Burford	*as above*	union official
QLD	State Joint Vice President (*M&E position*)	Mitch Hughes	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Steven Gaske	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Dallas Ezzy	*as above*	labourer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Ian McKewin	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Steven Amies	*as above*	steel fixer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 1)*	Peter Close	*as above*	construction plasterer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 2)*	Mark Read	*as above*	carpenter
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Secretary)*	Stephen Cumberlidge	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Gallagher	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Peterson	*as above*	union official
QLD	State Conference Member *(ex officio MUA NT Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Thomas Mayor	*as above*	national indigenous officer
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Secretary)*	Glenn Power	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of*	Jeffrey Scales	*as above*	union official

	Management member - District Vice President – Rockhampton)			
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Emerald)*	Shane Brunker	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Mackay)*	Steven Pierce	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	Heath Timmins	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	George Pearce	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	Grant Hedley	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division One)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Two)*	Brodie Brunker	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Three)*	Russell Herdman	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Four)*	Fredrick Hibble	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Five)*	Michael Howells	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Six)*	Michael Hartin	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Seven)*	Mark Zerner	*as above*	miner

NEW SOUTH WALES BRANCH				
New South Wales Branch State Executive				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Peter Jordan	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Rob Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official

2012

COM.0001.0040.9176_0013

New South Wales Branch State Conference				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Peter Jordan	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Rob Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Michael Greenfield	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 2)*	Scott Andrew	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 3)*	Howard Byrnes	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 4)*	Denis McNamara	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 5)*	Simon Curtis	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 6)*	Gordon Cunningham-Cameron	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 7)*	Zachary Latief	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 8)*	Luke Allen	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 9)*	Yannis Sievas	*as above*	labourer

NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 10)*	Steven Parker	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 11)*	Paul Midson	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 12)*	Colm Munroe	*as above*	builder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 13)*	David McNamara	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 14)*	Peter Genovese	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 15)*	Dean Hackett	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 16)*	Munro Jones	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 17)*	Rocco Ianni	*as above*	pump operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 18)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 19)*	Timur Rasih	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 20)*	Sime Buterin	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 21)*	Bruce Cartwright	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 22)*	Dario Damjanovic	*as above*	formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 23)*	Michael Lynch	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 24)*	Warren Whitney	*as above*	safety rep/ dogman
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 25)*	Anthony Vecchio	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 26)*	Darren Wick	*as above*	construction worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President - affirmative action position)*	Kathryn Powell	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*

NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 1)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 2)*	Sharon Musson	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 3)*	Andrew Brown	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 4)*	Benjamin Nunn	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 5)*	Ian Wright	*as above*	machine operator
NSW	State Conference Member *(ex officio MUA NEW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Dennis Outram	*as above*	stevedore
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Paul Garrett	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Brad Dunn	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Nathan Donato	*as above*	union official
NSW	State Conference Member *(ex officio MUA SNSW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Scott Carter	*as above*	stevedore
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Secretary)*	Shane Thompson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President A)*	Jeremy McWilliams	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President C)*	Robin Williams	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President D)*	Jeffrey Drayton	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President E)*	Mark McGrath	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Check Inspector A)*	Stephen Tranter	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Check Inspector B)*	Anthony Watson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Michael Schofield	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Matthew Reid	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of*	Michael Dobie	*as above*	miner

	Management member - District Central Councillor)			
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Peter Compton	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Bradley Bates	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Chad Hanson	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Matthew Howard	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Michael Taggart	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Richard Lloyd	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Joseph Price	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Scott King	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Glenn Kollner	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Gunnedah Coalfields)*	Simon Duff	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Jason Porter	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Affirmative Action)*	Kerry Konieczny	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Secretary)*	Andrew Davey	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Western)*	Craig Carberry	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Southern)*	Robert Timbs	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Metalliferous)*	Gregory Braes	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Check Inspector – Southern)*	Stephen Barrett	*as above*	union official

NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Relief Check Inspector – Southern)*	Anthony Davis	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Check Inspector – Western)*	Stephen Luck	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Relief Check Inspector – Western)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Central Councillor)*	Daniel Hopkins	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 1)*	Matthew Gosek	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 1)*	Joe Sleiman	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 2)*	Steven Ockers	*as above*	coal miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 3)*	Murray Dakers	*as above*	coal port worker
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 1)*	Peter Fyfe	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 2)*	Dennis Fuller	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 3)*	Mark Jenkins	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 4)*	Kyle Witherspoon	*as above*	miner

AUSTRALIAN CAPITAL TERRITORY BRANCH				
Australian Capital Territory Branch State Executive				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Jason Jennings	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Scott Stenner	*as above*	builder's labourer/ dogman
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Jason O'Mara	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Zachary Smith	*as above*	union official

Australian Capital Territory Branch State Conference				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Jason Jennings	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Scott Stenner	*as above*	builder's labourer/ dogman
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Jason O'Mara	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Zachary Smith	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Anthony Vitler	*as above*	plant operator
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 1)*	Timothy Puckett	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 2)*	Leon Arnold	*as above*	bricklayer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 4)*	Dean Hart	*as above*	plasterer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 5)*	Mark Dymock	*as above*	painter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 6)*	Cameron Hardy	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 7)*	Seamus Maher	*as above*	construction worker
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 8)*	Desmond Marland	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 9)*	Garry McMinn	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 10)*	Michael Schlow	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 11)*	Michael Cousins	*as above*	carpenter

VICTORIAN BRANCH				
Victorian Branch State Executive				
VIC	State President	Trevor Williams	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Robert Graauwmans	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	Leo Skourdoumbis	*as above*	union official
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	*as above*	union official
VIC	State Joint Vice President (*MNF position*)	Beth Macpherson	*as above*	union official
VIC	State Joint Vice President (*MUA position*)	David Ball	*as above*	union official
VIC	State Joint Vice President (*M&E position*)	Mark Richards	*as above*	union official

Victorian Branch State Conference				
VIC	State President	Trevor Williams	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Robert Graauwmans	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	Leo Skourdoumbis	*as above*	union official
VIC	State Joint Vice President *(C&G position)*	Elias Spernovasilis	*as above*	union official
VIC	State Joint Vice President *(MNF position)*	Beth Macpherson	*as above*	union official
VIC	State Joint Vice President *(MUA position)*	David Ball	*as above*	union official
VIC	State Joint Vice President *(M&E position)*	Mark Richards	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Senior Vice President)*	Joe Myles	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Vice President)*	Mick Myles	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Assistant Secretary)*	Derek Christopher	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 1)*	David Lythgo	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 2)*	Rudy Raspudic	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 3)*	Anthony Cordier	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 4)*	Anthony Ioannidis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 5)*	Bill Beattie	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 6)*	Steve Long	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 7)*	Gerard Benstead	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 8)*	John Perkovic	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 9)*	Darko Misic	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 10)*	John Constantinou	*as above*	carpenter

VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 11)*	John Perak	*as above*	fibrous plasterer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 12)*	Paddy Farrelly	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 13)*	Frank Akbari	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 14)*	Marty Albert	*as above*	rigger/dogman
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 15)*	Paul Round	*as above*	labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 16)*	Martin Murphy	*as above*	crane operations
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 18)*	Dennis Gritzalis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 19)*	James Simpson	*as above*	bricklayer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 20)*	Steven Balta	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 21)*	Lisa Zanatta	*as above*	women's organiser
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 22)*	Theo Theodorou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 23)*	Brendan Pitt	*as above*	crane operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Warren Smith	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President)*	Wiremu (Willie) Kaiwai	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President - affirmative action position)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 1)*	Brett Aspland	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 2)*	Steve Abboushi	*as above*	union official

VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 3)*	Derek Birchall	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 4)*	Troy Hudson	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 5)*	Zac Mirt	*as above*	plymill operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 6)*	Gerald Molik	*as above*	plymill - yard
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 7)*	Ben Young	*as above*	cabinet maker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 8)*	Darren Purcell	*as above*	glass furnace operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 9)*	Aaron McDonough	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - TCF Full Time Officer)*	Nguyet Nguyen	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Robert Lumsden	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Robert Patchett	*as above*	union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - District Secretary)*	Geoff Dyke	*as above*	power station worker/ union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang Mine Lodge President)*	Ritchie Barber	*as above*	mine operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang 'A' Power Station Lodge President)*	Stuart Caines	*as above*	power station worker
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang 'B' Power Station Lodge President)*	Geoff Dyke	*as above*	power station worker/union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Yallourn Mine Lodge President)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Yallourn Power Station Lodge President)*	Mustafa Karabadjak	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	power station operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Emergency Services Lodge President)*	Brett Leighton	*as above*	emergency services officer
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Stawell Gold Mine Lodge President)*	*VACANT*	*N/A*	*N/A*

2023

COM.0001.0040.9176_0024

TASMANIAN BRANCH				
Tasmanian Branch State Executive				
TAS	State President	Scott McLean	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Senior Vice President	Ricky Gale	*as above*	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	Nathan Milner	*as above*	machine operator
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	*as above*	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*

Tasmanian Branch State Conference				
TAS	State President	Scott McLean	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Senior Vice President	Ricky Gale	*as above*	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	Nathan Milner	*as above*	machine operator
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	*as above*	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 1)*	Broden Barlow	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	carpenter
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 2)*	Kevin Harkins	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 3)*	Mark Denny	*as above*	crane operator
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 4)*	Richard Hassett	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 5)*	Dushan Hlis	*as above*	builder's labourer
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - Tasmania position 6)*	Jim Stuht	*as above*	plant machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President)*	Justin Blizzard	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President - affirmative action position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 1)*	David Barclay	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 2)*	James McKenzie	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 3)*	Christopher Osborne	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 4)*	Jeremy Reynolds	*as above*	mill hand

2025

COM.0001.0040.9176_0026

TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 5)*	Christopher Hewlett	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - affirmative action position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - State Executive Officer)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Cornwall Coal)*	Darren Redshaw	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	miner
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Temco)*	Brent Ashman	*as above*	miner
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Cement Australia)*	Pren Cetai	*as above*	miner

SOUTH AUSTRALIAN BRANCH				
South Australian Branch State Executive				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	Brad Coates	*as above*	union official
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Executive Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Executive Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer

South Australian Branch State Conference				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	Brad Coates	*as above*	union official
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President *(MUA position)*	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Conference Member *(ex officio C&G SA Divisional Branch President)*	Troy McIntyre	*as above*	ceiling fixer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Vice President)*	Dean Duggan	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Desmond Savage	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Gregory Natt	*as above*	scaffolder
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - SA Divisional Branch Trustee)*	Alexandra Russell	*as above*	work health and safety co-ordinator
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Trustee)*	Travis Brook	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	Marcus Pare	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	Emosi Veron	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 1)*	Mark Forster	*as above*	bricklayer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 2)*	Clarence Fellowes	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 3)*	Duncan Campbell	*as above*	labourer

SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 4)*	Adelaide Mann	*as above*	traffic controller
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 5)*	Matty Ramanumanu	*as above*	carpenter
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President - affirmative action position)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 1)*	Mario Buterin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	glazier
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 2)*	Mark Nicholls	*as above*	unemployed member
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 3)*	Doug Nuske	*as above*	forklift operator
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 4)*	Luke Riches	*as above*	saw doctor
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 5)*	Paul Wilmshurst	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 6)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District President)*	Terry Bennier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	senior machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President)*	Travis Lawson	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President - affirmative action position)*	Cathy Bell	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 1)*	Brendan Coustley	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 2)*	Peter Hewlett	*as above*	mechanical fitter
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 3)*	Anthony Hamilton	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 4)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 5)*	Steven Chapman	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	machine operator

2029

COM.0001.0040.9176_0030

SA	State Conference Member *(ex officio MNF GGT District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

2030

COM.0001.0040.9176_0031

WESTERN AUSTRALIAN BRANCH				
Western Australian Branch State Executive				
WA	State President	Greg Busson	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Will Tracey	*as above*	union official
WA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*MUA position*)	Doug Heath	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*M&E position*)	Robert Sanford	*as above*	coal miner

Western Australian Branch State Conference				
WA	State President	Greg Busson	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Will Tracey	*as above*	union official
WA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*MUA position*)	Doug Heath	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*M&E position*)	Robert Sanford	*as above*	coal miner
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Senior Vice President)*	Glenn Hawkins	*as above*	bricklayer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Vice President)*	Robert Pearson	*as above*	builder's labourer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Troy Smart	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Brad Upton	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Steve Catania	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 1)*	Dean Brooker	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 2)*	Nathan Fisher	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 3)*	Jimmy Poole	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 4)*	Matt Ryan	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 5)*	Gary Shorto	*as above*	construction worker
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	George Gakis	*as above*	union official
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Jeffrey Cassar	*as above*	union official
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - District Vice President – Northern Region)*	Paul Bloxsom	*as above*	miner

2032

COM.0001.0040.9176_0033

WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - District Vice President – Southern Region)*	Kim Praetz	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Northern Region)*	Greg Brandis	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Northern Region)*	*VACANT*	*N/A*	*N/A*
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Southern Region)*	Brenton Wood	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Southern Region)*	Shane Johnson	*as above*	miner

Construction and General Division

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional Executive

C&G NAT	Divisional President	Jade Ingham	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Senior Vice President	Rob Kera	*as above*	union official
C&G NAT	Divisional Vice President	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Secretary	Dave Noonan	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Assistant Secretary	Nigel Davies	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio ACT Divisional Branch Secretary)*	Jason O'Mara	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 1)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 2)*	Elias Spernovasilis	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Executive Member *(QNT additional position)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Executive Member *(NSW additional position)*	Michael Greenfield	*as above*	union official

Construction and General Divisional Conference				
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 1 – ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 2 – ex officio QNT Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 3 – ex officio QNT Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 4)*	Royce Kupsch	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 5)*	Steven Gaske	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 6)*	Ian McKewin	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 7)*	Jade Ingham	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 8)*	Peter Close	*as above*	construction plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 9)*	Steve Amies	*as above*	steel fixer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 10 – NT position)*	Josh Burling	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 1 – ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 2)*	Michael Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 3)*	David McNamara	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 4)*	Warren Whitney	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 5)*	Munro Jones	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 6)*	Robert Kera	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 7)*	Rita Mallia	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 8)*	Denis McNamara	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 9)*	Peter Genovese	*as above*	construction worker
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 1 – ex officio ACT Divisional Branch Secretary)*	Jason O'Mara	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 2 – ex officio ACT Divisional Branch Assistant Secretary)*	Zachary Smith	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 1 – ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 2)*	Joe Myles	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 3)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 4)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 5)*	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 6)*	David Lythgo	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 7)*	Steve Long	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 8)*	Skye Allan	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 9)*	Lisa Zanatta	*as above*	women's organiser
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 10)*	Theo Theodorou	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 11)*	Brendan Pitt	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 12)*	Nigel Davies	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 13)*	Garry Donnon	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 14)*	Mark Travers	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 15)*	Dave Noonan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 1 – ex officio SA Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 2 – ex officio SA Divisional Branch Assistant Secretary)*	Desmond Savage	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 3)*	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 1 – ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 2)*	Robert Benkesser	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 3)*	Michelle Sheehy	*as above*	union official

Construction and General Divisional Trustees				
C&G NAT	Divisional Trustee	Rita Mallia	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Trustee	Jason O'Mara	*as above*	union official
C&G NAT	Divisional Trustee	Darren Greenfield	*as above*	union official

CONSTRUCTION AND GENERAL
QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH

Construction and General
Queensland-Northern Territory Divisional Branch Management Committee

C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter

Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 1)*	Steve Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Council Member *(position 2)*	Craig Brown	*as above*	construction worker
C&G QNT	Divisional Branch Council Member *(position 3)*	Josh Burling	*as above*	union official
C&G QNT	Divisional Branch Council Member *(position 4)*	Tony Dougherty	*as above*	civil construction labourer
C&G QNT	Divisional Branch Council Member *(position 5)*	Tom McGovern	*as above*	trade assistant
C&G QNT	Divisional Branch Council Member *(position 6)*	Ian (Badge) McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 7)*	Mick Robinson	*as above*	union official

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Rob Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Gordon Cunningham-Cameron	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	David McNamara	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer

C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	Warren Whitney	*as above*	safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren Wick	*as above*	construction worker

Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Rob Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Gordon Cunningham-Cameron	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	David McNamara	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator

C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	Warren Whitney	*as above*	safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren Wick	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 1)*	Nur Begg	*as above*	bricklayer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 2)*	Ashley Burke	*as above*	rigger/ dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 3)*	Kahon Alkozai	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 4)*	John Hughes	*as above*	dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 5)*	Michael Bailey	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 6)*	Mario Battistini	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 7)*	Derek Gallagher	*as above*	labourer

C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 8)*	Jack Bosden	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 9)*	Craig Bremner	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 10)*	Geoff Bates	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 11)*	Robert Burland	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 12)*	Colin Chapman	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 13)*	James Ponisi	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 14)*	Mohamed Gabr	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 15)*	Mohamed Hammoud	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 16)*	Colin Lamond	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 17)*	Edward Sloane	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 18)*	Ian McKinnon	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 19)*	Russell Munro	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 20)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 21)*	Geoffrey Vaughan	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 22)*	James Wall	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 1)*	Neal Attwood	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 2)*	Mitchell Deas	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 3)*	Mark Kelly	*as above*	construction worker

C&G NSW	Divisional Branch Council Member *(Camden Zone position 1)*	David Mackay	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 2)*	Paul Fisher	*as above*	refractory bricklayer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 3)*	Sallie Oxborough	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Country Zone position 1)*	Gary McCarthy	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Country Zone position 2)*	Michael Sykes	*as above*	grader operator
C&G NSW	Divisional Branch Council Member *(Country Zone position 3)*	Paul Wright	*as above*	construction worker

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch President	Jason Jennings	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Vice President	Scott Stenner	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Secretary/Treasurer	Jason O'Mara	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch President	Jason Jennings	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Vice President	Scott Stenner	*as above*	builder's labourer/ dogman
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Secretary/Treasurer	Jason O'Mara	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 1)*	Joshua Bolitho	*as above*	builders labourer
C&G ACT	Divisional Branch Councillor *(position 2)*	Graeme Carter	*as above*	builders labourer / dogman
C&G ACT	Divisional Branch Councillor *(position 3)*	Peter Ellis	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 4)*	Troy Gledhill	*as above*	builders labourer

C&G ACT	Divisional Branch Councillor *(position 5)*	Michael Hiscox	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 6)*	Steven Kuczerka	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 7)*	Stuart Peacock	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 8)*	Luke Poskus	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 9)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator

Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	Jim Stuht	*as above*	plant machine operation

Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee	Jim Stuht	*as above*	plant machine operation

	Member *(Tasmania) (position 6)*			
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 1)*	Rhett Campbell	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 2)*	Chris Brett	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 3)*	Richard Bradley	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 4)*	Bart Scaffidi	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 5)*	Vlado Cakarun	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 6)*	William Cassidy	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 7)*	Adam Brown	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 8)*	Maurice Campanaro	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 9)*	Craig Johnston	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 10)*	Phil Castaldo	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 11)*	John Carnevali	*as above*	scaffolder
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 12)*	Peter Clark	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 13)*	Kosta Christoforou	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 14)*	Stuart Corkran	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 15)*	Ivan Colina	*as above*	fibrous plasterer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 16)*	Mick Fitzsimons	*as above*	painter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 17)*	Felice Filardo	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 18)*	Rick Connor	*as above*	builder's labourer

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 19)*	Dal Considine	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 20)*	David Costabile	*as above*	bricklayer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 21)*	Brett Johnston	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 22)*	Brad DeBolfo	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 23)*	Jason Deans	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 24)*	Anthony Dredge	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 25)*	Paul Fotinos	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 26)*	Andrew Harisiou	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 27)*	Gerald McCrudden	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 28)*	John Ayres	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 29)*	Drew McDonald	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 30)*	Andrew McDougall	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 31)*	Terence McNamara	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 32)*	John Mantis	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 33)*	Gerard McQuiad	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 34)*	Aleksander Musevic	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 35)*	Kevin Pattinson	*as above*	bricklayer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 36)*	Mark McMillan	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 37)*	Brad McNiven	*as above*	carpenter

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 38)*	Dave McCafferty	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 39)*	Lee McKenzie	*as above*	crane operations
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 40)*	Tamish Muller	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 41)*	David Foley	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 42)*	Matthew Cathie	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 43)*	Matthew Seadon	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 44)*	Mick Egan	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 45)*	Mick Powell	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 46)*	Frank O'Grady	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 47)*	Liam O'Hearn	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 48)*	Adam Olsen	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 49)*	Mark Palmer	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 50)*	Kane Pearson	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 51)*	Trevor Punshon	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 52)*	Ricky Orterga	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 53)*	Mark Peterson	*as above*	forklift hoist operations
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 54)*	Gary Roberts	*as above*	painter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 55)*	John Robinson	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 56)*	Angelo Ruffato	*as above*	crane operator

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 57)*	Sam Presti	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 58)*	James Ryan	*as above*	rigger/ dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 59)*	Terry Ryan	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 60)*	Gerry Pettifer	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 61)*	Nick Salta	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 62)*	Rob Taylor	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 63)*	Frank Prevolsek	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 64)*	Rick Reilly	*as above*	crane operator
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 65)*	David Setka	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 66)*	Chris Spiridonos	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 67)*	Anton Sucic	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 68)*	Chris Vlahogiannis	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 69)*	Reiner Bredyk	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 70)*	Jack Vucak	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 71)*	Shelly Goodwin	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Melbourne Metropolitan position 72)*	Esther Van Arend	*as above*	rigger/dogman
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 1)*	Paul McCann	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 2)*	Dean Doran	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 3)*	Mark Travers	*as above*	union official

C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Geelong position 4)*	James Torpy	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 1)*	Nigel Davies	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 2)*	David Duffy	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 3)*	Andrew Pitlick	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Central Victoria position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 1)*	James Gianchino	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	rigger
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 2)*	Joel Hannebery	*as above*	builder's labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 3)*	Mark Tait	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(Northern Victoria position 4)*	Casey Vlaming	*as above*	labourer
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 1)*	Philip Darcy	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 2)*	John Thomson	*as above*	carpenter
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 3)*	Toby Thornton	*as above*	union official
C&G VIC-TAS	Zone Delegate to Divisional Branch Council *(La Trobe position 4)*	Tom Malone	*as above*	plant operator

CONSTRUCTION AND GENERAL SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Construction and General South Australian Divisional Branch Management Committee				
C&G SA	Divisional Branch President	Troy McIntyre	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	ceiling fixer
C&G SA	Divisional Branch Vice President	Dean Duggan	*as above*	union official
C&G SA	Divisional Branch Secretary	Andrew Sutherland	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Desmond Savage	*as above*	union official
C&G SA	Divisional Branch Treasurer	Gregory Natt	*as above*	scaffolder
C&G SA	Divisional Branch Trustee	Alexandra Russell	*as above*	work health and safety co-ordinator
C&G SA	Divisional Branch Trustee	Travis Brook	*as above*	union official
C&G SA	Divisional Branch Organiser	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Organiser	Emosi Veron	*as above*	union official
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	*as above*	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	Clarence Fellowes	*as above*	union official
C&G SA	Divisional Branch Management Committee Member *(position 3)*	Duncan Campbell	*as above*	labourer
C&G SA	Divisional Branch Management Committee Member *(position 4)*	Adelaide Mann	*as above*	traffic controller
C&G SA	Divisional Branch Management Committee Member *(position 5)*	Matty Ramanumanu	*as above*	carpenter

Construction and General South Australian Divisional Branch Council				
C&G SA	Divisional Branch President	Troy McIntyre	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	ceiling fixer
C&G SA	Divisional Branch Vice President	Dean Duggan	*as above*	union official
C&G SA	Divisional Branch Secretary	Andrew Sutherland	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Desmond Savage	*as above*	union official
C&G SA	Divisional Branch Treasurer	Gregory Natt	*as above*	scaffolder
C&G SA	Divisional Branch Trustee	Alexandra Russell	*as above*	work health and safety co-ordinator
C&G SA	Divisional Branch Trustee	Travis Brook	*as above*	union official
C&G SA	Divisional Branch Organiser	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Organiser	Emosi Veron	*as above*	union official
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	*as above*	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	Clarence Fellowes	*as above*	union official
C&G SA	Divisional Branch Management Committee Member *(position 3)*	Duncan Campbell	*as above*	labourer
C&G SA	Divisional Branch Management Committee Member *(position 4)*	Adelaide Mann	*as above*	traffic controller
C&G SA	Divisional Branch Management Committee Member *(position 5)*	Matty Ramanumanu	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 1)*	Holly Hedges	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 2)*	Kain Shanko	*as above*	crane driver/ rigger/ dogman
C&G SA	Divisional Branch Council Member *(position 3)*	Lance Herbert	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 4)*	Geoffrey Hill	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 5)*	Daniel Martin	*as above*	material handling
C&G SA	Divisional Branch Council Member *(position 6)*	Michael McCluskey	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 7)*	Damien O'Connell	*as above*	builders labourer

C&G SA	Divisional Branch Council Member *(position 8)*	Patrick Rupric	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 9)*	Louise Sadlier	*as above*	hoist driver
C&G SA	Divisional Branch Council Member *(position 10)*	Julie Savage	*as above*	construction worker
C&G SA	Divisional Branch Council Member *(position 11)*	Zac Strawbridge	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 12)*	Jarrad Tapp	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 13)*	Doug Tilley	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 14)*	Nathan White	*as above*	rigger

CONSTRUCTION AND GENERAL WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Construction and General Western Australian Divisional Branch Management Committee				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Dean Brooker	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Matt Ryan	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker

Construction and General Western Australian Divisional Branch Council				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Dean Brooker	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Matt Ryan	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 1)*	John Barton	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 2)*	Ronny Buchan	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 3)*	Nick Di Gregorio	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 4)*	Jeremy Goncalves	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 5)*	David Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 6)*	Cheryle Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 7)*	Michelle Kavanagh	*as above*	union official
C&G WA	Divisional Branch Council Member *(position 8)*	Mick Kitson	*as above*	construction worker

C&G WA	Divisional Branch Council Member *(position 9)*	Aussie Minervini	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 10)*	Tawa Harris	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 11)*	Justin Murphy	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 12)*	Nick Jeakings	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 13)*	Nathan Park	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 14)*	Steve Parker	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 15)*	Andrew Hamor	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 16)*	Trent Philip	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 17)*	Joffa Pound	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 18)*	Ben Pringle	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 19)*	Kay Symes	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 20)*	Campbell Walton	*as above*	construction worker

Construction and General Western Australian Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Branch Trustee	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Trustee	Glenn Hawkins	*as above*	bricklayer

Manufacturing Division

MANUFACTURING DIVISIONAL NATIONAL OFFICE

Manufacturing Divisional Executive

MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Beth Macpherson	*as above*	union official
MNF NAT	Divisional Vice President	Brad Coates	*as above*	union official
MNF NAT	Divisional Vice President	David Kirner	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF NAT	Divisional Executive Member *(position 1)*	Geoff Gasperotti	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 2)*	Anthony Pavey	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 3)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Divisional Executive Member *(position 4)*	Scott McLean	*as above*	union official
MNF NAT	Divisional Executive Member *(position 5)*	Nathan Milner	*as above*	machine operator
MNF NAT	Divisional Executive Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 7)*	Wiremu (Willie) Kaiwai	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF NAT	Divisional Executive Member *(position 8)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 9)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 10)*	Michael Aird	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Transitional TCF Divisional Executive Position [1]	Warren Smith	*as above*	textile worker
MNF NAT	Transitional TCF Divisional Executive Position [2]	Hunt Jan	*as above*	textile worker
MNF NAT	Transitional TCF Divisional Executive Position [3]	Thi Thuy Pham	*as above*	machinist

Manufacturing Divisional Conference				
MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Beth Macpherson	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 1 - ex officio PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 2)*	Geoff Gasperotti	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(PPW position 3)*	Anthony Pavey	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(QNW position 1 – ex officio QNW District Secretary)*	Alison Rennardson	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(QNW position 2)*	Arturo Menon	*as above*	organiser
MNF NAT	Delegate to Divisional Conference *(NSW position 1 - ex officio NSW District Secretary)*	Michael Aird	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 2)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 1 - ex officio VIC District Secretary)*	Leo Skourdoumbis	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 2)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 3)*	Warren Smith	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 4)*	Steve Abboushi	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 5)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(TAS position 1 - ex officio TAS District Secretary)*	Scott McLean	*as above*	union official

MNF NAT	Delegate to Divisional Conference *(TAS position 2)*	Nathan Milner	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 1 - ex officio GGT District Secretary)*	Brad Coates	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(GGT position 2)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 3)*	Travis Lawson	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 1 - ex officio SA District Secretary)*	David Kirner	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 2)*	Jayson Paterson	*as above*	health and safety officer
MNF NAT	Delegate to Divisional Conference *(SA position 3)*	Mark Nicholls	*as above*	unemployed member

MANUFACTURING DIVISION PULP AND PAPER WORKERS' DISTRICT				
Manufacturing Division Pulp and Paper Workers' District Management Committee				
MNF PPW	District President	Geoff Gasperotti	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	production operator
MNF PPW	District Senior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Junior Vice President	Craig O'Connor	*as above*	production operator
MNF PPW	District Secretary	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Melbourne Sub-Branch Secretary)*	Geoff Gasperotti	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Melbourne Sub-Branch Delegate)*	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Maryvale Sub-Branch Secretary)*	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 1)*	Tim Allan	*as above*	process operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 2)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(ex officio PPW Millicent Sub-Branch Secretary)*	Craig O'Connor	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Millicent Sub-Branch Delegate)*	Nigel Ross	*as above*	machine operator
MNF PPW	District Management Committee Member *(ex officio PPW Sydney Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(ex officio PPW Tasmanian Sub-Branch Secretary)*	Stephen Zvillis	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	boiler operator
MNF PPW	District Management Committee Member *(ex officio PPW Tumut Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(affirmative action position 1)*	Ann Matthews	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF PPW	District Management Committee Member *(affirmative action position 2)*	Amanda Cox	*as above*	packer

MANUFACTURING DIVISION
QUEENSLAND-NORTHERN TERRITORY-WESTERN AUSTRALIAN DISTRICT

Manufacturing Division
Queensland-Northern Territory-Western Australian District Committee of Management

MNF QNW	District President	Arturo Menon	c/- Queensland-Northern Territory-Western Australian District, 80 Beaufort Street, Perth, WA, 6000	organiser
MNF QNW	District Vice President	Julie Knighton	*as above*	machine operator
MNF QNW	District Secretary	Alison Rennardson	*as above*	machine operator
MNF QNW	District Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT				
Manufacturing Division New South Wales District Committee of Management				
MNF NSW	District President	Sharon Musson	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Vice President	*VACANT*	*N/A*	*N/A*
MNF NSW	District Vice President *(affirmative action position)*	Kathryn Powell	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Secretary	Michael Aird	*as above*	union official
MNF NSW	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(position 2)*	Sharon Musson	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Management Committee Member *(position 3)*	Andrew Brown	*as above*	process operator
MNF NSW	District Management Committee Member *(position 4)*	Benjamin Nunn	*as above*	process operator
MNF NSW	District Management Committee Member *(position 5)*	Ian Wright	*as above*	machine operator

MANUFACTURING DIVISION VICTORIAN DISTRICT				
Manufacturing Division Victorian District Committee of Management				
MNF VIC	District Joint President	Warren Smith	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF VIC	District Joint President	*VACANT*	*N/A*	*N/A*
MNF VIC	District Vice President	Wiremu (Willie) Kaiwai	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF VIC	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Secretary	Leo Skourdoumbis	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF VIC	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 1)*	Brett Aspland	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF VIC	District Management Committee Member *(position 2)*	Steve Abboushi	*as above*	union official
MNF VIC	District Management Committee Member *(position 3)*	Derek Birchall	*as above*	glazier
MNF VIC	District Management Committee Member *(position 4)*	Troy Hudson	*as above*	machine operator
MNF VIC	District Management Committee Member *(position 5)*	Zac Mirt	*as above*	plymill operator
MNF VIC	District Management Committee Member *(position 6)*	Gerald Molik	*as above*	plymill - yard
MNF VIC	District Management Committee Member *(position 7)*	Ben Young	*as above*	cabinet maker
MNF VIC	District Management Committee Member *(position 8)*	Darren Purcell	*as above*	glass furnace operator
MNF VIC	District Management Committee Member *(position 9)*	Aaron McDonough	*as above*	timber worker
MNF VIC	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	TCF Victorian District Assistant Secretary	Beth Macpherson	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF VIC	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official

MANUFACTURING DIVISION TASMANIAN DISTRICT				
Manufacturing Division Tasmanian District Committee of Management				
MNF TAS	District President	Nathan Milner	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	machine operator
MNF TAS	District Vice President	Justin Blizzard	*as above*	machine operator
MNF TAS	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF TAS	District Secretary	Scott McLean	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	union official
MNF TAS	District Management Committee Member *(position 1)*	David Barclay	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 2)*	James McKenzie	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 3)*	Christopher Osborne	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 4)*	Jeremy Reynolds	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 5)*	Christopher Hewlett	*as above*	machine operator
MNF TAS	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT				
Manufacturing Division Greater Green Triangle District Committee of Management				
MNF GGT	District President	Terry Bennier	c/- Greater Green Triangle District, 1 Crennan Street, Mount Gambier, SA, 5290	senior machine operator
MNF GGT	District Vice President	Travis Lawson	*as above*	union official
MNF GGT	District Vice President *(affirmative action position)*	Cathy Bell	*as above*	machine operator
MNF GGT	District Secretary	Brad Coates	*as above*	union official
MNF GGT	District Management Committee Member *(position 1)*	Brendan Coustley	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 2)*	Peter Hewlett	*as above*	mechanical fitter
MNF GGT	District Management Committee Member *(position 3)*	Anthony Hamilton	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(position 5)*	Steven Chapman	c/- Greater Green Triangle District, 1 Crennan Street, Mount Gambier, SA, 5290	machine operator
MNF GGT	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIAN DISTRICT				
Manufacturing Division South Australian District Committee of Management				
MNF SA	District President	Jayson Paterson	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
MNF SA	District Vice President	*VACANT*	*N/A*	*N/A*
MNF SA	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Secretary	David Kirner	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	union offical
MNF SA	District Management Committee Member *(position 1)*	Mario Buterin	*as above*	glazier
MNF SA	District Management Committee Member *(position 2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(position 3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(position 4)*	Luke Riches	*as above*	saw doctor
MNF SA	District Management Committee Member *(position 5)*	Paul Wilmshurst	*as above*	health and safety officer
MNF SA	District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION TCF SECTOR				
Manufacturing Division TCF Sector Council				
MNF TCF	TCF National Secretary	Jenny Kruschel	c/- TCF Sector Council, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union offiical
MNF TCF	Divisional Senior Vice President *(TCF)*	Beth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	Ordinary TCF Sector Council Member *(position 1)*	Warren Smith	*as above*	textile worker
MNF TCF	Ordinary TCF Sector Council Member *(position 2)*	Hunt Jan	*as above*	textile worker
MNF TCF	Ordinary TCF Sector Council Member *(position 3)*	Thi Thuy Pham	*as above*	machinist

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA NAT	Divisional National Presiding Officer	Will Tracey	c/- MUA Division, Level 2, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Presiding Officer	Jason Campbell	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Paul Keating	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Glen Williams	*as above*	union official
MUA NAT	Divisional National Secretary	Paddy Crumlin	*as above*	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official

Maritime Union of Australia Divisional National Council				
MUA NAT	Divisional National Secretary	Paddy Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Queensland Divisional Branch Secretary	Stephen Cumberlidge	*as above*	union official
MUA NAT	Queensland Divisional Deputy Branch Secretary	Jason Miners	*as above*	union official
MUA NAT	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NAT	Newcastle Divisional Deputy Branch Secretary	Dennis Outram	*as above*	stevedore
MUA NAT	Sydney Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA NAT	Sydney Divisional Deputy Branch Secretary	Paul Garrett	*as above*	union official
MUA NAT	Southern New South Wales Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA NAT	Southern New South Wales Divisional Deputy Branch Secretary	Scott Carter	*as above*	stevedore
MUA NAT	Victorian Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA NAT	Victorian Divisional Deputy Branch Secretary	David Ball	*as above*	union official
MUA NAT	South Australian Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA NAT	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA NAT	Western Australian Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA NAT	Western Australian Divisional Deputy Branch Secretary	Doug Heath	*as above*	union official
MUA NAT	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA NAT	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser
MUA NAT	Northern Territory Divisional Branch Secretary	Andrew Burford	*as above*	union official
MUA NAT	Northern Territory Divisional Deputy Branch Secretary	Thomas Mayor	*as above*	national indigenous officer

MUA NAT	Divisional National Women's Representative	Mich-Elle Myers	*as above*	women's liaison officer

2080

COM.0001.0040.9176_0081

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH				
Maritime Union of Australia Queensland Divisional Branch Executive				
MUA QLD	Divisional Branch Presiding Officer	Jason Miners	c/- Queensland Divisional Branch, 73 Southgate Avenue, Cannon Hill, QLD, 4170	union official
MUA QLD	Divisional Branch Secretary	Stephen Cumberlidge	*as above*	union official
MUA QLD	Divisional Branch Deputy Secretary	Jason Miners	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Peterson	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA NEW	Divisional Branch Presiding Officer	Dennis Outram	c/- Newcastle Divisional Branch, 406-408 King Street, Newcastle West, NSW, 2302	stevedore
MUA NEW	Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NEW	Divisional Branch Deputy Secretary	Dennis Outram	*as above*	stevedore

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH				
Maritime Union of Australia Sydney Divisional Branch Executive				
MUA SYD	Divisional Branch Presiding Officer	Paul Garrett	c/- Sydney Divisional Branch, Level 1, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA SYD	Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA SYD	Divisional Branch Deputy Secretary	Paul Garrett	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Brad Dunn	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Nathan Donato	*as above*	union official

MARITIME UNION OF AUSTRALIA SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH				
Maritime Union of Australia Southern New South Wales Divisional Branch Executive				
MUA SNSW	Divisional Branch Presiding Officer	Scott Carter	c/- Southern NSW Divisional Branch, 64 Darcy Road, Port Kembla, NSW, 2505	stevedore
MUA SNSW	Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA SNSW	Divisional Branch Deputy Secretary	Scott Carter	*as above*	stevedore

MARITIME UNION OF AUSTRALIA VICTORIAN DIVISIONAL BRANCH				
Maritime Union of Australia Victorian Divisional Branch Executive				
MUA VIC	Divisional Branch Presiding Officer	Robert Lumsden	c/- Victorian Divisional Branch, 46-54 Ireland St, West Melbourne, VIC, 3003	union official
MUA VIC	Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA VIC	Divisional Branch Deputy Secretary	David Ball	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Lumsden	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Patchett	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIAN DIVISIONAL BRANCH				
Maritime Union of Australia Tasmanian Divisional Branch Executive				
MUA TAS	Divisional Branch Presiding Officer	Alisha Bull	c/- Tasmanian Divisional Branch, Shop 3, 59 Wright Street, East Devonport, TAS, 7310	union organiser
MUA TAS	Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA TAS	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia South Australian Divisional Branch Executive				
MUA SA	Divisional Branch Presiding Officer	Clem Clothier	c/- South Australian Divisional Branch, 65 St Vincent Street, Port Adelaide, SA, 5015	stevedore
MUA SA	Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia Western Australian Divisional Branch Executive				
MUA WA	Divisional Branch Presiding Officer	Doug Heath	c/- Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle, WA, 6159	union official
MUA WA	Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA WA	Divisional Branch Deputy Secretary	Doug Heath	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	George Gakis	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official

MARITIME UNION OF AUSTRALIA NORTHERN TERRITORY DIVISIONAL BRANCH				
Maritime Union of Australia Northern Territory Divisional Branch Executive				
MUA NT	Divisional Branch Presiding Officer	Thomas Mayor	c/- Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin, NT, 0801	national indigenous officer
MUA NT	Divisional Branch Secretary	Andy Burford	*as above*	union official
MUA NT	Divisional Branch Deputy Secretary	Thomas Mayor	*as above*	national indigenous officer

Mining and Energy Division

MINING AND ENERGY DIVISIONAL NATIONAL OFFICE

Mining and Energy Division Central Council

M&E NAT	General President	Anthony Maher	c/- Mining and Energy Division, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	union official
M&E NAT	General Secretary	Grahame Kelly	*as above*	union official
M&E NAT	Central Councillor	Stephen Smyth	*as above*	union official
M&E NAT	Central Councillor	Heath Timmins	*as above*	miner
M&E NAT	Central Councillor	George Pearce	*as above*	miner
M&E NAT	Central Councillor	Grant Hedley	*as above*	miner
M&E NAT	Central Councillor	Peter Jordan	*as above*	union official
M&E NAT	Central Councillor	Michael Schofield	*as above*	miner
M&E NAT	Central Councillor	Matthew Reid	*as above*	miner
M&E NAT	Central Councillor	Michael Dobie	*as above*	miner
M&E NAT	Central Councillor	Peter Compton	*as above*	energy worker
M&E NAT	Central Councillor	Greg Busson	*as above*	union official
M&E NAT	Central Councillor	Graeme Osborne	*as above*	union official
M&E NAT	Central Councillor	Daniel Hopkins	*as above*	miner
M&E NAT	Central Councillor	Ricky Gale	*as above*	miner
M&E NAT	Central Councillor	Trevor Williams	*as above*	union official
M&E NAT	Affirmative Action Councillor	Sharon Smoothy	*as above*	miner

MINING AND ENERGY DIVISION QUEENSLAND DISTRICT BRANCH				
Mining and Energy Division Queensland District Branch Board of Management				
M&E QLD	District President	Stephen Smyth	c/- Queensland District Branch, 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Secretary	Glenn Power	*as above*	union official
M&E QLD	District Senior Vice President	Mitch Hughes	*as above*	union official
M&E QLD	District Vice President - Rockhampton	Jeffrey Scales	*as above*	union official
M&E QLD	District Vice President - Emerald	Shane Brunker	*as above*	union official
M&E QLD	District Vice President - Mackay	Steven Pierce	*as above*	union official
M&E QLD	District Central Councillor	Stephen Smyth	*as above*	union official
M&E QLD	District Central Councillor	Heath Timmins	*as above*	miner
M&E QLD	District Central Councillor	George Pearce	*as above*	miner
M&E QLD	District Central Councillor	Grant Hedley	*as above*	miner
M&E QLD	Lodge Representative – Division One	*VACANT*	*N/A*	*N/A*
M&E QLD	Lodge Representative – Division Two	Brodie Brunker	c/- Queensland District Branch, 61 Bowen Street, Spring Hill, QLD, 4004	miner
M&E QLD	Lodge Representative – Division Three	Russell Herdman	*as above*	miner
M&E QLD	Lodge Representative – Division Four	Fredrick Hibble	*as above*	miner
M&E QLD	Lodge Representative – Division Five	Michael Howells	*as above*	miner
M&E QLD	Lodge Representative – Division Six	Michael Hartin	*as above*	miner
M&E QLD	Lodge Representative – Division Seven	Mark Zerner	*as above*	miner

MINING AND ENERGY DIVISION NORTHERN MINING & NSW ENERGY DISTRICT BRANCH				
Mining and Energy Division Northern Mining & NSW Energy District Branch Board of Management				
M&E NTH	District President	Peter Jordan	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	union official
M&E NTH	District Secretary	Shane Thompson	*as above*	union official
M&E NTH	District Vice President (A)	Jeremy McWilliams	*as above*	union official
M&E NTH	District Vice President (C)	Robin Williams	*as above*	union official
M&E NTH	District Vice President (D)	Jeffrey Drayton	*as above*	union official
M&E NTH	District Vice President (E)	Mark McGrath	*as above*	union official
M&E NTH	District Check Inspector (A)	Stephen Tranter	*as above*	union official
M&E NTH	District Check Inspector (B)	Anthony Watson	*as above*	union official
M&E NTH	District Central Councillor	Peter Jordan	*as above*	union official
M&E NTH	District Central Councillor	Michael Schofield	*as above*	miner
M&E NTH	District Central Councillor	Matthew Reid	*as above*	miner
M&E NTH	District Central Councillor	Michael Dobie	*as above*	miner
M&E NTH	District Central Councillor	Peter Compton	*as above*	energy worker
M&E NTH	Board of Management Representative – Open Cut	Bradley Bates	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	Chad Hanson	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	Matthew Howard	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Michael Taggart	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Richard Lloyd	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Joseph Price	*as above*	miner
M&E NTH	Board of Management Representative – Energy Section	Scott King	*as above*	energy worker
M&E NTH	Board of Management Representative – Energy Section	Glenn Kollner	*as above*	energy worker
M&E NTH	Board of Management Representative – Gunnedah Coalfields	Simon Duff	*as above*	miner
M&E NTH	Board of Management Representative – Energy Section	Jason Porter	*as above*	energy worker

M&E NTH	Board of Management Representative – Affirmative Action	Kerry Konieczny	*as above*	miner

MINING AND ENERGY DIVISION SOUTH WESTERN DISTRICT BRANCH				
Mining and Energy Division South Western District Branch Board of Management				
M&E SW	District President	Graeme Osborne	c/- South Western District Branch, 636 Northcliffe Drive, Kembla Grange, NSW, 2526	union official
M&E SW	District Secretary	Andrew Davey	*as above*	union official
M&E SW	District Vice President Western	Craig Carberry	*as above*	union official
M&E SW	District Vice President Southern	Robert Timbs	*as above*	union official
M&E SW	District Vice President Metalliferous	Gregory Braes	*as above*	union official
M&E SW	District Check Inspector - Southern	Stephen Barrett	*as above*	union official
M&E SW	District Relief Check Inspector - Southern	Anthony Davis	*as above*	union official
M&E SW	District Check Inspector - Western	Stephen Luck	*as above*	union official
M&E SW	District Relief Check Inspector - Western	*VACANT*	*N/A*	*N/A*
M&E SW	District Central Councillor	Graeme Osborne	c/- South Western District Branch, 636 Northcliffe Drive, Kembla Grange, NSW, 2526	union official
M&E SW	District Central Councillor	Daniel Hopkins	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	Matthew Gosek	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	Joe Sleiman	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 2	Steven Ockers	*as above*	coal miner
M&E SW	Board of Management Representative – Southern Region – Area 3	Murray Dakers	*as above*	coal port worker
M&E SW	Board of Management Representative – Western Region – Area 1	Peter Fyfe	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 2	Dennis Fuller	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 3	Mark Jenkins	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 4	Kyle Witherspoon	*as above*	miner

MINING AND ENERGY DIVISION VICTORIAN DISTRICT BRANCH				
Mining and Energy Division Victorian District Branch Board of Management				
M&E VIC	District President	Trevor Williams	c/- Victorian District Branch, Wing 5, Lignite Court, Morwell, VIC, 3840	union official
M&E VIC	District Vice President	Mark Richards	*as above*	union official
M&E VIC	District Secretary	Geoff Dyke	*as above*	power station worker/ union official
M&E VIC	Loy Yang Mine Lodge President	Ritchie Barber	*as above*	mine operator
M&E VIC	Loy Yang 'A' Power Station Lodge President	Stuart Caines	*as above*	power station worker
M&E VIC	Loy Yang 'B' Power Station Lodge President	Geoff Dyke	*as above*	power station worker/union official
M&E VIC	Yallourn Mine Lodge President	*VACANT*	*N/A*	*N/A*
M&E VIC	Yallourn Power Station Lodge President	Mustafa Karabadjak	c/- Victorian District Branch, Wing 5, Lignite Court, Morwell, VIC, 3840	power station operator
M&E VIC	Emergency Services Lodge President	Brett Leighton	*as above*	emergency services officer
M&E VIC	Stawell Gold Mine Lodge President	*VACANT*	*N/A*	*N/A*

MINING AND ENERGY DIVISION TASMANIAN DISTRICT BRANCH				
Mining and Energy Division Tasmanian District Branch Board of Management				
M&E TAS	District Honorary President	Ricky Gale	c/- Tasmanian District Branch, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	State Executive Officer	*VACANT*	*N/A*	*N/A*
M&E TAS	Board of Management Representative – Cornwall Coal	Darren Redshaw	c/- Tasmanian District Branch, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	Board of Management Representative – Temco	Brent Ashman	*as above*	miner
M&E TAS	Board of Management Representative – Cement Australia	Pren Cetai	*as above*	miner

MINING AND ENERGY DIVISION WESTERN AUSTRALIAN DISTRICT BRANCH				
Mining and Energy Division Western Australian District Branch Board of Management				
M&E WA	District President	Robert Sanford	c/- Western Australian District Branch, 75 Throssell Street, Collie, WA, 6225	coal miner
M&E WA	District Secretary	Greg Busson	*as above*	union official
M&E WA	District Vice President – Northern Region	Paul Bloxsom	*as above*	miner
M&E WA	District Vice President – Southern Region	Kim Praetz	*as above*	miner
M&E WA	Board of Management Representative – Northern Region	Greg Brandis	*as above*	miner
M&E WA	Board of Management Representative – Northern Region	*VACANT*	*N/A*	*N/A*
M&E WA	Board of Management Representative – Southern Region	Brenton Wood	c/- Western Australian District Branch, 75 Throssell Street, Collie, WA, 6225	miner
M&E WA	Board of Management Representative – Southern Region	Shane Johnson	*as above*	miner

ANNEXURE A
THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation and its Branches:

Construction, Forestry, Maritime, Mining and Energy Union *List of officeholders as of 31/03/2022*				
Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
National Office				
National Executive Committee (NEC)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	David Noonan	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Senior Vice President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Chris Cain	*as above*	union official
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 1)*	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 2)*	Jason Jennings	*as above*	union official
NAT	National Executive Committee Member *(C&G position 3)*	Darren Greenfield	*as above*	union official
NAT	National Executive Committee Member *(C&G position 4)*	Robert Graauwmans	*as above*	union official

NAT	National Executive Committee Member *(C&G position 5)*	John Setka	*as above*	union official
NAT	National Executive Committee Member *(C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Committee Member *(C&G position 7)*	Jade Ingham	*as above*	union official
NAT	National Executive Committee Member *(C&G position 8)*	Robert Kera	*as above*	union official
NAT	National Executive Committee Member *(C&G position 9)*	David Noonan	*as above*	union official
NAT	National Executive Committee Member *(C&G position 10)*	Zachary Smith	*as above*	union official
NAT	National Executive Committee Member *(C&G position 11)*	Michael Ravbar	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Executive Committee Member *(M&E position 1)*	Robin Williams	*as above*	union official
NAT	National Executive Committee Member *(M&E position 2)*	Stephen Smyth	*as above*	union official
NAT	National Executive Committee Member *(M&E position 3)*	Greg Busson	*as above*	union official
NAT	National Executive Committee Member *(M&E position 4)*	Graeme Osborne	*as above*	union official

National Executive (NEX)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	David Noonan	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Senior Vice President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Chris Cain	*as above*	union official
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 1)* *(ex officio C&G WA Divisional Branch Secretary)*	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 2)*	Jason Jennings	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 3)* *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 4)*	Robert Graauwmans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 5)* *(ex officio C&G VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 6)* *(ex officio C&G SA Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 7)*	Jade Ingham	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 8)*	Robert Kera	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 9)*	David Noonan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 10)* *(ex officio C&G ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 11)* *(ex officio C&G QNT Divisional Branch Secretary*	Michael Ravbar	*as above*	union official
NAT	National Executive Member *(C&G Female Affirmative Action position)*	Rita Mallia	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member - MNF Divisional President)* *(ex officio MNF PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official

NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Member *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NAT	National Executive Member *(ex officio MNF TAS District Secretary)*	Scott McLean	*as above*	union official
NAT	National Executive Member *(ex officio MNF GGT District Secretary)*	Brad Coates	*as above*	union official
NAT	National Executive Member *(ex officio MNF SA District Secretary)*	David Kirner	*as above*	union official
NAT	National Executive Member *(ex officio MNF Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Executive Member *(ex officio additional MNF Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Executive Member *(MNF Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Secretary)*	Warren Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – Divisional Deputy National Presiding Officer)* *(ex officio MUA TAS Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Executive Member *(ex officio MUA QLD Divisional Branch Secretary)*	Stephen Cumberlidge	*as above*	union official
NAT	National Executive Member *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Executive Member *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Executive Member *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NAT	National Executive Member *(ex officio MUA VIC Divisional Branch Secretary)*	Shane Stevens	*as above*	union official
NAT	National Executive Member *(ex officio MUA SA Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Executive Member *(ex officio MUA WA Divisional Branch Secretary)*	Will Tracey	*as above*	union official
NAT	National Executive Member *(ex officio MUA NT Divisional Branch Secretary)*	Andy Burford	*as above*	union official
NAT	National Executive Member *(MUA Female Affirmative Action position)*	Mich-Elle Myers	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 1)* *(ex officio M&E NTH-NSW District Branch President)*	Robin Williams	*as above*	union official

NAT	National Executive Member *(ex officio NEC Member – M&E position 2)* *(ex officio M&E QLD District Branch President)*	Stephen Smyth	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 3)* *(ex officio M&E WA District Branch Secretary)*	Greg Busson	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 4)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NAT	National Executive Member *(ex officio M&E VIC District Branch President)*	Trevor Williams	*as above*	union official
NAT	National Executive Member *(ex officio M&E TAS District Honorary Branch President)*	Ricky Gale	*as above*	miner
NAT	National Executive Member *(M&E Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*

National Conference				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	David Noonan	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Senior Vice President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MNF position)*	Leo Skourdoumbis	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Chris Cain	*as above*	union official
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional President)*	Jade Ingham	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Senior Vice President)*	Robert Kera	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Vice President)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Jason Jennings	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 1)*	Derek Christopher	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 2)*	Elias Spernovasilis	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT additional position)*	Kane Lowth	*as above*	union official

NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW additional position)*	Michael Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Robert Graauwmans	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Rita Mallia	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	Brad Coates	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	David Kirner	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 1)*	Geoff Gasperotti	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 2)*	Anthony Pavey	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 3)*	Terry Bennier	*as above*	senior machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 4)*	Scott McLean	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 5)*	Steve Abboushi	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 6)*	Jenny Hunter	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 7)*	Travis Lawson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 8)*	Sharon Musson	*as above*	process operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 9)*	Nguyet Nguyen	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 10)*	Michael Aird	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 11)*	Alison Rudman	*as above*	union official

NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 12)*	Warren Smith	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional National Vice Presiding Officer)*	Paul Keating	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional National Vice Presiding Officer)*	Glen Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Executive member – Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Stephen Cumberlidge	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Michael Cross	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Shane Stevens	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Brett Larkin	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Will Tracey	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Andy Burford	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - General President)*	Anthony Maher	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - General Secretary)*	Grahame Kelly	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Stephen Smyth	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Heath Timmins	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	George Pearce	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Grant Hedley	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Robin Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Michael Schofield	*as above*	miner

NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Matthew Reid	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Michael Dobie	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Peter Compton	*as above*	energy worker
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Greg Busson	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Graeme Osborne	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Daniel Hopkins	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Ricky Gale	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Trevor Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Affirmative Action Councillor)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 1)*	Skye Allan	*as above*	builder's labourer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 2)*	Lisa Zanatta	*as above*	union official
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 1)*	Mich-elle Myers	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	women's liaison officer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 2)*	Ann Gray	*as above*	seafarer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 1)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 2)*	*VACANT*	*N/A*	*N/A*

State Branches

QUEENSLAND BRANCH

Queensland Branch State Executive

QLD	State President	Stephen Smyth	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President	Jason Miners	*as above*	union official
QLD	State Secretary	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary	Jade Ingham	*as above*	union official
QLD	State Joint Vice President (*C&G position*)	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President (*MUA position*)	Andy Burford	*as above*	union official
QLD	State Joint Vice President (*M&E position*)	Mitch Hughes	*as above*	union official
QLD	State Executive Member (*ex officio MUA NT Presiding Officer*)	Chris Cain	*as above*	union official

Queensland Branch State Conference				
QLD	State President	Stephen Smyth	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President	Jason Miners	*as above*	union official
QLD	State Secretary	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary	Jade Ingham	*as above*	union official
QLD	State Joint Vice President (*C&G position*)	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President (*MUA position*)	Andy Burford	*as above*	union official
QLD	State Joint Vice President (*M&E position*)	Mitch Hughes	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Steven Gaske	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Dallas Ezzy	*as above*	labourer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Ian McKewin	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Steven Amies	*as above*	steel fixer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 1)*	Peter Close	*as above*	construction plasterer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 2)*	Mark Read	*as above*	carpenter
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Secretary)*	Stephen Cumberlidge	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Gallagher	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Peterson	*as above*	union official
QLD	State Conference Member *(ex officio MUA NT Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Chris Cain	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Secretary)*	Glenn Power	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of*	Jeffrey Scales	*as above*	union official

	Management member - District Vice President – Rockhampton)			
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Emerald)*	Shane Brunker	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Mackay)*	Steven Pierce	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	Heath Timmins	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	George Pearce	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	Grant Hedley	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division One)*	Shane Barker	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Two)*	Brodie Brunker	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Three)*	Russell Herdman	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Four)*	Fredrick Hibble	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Five)*	Michael Howells	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Six)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Seven)*	Mark Zerner	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	miner

NEW SOUTH WALES BRANCH				
New South Wales Branch State Executive				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Robin Williams	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official

New South Wales Branch State Conference				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Robin Williams	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Michael Greenfield	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 2)*	Scott Andrew	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 3)*	Howard Byrnes	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 4)*	Denis McNamara	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 5)*	Simon Curtis	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 6)*	Gordon Cunningham-Cameron	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 7)*	Zachary Latief	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 8)*	Luke Allen	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 9)*	Yannis Sievas	*as above*	labourer

NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 10)*	Steven Parker	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 11)*	Paul Midson	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 12)*	Colm Munroe	*as above*	builder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 13)*	Elmedin Begic	*as above*	plasterer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 14)*	Peter Genovese	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 15)*	Dean Hackett	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 16)*	Munro Jones	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 17)*	Rocco Ianni	*as above*	pump operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 18)*	Michael Restuccia	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 19)*	Timur Rasih	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 20)*	Sime Buterin	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 21)*	Bruce Cartwright	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 22)*	Dario Damjanovic	*as above*	formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 23)*	Michael Lynch	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 24)*	Warren Whitney	*as above*	safety rep/ dogman
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 25)*	Anthony Vecchio	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 26)*	Darren Wick	*as above*	construction worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President)*	Ben Nunn	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President - affirmative action position)*	Bev Ruha	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Assistant Secretary)*	Alison Rudman	*as above*	union official

NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 1)*	Jim Forelli	*as above*	textile worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 2)*	Dennis Gamazon	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 3)*	Andrew Brown	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 4)*	Quang Luong	*as above*	textile worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 5)*	Mick O'Leary	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 6)*	Ben Zanon	*as above*	joiner
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member – affirmative action position)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MUA NEW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Dennis Outram	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	stevedore
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Paul Garrett	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Brad Dunn	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Nathan Donato	*as above*	union official
NSW	State Conference Member *(ex officio MUA SNSW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Scott Carter	*as above*	stevedore
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Secretary)*	Shane Thompson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President A)*	Jeremy McWilliams	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President B)*	Michael Taggart	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President C)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President D)*	Chad Hanson	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President E)*	Mark McGrath	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Check Inspector A)*	Stephen Tranter	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of*	Anthony Watson	*as above*	union official

	Management member - District Check Inspector B)			
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Michael Schofield	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Matthew Reid	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Michael Dobie	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Peter Compton	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Bradley Bates	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Matthew Howard	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Richard Lloyd	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Joseph Price	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Scott King	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Glenn Kollner	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Gunnedah Coalfields)*	Simon Duff	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Jason Porter	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Affirmative Action)*	Kerry Konieczny	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Secretary)*	Andrew Davey	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Western)*	Craig Carberry	*as above*	union official

NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Southern)*	Robert Timbs	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Metalliferous)*	Gregory Braes	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Check Inspector – Southern)*	Stephen Barrett	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Relief Check Inspector – Southern)*	Anthony Davis	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Check Inspector – Western)*	Stephen Luck	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Relief Check Inspector – Western)*	Kyle Witherspoon	*as above*	coal miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Central Councillor)*	Daniel Hopkins	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 1)*	Matthew Gosek	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 1)*	Joe Sleiman	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 2)*	Steven Ockers	*as above*	coal miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 3)*	Murray Dakers	*as above*	coal port worker
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 1)*	Peter Fyfe	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 2)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 3)*	Mark Jenkins	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 4)*	Kyle Witherspoon	*as above*	miner

AUSTRALIAN CAPITAL TERRITORY BRANCH				
Australian Capital Territory Branch State Executive				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Jason Jennings	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Anthony Vitler	*as above*	plant operator
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zachary Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official

Australian Capital Territory Branch State Conference				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Jason Jennings	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Anthony Vitler	*as above*	plant operator
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zachary Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - Divisional Branch Vice President)*	*VACANT*	*N/A*	*N/A*
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 1)*	Timothy Puckett	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 2)*	Leon Arnold	*as above*	bricklayer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 4)*	Dean Hart	*as above*	plasterer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 5)*	Mark Dymock	*as above*	painter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 6)*	Cameron Hardy	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 7)*	Seamus Maher	*as above*	construction worker
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 8)*	Desmond Marland	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 9)*	Garry McMinn	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 10)*	Michael Schlow	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 11)*	Michael Cousins	*as above*	carpenter

VICTORIAN BRANCH				
Victorian Branch State Executive				
VIC	State President	Trevor Williams	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Robert Graauwmans	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	Leo Skourdoumbis	*as above*	union official
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	*as above*	union official
VIC	State Joint Vice President (*MNF position*)	Elizabeth Macpherson	*as above*	union official
VIC	State Joint Vice President (*MUA position*)	David Ball	*as above*	union official
VIC	State Joint Vice President (*M&E position*)	Mark Richards	*as above*	union official
VIC	State Executive Member (*ex officio MNF VIC District Joint President*)	Warren Smith	*as above*	textile worker
VIC	State Executive Member (*ex officio MNF VIC District Joint President*)	Brett Aspland	*as above*	machine operator
VIC	State Executive Member (*ex officio MUA VIC Divisional Branch Presiding Officer*)	Robert Lumsden	*as above*	union official

Victorian Branch State Conference				
VIC	State President	Trevor Williams	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Robert Graauwmans	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	Leo Skourdoumbis	*as above*	union official
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	*as above*	union official
VIC	State Joint Vice President (*MNF position*)	Elizabeth Macpherson	*as above*	union official
VIC	State Joint Vice President (*MUA position*)	David Ball	*as above*	union official
VIC	State Joint Vice President (*M&E position*)	Mark Richards	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Senior Vice President)*	Joe Myles	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Vice President)*	Mick Myles	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Assistant Secretary)*	Derek Christopher	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 1)*	David Lythgo	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 2)*	Rudy Raspudic	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 3)*	Anthony Cordier	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 4)*	Anthony Ioannidis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 5)*	Bill Beattie	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 6)*	Steve Long	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 7)*	Gerard Benstead	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 8)*	John Perkovic	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 9)*	Darko Misic	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 10)*	John Constantinou	*as above*	carpenter

VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 11)*	John Perak	*as above*	fibrous plasterer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 12)*	Paddy Farrelly	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 13)*	Frank Akbari	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 14)*	Marty Albert	*as above*	rigger/dogman
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 15)*	Paul Round	*as above*	labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 16)*	Martin Murphy	*as above*	crane operations
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 18)*	Dennis Gritzalis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 19)*	James Simpson	*as above*	bricklayer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 20)*	Steven Balta	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 21)*	Lisa Zanatta	*as above*	women's organiser
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 22)*	Theo Theodorou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 23)*	Brendan Pitt	*as above*	crane operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Warren Smith	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Brett Aspland	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President - affirmative action position)*	Jenny Hunter	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Assistant Secretary)*	Steve Abboushi	*as above*	union official
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 1)*	Jeremy Cook	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 2)*	Darren Purcell	*as above*	glazier

VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 3)*	John Mizzi	*as above*	factory worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 4)*	Troy Hudson	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 5)*	Eti Taealii	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 6)*	Gerald Molik	*as above*	plymill - yard
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 7)*	Damien Rowe	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 8)*	Kevin de Hoedt	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 9)*	Fhlorie Vrescky	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - affirmative action position)*	Shelly Mead	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - TCF Full Time Officer)*	Nguyet Nguyen	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Robert Lumsden	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Robert Patchett	*as above*	union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - District Secretary)*	Geoff Dyke	*as above*	power station worker/ union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang Mine Lodge President)*	Ritchie Barber	*as above*	mine operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang 'A' Power Station Lodge President)*	Stuart Caines	*as above*	power station worker
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang 'B' Power Station Lodge President)*	Geoff Dyke	*as above*	power station worker/union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Yallourn Mine Lodge President)*	Mark Micallef	*as above*	mine operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Yallourn Power Station Lodge President)*	Mustafa Karabadjak	*as above*	power station operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Emergency Services Lodge President)*	Brett Leighton	*as above*	emergency services officer

TASMANIAN BRANCH				
Tasmanian Branch State Executive				
TAS	State President	Scott McLean	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Senior Vice President	Ricky Gale	*as above*	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	Nathan Milner	*as above*	union official
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	*as above*	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*

Tasmanian Branch State Conference				
TAS	State President	Scott McLean	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Senior Vice President	Ricky Gale	*as above*	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	Nathan Milner	*as above*	union official
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	*as above*	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 1)*	Broden Barlow	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	carpenter
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 2)*	Kevin Harkins	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 3)*	Mark Denny	*as above*	crane operator
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 4)*	Richard Hassett	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 5)*	Dushan Hlis	*as above*	builder's labourer
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - Tasmania position 6)*	Jim Stuht	*as above*	plant machine operation
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President)*	Justin Blizzard	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President - affirmative action position)*	Aneeka Brown	*as above*	process operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 1)*	Simon Fraser	*as above*	machine mechanic and operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 2)*	Chris Warren	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 3)*	Christopher Osborne	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 4)*	Jeremy Reynolds	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 5)*	Christopher Hewlett	*as above*	machine operator

TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - affirmative action position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - State Executive Officer)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Cornwall Coal)*	Darren Redshaw	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	miner
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Temco)*	Brent Ashman	*as above*	miner
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Cement Australia)*	Pren Cetai	*as above*	miner

SOUTH AUSTRALIAN BRANCH				
South Australian Branch State Executive				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	Brad Coates	*as above*	union official
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Executive Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Executive Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Executive Member *(ex officio C&G SA Divisional Branch President)*	*VACANT*	*N/A*	*N/A*

South Australian Branch State Conference				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	Brad Coates	*as above*	union official
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President *(MUA position)*	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Conference Member *(ex officio C&G SA Divisional Branch President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Vice President)*	Mark Palmer	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Marcus Pare	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - SA Divisional Branch Trustee)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Trustee)*	Travis Brook	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 1)*	Mark Forster	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 2)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 3)*	Duncan Campbell	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	labourer

SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 4)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District President)*	Jayson Paterson	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President)*	James Coventry	*as above*	boot maker
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President - affirmative action position)*	Lyn Elies	*as above*	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 1)*	Mario Buterin	*as above*	glazier
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 2)*	Mark Nicholls	*as above*	unemployed member
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 3)*	Doug Nuske	*as above*	forklift operator
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 4)*	Matthew Hueppauff	*as above*	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 5)*	Paul Wilmshurst	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Management Committee member - affirmative action position)*	Michelle Ingley-Smith	*as above*	training officer
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President)*	Brendan Coustley	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President - affirmative action position)*	Cathy Bell	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 1)*	Mark Henriksen	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 2)*	Peter Hewlett	*as above*	mechanical fitter
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 3)*	Anthony Hamilton	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 4)*	Travis Lawson	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 5)*	Steven Chapman	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

WESTERN AUSTRALIAN BRANCH				
Western Australian Branch State Executive				
WA	State President	Greg Busson	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Will Tracey	*as above*	union official
WA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*MUA position*)	Doug Heath	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*M&E position*)	Robert Sanford	*as above*	coal miner

Western Australian Branch State Conference				
WA	State President	Greg Busson	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Will Tracey	*as above*	union official
WA	State Joint Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President *(MUA position)*	Doug Heath	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President *(M&E position)*	Robert Sanford	*as above*	coal miner
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Senior Vice President)*	Glenn Hawkins	*as above*	bricklayer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Vice President)*	Robert Pearson	*as above*	builder's labourer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Troy Smart	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Brad Upton	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Steve Catania	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 1)*	Dean Brooker	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 2)*	Nathan Fisher	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 3)*	Jimmy Poole	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 4)*	Matt Ryan	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 5)*	Gary Shorto	*as above*	construction worker
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	George Gakis	*as above*	union official
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Jeffrey Cassar	*as above*	union official
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - District Vice President – Northern Region)*	Justin Parry	*as above*	miner

WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - District Vice President – Southern Region)*	Kim Praetz	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Northern Region)*	Greg Brandis	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Northern Region)*	Garry Howard	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Southern Region)*	Darren Crowe	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Southern Region)*	Shane Johnson	*as above*	miner

Construction and General Division

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional Executive

C&G NAT	Divisional President	Jade Ingham	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Senior Vice President	Robert Kera	*as above*	union official
C&G NAT	Divisional Vice President	John Setka	*as above*	union official
C&G NAT	Divisional Secretary	David Noonan	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Jason Jennings	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 1)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 2)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Executive Member *(QNT additional position)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Executive Member *(NSW additional position)*	Michael Greenfield	*as above*	union official

Construction and General Divisional Conference				
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 1 – ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 2 – ex officio QNT Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 3 – ex officio QNT Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 4)*	Royce Kupsch	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 5)*	Steven Gaske	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 6)*	Ian McKewin	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 7)*	Jade Ingham	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 8)*	Peter Close	*as above*	construction plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 9)*	Steve Amies	*as above*	steel fixer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 10 – NT position)*	Josh Burling	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 1 – ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 2)*	Michael Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 3)*	Elmedin Begic	*as above*	plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 4)*	Warren Whitney	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 5)*	Munro Jones	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 6)*	Robert Kera	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 7)*	Rita Mallia	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 8)*	Denis McNamara	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 9)*	Peter Genovese	*as above*	construction worker
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 1 – ex officio ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 2)*	Jason Jennings	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 1 – ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 2)*	Joe Myles	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 3)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 4)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 5)*	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 6)*	David Lythgo	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 7)*	Steve Long	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 8)*	Skye Allan	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 9)*	Lisa Zanatta	*as above*	women's organiser
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 10)*	Theo Theodorou	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 11)*	Brendan Pitt	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 12)*	Nigel Davies	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 13)*	Garry Donnon	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 14)*	Mark Travers	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 15)*	David Noonan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 16)*	Ivan Colina	*as above*	fibrous plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 1 – ex officio SA Divisional Branch Secretary)*	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 2 – ex officio SA Divisional Branch Assistant Secretary)*	Marcus Pare	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 3)*	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 1 – ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 2)*	Robert Benkesser	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 3)*	Michelle Sheehy	*as above*	union official

Construction and General Divisional Trustees				
C&G NAT	Divisional Trustee	Rita Mallia	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Trustee	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Trustee	Darren Greenfield	*as above*	union official

CONSTRUCTION AND GENERAL QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH

Construction and General Queensland-Northern Territory Divisional Branch Management Committee

C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter

Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 1)*	Steve Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Council Member *(position 2)*	Craig Brown	*as above*	construction worker
C&G QNT	Divisional Branch Council Member *(position 3)*	Josh Burling	*as above*	union official
C&G QNT	Divisional Branch Council Member *(position 4)*	Tony Dougherty	*as above*	civil construction labourer
C&G QNT	Divisional Branch Council Member *(position 5)*	Tom McGovern	*as above*	trade assistant
C&G QNT	Divisional Branch Council Member *(position 6)*	Ian (Badge) McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 7)*	Mick Robinson	*as above*	union official

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Robert Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Gordon Cunningham-Cameron	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	Elmedin Begic	*as above*	plasterer
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer

C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Michael Restuccia	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	Warren Whitney	*as above*	safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren Wick	*as above*	construction worker

Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Robert Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Gordon Cunningham-Cameron	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	Elmedin Begic	*as above*	plasterer
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator

C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Michael Restuccia	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	Warren Whitney	*as above*	safety rep/ dogman
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren WIck	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 1)*	Nur Begg	*as above*	bricklayer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 2)*	Ashley Burke	*as above*	rigger/ dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 3)*	Kahon Alkozai	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 4)*	John Hughes	*as above*	dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 5)*	Michael Bailey	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 6)*	Mario Battistini	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 7)*	Derek Gallagher	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 8)*	Jack Bosden	*as above*	construction worker

C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 9)*	Craig Bremner	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 10)*	Geoff Bates	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 11)*	Robert Burland	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 12)*	Colin Chapman	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 13)*	James Ponisi	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 14)*	Mohamed Gabr	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 15)*	Mohamed Hammoud	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 16)*	Colin Lamond	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 17)*	Edward Sloane	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 18)*	Ian McKinnon	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 19)*	Russell Munro	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 20)*	Jason Williams	*as above*	builder's labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 21)*	Geoffrey Vaughan	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 22)*	James Wall	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 1)*	Neal Attwood	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 2)*	Mitchell Deas	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 3)*	Mark Kelly	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Camden Zone position 1)*	David Mackay	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 2)*	Paul Fisher	*as above*	refractory bricklayer

C&G NSW	Divisional Branch Council Member *(Camden Zone position 3)*	Sallie Oxborough	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Country Zone position 1)*	Gary McCarthy	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Country Zone position 2)*	Michael Sykes	*as above*	grader operator
C&G NSW	Divisional Branch Council Member *(Country Zone position 3)*	Paul Wright	*as above*	construction worker

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch President	Jason Jennings	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Secretary/Treasurer	Zachary Smith	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch President	Jason Jennings	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Vice President	Anthony Vitler	*as above*	plant operator
C&G ACT	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Secretary/Treasurer	Zachary Smith	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 1)*	Joshua Bolitho	*as above*	builders labourer
C&G ACT	Divisional Branch Councillor *(position 2)*	Graeme Carter	*as above*	builders labourer / dogman
C&G ACT	Divisional Branch Councillor *(position 3)*	Peter Ellis	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 4)*	Troy Gledhill	*as above*	builders labourer

C&G ACT	Divisional Branch Councillor *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 6)*	Steven Kuczerka	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Councillor *(position 7)*	Stuart Peacock	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 8)*	Luke Poskus	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 9)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator

Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	Jim Stuht	*as above*	plant machine operation

Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee	Jim Stuht	*as above*	plant machine operation

	Member *(Tasmania) (position 6)*			
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 1)*	Rhett Campbell	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 2)*	Chris Brett	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 3)*	Richard Bradley	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 4)*	Bart Scaffidi	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 5)*	Vlado Cakarun	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 6)*	Emilio Botsaris	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 7)*	Luke Buttigieg	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 8)*	Shane Cilia	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 9)*	Lara Van Graas	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 10)*	Kelly Ngu	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 11)*	Sean Paul Donnelly	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 12)*	Peter Clark	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 13)*	Antony Grgurevic	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 14)*	Valerio Macaro	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 15)*	Ivan Colina	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 16)*	Mick Fitzsimons	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 17)*	Felice Filardo	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 18)*	Matthew Montebello	*as above*	carpenter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 19)*	Trent Edwards	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 20)*	David Costabile	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 21)*	David Krizan	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 22)*	Peter Loncar	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 23)*	Jason Deans	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 24)*	Anthony Dredge	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 25)*	Teena Simpson	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 26)*	Neven Markulin	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 27)*	Yong Wu	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 28)*	Jimmy Harris	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 29)*	Drew McDonald	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 30)*	Guang Liang Xu	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 31)*	Terence McNamara	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 32)*	John Mantis	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 33)*	Gerard McQuaid	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 34)*	Lita Gillies	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 35)*	Scott Aird	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 36)*	Mark McMillan	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 37)*	Brad McNiven	*as above*	carpenter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 38)*	Ilija Crnac	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 39)*	Lee McKenzie	*as above*	crane operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 40)*	Tamish Muller	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 41)*	David Foley	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 42)*	Kathleen Ingram	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 43)*	Matthew Seadon	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 44)*	Mick Egan	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 45)*	Mick Powell	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 46)*	Carla Rivera	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 47)*	Liam O'Hearn	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 48)*	Adam Olsen	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 49)*	Ashton Fitzpatrick	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 50)*	Shane McGowan	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 51)*	Trevor Punshon	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 52)*	Ricky Orterga	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 53)*	Mark Peterson	*as above*	forklift hoist operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 54)*	Gary Roberts	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 55)*	John Pidoto	*as above*	driller
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 56)*	Angelo Ruffato	*as above*	crane operator

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 57)*	Sam Presti	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 58)*	James Ryan	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 59)*	Terry Ryan	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 60)*	Gerry Pettifer	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 61)*	Shane Ross	*as above*	crane operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 62)*	Daniel Simioni	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 63)*	Malachy Farrelly	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 64)*	Michael Farrelly	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 65)*	David Setka	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 66)*	Chris Spiridonos	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 67)*	Mick Karlusic	*as above*	tile layer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 68)*	Simon Samardzic	*as above*	stonemason
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 69)*	John Samardzic	*as above*	stonemason
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 70)*	Jack Vucak	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 71)*	Shelly Goodwin	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 72)*	Esther Van Arend	*as above*	rigger/dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 1)*	Paul McCann	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 2)*	Dean Doran	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 3)*	Mark Travers	*as above*	union official

C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 4)*	Rachel McCann	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 1)*	Nigel Davies	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 2)*	David Duffy	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 3)*	Andrew Pitlik	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 4)*	Brett James Fleming	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 1)*	James Gianchino	*as above*	rigger
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 2)*	Joel Hannebery	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 3)*	Mark Tait	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 4)*	Cameron McClure	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 1)*	Philip Darcy	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 2)*	John Thomson	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 3)*	Toby Thornton	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 4)*	Tom Malone	*as above*	plant operator

CONSTRUCTION AND GENERAL SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Construction and General South Australian Divisional Branch Management Committee				
C&G SA	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Vice President	Mark Palmer	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Secretary	Andrew Sutherland	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Treasurer	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	Travis Brook	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 3)*	Duncan Campbell	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	labourer
C&G SA	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*

Construction and General South Australian Divisional Branch Council				
C&G SA	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Vice President	Mark Palmer	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Secretary	Andrew Sutherland	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Treasurer	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	Travis Brook	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 3)*	Duncan Campbell	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	labourer
C&G SA	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 1)*	Holly Hedges	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	builders labourer
C&G SA	Divisional Branch Council Member *(position 2)*	Kain Shanko	*as above*	crane driver/ rigger/ dogman
C&G SA	Divisional Branch Council Member *(position 3)*	Lance Herbert	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 6)*	Michael McCluskey	c/- South Australian Divisional Branch, Level 1, 32 South	builders labourer

			Terrace, Adelaide, SA, 5000	
C&G SA	Divisional Branch Council Member *(position 7)*	Damien O'Connell	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 8)*	Patrick Rupric	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 10)*	Julie Savage	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	construction worker
C&G SA	Divisional Branch Council Member *(position 11)*	Zac Strawbridge	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 12)*	Jarrad Tapp	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 13)*	Doug Tilley	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 14)*	Nathan White	*as above*	rigger

CONSTRUCTION AND GENERAL WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Construction and General Western Australian Divisional Branch Management Committee				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Dean Brooker	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Matt Ryan	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker

Construction and General Western Australian Divisional Branch Council				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Troy Smart	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Dean Brooker	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Matt Ryan	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 1)*	John Barton	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 2)*	Ronny Buchan	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 3)*	Nick Di Gregorio	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 4)*	Jeremy Goncalves	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 5)*	David Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 6)*	Cheryle Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 7)*	Michelle Kavanagh	*as above*	union official
C&G WA	Divisional Branch Council Member *(position 8)*	Mick Kitson	*as above*	construction worker

C&G WA	Divisional Branch Council Member *(position 9)*	Aussie Minervini	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 10)*	Tawa Harris	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 11)*	Justin Murphy	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 12)*	Nick Jeakings	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 13)*	Nathan Park	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 14)*	Steve Parker	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 15)*	Andrew Hamor	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 16)*	Trent Philip	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 17)*	Joffa Pound	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 18)*	Ben Pringle	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 19)*	Kay Symes	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 20)*	Campbell Walton	*as above*	construction worker

Construction and General Western Australian Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Branch Trustee	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Trustee	Glenn Hawkins	*as above*	bricklayer

Manufacturing Division

MANUFACTURING DIVISIONAL NATIONAL OFFICE

Manufacturing Divisional Executive

MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Vice President	Brad Coates	*as above*	union official
MNF NAT	Divisional Vice President	David Kirner	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF NAT	Divisional Executive Member *(position 1)*	Geoff Gasperotti	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 2)*	Anthony Pavey	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 3)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Divisional Executive Member *(position 4)*	Scott McLean	*as above*	union official
MNF NAT	Divisional Executive Member *(position 5)*	Steve Abboushi	*as above*	union official
MNF NAT	Divisional Executive Member *(position 6)*	Jenny Hunter	*as above*	textile worker
MNF NAT	Divisional Executive Member *(position 7)*	Travis Lawson	*as above*	union official
MNF NAT	Divisional Executive Member *(position 8)*	Sharon Musson	*as above*	process operator
MNF NAT	Divisional Executive Member *(position 9)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Divisional Executive Member *(position 10)*	Michael Aird	*as above*	union official
MNF NAT	Divisional Executive Member *(position 11)*	Alison Rudman	*as above*	union official
MNF NAT	Divisional Executive Member *(position 12)*	Warren Smith	*as above*	textile worker

Manufacturing Divisional Conference				
MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 1 - ex officio PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 2)*	Geoff Gasperotti	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 3)*	Anthony Pavey	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(PPW position 4)*	Craig O'Connor	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(QNW position 1 – ex officio QNW District Secretary)*	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF NAT	Delegate to Divisional Conference *(QNW position 2)*	Brenton Lancaster	*as above*	furniture worker
MNF NAT	Delegate to Divisional Conference *(NSW position 1 - ex officio NSW District Secretary)*	Michael Aird	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 2)*	Sharon Musson	*as above*	process operator
MNF NAT	Delegate to Divisional Conference *(NSW position 3)*	Alison Rudman	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 4)*	Bev Ruha	*as above*	production worker
MNF NAT	Delegate to Divisional Conference *(VIC position 1 - ex officio VIC District Secretary)*	Leo Skourdoumbis	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 2)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 3)*	Brett Aspland	*as above*	machine operator

MNF NAT	Delegate to Divisional Conference *(VIC position 4)*	Warren Smith	*as above*	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 5)*	Kevin de Hoedt	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(VIC position 6)*	Jenny Hunter	*as above*	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 7)*	Steve Abboushi	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 1 - ex officio TAS District Secretary)*	Scott McLean	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 2)*	Nathan Milner	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 1 - ex officio GGT District Secretary)*	Brad Coates	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(GGT position 2)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 3)*	Travis Lawson	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 1 - ex officio SA District Secretary)*	David Kirner	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 2)*	Lyn Elies	*as above*	distribution centre worker

MANUFACTURING DIVISION PULP AND PAPER WORKERS' DISTRICT				
Manufacturing Division Pulp and Paper Workers' District Management Committee				
MNF PPW	District President	Geoff Gasperotti	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF PPW	District Senior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Junior Vice President	Craig O'Connor	*as above*	production operator
MNF PPW	District Secretary	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Melbourne Sub-Branch Secretary)*	Geoff Gasperotti	*as above*	union official
MNF PPW	District Management Committee Member *(additional PPW Melbourne Sub-Branch Delegate)*	Kevin Riordan	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Maryvale Sub-Branch Secretary)*	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 1)*	Bill Scott	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 2)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(ex officio PPW Millicent Sub-Branch Secretary)*	Craig O'Connor	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Millicent Sub-Branch Delegate)*	Nigel Ross	*as above*	machine operator
MNF PPW	District Management Committee Member *(ex officio PPW Sydney Sub-Branch Secretary)*	Mal Daw	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Tasmanian Sub-Branch Secretary)*	Stephen Zvillis	*as above*	boiler operator
MNF PPW	District Management Committee Member *(ex officio PPW Tumut Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(affirmative action position 1)*	Elly Robertson	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	first aid officer
MNF PPW	District Management Committee Member *(affirmative action position 2)*	Cherie Drummond	*as above*	production worker

MANUFACTURING DIVISION
QUEENSLAND-NORTHERN TERRITORY-WESTERN AUSTRALIAN DISTRICT

Manufacturing Division
Queensland-Northern Territory-Western Australian District Committee of Management

MNF QNW	District President	Vincent Breen	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	furniture worker
MNF QNW	District Vice President	Shane Reditt	*as above*	furniture worker
MNF QNW	District Secretary	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF QNW	District Management Committee Member *(position 1)*	Allison Rennardson	*as above*	machine operator
MNF QNW	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(affirmative action position)*	Julie Knighton	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT				
Manufacturing Division New South Wales District Committee of Management				
MNF NSW	District President	Sharon Musson	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Vice President	Ben Nunn	*as above*	process operator
MNF NSW	District Vice President *(affirmative action position)*	Bev Ruha	*as above*	production worker
MNF NSW	District Secretary	Michael Aird	*as above*	union official
MNF NSW	District Assistant Secretary	Alison Rudman	*as above*	union official
MNF NSW	District Management Committee Member *(position 1)*	Jim Forelli	*as above*	textile worker
MNF NSW	District Management Committee Member *(position 2)*	Dennis Gamazon	*as above*	production worker
MNF NSW	District Management Committee Member *(position 3)*	Andrew Brown	*as above*	process operator
MNF NSW	District Management Committee Member *(position 4)*	Quang Luong	*as above*	textile worker
MNF NSW	District Management Committee Member *(position 5)*	Mick O'Leary	*as above*	production worker
MNF NSW	District Management Committee Member *(position 6)*	Ben Zanon	*as above*	joiner
MNF NSW	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION VICTORIAN DISTRICT				
Manufacturing Division Victorian District Committee of Management				
MNF VIC	District Joint President	Warren Smith	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF VIC	District Joint President	Brett Aspland	*as above*	machine operator
MNF VIC	District Vice President	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF VIC	District Vice President *(affirmative action position)*	Jenny Hunter	*as above*	textile worker
MNF VIC	District Secretary	Leo Skourdoumbis	*as above*	union official
MNF VIC	District Assistant Secretary	Steve Abboushi	*as above*	union official
MNF VIC	District Management Committee Member *(position 1)*	Jeremy Cook	*as above*	glazier
MNF VIC	District Management Committee Member *(position 2)*	Darren Purcell	*as above*	glazier
MNF VIC	District Management Committee Member *(position 3)*	John Mizzi	*as above*	factory worker
MNF VIC	District Management Committee Member *(position 4)*	Troy Hudson	*as above*	machine operator
MNF VIC	District Management Committee Member *(position 5)*	Eti Taealii	*as above*	machine operator
MNF VIC	District Management Committee Member *(position 6)*	Gerald Molik	*as above*	plymill - yard
MNF VIC	District Management Committee Member *(position 7)*	Damien Rowe	*as above*	timber worker
MNF VIC	District Management Committee Member *(position 8)*	Kevin de Hoedt	*as above*	timber worker
MNF VIC	District Management Committee Member *(position 9)*	Fhlorie Vrescky	*as above*	textile worker
MNF VIC	District Management Committee Member *(affirmative action position)*	Shelly Mead	*as above*	textile worker
MNF VIC	TCF Victorian District Assistant Secretary	Elizabeth Macpherson	*as above*	union official
MNF VIC	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official

MANUFACTURING DIVISION TASMANIAN DISTRICT				
Manufacturing Division Tasmanian District Committee of Management				
MNF TAS	District President	Nathan Milner	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	machine operator
MNF TAS	District Vice President	Justin Blizzard	*as above*	machine operator
MNF TAS	District Vice President *(affirmative action position)*	Aneeka Brown	*as above*	process operator
MNF TAS	District Secretary	Scott McLean	*as above*	union official
MNF TAS	District Management Committee Member *(position 1)*	Simon Fraser	*as above*	machine mechanic and operator
MNF TAS	District Management Committee Member *(position 2)*	Chris Warren	*as above*	machine operator
MNF TAS	District Management Committee Member *(position 3)*	Christopher Osborne	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 4)*	Jeremy Reynolds	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 5)*	Christopher Hewlett	*as above*	machine operator
MNF TAS	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT				
Manufacturing Division Greater Green Triangle District Committee of Management				
MNF GGT	District President	Terry Bennier	c/- Greater Green Triangle District, 1 Crennan Street, Mount Gambier, SA, 5290	senior machine operator
MNF GGT	District Vice President	Brendan Coustley	*as above*	machine operator
MNF GGT	District Vice President *(affirmative action position)*	Cathy Bell	*as above*	machine operator
MNF GGT	District Secretary	Brad Coates	*as above*	union official
MNF GGT	District Management Committee Member *(position 1)*	Mark Henriksen	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 2)*	Peter Hewlett	*as above*	mechanical fitter
MNF GGT	District Management Committee Member *(position 3)*	Anthony Hamilton	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 4)*	Travis Lawson	*as above*	union official
MNF GGT	District Management Committee Member *(position 5)*	Steven Chapman	*as above*	machine operator
MNF GGT	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIAN DISTRICT				
Manufacturing Division South Australian District Committee of Management				
MNF SA	District President	Jayson Paterson	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
MNF SA	District Vice President	James Coventry	*as above*	boot maker
MNF SA	District Vice President *(affirmative action position)*	Lyn Elies	*as above*	distribution centre worker
MNF SA	District Secretary	David Kirner	*as above*	union offical
MNF SA	District Management Committee Member *(position 1)*	Mario Buterin	*as above*	glazier
MNF SA	District Management Committee Member *(position 2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(position 3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(position 4)*	Matthew Hueppauff	*as above*	distribution centre worker
MNF SA	District Management Committee Member *(position 5)*	Paul Wilmshurst	*as above*	health and safety officer
MNF SA	District Management Committee Member *(affirmative action position)*	Michelle Ingley-Smith	*as above*	training officer

MANUFACTURING DIVISION TCF SECTOR				
Manufacturing Division TCF Sector Council				
MNF TCF	TCF National Secretary	Jenny Kruschel	c/- TCF Sector Council, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union offiical
MNF TCF	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	Ordinary TCF Sector Council Member *(position 1)*	Warren Smith	*as above*	textile worker
MNF TCF	Ordinary TCF Sector Council Member *(position 2)*	Hunt Jan	*as above*	textile worker
MNF TCF	Ordinary TCF Sector Council Member *(position 3)*	Thi Thuy Pham	*as above*	machinist

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA NAT	Divisional National Presiding Officer	Chris Cain	c/- MUA Division, Level 2, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Presiding Officer	Jason Campbell	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Paul Keating	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Glen Williams	*as above*	union official
MUA NAT	Divisional National Secretary	Padraig Crumlin	*as above*	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official

Maritime Union of Australia Divisional National Council				
MUA NAT	Divisional National Secretary	Padraig Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Queensland Divisional Branch Secretary	Stephen Cumberlidge	*as above*	union official
MUA NAT	Queensland Divisional Deputy Branch Secretary	Jason Miners	*as above*	union official
MUA NAT	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NAT	Newcastle Divisional Deputy Branch Secretary	Dennis Outram	*as above*	stevedore
MUA NAT	Sydney Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA NAT	Sydney Divisional Deputy Branch Secretary	Paul Garrett	*as above*	union official
MUA NAT	Southern New South Wales Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA NAT	Southern New South Wales Divisional Deputy Branch Secretary	Scott Carter	*as above*	stevedore
MUA NAT	Victorian Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA NAT	Victorian Divisional Deputy Branch Secretary	David Ball	*as above*	union official
MUA NAT	South Australian Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA NAT	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA NAT	Western Australian Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA NAT	Western Australian Divisional Deputy Branch Secretary	Doug Heath	*as above*	union official
MUA NAT	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA NAT	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser
MUA NAT	Northern Territory Divisional Branch Secretary	Andrew Burford	*as above*	union official
MUA NAT	Northern Territory Divisional Deputy Branch Secretary	Chris Cain	*as above*	union official

MUA NAT	Divisional National Women's Representative	Mich-Elle Myers	*as above*	women's liaison officer

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH				
Maritime Union of Australia Queensland Divisional Branch Executive				
MUA QLD	Divisional Branch Presiding Officer	Jason Miners	c/- Queensland Divisional Branch, 73 Southgate Avenue, Cannon Hill, QLD, 4170	union official
MUA QLD	Divisional Branch Secretary	Stephen Cumberlidge	*as above*	union official
MUA QLD	Divisional Branch Deputy Secretary	Jason Miners	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Peterson	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA NEW	Divisional Branch Presiding Officer	Dennis Outram	c/- Newcastle Divisional Branch, 406-408 King Street, Newcastle West, NSW, 2302	stevedore
MUA NEW	Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NEW	Divisional Branch Deputy Secretary	Dennis Outram	*as above*	stevedore

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH				
Maritime Union of Australia Sydney Divisional Branch Executive				
MUA SYD	Divisional Branch Presiding Officer	Paul Garrett	c/- Sydney Divisional Branch, Level 1, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA SYD	Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA SYD	Divisional Branch Deputy Secretary	Paul Garrett	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Brad Dunn	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Nathan Donato	*as above*	union official

MARITIME UNION OF AUSTRALIA SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH				
Maritime Union of Australia Southern New South Wales Divisional Branch Executive				
MUA SNSW	Divisional Branch Presiding Officer	Scott Carter	c/- Southern NSW Divisional Branch, 64 Darcy Road, Port Kembla, NSW, 2505	stevedore
MUA SNSW	Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA SNSW	Divisional Branch Deputy Secretary	Scott Carter	*as above*	stevedore

MARITIME UNION OF AUSTRALIA VICTORIAN DIVISIONAL BRANCH				
Maritime Union of Australia Victorian Divisional Branch Executive				
MUA VIC	Divisional Branch Presiding Officer	Robert Lumsden	c/- Victorian Divisional Branch, 46-54 Ireland St, West Melbourne, VIC, 3003	union official
MUA VIC	Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA VIC	Divisional Branch Deputy Secretary	David Ball	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Lumsden	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Patchett	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIAN DIVISIONAL BRANCH				
Maritime Union of Australia Tasmanian Divisional Branch Executive				
MUA TAS	Divisional Branch Presiding Officer	Alisha Bull	c/- Tasmanian Divisional Branch, Shop 3, 59 Wright Street, East Devonport, TAS, 7310	union organiser
MUA TAS	Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA TAS	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia South Australian Divisional Branch Executive				
MUA SA	Divisional Branch Presiding Officer	Clem Clothier	c/- South Australian Divisional Branch, 65 St Vincent Street, Port Adelaide, SA, 5015	stevedore
MUA SA	Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia Western Australian Divisional Branch Executive				
MUA WA	Divisional Branch Presiding Officer	Doug Heath	c/- Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle, WA, 6159	union official
MUA WA	Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA WA	Divisional Branch Deputy Secretary	Doug Heath	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	George Gakis	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official

MARITIME UNION OF AUSTRALIA NORTHERN TERRITORY DIVISIONAL BRANCH				
Maritime Union of Australia Northern Territory Divisional Branch Executive				
MUA NT	Divisional Branch Presiding Officer	Chris Cain	c/- Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin, NT, 0801	union official
MUA NT	Divisional Branch Secretary	Andy Burford	*as above*	union official
MUA NT	Divisional Branch Deputy Secretary	Chris Cain	*as above*	union official

Mining and Energy Division

MINING AND ENERGY DIVISIONAL NATIONAL OFFICE

Mining and Energy Division Central Council

M&E NAT	General President	Anthony Maher	c/- Mining and Energy Division, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	union official
M&E NAT	General Secretary	Grahame Kelly	*as above*	union official
M&E NAT	Central Councillor	Stephen Smyth	*as above*	union official
M&E NAT	Central Councillor	Heath Timmins	*as above*	miner
M&E NAT	Central Councillor	George Pearce	*as above*	miner
M&E NAT	Central Councillor	Grant Hedley	*as above*	miner
M&E NAT	Central Councillor	Robin Williams	*as above*	union official
M&E NAT	Central Councillor	Michael Schofield	*as above*	miner
M&E NAT	Central Councillor	Matthew Reid	*as above*	miner
M&E NAT	Central Councillor	Michael Dobie	*as above*	miner
M&E NAT	Central Councillor	Peter Compton	*as above*	energy worker
M&E NAT	Central Councillor	Greg Busson	*as above*	union official
M&E NAT	Central Councillor	Graeme Osborne	*as above*	union official
M&E NAT	Central Councillor	Daniel Hopkins	*as above*	miner
M&E NAT	Central Councillor	Ricky Gale	*as above*	miner
M&E NAT	Central Councillor	Trevor Williams	*as above*	union official
M&E NAT	Affirmative Action Councillor	Sharon Smoothy	*as above*	miner

MINING AND ENERGY DIVISION QUEENSLAND DISTRICT BRANCH				
Mining and Energy Division Queensland District Branch Board of Management				
M&E QLD	District President	Stephen Smyth	c/- Queensland District Branch, 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Secretary	Glenn Power	*as above*	union official
M&E QLD	District Senior Vice President	Mitch Hughes	*as above*	union official
M&E QLD	District Vice President - Rockhampton	Jeffrey Scales	*as above*	union official
M&E QLD	District Vice President - Emerald	Shane Brunker	*as above*	union official
M&E QLD	District Vice President - Mackay	Steven Pierce	*as above*	union official
M&E QLD	District Central Councillor	Stephen Smyth	*as above*	union official
M&E QLD	District Central Councillor	Heath Timmins	*as above*	miner
M&E QLD	District Central Councillor	George Pearce	*as above*	miner
M&E QLD	District Central Councillor	Grant Hedley	*as above*	miner
M&E QLD	Lodge Representative – Division One	Shane Barker	*as above*	miner
M&E QLD	Lodge Representative – Division Two	Brodie Brunker	*as above*	miner
M&E QLD	Lodge Representative – Division Three	Russell Herdman	*as above*	miner
M&E QLD	Lodge Representative – Division Four	Fredrick Hibble	*as above*	miner
M&E QLD	Lodge Representative – Division Five	Michael Howells	*as above*	miner
M&E QLD	Lodge Representative – Division Six	*VACANT*	*N/A*	*N/A*
M&E QLD	Lodge Representative – Division Seven	Mark Zerner	c/- Queensland District Branch, 61 Bowen Street, Spring Hill, QLD, 4004	miner

MINING AND ENERGY DIVISION NORTHERN MINING & NSW ENERGY DISTRICT BRANCH				
Mining and Energy Division Northern Mining & NSW Energy District Branch Board of Management				
M&E NTH	District President	Robin Williams	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	union official
M&E NTH	District Secretary	Shane Thompson	*as above*	union official
M&E NTH	District Vice President (A)	Jeremy McWilliams	*as above*	union official
M&E NTH	District Vice President (B)	Michael Taggart	*as above*	union official
M&E NTH	District Vice President (C)	*VACANT*	*N/A*	*N/A*
M&E NTH	District Vice President (D)	Chad Hanson	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	union official
M&E NTH	District Vice President (E)	Mark McGrath	*as above*	union official
M&E NTH	District Check Inspector (A)	Stephen Tranter	*as above*	union official
M&E NTH	District Check Inspector (B)	Anthony Watson	*as above*	union official
M&E NTH	District Central Councillor	Robin Williams	*as above*	union official
M&E NTH	District Central Councillor	Michael Schofield	*as above*	miner
M&E NTH	District Central Councillor	Matthew Reid	*as above*	miner
M&E NTH	District Central Councillor	Michael Dobie	*as above*	miner
M&E NTH	District Central Councillor	Peter Compton	*as above*	energy worker
M&E NTH	Board of Management Representative – Open Cut	Bradley Bates	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	*VACANT*	*N/A*	*N/A*
M&E NTH	Board of Management Representative – Open Cut	Matthew Howard	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	miner
M&E NTH	Board of Management Representative – Underground	*VACANT*	*N/A*	*N/A*
M&E NTH	Board of Management Representative – Underground	Richard Lloyd	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	miner
M&E NTH	Board of Management Representative – Underground	Joseph Price	*as above*	miner
M&E NTH	Board of Management Representative – Energy Section	Scott King	*as above*	energy worker
M&E NTH	Board of Management Representative – Energy Section	Glenn Kollner	*as above*	energy worker

M&E NTH	Board of Management Representative – Gunnedah Coalfields	Simon Duff	*as above*	miner
M&E NTH	Board of Management Representative – Energy Section	Jason Porter	*as above*	energy worker
M&E NTH	Board of Management Representative – Affirmative Action	Kerry Konieczny	*as above*	miner

MINING AND ENERGY DIVISION SOUTH WESTERN DISTRICT BRANCH				
Mining and Energy Division South Western District Branch Board of Management				
M&E SW	District President	Graeme Osborne	c/- South Western District Branch, 636 Northcliffe Drive, Kembla Grange, NSW, 2526	union official
M&E SW	District Secretary	Andrew Davey	*as above*	union official
M&E SW	District Vice President Western	Craig Carberry	*as above*	union official
M&E SW	District Vice President Southern	Robert Timbs	*as above*	union official
M&E SW	District Vice President Metalliferous	Gregory Braes	*as above*	union official
M&E SW	District Check Inspector - Southern	Stephen Barrett	*as above*	union official
M&E SW	District Relief Check Inspector - Southern	Anthony Davis	*as above*	union official
M&E SW	District Check Inspector - Western	Stephen Luck	*as above*	union official
M&E SW	District Relief Check Inspector - Western	Kyle Witherspoon	*as above*	coal miner
M&E SW	District Central Councillor	Graeme Osborne	*as above*	union official
M&E SW	District Central Councillor	Daniel Hopkins	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	Matthew Gosek	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	Joe Sleiman	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 2	Steven Ockers	*as above*	coal miner
M&E SW	Board of Management Representative – Southern Region – Area 3	Murray Dakers	*as above*	coal port worker
M&E SW	Board of Management Representative – Western Region – Area 1	Peter Fyfe	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 2	*VACANT*	*N/A*	*N/A*
M&E SW	Board of Management Representative – Western Region – Area 3	Mark Jenkins	c/- South Western District Branch, 636 Northcliffe Drive, Kembla Grange, NSW, 2526	miner
M&E SW	Board of Management Representative – Western Region – Area 4	Kyle Witherspoon	*as above*	miner

MINING AND ENERGY DIVISION VICTORIAN DISTRICT BRANCH				
Mining and Energy Division Victorian District Branch Board of Management				
M&E VIC	District President	Trevor Williams	c/- Victorian District Branch, Wing 5, Lignite Court, Morwell, VIC, 3840	union official
M&E VIC	District Vice President	Mark Richards	*as above*	union official
M&E VIC	District Secretary	Geoff Dyke	*as above*	power station worker/ union official
M&E VIC	Loy Yang Mine Lodge President	Ritchie Barber	*as above*	mine operator
M&E VIC	Loy Yang 'A' Power Station Lodge President	Stuart Caines	*as above*	power station worker
M&E VIC	Loy Yang 'B' Power Station Lodge President	Geoff Dyke	*as above*	power station worker/union official
M&E VIC	Yallourn Mine Lodge President	Mark Micallef	*as above*	mine operator
M&E VIC	Yallourn Power Station Lodge President	Mustafa Karabadjak	*as above*	power station operator
M&E VIC	Emergency Services Lodge President	Brett Leighton	*as above*	emergency services officer

MINING AND ENERGY DIVISION TASMANIAN DISTRICT BRANCH				
Mining and Energy Division Tasmanian District Branch Board of Management				
M&E TAS	District Honorary President	Ricky Gale	c/- Tasmanian District Branch, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	State Executive Officer	*VACANT*	*N/A*	*N/A*
M&E TAS	Board of Management Representative – Cornwall Coal	Darren Redshaw	c/- Tasmanian District Branch, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	Board of Management Representative – Temco	Brent Ashman	*as above*	miner
M&E TAS	Board of Management Representative – Cement Australia	Pren Cetai	*as above*	miner

MINING AND ENERGY DIVISION WESTERN AUSTRALIAN DISTRICT BRANCH				
Mining and Energy Division Western Australian District Branch Board of Management				
M&E WA	District President	Robert Sanford	c/- Western Australian District Branch, 75 Throssell Street, Collie, WA, 6225	coal miner
M&E WA	District Secretary	Greg Busson	*as above*	union official
M&E WA	District Vice President – Northern Region	Justin Parry	*as above*	miner
M&E WA	District Vice President – Southern Region	Kim Praetz	*as above*	miner
M&E WA	Board of Management Representative – Northern Region	Greg Brandis	*as above*	miner
M&E WA	Board of Management Representative – Northern Region	Garry Howard	*as above*	miner
M&E WA	Board of Management Representative – Southern Region	Darren Crowe	*as above*	miner
M&E WA	Board of Management Representative – Southern Region	Shane Johnson	*as above*	miner

ANNEXURE A

- Offices and Office Holders in the Organisation and its Branches:

Construction, Forestry, Maritime, Mining and Energy Union

List of officeholders as of 31 March 2023

Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
National Office				
National Executive Committee (NEC)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	David Noonan	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Senior Vice President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	Michael Ravbar	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member (C&G position 1)	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 2)*	Jason Jennings	*as above*	union official
NAT	National Executive Committee Member *(C&G position 3)*	Darren Greenfield	*as above*	union official

NAT	National Executive Committee Member *(C&G position 4)*	Robert Graauwmans	*as above*	union official
NAT	National Executive Committee Member *(C&G position 5)*	John Setka	*as above*	union official
NAT	National Executive Committee Member *(C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Committee Member *(C&G position 7)*	Jade Ingham	*as above*	union official
NAT	National Executive Committee Member *(C&G position 8)*	Robert Kera	*as above*	union official
NAT	National Executive Committee Member *(C&G position 9)*	David Noonan	*as above*	union official
NAT	National Executive Committee Member *(C&G position 10)*	Zachary Smith	*as above*	union official
NAT	National Executive Committee Member *(C&G position 11)*	Michael Ravbar	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Presiding Officer)*	Jason Campbell	*as above*	union official
NAT	National Executive Committee Member *(M&E position 1)*	Robin Williams	*as above*	union official

NAT	National Executive Committee Member *(M&E position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(M&E position 3)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(M&E position 4)*	*VACANT*	*N/A*	*N/A*

National Executive (NEX)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	David Noonan	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Senior Vice President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	Michael Ravbar	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 1)* *(ex officio C&G WA Divisional Branch Secretary)*	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 2)*	Jason Jennings	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 3)* *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 4)*	Robert Graauwmans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 5)* *(ex officio C&G VIC-TAS Divisional Branch Secretary)* *(ex officio C&G SA Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 7)*	Jade Ingham	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 8)*	Robert Kera	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 9)*	David Noonan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 10)* *(ex officio C&G ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 11)* *(ex officio C&G QNT Divisional Branch Secretary*	Michael Ravbar	*as above*	union official
NAT	National Executive Member *(C&G Female Affirmative Action position)*	Rita Mallia	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member - MNF Divisional*	Denise Campbell-Burns	*as above*	union official

	President) *(ex officio MNF PPW District Secretary)*			
NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Member *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NAT	National Executive Member *(ex officio MNF VIC District Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Executive Member *(ex officio MNF TAS District Secretary)*	Scott McLean	*as above*	union official
NAT	National Executive Member *(ex officio MNF GGT District Secretary)*	Brad Coates	*as above*	union official
NAT	National Executive Member *(ex officio MNF SA District Secretary)*	David Kirner	*as above*	union official
NAT	National Executive Member *(ex officio MNF Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Executive Member *(ex officio additional MNF Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Executive Member *(MNF Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Secretary)*	Warren Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – Divisional Deputy National Presiding Officer)* *(ex officio MUA TAS Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Executive Member *(ex officio MUA QLD Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Executive Member *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NAT	National Executive Member *(ex officio MUA VIC Divisional Branch Secretary)*	Shane Stevens	*as above*	union official
NAT	National Executive Member *(ex officio MUA SA Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Executive Member *(ex officio MUA WA Divisional Branch Secretary)*	Will Tracey	*as above*	union official

NAT	National Executive Member *(ex officio MUA NT Divisional Branch Secretary)*	Andy Burford	*as above*	union official
NAT	National Executive Member (*MUA Female Affirmative Action position*)	Mich-Elle Myers	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 1)* *(ex officio M&E NTH-NSW District Branch President)*	Robin Williams	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – M&E position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – M&E position 3)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – M&E position 4)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio M&E QLD District Branch President)*	Stephen Smyth	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio M&E WA District Branch Secretary)*	Greg Busson	*as above*	union official
NAT	National Executive Member *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NAT	National Executive Member *(ex officio M&E VIC District Branch President)*	Trevor Williams	*as above*	union official
NAT	National Executive Member *(ex officio M&E TAS District Honorary Branch President)*	Ricky Gale	*as above*	miner
NAT	National Executive Member *(M&E Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*

National Conference				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	David Noonan	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Senior Vice President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	Michael Ravbar	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional President)*	Jade Ingham	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Senior Vice President)*	Robert Kera	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Vice President)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Jason Jennings	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 1)*	Derek Christopher	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 2)*	Elias Spernovasilis	*as above*	union official

NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT additional position)*	Kane Lowth	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW additional position)*	Michael Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Robert Graauwmans	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Rita Mallia	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	Brad Coates	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	David Kirner	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Assistant Secretary)*	Craig Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 1)*	Geoff Gasperotti	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 2)*	Anthony Pavey	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 3)*	Terry Bennier	*as above*	senior machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 4)*	Scott McLean	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 5)*	Steve Abboushi	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 7)*	Travis Lawson	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 8)*	Sharon Musson	*as above*	process operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 9)*	Nguyet Nguyen	*as above*	union official

NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 10)*	Michael Aird	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 11)*	Alison Rudman	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 12)*	Warren Smith	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Queensland Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Queensland Divisional Deputy Branch Secretary)*	Jason Miners	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Newcastle Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Newcastle Divisional Deputy Branch Secretary)*	Dennis Outram	*as above*	stevedore
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Sydney Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Sydney Divisional Deputy Branch Secretary)*	Paul Garrett	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Southern New South Wales Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Southern New South Wales Divisional Deputy Branch Secretary)*	Scott Carter	*as above*	stevedore
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Victorian Divisional Branch Secretary)*	Shane Stevens	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Victorian Divisional Deputy Branch Secretary)*	David Ball	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – South Australian Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council*	Clem Clothier	*as above*	stevedore

	member – South Australian Divisional Deputy Branch Secretary)			
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Western Australian Divisional Branch Secretary)*	Will Tracey	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Western Australian Divisional Deputy Branch Secretary)*	Doug Heath	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Tasmanian Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Tasmanian Divisional Deputy Branch Secretary)*	Alisha Bull	*as above*	union organiser
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Northern Territory Divisional Branch Secretary)*	Andrew Burford	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Northern Territory Divisional Deputy Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio M&E Central Council member - General President)*	Anthony Maher	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - General Secretary)*	Grahame Kelly	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Stephen Smyth	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Heath Timmins	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	George Pearce	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Grant Hedley	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Robin Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Michael Schofield	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Matthew Reid	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Michael Dobie	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Peter Compton	*as above*	energy worker
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Greg Busson	*as above*	union official

NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Graeme Osborne	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Daniel Hopkins	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Ricky Gale	*as above*	miner
NAT	National Conference Delegate *(ex officio M&E Central Council member - Central Councillor)*	Trevor Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio M&E Central Council member - Affirmative Action Councillor)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 1)*	Skye Allan	*as above*	builder's labourer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 2)*	Lisa Zanatta	*as above*	union official
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 1)* *(ex officio MUA Divisional National Council member - Divisional National Women's Representative)*	Mich-Elle Myers	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	women's liaison officer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 2)*	Ann Gray	*as above*	seafarer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 1)*	Sharon Smoothy	*as above*	miner
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – M&E position 2)*	*VACANT*	*N/A*	*N/A*

State Branches

QUEENSLAND BRANCH

Queensland Branch State Executive

QLD	State President *(ex officio M&E QLD District Branch President)*	Stephen Smyth	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President *(ex officio MUA QLD Deputy Branch Secretary)*	Jason Miners	*as above*	union official
QLD	State Secretary *(ex officio C&G QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary *(ex officio C&G QNT Divisional Branch Assistant Secretary - General)*	Jade Ingham	*as above*	union official
QLD	State Joint Vice President *(ex officio C&G QNT Divisional Branch President)*	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President *(ex officio MUA NT Branch Secretary)*	Andy Burford	*as above*	union official
QLD	State Joint Vice President *(ex officio M&E QLD District Branch Senior Vice President)*	Mitch Hughes	*as above*	union official

Queensland Branch State Conference				
QLD	State President *(ex officio M&E QLD District Branch President)*	Stephen Smyth	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Senior Vice President *(ex officio MUA QLD Deputy Branch Secretary)*	Jason Miners	*as above*	union official
QLD	State Secretary *(ex officio C&G QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary *(ex officio C&G QNT Divisional Branch Assistant Secretary - General)*	Jade Ingham	*as above*	union official
QLD	State Joint Vice President *(ex officio C&G QNT Divisional Branch President)*	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President *(ex officio MUA NT Branch Secretary)*	Andy Burford	*as above*	union official
QLD	State Joint Vice President *(ex officio M&E QLD District Branch Senior Vice President)*	Mitch Hughes	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Steven Gaske	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Dallas Ezzy	*as above*	labourer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Ian McKewin	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Steven Amies	*as above*	steel fixer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 1)*	Peter Close	*as above*	construction plasterer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 2)*	Mark Read	*as above*	carpenter
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Gallagher	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch*	Paul Peterson	*as above*	union official

	Executive member - Divisional Branch Assistant Secretary)			
QLD	State Conference Member *(ex officio MUA NT Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Secretary)*	Glenn Power	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Rockhampton)*	Jeffrey Scales	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Emerald)*	Shane Brunker	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Vice President – Mackay)*	Steven Pierce	*as above*	union official
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	Heath Timmins	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	George Pearce	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - District Central Councillor)*	Grant Hedley	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division One)*	Shane Barker	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Two)*	Brodie Brunker	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Three)*	Russell Herdman	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Four)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Five)*	Michael Howells	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Six)*	Adam Hammett	*as above*	miner
QLD	State Conference Member *(ex officio M&E QLD District Branch Board of Management member - Lodge Representative – Division Seven)*	Mark Zerner	*as above*	miner

NEW SOUTH WALES BRANCH				
New South Wales Branch State Executive				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Robin Williams	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official

New South Wales Branch State Conference				
NSW	State President *(ex officio M&E NTH-NSW District Branch President)*	Robin Williams	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Michael Aird	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Joint Vice President *(M&E)* *(ex officio M&E SW District Branch President)*	Graeme Osborne	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Michael Cross	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Michael Greenfield	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 2)*	Scott Andrew	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 3)*	Howard Byrnes	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 4)*	Denis McNamara	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 5)*	Simon Curtis	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 6)*	*VACANT*	*N/A*	*N/A*

NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 7)*	Zachary Latief	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 8)*	Luke Allen	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 9)*	Yannis Sievas	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 10)*	Steven Parker	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 11)*	Paul Midson	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 12)*	Colm Munroe	*as above*	builder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 13)*	Elmedin Begic	*as above*	plasterer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 14)*	Peter Genovese	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 15)*	Dean Hackett	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 16)*	Munro Jones	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 17)*	Rocco Ianni	*as above*	pump operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 18)*	Michael Restuccia	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 19)*	Timur Rasih	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 20)*	Sime Buterin	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 21)*	Bruce Cartwright	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 22)*	Dario Damjanovic	*as above*	formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 23)*	Michael Lynch	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 24)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 25)*	Anthony Vecchio	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 26)*	Darren Wick	*as above*	construction worker

NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President)*	Ben Nunn	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President - affirmative action position)*	Bev Ruha	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Assistant Secretary)*	Alison Rudman	*as above*	union official
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 1)*	Jim Forelli	*as above*	textile worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 2)*	Dennis Gamazon	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 3)*	Andrew Brown	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 4)*	Quang Luong	*as above*	textile worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 5)*	Mick O'Leary	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 6)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member – affirmative action position)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MUA NEW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Dennis Outram	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	stevedore
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Paul Garrett	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Brad Dunn	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Nathan Donato	*as above*	union official
NSW	State Conference Member *(ex officio MUA SNSW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Scott Carter	*as above*	stevedore
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Secretary)*	Shane Thompson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President A)*	Jeremy McWilliams	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President B)*	Michael Taggart	*as above*	union official

NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President C)*	Matthew Howard	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President D)*	Chad Hanson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Vice President E)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Check Inspector A)*	Stephen Tranter	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Check Inspector B)*	Anthony Watson	*as above*	union official
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Michael Schofield	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Matthew Reid	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Michael Dobie	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - District Central Councillor)*	Peter Compton	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Mark Wicks	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Scott Baird	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Open Cut)*	Adam Hewitt	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Stuart Clark	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Richard Lloyd	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Underground)*	Joseph Price	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Scott King	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of*	Glenn Kollner	*as above*	energy worker

	Management member - Board of Management Representative – Energy Section)			
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Gunnedah Coalfields)*	Simon Duff	*as above*	miner
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Energy Section)*	Jason Porter	*as above*	energy worker
NSW	State Conference Member *(ex officio M&E NTH District Branch Board of Management member - Board of Management Representative – Affirmative Action)*	Kerry Konieczny	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Secretary)*	Andrew Davey	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Western)*	Craig Carberry	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Southern)*	Robert Timbs	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Vice President Metalliferous)*	Gregory Braes	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Check Inspector – Southern)*	Stephen Barrett	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Relief Check Inspector – Southern)*	Anthony Davis	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Check Inspector – Western)*	Stephen Luck	*as above*	union official
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Relief Check Inspector – Western)*	Todd Jones	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - District Central Councillor)*	Daniel Hopkins	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 1)*	Matthew Gosek	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 1)*	Joe Sleiman	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 2)*	Steven Ockers	*as above*	coal miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Southern Region – Area 3)*	Murray Dakers	*as above*	coal port worker
NSW	State Conference Member *(ex officio M&E SW District Branch Board of*	Peter Fyfe	*as above*	miner

	Management member - Board of Management Representative – Western Region – Area 1)			
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 2)*	Jeffery Barber	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 3)*	Mark Jenkins	*as above*	miner
NSW	State Conference Member *(ex officio M&E SW District Branch Board of Management member - Board of Management Representative – Western Region – Area 4)*	Clay Windle	*as above*	miner

AUSTRALIAN CAPITAL TERRITORY BRANCH

Australian Capital Territory Branch State Executive

ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Josh Bolitho	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Cameron Hardy	*as above*	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Seamus Maher	*as above*	construction worker
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zachary Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official

Australian Capital Territory Branch State Conference				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Josh Bolitho	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Cameron Hardy	*as above*	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Seamus Maher	*as above*	construction worker
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zachary Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - Divisional Branch Vice President)*	*VACANT*	*N/A*	*N/A*
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 1)*	Timothy Puckett	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 2)*	Leon Arnold	*as above*	bricklayer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 4)*	Dean Hart	*as above*	plasterer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 5)*	Mark Dymock	*as above*	painter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 6)*	Sarah Clifford	*as above*	builder's labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 7)*	Anthony Nolan	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 8)*	Desmond Marland	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 9)*	Garry McMinn	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 10)*	Michael Schlow	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 11)*	Michael Cousins	*as above*	carpenter

VICTORIAN BRANCH				
Victorian Branch State Executive				
VIC	State President	Trevor Williams	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Robert Graauwmans	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MUA position*)	David Ball	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*M&E position*)	*VACANT*	*N/A*	*N/A*
VIC	State Executive Member *(ex officio MNF VIC District Joint President)*	Warren Smith	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	textile worker
VIC	State Executive Member *(ex officio MNF VIC District Joint President)*	Brett Aspland	*as above*	machine operator

Victorian Branch State Conference				
VIC	State President	Trevor Williams	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Senior Vice President	Robert Graauwmans	*as above*	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	Shane Stevens	*as above*	union official
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MUA position*)	David Ball	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*M&E position*)	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Senior Vice President)*	Joe Myles	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Vice President)*	Mick Myles	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Assistant Secretary)*	Derek Christopher	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 1)*	David Lythgo	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 2)*	Rudy Raspudic	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 3)*	Anthony Cordier	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 4)*	Anthony Ioannidis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 5)*	Bill Beattie	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 6)*	Steve Long	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 7)*	Gerard Benstead	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 8)*	John Perkovic	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 9)*	Darko Misic	*as above*	carpenter

VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 10)*	John Constantinou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 11)*	John Perak	*as above*	fibrous plasterer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 12)*	Paddy Farrelly	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 13)*	Frank Akbari	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 14)*	Marty Albert	*as above*	rigger/dogman
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 15)*	Paul Round	*as above*	labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 16)*	Martin Murphy	*as above*	crane operations
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 18)*	Dennis Gritzalis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 19)*	James Simpson	*as above*	bricklayer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 20)*	Steven Balta	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 21)*	Lisa Zanatta	*as above*	women's organiser
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 22)*	Theo Theodorou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 23)*	Brendan Pitt	*as above*	crane operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Warren Smith	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Brett Aspland	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President - affirmative action position)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Secretary)*	Leo Skourdoumbis	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Assistant Secretary)*	Steve Abboushi	*as above*	union official

VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 1)*	Jeremy Cook	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 2)*	Darren Purcell	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 3)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 4)*	Troy Hudson	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 5)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 6)*	Gerald Molik	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	plymill - yard
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 7)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 8)*	Kevin de Hoedt	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 9)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - affirmative action position)*	Shelly Mead	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member – TCF Victorian District Assistant Secretary)*	Elizabeth Macpherson	*as above*	union official
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - TCF Full Time Officer)*	Nguyet Nguyen	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Robert Lumsden	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Robert Patchett	*as above*	union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - District Vice President)*	Ashley Schoer	*as above*	power station operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - District Secretary)*	Mark Richards	*as above*	union official
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang Mine Lodge President)*	Ritchie Barber	*as above*	mine operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Loy Yang 'A' Power Station Lodge President)*	Joseph Pedemont	*as above*	power station worker
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of*	Terry Jongerius	*as above*	power station operator

	Management member - Loy Yang 'B' Power Station Lodge President)			
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Yallourn Mine Lodge President)*	Mark Micallef	*as above*	mine operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Yallourn Power Station Lodge President)*	Mustafa Karabadjak	*as above*	power station operator
VIC	State Conference Member *(ex officio M&E VIC District Branch Board of Management member - Emergency Services Lodge President)*	Brett Leighton	*as above*	emergency services officer

TASMANIAN BRANCH

Tasmanian Branch State Executive

TAS	State President	*VACANT*	*N/A*	*N/A*
TAS	State Senior Vice President	Ricky Gale	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
TAS	State Executive Member *(ex officio MNF TAS District President)*	Nathan Milner	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	machine operator

Tasmanian Branch State Conference				
TAS	State President	*VACANT*	*N/A*	*N/A*
TAS	State Senior Vice President	Ricky Gale	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	miner
TAS	State Secretary	Alisha Bull	*as above*	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Joint Vice President *(M&E position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 1)*	Broden Barlow	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	carpenter
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 2)*	Kevin Harkins	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 3)*	Mark Denny	*as above*	crane operator
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 4)*	Richard Hassett	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 5)*	Dushan Hlis	*as above*	builder's labourer
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - Tasmania position 6)*	Jim Stuht	*as above*	plant machine operation
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District President)*	Nathan Milner	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President)*	Justin Blizzard	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President - affirmative action position)*	Aneeka Brown	*as above*	process operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Secretary)*	Scott McLean	*as above*	union official
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 1)*	Simon Fraser	*as above*	machine mechanic and operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 2)*	Chris Warren	*as above*	machine operator

TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 3)*	Christopher Osborne	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 4)*	Jeremy Reynolds	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 5)*	Christopher Hewlett	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - affirmative action position)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - State Executive Officer)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Cornwall Coal)*	Darren Redshaw	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	miner
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Temco)*	Brent Ashman	*as above*	miner
TAS	State Conference Member *(ex officio M&E TAS District Branch Board of Management member - Board of Management Representative – Cement Australia)*	Pren Cetai	*as above*	miner

SOUTH AUSTRALIAN BRANCH				
South Australian Branch State Executive				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	*VACANT*	*N/A*	*N/A*
SA	State Secretary	Marcus Pare	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Assistant Secretary	David Kirner	*as above*	union official
SA	State Joint Vice President (*C&G position*)	Mark Palmer	*as above*	union official
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Executive Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Executive Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Executive Member *(ex officio C&G SA Divisional Branch President)*	Robert Graauwmans	*as above*	union official

South Australian Branch State Conference				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	*VACANT*	*N/A*	*N/A*
SA	State Secretary	Marcus Pare	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Assistant Secretary	David Kirner	*as above*	union official
SA	State Joint Vice President (*C&G position*)	Mark Palmer	*as above*	union official
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Conference Member *(ex officio C&G SA Divisional Branch President)*	Robert Graauwmans	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Vice President)*	Mark Palmer	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Secretary)*	John Setka	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Marcus Pare	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Lee Winchester	*as above*	plasterer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - SA Divisional Branch Trustee)*	Anthony James Rowland	*as above*	scaffolder
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Trustee)*	Travis Brook	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 1)*	Mark Forster	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 2)*	James Rusinski	*as above*	form worker

SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 3)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 4)*	Daniel Bottrell	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	roofer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 5)*	David Ellis	*as above*	concreter
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President)*	James Coventry	*as above*	boot maker
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President - affirmative action position)*	Lyn Elies	*as above*	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 1)*	Mario Buterin	*as above*	glazier
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 2)*	Mark Nicholls	*as above*	unemployed member
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 3)*	Doug Nuske	*as above*	forklift operator
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 4)*	Matthew Hueppauff	*as above*	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 5)*	Paul Wilmshurst	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Management Committee member - affirmative action position)*	Michelle Ingley-Smith	*as above*	training officer
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President)*	Brendan Coustley	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President - affirmative action position)*	Cathy Bell	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member – District Secretary)*	Brad Coates	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 1)*	Mark Henriksen	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 2)*	Peter Hewlett	*as above*	mechanical fitter
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 3)*	Anthony Hamilton	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 4)*	Travis Lawson	*as above*	union official

SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

WESTERN AUSTRALIAN BRANCH

Western Australian Branch State Executive

WA	State President	Will Tracey	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Greg Busson	*as above*	union official
WA	State Joint Vice President (*C&G position*)	Brad Upton	*as above*	union official
WA	State Joint Vice President (*MUA position*)	Doug Heath	*as above*	union official
WA	State Joint Vice President (*M&E position*)	*VACANT*	*N/A*	*N/A*

Western Australian Branch State Conference				
WA	State President	Will Tracey	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	Greg Busson	*as above*	union official
WA	State Joint Vice President (*C&G position*)	Brad Upton	*as above*	union official
WA	State Joint Vice President (*MUA position*)	Doug Heath	*as above*	union official
WA	State Joint Vice President (*M&E position*)	*VACANT*	*N/A*	*N/A*
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Senior Vice President)*	Glenn Hawkins	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	bricklayer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Vice President)*	Robert Pearson	*as above*	builder's labourer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Steve Catania	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 1)*	Dean Brooker	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 2)*	Nathan Fisher	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 3)*	Jimmy Poole	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 4)*	Matt Ryan	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 5)*	Gary Shorto	*as above*	construction worker
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	George Gakis	*as above*	union official
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Jeffrey Cassar	*as above*	union official
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - District Vice President – Northern Region)*	Justin Parry	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - District Vice President – Southern Region)*	Kim Praetz	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Northern Region)*	Greg Brandis	*as above*	miner

WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Northern Region)*	Garry Howard	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Southern Region)*	Darren Crowe	*as above*	miner
WA	State Conference Member *(ex officio M&E WA District Branch Board of Management member - Board of Management Representative – Southern Region)*	Nathan Rowlands	*as above*	miner

Construction and General Division

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional Executive

C&G NAT	Divisional President	Jade Ingham	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Senior Vice President	Robert Kera	*as above*	union official
C&G NAT	Divisional Vice President	John Setka	*as above*	union official
C&G NAT	Divisional Secretary	David Noonan	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Jason Jennings	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 1)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 2)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Executive Member *(QNT additional position)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Executive Member *(NSW additional position)*	Michael Greenfield	*as above*	union official

Construction and General Divisional Conference				
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 1 – ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 2 – ex officio QNT Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 3 – ex officio QNT Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 4)*	Royce Kupsch	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 5)*	Steven Gaske	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 6)*	Ian McKewin	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 7)*	Jade Ingham	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 8)*	Peter Close	*as above*	construction plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 9)*	Steve Amies	*as above*	steel fixer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 10 – NT position)*	Josh Burling	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 1 – ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 2)*	Michael Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 3)*	Elmedin Begic	*as above*	plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 4)*	Warren Whitney	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 5)*	Munro Jones	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 6)*	Robert Kera	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 7)*	Rita Mallia	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 8)*	Denis McNamara	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 9)*	Peter Genovese	*as above*	construction worker
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 1 – ex officio ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 2)*	Jason Jennings	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 1 – ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 2)*	Joe Myles	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 3)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 4)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 5)*	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 6)*	David Lythgo	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 7)*	Steve Long	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 8)*	Skye Allan	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 9)*	Lisa Zanatta	*as above*	women's organiser
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 10)*	Theo Theodorou	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 11)*	Brendan Pitt	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 12)*	Nigel Davies	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 13)*	Garry Donnon	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 14)*	Mark Travers	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 15)*	David Noonan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 16)*	Ivan Colina	*as above*	fibrous plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 1 – ex officio SA Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 2 – ex officio SA Divisional Branch Assistant Secretary)*	Marcus Pare	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 3)*	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 1 – ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 2)*	Robert Benkesser	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 3)*	Michelle Sheehy	*as above*	union official

Construction and General Divisional Trustees				
C&G NAT	Divisional Trustee	Rita Mallia	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Trustee	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Trustee	Darren Greenfield	*as above*	union official

CONSTRUCTION AND GENERAL QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH

Construction and General Queensland-Northern Territory Divisional Branch Management Committee

C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter

Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 1)*	Steve Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Council Member *(position 2)*	Craig Brown	*as above*	construction worker
C&G QNT	Divisional Branch Council Member *(position 3)*	Josh Burling	*as above*	union official
C&G QNT	Divisional Branch Council Member *(position 4)*	Tony Dougherty	*as above*	civil construction labourer
C&G QNT	Divisional Branch Council Member *(position 5)*	Tom McGovern	*as above*	trade assistant
C&G QNT	Divisional Branch Council Member *(position 6)*	Ian (Badge) McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 7)*	Mick Robinson	*as above*	union official

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Robert Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	Elmedin Begic	*as above*	plasterer

C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Michael Restuccia	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren Wick	*as above*	construction worker

Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Robert Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Paul Midson	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	Elmedin Begic	*as above*	plasterer
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	Peter Genovese	*as above*	builder's labourer

C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Michael Restuccia	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren WIck	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 1)*	Nur Begg	*as above*	bricklayer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 3)*	Kahon Alkozai	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 4)*	John Hughes	*as above*	dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 5)*	Michael Bailey	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 6)*	Mario Battistini	*as above*	construction worker

C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 7)*	Derek Gallagher	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 8)*	Jack Bosden	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 9)*	Craig Bremner	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 10)*	Geoff Bates	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 11)*	Robert Burland	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 12)*	Colin Chapman	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 13)*	James Ponisi	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 14)*	Mohamed Gabr	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 15)*	Mohamed Hammoud	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 16)*	Colin Lamond	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 17)*	Edward Sloane	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 18)*	Ian McKinnon	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 19)*	Russell Munro	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 20)*	Jason Williams	*as above*	builder's labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 21)*	Geoffrey Vaughan	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 22)*	James Wall	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 1)*	Neal Attwood	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 2)*	Mitchell Deas	*as above*	construction worker

C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 3)*	Mark Kelly	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Camden Zone position 1)*	David Mackay	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 2)*	Paul Fisher	*as above*	refractory bricklayer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 3)*	Sallie Oxborough	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Country Zone position 1)*	Gary McCarthy	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Country Zone position 2)*	Michael Sykes	*as above*	grader operator
C&G NSW	Divisional Branch Council Member *(Country Zone position 3)*	Paul Wright	*as above*	construction worker

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch President	Josh Bolitho	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
C&G ACT	Divisional Branch Vice President	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Vice President	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Secretary/Treasurer	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Sarah Clifford	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Anthony Nolan	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch President	Josh Bolitho	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
C&G ACT	Divisional Branch Vice President	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Vice President	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Secretary/Treasurer	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Sarah Clifford	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	Anthony Nolan	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 2)*	Graeme Carter	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builders labourer / dogman

C&G ACT	Divisional Branch Councillor *(position 3)*	Peter Ellis	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 4)*	Troy Gledhill	*as above*	builders labourer
C&G ACT	Divisional Branch Councillor *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 6)*	Steven Kuczerka	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Councillor *(position 7)*	Stuart Peacock	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 9)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator

Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	Jim Stuht	*as above*	plant machine operation

Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official

C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	Jim Stuht	*as above*	plant machine operation
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 1)*	Rhett Campbell	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 2)*	Chris Brett	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 3)*	Richard Bradley	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 4)*	Bart Scaffidi	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 5)*	Vlado Cakarun	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 6)*	Emilio Botsaris	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 7)*	Luke Buttigieg	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 8)*	Shane Cilia	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 9)*	Lara Van Graas	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 10)*	Kelly Ngu	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 11)*	Sean Paul Donnelly	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 12)*	Peter Clark	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 13)*	Antony Grgurevic	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 14)*	Valerio Macaro	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 15)*	Ivan Colina	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 16)*	Mick Fitzsimons	*as above*	painter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 17)*	Felice Filardo	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 18)*	Matthew Montebello	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 19)*	Trent Edwards	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 20)*	David Costabile	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 21)*	David Krizan	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 22)*	Peter Loncar	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 23)*	Jason Deans	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 24)*	Anthony Dredge	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 25)*	Teena Simpson	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 26)*	Neven Markulin	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 27)*	Yong Wu	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 28)*	Jimmy Harris	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 29)*	Drew McDonald	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 30)*	Guang Liang Xu	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 31)*	Terence McNamara	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 32)*	John Mantis	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 33)*	Gerard McQuaid	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 34)*	Lita Gillies	*as above*	builder's labourer

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 35)*	Scott Aird	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 36)*	Mark McMillan	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 37)*	Brad McNiven	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 38)*	Ilija Crnac	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 39)*	Lee McKenzie	*as above*	crane operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 40)*	Tamish Muller	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 41)*	David Foley	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 42)*	Kathleen Ingram	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 43)*	Matthew Seadon	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 44)*	Mick Egan	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 45)*	Mick Powell	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 46)*	Carla Rivera	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 47)*	Liam O'Hearn	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 48)*	Adam Olsen	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 49)*	Ashton Fitzpatrick	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 50)*	Shane McGowan	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 51)*	Trevor Punshon	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 52)*	Ricky Orterga	*as above*	carpenter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 53)*	Mark Peterson	*as above*	forklift hoist operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 54)*	Gary Roberts	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 55)*	John Pidoto	*as above*	driller
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 56)*	Angelo Ruffato	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 57)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 58)*	James Ryan	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 59)*	Terry Ryan	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 60)*	Gerry Pettifer	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 61)*	Shane Ross	*as above*	crane operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 62)*	Daniel Simioni	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 63)*	Malachy Farrelly	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 64)*	Michael Farrelly	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 65)*	David Setka	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 66)*	Chris Spiridonos	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 67)*	Mick Karlusic	*as above*	tile layer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 68)*	Simon Samardzic	*as above*	stonemason
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 69)*	John Samardzic	*as above*	stonemason
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 70)*	Jack Vucak	*as above*	carpenter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 71)*	Shelly Goodwin	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 72)*	Esther Van Arend	*as above*	rigger/dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 1)*	Paul McCann	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 2)*	Dean Doran	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 3)*	Mark Travers	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 4)*	Rachel McCann	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 1)*	Nigel Davies	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 2)*	David Duffy	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 3)*	Andrew Pitlik	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 4)*	Brett James Fleming	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 1)*	James Gianchino	*as above*	rigger
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 2)*	Joel Hannebery	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 3)*	Mark Tait	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 4)*	Cameron McClure	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 1)*	Philip Darcy	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 2)*	John Thomson	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 3)*	Toby Thornton	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 4)*	Tom Malone	*as above*	plant operator

CONSTRUCTION AND GENERAL SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Construction and General South Australian Divisional Branch Management Committee				
C&G SA	Divisional Branch President	Robert Graauwmans	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Vice President	Mark Palmer	*as above*	union official
C&G SA	Divisional Branch Secretary	John Setka	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Treasurer	Lee Winchester	*as above*	plasterer
C&G SA	Divisional Branch Trustee	Anthony James Rowland	*as above*	scaffolder
C&G SA	Divisional Branch Trustee	Travis Brook	*as above*	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	James Rusinksi	*as above*	form worker
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	Daniel Bottrell	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	roofer
C&G SA	Divisional Branch Management Committee Member *(position 5)*	David Ellis	*as above*	concreter

Construction and General South Australian Divisional Branch Council				
C&G SA	Divisional Branch President	Robert Graauwmans	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Vice President	Mark Palmer	*as above*	union official
C&G SA	Divisional Branch Secretary	John Setka	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Treasurer	Lee Winchester	*as above*	plasterer
C&G SA	Divisional Branch Trustee	Anthony James Rowland	*as above*	scaffolder
C&G SA	Divisional Branch Trustee	Travis Brook	*as above*	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	James Rusinksi	*as above*	form worker
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	Daniel Bottrell	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	roofer
C&G SA	Divisional Branch Management Committee Member *(position 5)*	David Ellis	*as above*	concreter
C&G SA	Divisional Branch Council Member *(position 1)*	Holly Hedges	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 2)*	Kain Shanko	*as above*	crane driver/ rigger/ dogman
C&G SA	Divisional Branch Council Member *(position 3)*	Lance Herbert	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 6)*	Michael McCluskey	c/- South Australian Divisional Branch, Level 1, 32 South	builders labourer

			Terrace, Adelaide, SA, 5000	
C&G SA	Divisional Branch Council Member *(position 7)*	Damien O'Connell	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 8)*	Patrick Rupric	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 11)*	Zac Strawbridge	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	rigger
C&G SA	Divisional Branch Council Member *(position 12)*	Jarrad Tapp	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 13)*	Doug Tilley	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 14)*	Nathan White	*as above*	rigger

CONSTRUCTION AND GENERAL
WESTERN AUSTRALIAN DIVISIONAL BRANCH

Construction and General Western Australian Divisional Branch Management Committee

C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Dean Brooker	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Matt Ryan	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker

Construction and General Western Australian Divisional Branch Council				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	Dean Brooker	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Matt Ryan	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 1)*	John Barton	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 2)*	Ronny Buchan	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 3)*	Nick Di Gregorio	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 4)*	Jeremy Goncalves	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 5)*	David Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 6)*	Cheryle Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 7)*	Michelle Kavanagh	*as above*	union official
C&G WA	Divisional Branch Council Member *(position 8)*	Mick Kitson	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 9)*	Aussie Minervini	*as above*	construction worker

C&G WA	Divisional Branch Council Member *(position 10)*	Tawa Harris	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 11)*	Justin Murphy	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 12)*	Nick Jeakings	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 13)*	Nathan Park	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 14)*	Steve Parker	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 15)*	Andrew Hamor	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 16)*	Trent Philip	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 17)*	Joffa Pound	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 18)*	Ben Pringle	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 19)*	Kay Symes	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 20)*	Campbell Walton	*as above*	construction worker

Construction and General Western Australian Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Branch Trustee	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Trustee	Glenn Hawkins	*as above*	bricklayer

Manufacturing Division

MANUFACTURING DIVISIONAL NATIONAL OFFICE

Manufacturing Divisional Executive

MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Vice President	Brad Coates	*as above*	union official
MNF NAT	Divisional Vice President	David Kirner	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF NAT	Divisional Executive Member *(position 1)*	Geoff Gasperotti	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 2)*	Anthony Pavey	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 3)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Divisional Executive Member *(position 4)*	Scott McLean	*as above*	union official
MNF NAT	Divisional Executive Member *(position 5)*	Steve Abboushi	*as above*	union official
MNF NAT	Divisional Executive Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 7)*	Travis Lawson	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Executive Member *(position 8)*	Sharon Musson	*as above*	process operator
MNF NAT	Divisional Executive Member *(position 9)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Divisional Executive Member *(position 10)*	Michael Aird	*as above*	union official
MNF NAT	Divisional Executive Member *(position 11)*	Alison Rudman	*as above*	union official
MNF NAT	Divisional Executive Member *(position 12)*	Warren Smith	*as above*	textile worker

Manufacturing Divisional Conference				
MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	Craig Smith	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 1 - ex officio PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 2)*	Geoff Gasperotti	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 3)*	Anthony Pavey	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(PPW position 4)*	Craig O'Connor	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(QNW position 1 – ex officio QNW District Secretary)*	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF NAT	Delegate to Divisional Conference *(QNW position 2)*	Brenton Lancaster	*as above*	furniture worker
MNF NAT	Delegate to Divisional Conference *(NSW position 1 - ex officio NSW District Secretary)*	Michael Aird	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 2)*	Sharon Musson	*as above*	process operator
MNF NAT	Delegate to Divisional Conference *(NSW position 3)*	Alison Rudman	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 4)*	Bev Ruha	*as above*	production worker
MNF NAT	Delegate to Divisional Conference *(VIC position 1 - ex officio VIC District Secretary)*	Leo Skourdoumbis	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 2)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 3)*	Brett Aspland	*as above*	machine operator

MNF NAT	Delegate to Divisional Conference *(VIC position 4)*	Warren Smith	*as above*	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 5)*	Kevin de Hoedt	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(VIC position 6)*	Jenny Hunter	*as above*	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 7)*	Steve Abboushi	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 1 - ex officio TAS District Secretary)*	Scott McLean	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 2)*	Nathan Milner	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 1 - ex officio GGT District Secretary)*	Brad Coates	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(GGT position 2)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 3)*	Travis Lawson	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 1 - ex officio SA District Secretary)*	David Kirner	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 2)*	Lyn Elies	*as above*	distribution centre worker

MANUFACTURING DIVISION PULP AND PAPER WORKERS' DISTRICT				
Manufacturing Division Pulp and Paper Workers' District Management Committee				
MNF PPW	District President	Geoff Gasperotti	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF PPW	District Senior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Junior Vice President	Craig O'Connor	*as above*	production operator
MNF PPW	District Secretary	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Melbourne Sub-Branch Secretary)*	Geoff Gasperotti	*as above*	union official
MNF PPW	District Management Committee Member *(additional PPW Melbourne Sub-Branch Delegate)*	Kevin Riordan	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Maryvale Sub-Branch Secretary)*	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 1)*	Bill Scott	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 2)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(ex officio PPW Millicent Sub-Branch Secretary)*	Craig O'Connor	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Millicent Sub-Branch Delegate)*	Scott Irvine	*as above*	production worker
MNF PPW	District Management Committee Member *(ex officio PPW Sydney Sub-Branch Secretary)*	Mal Daw	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Tasmanian Sub-Branch Secretary)*	Stephen Zvillis	*as above*	boiler operator
MNF PPW	District Management Committee Member *(ex officio PPW Tumut Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(affirmative action position 1)*	Elly Robertson	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	first aid officer
MNF PPW	District Management Committee Member *(affirmative action position 2)*	Cherie Drummond	*as above*	production worker

MANUFACTURING DIVISION
QUEENSLAND-NORTHERN TERRITORY-WESTERN AUSTRALIAN DISTRICT

Manufacturing Division
Queensland-Northern Territory-Western Australian District Committee of Management

MNF QNW	District President	Vincent Breen	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	furniture worker
MNF QNW	District Vice President	Shane Reditt	*as above*	furniture worker
MNF QNW	District Secretary	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF QNW	District Management Committee Member *(position 1)*	Allison Rennardson	*as above*	machine operator
MNF QNW	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(affirmative action position)*	Julie Knighton	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT

Manufacturing Division New South Wales District Committee of Management

MNF NSW	District President	Sharon Musson	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Vice President	Ben Nunn	*as above*	process operator
MNF NSW	District Vice President *(affirmative action position)*	Bev Ruha	*as above*	production worker
MNF NSW	District Secretary	Michael Aird	*as above*	union official
MNF NSW	District Assistant Secretary	Alison Rudman	*as above*	union official
MNF NSW	District Management Committee Member *(position 1)*	Jim Forelli	*as above*	textile worker
MNF NSW	District Management Committee Member *(position 2)*	Dennis Gamazon	*as above*	production worker
MNF NSW	District Management Committee Member *(position 3)*	Andrew Brown	*as above*	process operator
MNF NSW	District Management Committee Member *(position 4)*	Quang Luong	*as above*	textile worker
MNF NSW	District Management Committee Member *(position 5)*	Mick O'Leary	*as above*	production worker
MNF NSW	District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION VICTORIAN DISTRICT				
Manufacturing Division Victorian District Committee of Management				
MNF VIC	District Joint President	Warren Smith	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF VIC	District Joint President	Brett Aspland	*as above*	machine operator
MNF VIC	District Vice President	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF VIC	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Secretary	Leo Skourdoumbis	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF VIC	District Assistant Secretary	Steve Abboushi	*as above*	union official
MNF VIC	District Management Committee Member *(position 1)*	Jeremy Cook	*as above*	glazier
MNF VIC	District Management Committee Member *(position 2)*	Darren Purcell	*as above*	glazier
MNF VIC	District Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 4)*	Troy Hudson	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF VIC	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 6)*	Gerald Molik	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	plymill - yard
MNF VIC	District Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 8)*	Kevin de Hoedt	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	timber worker
MNF VIC	District Management Committee Member *(position 9)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(affirmative action position)*	Shelly Mead	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF VIC	TCF Victorian District Assistant Secretary	Elizabeth Macpherson	*as above*	union official
MNF VIC	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official

MANUFACTURING DIVISION TASMANIAN DISTRICT

Manufacturing Division Tasmanian District Committee of Management

MNF TAS	District President	Nathan Milner	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	machine operator
MNF TAS	District Vice President	Justin Blizzard	*as above*	machine operator
MNF TAS	District Vice President *(affirmative action position)*	Aneeka Brown	*as above*	process operator
MNF TAS	District Secretary	Scott McLean	*as above*	union official
MNF TAS	District Management Committee Member *(position 1)*	Simon Fraser	*as above*	machine mechanic and operator
MNF TAS	District Management Committee Member *(position 2)*	Chris Warren	*as above*	machine operator
MNF TAS	District Management Committee Member *(position 3)*	Christopher Osborne	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 4)*	Jeremy Reynolds	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 5)*	Christopher Hewlett	*as above*	machine operator
MNF TAS	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT

Manufacturing Division Greater Green Triangle District Committee of Management

MNF GGT	District President	Terry Bennier	c/- Greater Green Triangle District, 1 Crennan Street, Mount Gambier, SA, 5290	senior machine operator
MNF GGT	District Vice President	Brendan Coustley	*as above*	machine operator
MNF GGT	District Vice President *(affirmative action position)*	Cathy Bell	*as above*	machine operator
MNF GGT	District Secretary	Brad Coates	*as above*	union official
MNF GGT	District Management Committee Member *(position 1)*	Mark Henriksen	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 2)*	Peter Hewlett	*as above*	mechanical fitter
MNF GGT	District Management Committee Member *(position 3)*	Anthony Hamilton	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 4)*	Travis Lawson	*as above*	union official
MNF GGT	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIAN DISTRICT

Manufacturing Division South Australian District Committee of Management

MNF SA	District President	Jayson Paterson	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
MNF SA	District Vice President	James Coventry	*as above*	boot maker
MNF SA	District Vice President *(affirmative action position)*	Lyn Elies	*as above*	distribution centre worker
MNF SA	District Secretary	David Kirner	*as above*	union offical
MNF SA	District Management Committee Member *(position 1)*	Mario Buterin	*as above*	glazier
MNF SA	District Management Committee Member *(position 2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(position 3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(position 4)*	Matthew Hueppauff	*as above*	distribution centre worker
MNF SA	District Management Committee Member *(position 5)*	Paul Wilmshurst	*as above*	health and safety officer
MNF SA	District Management Committee Member *(affirmative action position)*	Michelle Ingley-Smith	*as above*	training officer

MANUFACTURING DIVISION TCF SECTOR

Manufacturing Division TCF Sector Council

MNF TCF	TCF National Secretary	Jenny Kruschel	c/- TCF Sector Council, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union offiical
MNF TCF	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	TCF Sector Council Member *(position 1)*	Warren Smith	*as above*	textile worker
MNF TCF	TCF Sector Council Member *(position 2)*	Nguyet Nguyen	*as above*	union official
MNF TCF	TCF Sector Council Member *(position 3)*	Lynette Elies	*as above*	distribution centre worker
MNF TCF	TCF Sector Council Member *(position 4)*	Beverly Ruha	*as above*	production worker

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA NAT	Divisional National Presiding Officer	*VACANT*	*N/A*	*N/A*
MUA NAT	Divisional Deputy National Presiding Officer	Jason Campbell	c/- MUA Division, Level 2, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA NAT	Divisional National Vice Presiding Officer	Paul Keating	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Glen Williams	*as above*	union official
MUA NAT	Divisional National Secretary	Padraig Crumlin	*as above*	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official

Maritime Union of Australia Divisional National Council				
MUA NAT	Divisional National Secretary	Padraig Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Queensland Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
MUA NAT	Queensland Divisional Deputy Branch Secretary	Jason Miners	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	union official
MUA NAT	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NAT	Newcastle Divisional Deputy Branch Secretary	Dennis Outram	*as above*	stevedore
MUA NAT	Sydney Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA NAT	Sydney Divisional Deputy Branch Secretary	Paul Garrett	*as above*	union official
MUA NAT	Southern New South Wales Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA NAT	Southern New South Wales Divisional Deputy Branch Secretary	Scott Carter	*as above*	stevedore
MUA NAT	Victorian Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA NAT	Victorian Divisional Deputy Branch Secretary	David Ball	*as above*	union official
MUA NAT	South Australian Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA NAT	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA NAT	Western Australian Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA NAT	Western Australian Divisional Deputy Branch Secretary	Doug Heath	*as above*	union official
MUA NAT	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA NAT	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser
MUA NAT	Northern Territory Divisional Branch Secretary	Andrew Burford	*as above*	union official

MUA NAT	Northern Territory Divisional Deputy Branch Secretary	*VACANT*	*N/A*	*N/A*
MUA NAT	Divisional National Women's Representative	Mich-Elle Myers	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	women's liaison officer

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH

Maritime Union of Australia Queensland Divisional Branch Executive

MUA QLD	Divisional Branch Presiding Officer	Jason Miners	c/- Queensland Divisional Branch, 73 Southgate Avenue, Cannon Hill, QLD, 4170	union official
MUA QLD	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
MUA QLD	Divisional Branch Deputy Secretary	Jason Miners	c/- Queensland Divisional Branch, 73 Southgate Avenue, Cannon Hill, QLD, 4170	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Peterson	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA NEW	Divisional Branch Presiding Officer	Dennis Outram	c/- Newcastle Divisional Branch, 406-408 King Street, Newcastle West, NSW, 2302	stevedore
MUA NEW	Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NEW	Divisional Branch Deputy Secretary	Dennis Outram	*as above*	stevedore

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH

Maritime Union of Australia Sydney Divisional Branch Executive

MUA SYD	Divisional Branch Presiding Officer	Paul Garrett	c/- Sydney Divisional Branch, Level 1, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA SYD	Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA SYD	Divisional Branch Deputy Secretary	Paul Garrett	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Brad Dunn	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Nathan Donato	*as above*	union official

MARITIME UNION OF AUSTRALIA
SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH

Maritime Union of Australia Southern New South Wales Divisional Branch Executive

MUA SNSW	Divisional Branch Presiding Officer	Scott Carter	c/- Southern NSW Divisional Branch, 64 Darcy Road, Port Kembla, NSW, 2505	stevedore
MUA SNSW	Divisional Branch Secretary	Michael Cross	*as above*	union official
MUA SNSW	Divisional Branch Deputy Secretary	Scott Carter	*as above*	stevedore

MARITIME UNION OF AUSTRALIA VICTORIAN DIVISIONAL BRANCH

Maritime Union of Australia Victorian Divisional Branch Executive

MUA VIC	Divisional Branch Presiding Officer	Robert Lumsden	c/- Victorian Divisional Branch, 46-54 Ireland St, West Melbourne, VIC, 3003	union official
MUA VIC	Divisional Branch Secretary	Shane Stevens	*as above*	union official
MUA VIC	Divisional Branch Deputy Secretary	David Ball	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Lumsden	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Robert Patchett	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIAN DIVISIONAL BRANCH

Maritime Union of Australia Tasmanian Divisional Branch Executive

MUA TAS	Divisional Branch Presiding Officer	Alisha Bull	c/- Tasmanian Divisional Branch, Shop 3, 59 Wright Street, East Devonport, TAS, 7310	union organiser
MUA TAS	Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA TAS	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA
SOUTH AUSTRALIAN DIVISIONAL BRANCH

Maritime Union of Australia South Australian Divisional Branch Executive

MUA SA	Divisional Branch Presiding Officer	Clem Clothier	c/- South Australian Divisional Branch, 65 St Vincent Street, Port Adelaide, SA, 5015	stevedore
MUA SA	Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA
WESTERN AUSTRALIAN DIVISIONAL BRANCH

Maritime Union of Australia Western Australian Divisional Branch Executive

MUA WA	Divisional Branch Presiding Officer	Doug Heath	c/- Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle, WA, 6159	union official
MUA WA	Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA WA	Divisional Branch Deputy Secretary	Doug Heath	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	George Gakis	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official

MARITIME UNION OF AUSTRALIA
NORTHERN TERRITORY DIVISIONAL BRANCH

Maritime Union of Australia Northern Territory Divisional Branch Executive

MUA NT	Divisional Branch Presiding Officer	*VACANT*	*N/A*	*N/A*
MUA NT	Divisional Branch Secretary	Andy Burford	c/- Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin, NT, 0801	union official
MUA NT	Divisional Branch Deputy Secretary	*VACANT*	*N/A*	*N/A*

Mining and Energy Division

MINING AND ENERGY DIVISIONAL NATIONAL OFFICE

Mining and Energy Division Central Council

M&E NAT	General President	Anthony Maher	c/- Mining and Energy Division, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	union official
M&E NAT	General Secretary	Grahame Kelly	*as above*	union official
M&E NAT	Central Councillor	Stephen Smyth	*as above*	union official
M&E NAT	Central Councillor	Heath Timmins	*as above*	miner
M&E NAT	Central Councillor	George Pearce	*as above*	miner
M&E NAT	Central Councillor	Grant Hedley	*as above*	miner
M&E NAT	Central Councillor	Robin Williams	*as above*	union official
M&E NAT	Central Councillor	Michael Schofield	*as above*	miner
M&E NAT	Central Councillor	Matthew Reid	*as above*	miner
M&E NAT	Central Councillor	Michael Dobie	*as above*	miner
M&E NAT	Central Councillor	Peter Compton	*as above*	energy worker
M&E NAT	Central Councillor	Greg Busson	*as above*	union official
M&E NAT	Central Councillor	Graeme Osborne	*as above*	union official
M&E NAT	Central Councillor	Daniel Hopkins	*as above*	miner
M&E NAT	Central Councillor	Ricky Gale	*as above*	miner
M&E NAT	Central Councillor	Trevor Williams	*as above*	union official
M&E NAT	Affirmative Action Councillor	Sharon Smoothy	*as above*	miner

MINING AND ENERGY DIVISION QUEENSLAND DISTRICT BRANCH				
Mining and Energy Division Queensland District Branch Board of Management				
M&E QLD	District President	Stephen Smyth	c/- Queensland District Branch, 61 Bowen Street, Spring Hill, QLD, 4004	union official
M&E QLD	District Secretary	Glenn Power	*as above*	union official
M&E QLD	District Senior Vice President	Mitch Hughes	*as above*	union official
M&E QLD	District Vice President - Rockhampton	Jeffrey Scales	*as above*	union official
M&E QLD	District Vice President - Emerald	Shane Brunker	*as above*	union official
M&E QLD	District Vice President - Mackay	Steven Pierce	*as above*	union official
M&E QLD	District Central Councillor	Stephen Smyth	*as above*	union official
M&E QLD	District Central Councillor	Heath Timmins	*as above*	miner
M&E QLD	District Central Councillor	George Pearce	*as above*	miner
M&E QLD	District Central Councillor	Grant Hedley	*as above*	miner
M&E QLD	Lodge Representative – Division One	Shane Barker	*as above*	miner
M&E QLD	Lodge Representative – Division Two	Brodie Brunker	*as above*	miner
M&E QLD	Lodge Representative – Division Three	Russell Herdman	*as above*	miner
M&E QLD	Lodge Representative – Division Four	*VACANT*	*N/A*	*N/A*
M&E QLD	Lodge Representative – Division Five	Michael Howells	c/- Queensland District Branch, 61 Bowen Street, Spring Hill, QLD, 4004	miner
M&E QLD	Lodge Representative – Division Six	Adam Hammett	*as above*	miner
M&E QLD	Lodge Representative – Division Seven	Mark Zerner	*as above*	miner

MINING AND ENERGY DIVISION NORTHERN MINING & NSW ENERGY DISTRICT BRANCH				
Mining and Energy Division Northern Mining & NSW Energy District Branch Board of Management				
M&E NTH	District President	Robin Williams	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	union official
M&E NTH	District Secretary	Shane Thompson	*as above*	union official
M&E NTH	District Vice President (A)	Jeremy McWilliams	*as above*	union official
M&E NTH	District Vice President (B)	Michael Taggart	*as above*	union official
M&E NTH	District Vice President (C)	Matthew Howard	*as above*	union official
M&E NTH	District Vice President (D)	Chad Hanson	*as above*	union official
M&E NTH	District Vice President (E)	*VACANT*	*N/A*	*N/A*
M&E NTH	District Check Inspector (A)	Stephen Tranter	c/- Northern Mining & NSW Energy District Branch, 67A Aberdare Road, Aberdare, NSW, 2325	union official
M&E NTH	District Check Inspector (B)	Anthony Watson	*as above*	union official
M&E NTH	District Central Councillor	Robin Williams	*as above*	union official
M&E NTH	District Central Councillor	Michael Schofield	*as above*	miner
M&E NTH	District Central Councillor	Matthew Reid	*as above*	miner
M&E NTH	District Central Councillor	Michael Dobie	*as above*	miner
M&E NTH	District Central Councillor	Peter Compton	*as above*	energy worker
M&E NTH	Board of Management Representative – Open Cut	Mark Wicks	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	Scott Baird	*as above*	miner
M&E NTH	Board of Management Representative – Open Cut	Adam Hewitt	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Stuart Clark	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Richard Lloyd	*as above*	miner
M&E NTH	Board of Management Representative – Underground	Joseph Price	*as above*	miner
M&E NTH	Board of Management Representative – Energy Section	Scott King	*as above*	energy worker
M&E NTH	Board of Management Representative – Energy Section	Glenn Kollner	*as above*	energy worker
M&E NTH	Board of Management Representative – Gunnedah Coalfields	Simon Duff	*as above*	miner

M&E NTH	Board of Management Representative – Energy Section	Jason Porter	*as above*	energy worker
M&E NTH	Board of Management Representative – Affirmative Action	Kerry Konieczny	*as above*	miner

MINING AND ENERGY DIVISION SOUTH WESTERN DISTRICT BRANCH				
Mining and Energy Division South Western District Branch Board of Management				
M&E SW	District President	Graeme Osborne	c/- South Western District Branch, 636 Northcliffe Drive, Kembla Grange, NSW, 2526	union official
M&E SW	District Secretary	Andrew Davey	*as above*	union official
M&E SW	District Vice President Western	Craig Carberry	*as above*	union official
M&E SW	District Vice President Southern	Robert Timbs	*as above*	union official
M&E SW	District Vice President Metalliferous	Gregory Braes	*as above*	union official
M&E SW	District Check Inspector - Southern	Stephen Barrett	*as above*	union official
M&E SW	District Relief Check Inspector - Southern	Anthony Davis	*as above*	union official
M&E SW	District Check Inspector - Western	Stephen Luck	*as above*	union official
M&E SW	District Relief Check Inspector - Western	Todd Jones	*as above*	miner
M&E SW	District Central Councillor	Graeme Osborne	*as above*	union official
M&E SW	District Central Councillor	Daniel Hopkins	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	Matthew Gosek	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 1	Joe Sleiman	*as above*	miner
M&E SW	Board of Management Representative – Southern Region – Area 2	Steven Ockers	*as above*	coal miner
M&E SW	Board of Management Representative – Southern Region – Area 3	Murray Dakers	*as above*	coal port worker
M&E SW	Board of Management Representative – Western Region – Area 1	Peter Fyfe	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 2	Jeffery Barber	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 3	Mark Jenkins	*as above*	miner
M&E SW	Board of Management Representative – Western Region – Area 4	Clay Windle	*as above*	miner

MINING AND ENERGY DIVISION VICTORIAN DISTRICT BRANCH

Mining and Energy Division Victorian District Branch Board of Management

M&E VIC	District President	Trevor Williams	c/- Victorian District Branch, Wing 5, Lignite Court, Morwell, VIC, 3840	union official
M&E VIC	District Vice President	Ashley Schoer	*as above*	power station operator
M&E VIC	District Secretary	Mark Richards	*as above*	union official
M&E VIC	Loy Yang Mine Lodge President	Ritchie Barber	*as above*	mine operator
M&E VIC	Loy Yang 'A' Power Station Lodge President	Joseph Pedemont	*as above*	power station worker
M&E VIC	Loy Yang 'B' Power Station Lodge President	Terry Jongerius	*as above*	power station operator
M&E VIC	Yallourn Mine Lodge President	Mark Micallef	*as above*	mine operator
M&E VIC	Yallourn Power Station Lodge President	Mustafa Karabadjak	*as above*	power station operator
M&E VIC	Emergency Services Lodge President	Brett Leighton	*as above*	emergency services officer

MINING AND ENERGY DIVISION TASMANIAN DISTRICT BRANCH				
Mining and Energy Division Tasmanian District Branch Board of Management				
M&E TAS	District Honorary President	Ricky Gale	c/- Tasmanian District Branch, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	State Executive Officer	*VACANT*	*N/A*	*N/A*
M&E TAS	Board of Management Representative – Cornwall Coal	Darren Redshaw	c/- Tasmanian District Branch, Level 11, 215-217 Clarence Street, Sydney, NSW, 2000	miner
M&E TAS	Board of Management Representative – Temco	Brent Ashman	*as above*	miner
M&E TAS	Board of Management Representative – Cement Australia	Pren Cetai	*as above*	miner

MINING AND ENERGY DIVISION WESTERN AUSTRALIAN DISTRICT BRANCH				
Mining and Energy Division Western Australian District Branch Board of Management				
M&E WA	District President	Robert Sanford	c/- Western Australian District Branch, 75 Throssell Street, Collie, WA, 6225	coal miner
M&E WA	District Secretary	Greg Busson	*as above*	union official
M&E WA	District Vice President – Northern Region	Justin Parry	*as above*	miner
M&E WA	District Vice President – Southern Region	Kim Praetz	*as above*	miner
M&E WA	Board of Management Representative – Northern Region	Greg Brandis	*as above*	miner
M&E WA	Board of Management Representative – Northern Region	Garry Howard	*as above*	miner
M&E WA	Board of Management Representative – Southern Region	Darren Crowe	*as above*	miner
M&E WA	Board of Management Representative – Southern Region	Nathan Rowlands	*as above*	miner

The Commission's risk-based approach

This year your annual return was assessed against a primary review. Consistent with the Commission's risk-based approach, most annual returns are the subject of a primary review.

The remainder receive an advanced review which is a more comprehensive review.

Each organisation should expect that in some years their annual return will be the subject of an advanced review.

The Commission's advanced review checklists are published on our website.

Do you have any questions?

Information and education materials are available on our website. These materials are regularly updated. We recommend you subscribe to the Commission's subscription service to find out when we release new materials.

If you have any queries we can be contacted on 1300 341 665 or by email at regorgs@fwc.gov.au.

Yours sincerely

Fair Work Commission

ANNEXURE A
THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation and its Branches:

Construction, Forestry and Maritime Employees Union *List of officeholders as of 28 March 2024*				
Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
National Office				
National Executive Committee (NEC)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	Zachary Smith	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	Michael Ravbar	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Jason Campbell	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 1)*	Mick Buchan	*as above*	union official
NAT	National Executive Committee Member *(C&G position 2)*	Jason Jennings	*as above*	union official
NAT	National Executive Committee Member *(C&G position 3)*	Darren Greenfield	*as above*	union official
NAT	National Executive Committee Member *(C&G position 4)*	Robert Graauwmans	*as above*	union official

NAT	National Executive Committee Member *(C&G position 5)*	John Setka	*as above*	union official
NAT	National Executive Committee Member *(C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Committee Member *(C&G position 7)*	Jade Ingham	*as above*	union official
NAT	National Executive Committee Member *(C&G position 8)*	Robert Kera	*as above*	union official
NAT	National Executive Committee Member *(C&G position 9)*	Marcus Pare	*as above*	union official
NAT	National Executive Committee Member *(C&G position 10)*	Zachary Smith	*as above*	union official
NAT	National Executive Committee Member *(C&G position 11)*	Michael Ravbar	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Presiding Officer)*	Will Tracey	*as above*	union official

National Executive (NEX)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	Zachary Smith	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	Michael Ravbar	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Jason Campbell	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 1)* *(ex officio C&G WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 2)*	Jason Jennings	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 3)* *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 4)*	Robert Graauwmans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 5)* *(ex officio C&G VIC-TAS Divisional Branch Secretary)* *(ex officio C&G SA Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 6)*	Andrew Sutherland	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 7)*	Jade Ingham	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 8)*	Robert Kera	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 9)*	Marcus Pare	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 10)* *(ex officio C&G ACT Divisional Branch Secretary)*	Zachary Smith	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 11)* *(ex officio C&G QNT Divisional Branch Secretary*	Michael Ravbar	*as above*	union official
NAT	National Executive Member *(C&G Female Affirmative Action position)*	Rita Mallia	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member - MNF Divisional President)* *(ex officio MNF PPW District Secretary)*	Denise Campbell-Burns	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official

NAT	National Executive Member *(ex officio NEC Member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Executive Member *(ex officio MNF NSW District Secretary)*	Alison Rudman	*as above*	union official
NAT	National Executive Member *(ex officio MNF VIC District Secretary)*	Steve Abboushi	*as above*	union official
NAT	National Executive Member *(ex officio MNF TAS District Secretary)*	Scott McLean	*as above*	union official
NAT	National Executive Member *(ex officio MNF GGT District Secretary)*	Brad Coates	*as above*	union official
NAT	National Executive Member *(ex officio MNF SA District Secretary)*	David Kirner	*as above*	union official
NAT	National Executive Member *(ex officio MNF Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Executive Member *(ex officio additional MNF Divisional Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(MNF Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Secretary)*	Warren Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – Divisional Deputy National Presiding Officer)* *(ex officio MUA TAS Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Executive Member *(ex officio MUA QLD Divisional Branch Secretary)*	Jason Miners	*as above*	union official
NAT	National Executive Member *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Executive Member *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Executive Member *(ex officio MUA SNSW Divisional Branch Secretary)*	Scott Carter	*as above*	union official
NAT	National Executive Member *(ex officio MUA VIC Divisional Branch Secretary)*	Robert Lumsden	*as above*	union official
NAT	National Executive Member *(ex officio MUA SA Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Executive Member *(ex officio MUA WA Divisional Branch Secretary)*	Will Tracey	*as above*	union official
NAT	National Executive Member *(ex officio MUA NT Divisional Branch Secretary)*	Andy Burford	*as above*	union official
NAT	National Executive Member *(MUA Female Affirmative Action position)*	Mich-Elle Myers	*as above*	union official

National Conference				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Chris Cain	*as above*	union official
NAT	National Assistant Secretary	Zachary Smith	*as above*	union official
NAT	International President	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	Michael Ravbar	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Jason Campbell	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional President)*	Jade Ingham	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Senior Vice President)*	Robert Kera	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Vice President)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Jason Jennings	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	Andrew Sutherland	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 1)*	Derek Christopher	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 2)*	Elias Spernovasilis	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT additional position)*	Kane Lowth	*as above*	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW additional position)*	Michael Greenfield	*as above*	union official

NAT	National Conference Delegate *(ex officio National Executive Member)*	Robert Graauwmans	*as above*	union official
NAT	National Conference Delegate *(ex officio National Executive Member)*	Rita Mallia	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional President)*	Denise Campbell-Burns	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	Brad Coates	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	David Kirner	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 1)*	Geoff Gasperotti	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 2)*	Anthony Pavey	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 3)*	Terry Bennier	*as above*	senior machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 4)*	Scott McLean	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 5)*	Steve Abboushi	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 7)*	Travis Lawson	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 8)*	Sharon Musson	*as above*	process operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 9)*	Nguyet Nguyen	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 10)*	Ben Nunn	*as above*	process worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 11)*	Alison Rudman	*as above*	union official

NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 12)*	Warren Smith	*as above*	textile worker
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary Woman)*	Mich-Elle Myers	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary Aboriginal and Torres Strait Islander)*	Thomas Mayo	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Queensland Divisional Branch Secretary)*	Jason Miners	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Queensland Divisional Deputy Branch Secretary)*	Aaron Johnston	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Newcastle Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Newcastle Divisional Deputy Branch Secretary)*	Dennis Outram	*as above*	stevedore
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Sydney Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Sydney Divisional Deputy Branch Secretary)*	Paul Garrett	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Southern New South Wales Divisional Branch Secretary)*	Scott Carter	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Southern New South Wales Divisional Deputy Branch Secretary)*	James Paterson	*as above*	seafarer
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Victorian Divisional Branch Secretary)*	Robert Lumsden	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Victorian Divisional Deputy Branch Secretary)*	David Ball	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – South Australian Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council*	Clem Clothier	*as above*	stevedore

	member – South Australian Divisional Deputy Branch Secretary)			
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Western Australian Divisional Branch Secretary)*	Will Tracey	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Western Australian Divisional Deputy Branch Secretary)*	Doug Heath	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Tasmanian Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Tasmanian Divisional Deputy Branch Secretary)*	Alisha Bull	*as above*	union organiser
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Northern Territory Divisional Branch Secretary)*	Andrew Burford	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Northern Territory Divisional Deputy Branch Secretary)*	Jason Murphy	*as above*	stevedore
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member - Divisional National Women's Representative)*	Angie Moore	*as above*	policy analyst
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 1)*	Skye Allan	*as above*	builder's labourer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 2)*	Lisa Zanatta	*as above*	union official
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 1)*	Mich-Elle Myers	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	women's liaison officer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 2)*	Ann Gray	*as above*	seafarer

State Branches

QUEENSLAND BRANCH

Queensland Branch State Executive

QLD	State President	*VACANT*	*N/A*	*N/A*
QLD	State Senior Vice President *(ex officio MUA QLD Deputy Branch Secretary)*	Aaron Johnston	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Secretary *(ex officio C&G QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary *(ex officio C&G QNT Divisional Branch Assistant Secretary - General)*	Jade Ingham	*as above*	union official
QLD	State Joint Vice President *(ex officio C&G QNT Divisional Branch President)*	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President *(ex officio MUA NT Branch Secretary)*	Andy Burford	*as above*	union official

Queensland Branch State Conference				
QLD	State President	*VACANT*	*N/A*	*N/A*
QLD	State Senior Vice President *(ex officio MUA QLD Deputy Branch Secretary)*	Aaron Johnston	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Secretary *(ex officio C&G QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
QLD	State Assistant Secretary *(ex officio C&G QNT Divisional Branch Assistant Secretary - General)*	Jade Ingham	*as above*	union official
QLD	State Joint Vice President *(ex officio C&G QNT Divisional Branch President)*	Royce Kupsch	*as above*	union official
QLD	State Joint Vice President *(ex officio MUA NT Branch Secretary)*	Andy Burford	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Steven Gaske	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	Dallas Ezzy	*as above*	labourer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Ian McKewin	*as above*	carpenter
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	Steven Amies	*as above*	steel fixer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 1)*	Peter Close	*as above*	construction plasterer
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 2)*	Mark Read	*as above*	carpenter
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Secretary)*	Jason Miners	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Gallagher	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	David Lyon	*as above*	union official
QLD	State Conference Member *(ex officio MUA NT Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Jason Murphy	*as above*	stevedore

NEW SOUTH WALES BRANCH				
New South Wales Branch State Executive				
NSW	State President *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Michael Greenfield	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Alison Rudman	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Scott Carter	*as above*	union official

New South Wales Branch State Conference				
NSW	State President *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Michael Greenfield	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	Rita Mallia	*as above*	union official
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Alison Rudman	*as above*	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	Robert Kera	*as above*	union official
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	*as above*	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Scott Carter	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 2)*	Scott Andrew	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 3)*	Howard Byrnes	*as above*	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 4)*	Denis McNamara	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 5)*	Simon Curtis	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 6)*	Simon Gutierrez	*as above*	carpenter
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 7)*	Zachary Latief	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 8)*	Luke Allen	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 9)*	Yannis Sievas	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 10)*	Steven Parker	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 11)*	Pierre Boumelham	*as above*	crane driver

NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 12)*	Colm Munroe	*as above*	builder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 13)*	Elmedin Begic	*as above*	plasterer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 14)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 15)*	Dean Hackett	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	crane operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 16)*	Munro Jones	*as above*	scaffolder
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 17)*	Rocco Ianni	*as above*	pump operator
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 18)*	Michael Restuccia	*as above*	builder's labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 19)*	Timur Rasih	*as above*	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 20)*	Sime Buterin	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 21)*	Bruce Cartwright	*as above*	bricklayer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 22)*	Dario Damjanovic	*as above*	formworker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 23)*	Michael Lynch	*as above*	labourer
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 24)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 25)*	Anthony Vecchio	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 26)*	Darren Wick	*as above*	construction worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President)*	Ben Nunn	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President - affirmative action position)*	Bev Ruha	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 1)*	Jim Forelli	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	textile worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 2)*	Dallus Arnold	*as above*	maintenance and site support worker

NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 3)*	Chris Medley	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 4)*	Anthony Cole	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 5)*	Mick O'Leary	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 6)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member – affirmative action position)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MUA NEW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Dennis Outram	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	stevedore
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Paul Garrett	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Brad Dunn	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Nathan Donato	*as above*	union official
NSW	State Conference Member *(ex officio MUA SNSW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	James Paterson	*as above*	seafarer

AUSTRALIAN CAPITAL TERRITORY BRANCH				
Australian Capital Territory Branch State Executive				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Josh Bolitho	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Cameron Hardy	*as above*	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Seamus Maher	*as above*	construction worker
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zachary Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official

Australian Capital Territory Branch State Conference				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Josh Bolitho	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Cameron Hardy	*as above*	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Seamus Maher	*as above*	construction worker
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zachary Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 1)*	Timothy Puckett	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 2)*	Leon Arnold	*as above*	bricklayer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 4)*	Dean Hart	*as above*	plasterer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 5)*	Mark Dymock	*as above*	painter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 6)*	Sarah Clifford	*as above*	builder's labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 7)*	*VACANT*	*N/A*	*N/A*
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 8)*	Desmond Marland	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 9)*	Garry McMinn	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 10)*	Michael Schlow	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 11)*	Michael Cousins	*as above*	carpenter

VICTORIAN BRANCH				
Victorian Branch State Executive				
VIC	State President	*VACANT*	*N/A*	*N/A*
VIC	State Senior Vice President	Robert Graauwmans	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MUA position*)	David Ball	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Executive Member *(ex officio MNF VIC District Joint President)*	Warren Smith	*as above*	textile worker
VIC	State Executive Member *(ex officio MNF VIC District Joint President)*	Gerald Molik	*as above*	timber worker
VIC	State Executive Member *(ex officio MUA VIC Divisional Branch Presiding Officer)*	Aarin Moon	*as above*	union official

Victorian Branch State Conference				
VIC	State President	*VACANT*	*N/A*	*N/A*
VIC	State Senior Vice President	Robert Graauwmans	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Secretary	John Setka	*as above*	union official
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*C&G position*)	Elias Spernovasilis	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MUA position*)	David Ball	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*M&E position*)	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Senior Vice President)*	Joe Myles	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Vice President)*	Mick Myles	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Assistant Secretary)*	Derek Christopher	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 1)*	David Lythgo	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 2)*	Rudy Raspudic	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 3)*	Anthony Cordier	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 4)*	Anthony Ioannidis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 5)*	Bill Beattie	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 6)*	Steve Long	*as above*	crane operator
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 7)*	Gerard Benstead	*as above*	builder's labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 8)*	John Perkovic	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 9)*	Darko Misic	*as above*	carpenter

VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 10)*	John Constantinou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 11)*	John Perak	*as above*	fibrous plasterer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 12)*	Paddy Farrelly	*as above*	union official
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 13)*	Frank Akbari	*as above*	painter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 14)*	Marty Albert	*as above*	rigger/dogman
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 15)*	Paul Round	*as above*	labourer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 16)*	Martin Murphy	*as above*	crane operations
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 18)*	Dennis Gritzalis	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 19)*	James Simpson	*as above*	bricklayer
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 20)*	Steven Balta	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 21)*	Lisa Zanatta	*as above*	women's organiser
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 22)*	Theo Theodorou	*as above*	carpenter
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 23)*	Brendan Pitt	*as above*	crane operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Warren Smith	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Joint President)*	Gerald Molik	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President - affirmative action position)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Secretary)*	Steve Abboushi	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*

VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 1)*	Jeremy Cook	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 2)*	Darren Purcell	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 3)*	Jim Polites	*as above*	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 4)*	Warren McGregor	*as above*	cabinet maker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 5)*	Eldon Motufoaki	*as above*	glass process worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 6)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 7)*	Mark Jones	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	glass process worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 8)*	Kevin de Hoedt	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 9)*	Robert Tralongo	*as above*	labourer
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - affirmative action position)*	Shelly Mead	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member – TCF Victorian District Assistant Secretary)*	Elizabeth Macpherson	*as above*	union official
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - TCF Full Time Officer)*	Nguyet Nguyen	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Secretary)*	Robert Lumsden	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Dean Borg	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Aarin Moon	*as above*	union official

TASMANIAN BRANCH				
Tasmanian Branch State Executive				
TAS	State President	*VACANT*	*N/A*	*N/A*
TAS	State Senior Vice President	*VACANT*	*N/A*	*N/A*
TAS	State Secretary	Alisha Bull	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Executive Member *(ex officio MNF TAS District President)*	*VACANT*	*N/A*	*N/A*

Tasmanian Branch State Conference				
TAS	State President	*VACANT*	*N/A*	*N/A*
TAS	State Senior Vice President	*VACANT*	*N/A*	*N/A*
TAS	State Secretary	Alisha Bull	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union organiser
TAS	State Assistant Secretary	Richard Hassett	*as above*	union official
TAS	State Joint Vice President *(C&G position)*	Kevin Harkins	*as above*	union official
TAS	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 1)*	Broden Barlow	*as above*	carpenter
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 2)*	Kevin Harkins	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 3)*	Mark Denny	*as above*	crane operator
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 4)*	Richard Hassett	*as above*	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 5)*	Dushan Hlis	*as above*	builder's labourer
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - Tasmania position 6)*	Jim Stuht	*as above*	plant machine operation
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District President)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President)*	Justin Blizzard	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President - affirmative action position)*	Aneeka Brown	*as above*	process operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Secretary)*	Scott McLean	*as above*	union official
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 1)*	Simon Fraser	*as above*	machine mechanic and operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 2)*	Chris Warren	*as above*	machine operator

TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 3)*	Christopher Osborne	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 4)*	Jeremy Reynolds	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 5)*	Christopher Hewlett	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

SOUTH AUSTRALIAN BRANCH				
South Australian Branch State Executive				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	*VACANT*	*N/A*	*N/A*
SA	State Secretary	Marcus Pare	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Assistant Secretary	David Kirner	*as above*	union official
SA	State Joint Vice President (*C&G position*)	Mark Palmer	*as above*	union official
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Executive Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Executive Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Executive Member *(ex officio C&G SA Divisional Branch President)*	Robert Graauwmans	*as above*	union official

South Australian Branch State Conference				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	*VACANT*	*N/A*	*N/A*
SA	State Secretary	Marcus Pare	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Assistant Secretary	David Kirner	*as above*	union official
SA	State Joint Vice President (*C&G position*)	Mark Palmer	*as above*	union official
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Conference Member *(ex officio C&G SA Divisional Branch President)*	Robert Graauwmans	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Vice President)*	Mark Palmer	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Secretary)*	John Setka	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	Marcus Pare	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Travis Hera-Singh	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - SA Divisional Branch Trustee)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Trustee)*	Travis Brook	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	Emosi Veron	*as above*	union official
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 1)*	Mark Forster	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 2)*	James Rusinski	*as above*	form worker
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 3)*	*VACANT*	*N/A*	*N/A*

SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 4)*	Daniel Bottrell	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	roofer
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 5)*	David Ellis	*as above*	concreter
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President - affirmative action position)*	Lyn Elies	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 1)*	Mario Buterin	*as above*	glazier
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 2)*	Mark Nicholls	*as above*	unemployed member
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 3)*	Doug Nuske	*as above*	forklift operator
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 4)*	Matthew Hueppauff	*as above*	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee member - affirmative action position)*	Michelle Ingley-Smith	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	training officer
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President)*	Brendan Coustley	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President - affirmative action position)*	Cathy Bell	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member – District Secretary)*	Brad Coates	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 1)*	Mark Henriksen	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 2)*	Peter Hewlett	*as above*	mechanical fitter
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 3)*	Anthony Hamilton	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 4)*	Travis Lawson	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*

SA	State Conference Member *(ex officio MNF GGT District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

WESTERN AUSTRALIAN BRANCH				
Western Australian Branch State Executive				
WA	State President	Will Tracey	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*C&G position*)	Brad Upton	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*MUA position*)	Doug Heath	*as above*	union official

Western Australian Branch State Conference				
WA	State President	Will Tracey	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*C&G position*)	Brad Upton	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*MUA position*)	Doug Heath	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Senior Vice President)*	Glenn Hawkins	*as above*	bricklayer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Vice President)*	Robert Pearson	*as above*	builder's labourer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Steve Catania	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 1)*	*VACANT*	*N/A*	*N/A*
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 2)*	Nathan Fisher	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 3)*	Jimmy Poole	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 4)*	Stephan Gracie	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 5)*	Gary Shorto	*as above*	construction worker
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	George Gakis	*as above*	union official
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Jeffrey Cassar	*as above*	union official

Construction and General Division

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional Executive

C&G NAT	Divisional President	Jade Ingham	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Senior Vice President	Robert Kera	*as above*	union official
C&G NAT	Divisional Vice President	John Setka	*as above*	union official
C&G NAT	Divisional Secretary	Zachary Smith	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Jason Jennings	*as above*	union official
C&G NAT	Divisional Assistant Secretary	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Executive Member *(ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 1)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 2)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Executive Member *(QNT additional position)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Executive Member *(NSW additional position)*	Michael Greenfield	*as above*	union official

Construction and General Divisional Conference				
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 1 – ex officio QNT Divisional Branch Secretary)*	Michael Ravbar	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 2 – ex officio QNT Divisional Branch Assistant Secretary - Plasterers)*	Kane Lowth	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 3 – ex officio QNT Divisional Branch Assistant Secretary - Painters)*	Keith Murphy	*as above*	glazier
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 4)*	Royce Kupsch	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 5)*	Steven Gaske	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 6)*	Ian McKewin	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 7)*	Jade Ingham	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 8)*	Peter Close	*as above*	construction plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 9)*	Steve Amies	*as above*	steel fixer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 10 – NT position)*	Josh Burling	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 1 – ex officio NSW Divisional Branch Secretary)*	Darren Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 2)*	Michael Greenfield	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 3)*	Elmedin Begic	*as above*	plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 4)*	Warren Whitney	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 5)*	Munro Jones	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 6)*	Robert Kera	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 7)*	Rita Mallia	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 8)*	Denis McNamara	*as above*	scaffolder
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 9)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 1 – ex officio ACT Divisional Branch Secretary)*	Zachary Smith	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 2)*	Jason Jennings	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 3)*	Michael Hiscox	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 1 – ex officio VIC-TAS Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 2)*	Joe Myles	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 3)*	Elias Spernovasilis	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 4)*	Derek Christopher	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 5)*	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 6)*	David Lythgo	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 7)*	Steve Long	*as above*	crane operator
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 8)*	Skye Allan	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 9)*	Lisa Zanatta	*as above*	women's organiser
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 10)*	Theo Theodorou	*as above*	carpenter
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 11)*	Gerard McQuaid	*as above*	builder's labourer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 12)*	James Simpson	*as above*	bricklayer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 13)*	Garry Donnon	*as above*	union official

C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 14)*	Mark Travers	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 15)*	Paul Tzimas	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 16)*	Ivan Colina	*as above*	fibrous plasterer
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 1 – ex officio SA Divisional Branch Secretary)*	John Setka	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 2 – ex officio SA Divisional Branch Assistant Secretary)*	Marcus Pare	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 3)*	Andrew Sutherland	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 1 – ex officio WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 2)*	Robert Benkesser	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 3)*	Michelle Sheehy	*as above*	union official

Construction and General Divisional Trustees				
C&G NAT	Divisional Trustee	Rita Mallia	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Trustee	Robert Graauwmans	*as above*	union official
C&G NAT	Divisional Trustee	Darren Greenfield	*as above*	union official

CONSTRUCTION AND GENERAL
QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH

Construction and General
Queensland-Northern Territory Divisional Branch Management Committee

C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter

Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QNT	Divisional Branch President	Royce Kupsch	c/- Queensland-Northern Territory Divisional Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
C&G QNT	Divisional Branch Senior Vice President	Steven Gaske	*as above*	carpenter
C&G QNT	Divisional Branch Senior Vice President	Dallas Ezzy	*as above*	labourer
C&G QNT	Divisional Branch Vice President	Ian McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Vice President	Steven Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Secretary	Michael Ravbar	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	Kane Lowth	*as above*	union official
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	Keith Murphy	*as above*	glazier
C&G QNT	Divisional Branch Assistant Secretary *(General)*	Jade Ingham	*as above*	union official
C&G QNT	Divisional Branch Executive Member *(position 1)*	Peter Close	*as above*	construction plasterer
C&G QNT	Divisional Branch Executive Member *(position 2)*	Mark Read	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 1)*	Steve Amies	*as above*	steel fixer
C&G QNT	Divisional Branch Council Member *(position 2)*	Craig Brown	*as above*	construction worker
C&G QNT	Divisional Branch Council Member *(position 3)*	Josh Burling	*as above*	union official
C&G QNT	Divisional Branch Council Member *(position 4)*	Tony Dougherty	*as above*	civil construction labourer
C&G QNT	Divisional Branch Council Member *(position 5)*	Tom McGovern	*as above*	trade assistant
C&G QNT	Divisional Branch Council Member *(position 6)*	Ian (Badge) McKewin	*as above*	carpenter
C&G QNT	Divisional Branch Council Member *(position 7)*	Mick Robinson	*as above*	union official

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Robert Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Simon Gutierrez	*as above*	carpenter
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Pierre Boumelham	*as above*	crane driver
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	Elmedin Begic	*as above*	plasterer

C&G NSW	Divisional Branch Management Committee Member *(position 14)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Michael Restuccia	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren Wick	*as above*	construction worker

Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch President	Rita Mallia	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
C&G NSW	Divisional Branch Secretary	Darren Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Michael Greenfield	*as above*	union official
C&G NSW	Divisional Branch Assistant Secretary	Robert Kera	*as above*	union official
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	Yusuf Mhaiche	*as above*	construction worker/formworker
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	Scott Andrew	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	Howard Byrnes	*as above*	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	Denis McNamara	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	Simon Curtis	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	Simon Gutierrez	*as above*	carpenter
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	Zachary Latief	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	Luke Allen	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	Yannis Sievas	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	Steven Parker	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	Pierre Boumelham	*as above*	crane driver
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	Colm Munroe	*as above*	builder
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	Elmedin Begic	*as above*	plasterer
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	*VACANT*	*N/A*	*N/A*

C&G NSW	Divisional Branch Management Committee Member *(position 15)*	Dean Hackett	c/- New South Wales Divisional Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	crane operator
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	Munro Jones	*as above*	scaffolder
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	Rocco Ianni	*as above*	pump operator
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	Michael Restuccia	*as above*	builder's labourer
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	Timur Rasih	*as above*	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	Sime Buterin	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	Bruce Cartwright	*as above*	bricklayer
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	Dario Damjanovic	*as above*	formworker
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	Michael Lynch	*as above*	labourer
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	Anthony Vecchio	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	Darren WIck	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 1)*	Nur Begg	*as above*	bricklayer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 3)*	Kahon Alkozai	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 4)*	John Hughes	*as above*	dogman
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 5)*	Michael Bailey	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 6)*	Mario Battistini	*as above*	construction worker

C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 7)*	Derek Gallagher	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 8)*	Jack Bosden	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 9)*	Craig Bremner	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 10)*	Geoff Bates	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 11)*	Robert Burland	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 12)*	Colin Chapman	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 13)*	James Ponisi	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 14)*	Mohamed Gabr	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 15)*	Mohamed Hammoud	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 16)*	Colin Lamond	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 17)*	Edward Sloane	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 18)*	Ian McKinnon	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 19)*	Russell Munro	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 20)*	Jason Williams	*as above*	builder's labourer
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 21)*	Geoffrey Vaughan	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 22)*	James Wall	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 1)*	Neal Attwood	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 2)*	Mitchell Deas	*as above*	construction worker
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 3)*	Mark Kelly	*as above*	construction worker

C&G NSW	Divisional Branch Council Member *(Camden Zone position 1)*	David Mackay	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 2)*	Paul Fisher	*as above*	refractory bricklayer
C&G NSW	Divisional Branch Council Member *(Camden Zone position 3)*	Sallie Oxborough	*as above*	labourer
C&G NSW	Divisional Branch Council Member *(Country Zone position 1)*	Gary McCarthy	*as above*	carpenter
C&G NSW	Divisional Branch Council Member *(Country Zone position 2)*	Michael Sykes	*as above*	grader operator
C&G NSW	Divisional Branch Council Member *(Country Zone position 3)*	Paul Wright	*as above*	construction worker

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch President	Josh Bolitho	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
C&G ACT	Divisional Branch Vice President	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Vice President	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Secretary/Treasurer	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Sarah Clifford	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch President	Josh Bolitho	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
C&G ACT	Divisional Branch Vice President	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Vice President	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Secretary/Treasurer	Zachary Smith	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Sarah Clifford	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 2)*	Graeme Carter	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builders labourer / dogman
C&G ACT	Divisional Branch Councillor *(position 3)*	Peter Ellis	*as above*	carpenter

C&G ACT	Divisional Branch Councillor *(position 4)*	Troy Gledhill	*as above*	builders labourer
C&G ACT	Divisional Branch Councillor *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 6)*	Steven Kuczerka	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Councillor *(position 7)*	Stuart Peacock	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 9)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator

Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	Jim Stuht	*as above*	plant machine operation

Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch President	Robert Graauwmans	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
C&G VIC-TAS	Divisional Branch Senior Vice President	Joe Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Vice President	Mick Myles	*as above*	union official
C&G VIC-TAS	Divisional Branch Secretary	John Setka	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Derek Christopher	*as above*	union official
C&G VIC-TAS	Divisional Branch Assistant Secretary	Elias Spernovasilis	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	David Lythgo	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	Rudy Raspudic	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	Anthony Cordier	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	Anthony Ioannidis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	Bill Beattie	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	Steve Long	*as above*	crane operator
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	Gerard Benstead	*as above*	builder's labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	John Perkovic	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	Darko Misic	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	John Constantinou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	John Perak	*as above*	fibrous plasterer

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	Paddy Farrelly	*as above*	union official
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	Frank Akbari	*as above*	painter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	Marty Albert	*as above*	rigger/dogman
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	Paul Round	*as above*	labourer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	Martin Murphy	*as above*	crane operations
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	Jeremy Tomic	*as above*	rigger/crane driver
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	Dennis Gritzalis	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	James Simpson	*as above*	bricklayer
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	Steven Balta	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	Lisa Zanatta	*as above*	women's organiser
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	Theo Theodorou	*as above*	carpenter
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	Brendan Pitt	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	Broden Barlow	*as above*	carpenter
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	Kevin Harkins	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	Mark Denny	*as above*	crane operator
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	Richard Hassett	*as above*	union official
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	Dushan Hlis	*as above*	builder's labourer

C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	Jim Stuht	*as above*	plant machine operation
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 1)*	Rhett Campbell	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 2)*	Chris Brett	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 3)*	Richard Bradley	*as above*	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 4)*	Bart Scaffidi	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 5)*	Vlado Cakarun	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 6)*	Emilio Botsaris	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 7)*	Luke Buttigieg	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 8)*	Shane Cilia	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 9)*	Lara Van Graas	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 10)*	Kelly Ngu	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 11)*	Sean Paul Donnelly	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 12)*	Peter Clark	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 13)*	Antony Grgurevic	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 14)*	Valerio Macaro	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 15)*	Ivan Colina	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 16)*	Mick Fitzsimons	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 17)*	Felice Filardo	*as above*	carpenter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 18)*	Matthew Montebello	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 19)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 20)*	David Costabile	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 21)*	David Krizan	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 22)*	Peter Loncar	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 23)*	Jason Deans	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 24)*	Anthony Dredge	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 25)*	Teena Simpson	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 26)*	Neven Markulin	*as above*	painter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 27)*	Yong Wu	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 28)*	Jimmy Harris	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 29)*	Drew McDonald	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 30)*	Guang Liang Xu	*as above*	fibrous plasterer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 31)*	Terence McNamara	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 32)*	John Mantis	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 33)*	Gerard McQuaid	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 34)*	Lita Gillies	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 35)*	Scott Aird	*as above*	rigger dogman

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 36)*	Mark McMillan	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 37)*	Brad McNiven	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 38)*	Ilija Crnac	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 39)*	Lee McKenzie	*as above*	crane operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 40)*	Tamish Muller	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 41)*	David Foley	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 42)*	Kathleen Ingram	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 43)*	Matthew Seadon	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 44)*	Mick Egan	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 45)*	Mick Powell	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 46)*	Carla Rivera	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 47)*	Liam O'Hearn	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 48)*	Adam Olsen	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 49)*	Ashton Fitzpatrick	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 50)*	Shane McGowan	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 51)*	Trevor Punshon	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 52)*	Ricky Orterga	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 53)*	Mark Peterson	*as above*	forklift hoist operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 54)*	Gary Roberts	*as above*	painter

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 55)*	John Pidoto	*as above*	driller
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 56)*	Angelo Ruffato	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 57)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 58)*	James Ryan	c/- Victoria-Tasmania Divisional Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	rigger/ dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 59)*	Terry Ryan	*as above*	crane operator
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 60)*	Gerry Pettifer	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 61)*	Shane Ross	*as above*	crane operations
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 62)*	Daniel Simioni	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 63)*	Malachy Farrelly	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 64)*	Michael Farrelly	*as above*	bricklayer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 65)*	David Setka	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 66)*	Chris Spiridonos	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 67)*	Mick Karlusic	*as above*	tile layer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 68)*	Simon Samardzic	*as above*	stonemason
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 69)*	John Samardzic	*as above*	stonemason
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 70)*	Jack Vucak	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 71)*	Shelly Goodwin	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 72)*	Esther Van Arend	*as above*	rigger/dogman

C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 1)*	Paul McCann	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 2)*	Dean Doran	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 3)*	Mark Travers	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 4)*	Rachel McCann	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 1)*	Nigel Davies	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 2)*	David Duffy	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 3)*	Andrew Pitlik	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 4)*	Brett James Fleming	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 1)*	James Gianchino	*as above*	rigger
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 2)*	Joel Hannebery	*as above*	builder's labourer
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 3)*	Mark Tait	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 4)*	Cameron McClure	*as above*	rigger dogman
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 1)*	Philip Darcy	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 2)*	John Thomson	*as above*	carpenter
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 3)*	Toby Thornton	*as above*	union official
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 4)*	Tom Malone	*as above*	plant operator

CONSTRUCTION AND GENERAL SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Construction and General South Australian Divisional Branch Management Committee				
C&G SA	Divisional Branch President	Robert Graauwmans	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Vice President	Mark Palmer	*as above*	union official
C&G SA	Divisional Branch Secretary	John Setka	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Treasurer	Travis Hera-Singh	*as above*	union official
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	Travis Brook	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Organiser	Emosi Veron	*as above*	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	James Rusinksi	*as above*	form worker
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	Daniel Bottrell	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	roofer
C&G SA	Divisional Branch Management Committee Member *(position 5)*	David Ellis	*as above*	concreter

Construction and General South Australian Divisional Branch Council				
C&G SA	Divisional Branch President	Robert Graauwmans	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Vice President	Mark Palmer	*as above*	union official
C&G SA	Divisional Branch Secretary	John Setka	*as above*	union official
C&G SA	Divisional Branch Assistant Secretary	Marcus Pare	*as above*	union official
C&G SA	Divisional Branch Treasurer	Travis Hera-Singh	*as above*	union official
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	Travis Brook	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
C&G SA	Divisional Branch Organiser	Emosi Veron	*as above*	union official
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	Mark Forster	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	bricklayer
C&G SA	Divisional Branch Management Committee Member *(position 2)*	James Rusinksi	*as above*	form worker
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	Daniel Bottrell	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	roofer
C&G SA	Divisional Branch Management Committee Member *(position 5)*	David Ellis	*as above*	concreter
C&G SA	Divisional Branch Council Member *(position 1)*	Holly Hedges	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 2)*	Kain Shanko	*as above*	crane driver/ rigger/ dogman
C&G SA	Divisional Branch Council Member *(position 3)*	Lance Herbert	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 6)*	Michael McCluskey	c/- South Australian Divisional Branch, Level 1, 32 South	builders labourer

			Terrace, Adelaide, SA, 5000	
C&G SA	Divisional Branch Council Member *(position 7)*	Damien O'Connell	*as above*	builders labourer
C&G SA	Divisional Branch Council Member *(position 8)*	Patrick Rupric	*as above*	carpenter
C&G SA	Divisional Branch Council Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 11)*	Zac Strawbridge	c/- South Australian Divisional Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	rigger
C&G SA	Divisional Branch Council Member *(position 12)*	Jarrad Tapp	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 13)*	Doug Tilley	*as above*	rigger
C&G SA	Divisional Branch Council Member *(position 14)*	Nathan White	*as above*	rigger

CONSTRUCTION AND GENERAL WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Construction and General Western Australian Divisional Branch Management Committee				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Stephan Gracie	*as above*	carpenter
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker

Construction and General Western Australian Divisional Branch Council				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Stephan Gracie	*as above*	carpenter
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 1)*	John Barton	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 2)*	Ronny Buchan	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 3)*	Nick Di Gregorio	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 4)*	Jeremy Goncalves	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 5)*	David Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 6)*	Cheryle Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 7)*	Michelle Kavanagh	*as above*	union official
C&G WA	Divisional Branch Council Member *(position 8)*	Mick Kitson	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 9)*	Aussie Minervini	*as above*	construction worker

C&G WA	Divisional Branch Council Member *(position 10)*	Tawa Harris	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 11)*	Justin Murphy	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 12)*	Nick Jeakings	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 13)*	Nathan Park	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 14)*	Steve Parker	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 15)*	Andrew Hamor	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 16)*	Trent Philip	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 17)*	Joffa Pound	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 18)*	Ben Pringle	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 19)*	Kay Symes	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 20)*	Campbell Walton	*as above*	construction worker

Construction and General Western Australian Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Branch Trustee	Steve Catania	*as above*	union official
C&G WA	Divisional Branch Trustee	Glenn Hawkins	*as above*	bricklayer

Manufacturing Division

MANUFACTURING DIVISIONAL NATIONAL OFFICE

Manufacturing Divisional Executive

MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Vice President	Brad Coates	*as above*	union official
MNF NAT	Divisional Vice President	David Kirner	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 1)*	Geoff Gasperotti	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	production operator
MNF NAT	Divisional Executive Member *(position 2)*	Anthony Pavey	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 3)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Divisional Executive Member *(position 4)*	Scott McLean	*as above*	union official
MNF NAT	Divisional Executive Member *(position 5)*	Steve Abboushi	*as above*	union official
MNF NAT	Divisional Executive Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 7)*	Travis Lawson	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Executive Member *(position 8)*	Sharon Musson	*as above*	process operator
MNF NAT	Divisional Executive Member *(position 9)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Divisional Executive Member *(position 10)*	Ben Nunn	*as above*	process worker
MNF NAT	Divisional Executive Member *(position 11)*	Alison Rudman	*as above*	union official
MNF NAT	Divisional Executive Member *(position 12)*	Warren Smith	*as above*	textile worker

Manufacturing Divisional Conference				
MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(PPW position 1 - ex officio PPW District Secretary)*	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 2)*	Geoff Gasperotti	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 3)*	Anthony Pavey	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(PPW position 4)*	Craig O'Connor	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(QNW position 1 – ex officio QNW District Secretary)*	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF NAT	Delegate to Divisional Conference *(QNW position 2)*	Brenton Lancaster	*as above*	furniture worker
MNF NAT	Delegate to Divisional Conference *(NSW position 1 - ex officio NSW District Secretary)*	Alison Rudman	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 2)*	Sharon Musson	*as above*	process operator
MNF NAT	Delegate to Divisional Conference *(NSW position 3)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(NSW position 4)*	Bev Ruha	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	production worker
MNF NAT	Delegate to Divisional Conference *(VIC position 1 - ex officio VIC District Secretary)*	Steve Abboushi	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 2)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 3)*	*VACANT*	*N/A*	*N/A*

MNF NAT	Delegate to Divisional Conference *(VIC position 4)*	Warren Smith	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 5)*	Kevin de Hoedt	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(VIC position 6)*	Jenny Hunter	*as above*	textile worker
MNF NAT	Delegate to Divisional Conference *(VIC position 7)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(TAS position 1 - ex officio TAS District Secretary)*	Scott McLean	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 2)*	Nathan Milner	*as above*	machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 1 - ex officio GGT District Secretary)*	Brad Coates	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(GGT position 2)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 3)*	Travis Lawson	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 1 - ex officio SA District Secretary)*	David Kirner	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 2)*	Lyn Elies	*as above*	distribution centre worker

MANUFACTURING DIVISION PULP AND PAPER WORKERS' DISTRICT				
Manufacturing Division Pulp and Paper Workers' District Management Committee				
MNF PPW	District President	Geoff Gasperotti	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF PPW	District Senior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Junior Vice President	Craig O'Connor	*as above*	production operator
MNF PPW	District Secretary	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Melbourne Sub-Branch Secretary)*	Geoff Gasperotti	*as above*	union official
MNF PPW	District Management Committee Member *(additional PPW Melbourne Sub-Branch Delegate)*	Kevin Riordan	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Maryvale Sub-Branch Secretary)*	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 1)*	Bill Scott	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 2)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(ex officio PPW Millicent Sub-Branch Secretary)*	Craig O'Connor	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Millicent Sub-Branch Delegate)*	Scott Irvine	*as above*	production worker
MNF PPW	District Management Committee Member *(ex officio PPW Sydney Sub-Branch Secretary)*	Mal Daw	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Tasmanian Sub-Branch Secretary)*	Stephen Zvillis	*as above*	boiler operator
MNF PPW	District Management Committee Member *(ex officio PPW Tumut Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(affirmative action position 1)*	Elly Robertson	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	first aid officer
MNF PPW	District Management Committee Member *(affirmative action position 2)*	Cherie Drummond	*as above*	production worker

MANUFACTURING DIVISION
QUEENSLAND-NORTHERN TERRITORY-WESTERN AUSTRALIAN DISTRICT

Manufacturing Division
Queensland-Northern Territory-Western Australian District Committee of Management

MNF QNW	District President	Vincent Breen	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	furniture worker
MNF QNW	District Vice President	Shane Reditt	*as above*	furniture worker
MNF QNW	District Secretary	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF QNW	District Management Committee Member *(position 1)*	Allison Rennardson	*as above*	machine operator
MNF QNW	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(affirmative action position)*	Julie Knighton	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT				
Manufacturing Division New South Wales District Committee of Management				
MNF NSW	District President	Sharon Musson	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Vice President	Ben Nunn	*as above*	process operator
MNF NSW	District Vice President *(affirmative action position)*	Bev Ruha	*as above*	production worker
MNF NSW	District Secretary	Alison Rudman	*as above*	union official
MNF NSW	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(position 1)*	Jim Forelli	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	textile worker
MNF NSW	District Management Committee Member *(position 2)*	Dallus Arnold	*as above*	maintenance and site support worker
MNF NSW	District Management Committee Member *(position 3)*	Chris Medley	*as above*	production worker
MNF NSW	District Management Committee Member *(position 4)*	Anthony Cole	*as above*	process operator
MNF NSW	District Management Committee Member *(position 5)*	Mick O'Leary	*as above*	production worker
MNF NSW	District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION VICTORIAN DISTRICT				
Manufacturing Division Victorian District Committee of Management				
MNF VIC	District Joint President	Warren Smith	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	textile worker
MNF VIC	District Joint President	Gerald Molik	*as above*	timber worker
MNF VIC	District Vice President	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF VIC	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Secretary	Steve Abboushi	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF VIC	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 1)*	Jeremy Cook	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF VIC	District Management Committee Member *(position 2)*	Darren Purcell	*as above*	glazier
MNF VIC	District Management Committee Member *(position 3)*	Jim Polites	*as above*	glazier
MNF VIC	District Management Committee Member *(position 4)*	Warren McGregor	*as above*	cabinet maker
MNF VIC	District Management Committee Member *(position 5)*	Eldon Motufoaki	*as above*	glass process worker
MNF VIC	District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 7)*	Mark Jones	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	glass process worker
MNF VIC	District Management Committee Member *(position 8)*	Kevin de Hoedt	*as above*	timber worker
MNF VIC	District Management Committee Member *(position 9)*	Robert Tralongo	*as above*	labourer
MNF VIC	District Management Committee Member *(affirmative action position)*	Shelly Mead	*as above*	textile worker
MNF VIC	TCF Victorian District Assistant Secretary	Elizabeth Macpherson	*as above*	union official
MNF VIC	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official

MANUFACTURING DIVISION TASMANIAN DISTRICT				
Manufacturing Division Tasmanian District Committee of Management				
MNF TAS	District President	*VACANT*	*N/A*	*N/A*
MNF TAS	District Vice President	Justin Blizzard	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	machine operator
MNF TAS	District Vice President *(affirmative action position)*	Aneeka Brown	*as above*	process operator
MNF TAS	District Secretary	Scott McLean	*as above*	union official
MNF TAS	District Management Committee Member *(position 1)*	Simon Fraser	*as above*	machine mechanic and operator
MNF TAS	District Management Committee Member *(position 2)*	Chris Warren	*as above*	machine operator
MNF TAS	District Management Committee Member *(position 3)*	Christopher Osborne	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 4)*	Jeremy Reynolds	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 5)*	Christopher Hewlett	*as above*	machine operator
MNF TAS	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT				
Manufacturing Division Greater Green Triangle District Committee of Management				
MNF GGT	District President	Terry Bennier	c/- Greater Green Triangle District, 1 Crennan Street, Mount Gambier, SA, 5290	senior machine operator
MNF GGT	District Vice President	Brendan Coustley	*as above*	machine operator
MNF GGT	District Vice President *(affirmative action position)*	Cathy Bell	*as above*	machine operator
MNF GGT	District Secretary	Brad Coates	*as above*	union official
MNF GGT	District Management Committee Member *(position 1)*	Mark Henriksen	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 2)*	Peter Hewlett	*as above*	mechanical fitter
MNF GGT	District Management Committee Member *(position 3)*	Anthony Hamilton	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 4)*	Travis Lawson	*as above*	union official
MNF GGT	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIAN DISTRICT				
Manufacturing Division South Australian District Committee of Management				
MNF SA	District President	Jayson Paterson	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
MNF SA	District Vice President	*VACANT*	*N/A*	*N/A*
MNF SA	District Vice President *(affirmative action position)*	Lyn Elies	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	distribution centre worker
MNF SA	District Secretary	David Kirner	*as above*	union offical
MNF SA	District Management Committee Member *(position 1)*	Mario Buterin	*as above*	glazier
MNF SA	District Management Committee Member *(position 2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(position 3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(position 4)*	Matthew Hueppauff	*as above*	distribution centre worker
MNF SA	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(affirmative action position)*	Michelle Ingley-Smith	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	training officer

MANUFACTURING DIVISION TCF SECTOR				
Manufacturing Division TCF Sector Council				
MNF TCF	TCF National Secretary	Jenny Kruschel	c/- TCF Sector Council, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union offiical
MNF TCF	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	TCF Sector Council Member *(position 1)*	Warren Smith	*as above*	textile worker
MNF TCF	TCF Sector Council Member *(position 2)*	Nguyet Nguyen	*as above*	union official
MNF TCF	TCF Sector Council Member *(position 3)*	Lynette Elies	*as above*	distribution centre worker
MNF TCF	TCF Sector Council Member *(position 4)*	Beverly Ruha	*as above*	production worker

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA NAT	Divisional National Presiding Officer	Jason Campbell	c/- MUA Division, Level 2, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Presiding Officer	Will Tracey	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Paul Keating	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Glen Williams	*as above*	union official
MUA NAT	Divisional National Secretary	Padraig Crumlin	*as above*	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Divisional Assistant National Secretary - Woman	Mich-Elle Myers	*as above*	union official
MUA NAT	Divisional Assistant National Secretary – Aboriginal and Torres Strait Islander	Thomas Mayo	*as above*	union official

Maritime Union of Australia Divisional National Council				
MUA NAT	Divisional National Secretary	Padraig Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Divisional Assistant National Secretary - Woman	Mich-Elle Myers	*as above*	union official
MUA NAT	Divisional Assistant National Secretary – Aboriginal and Torres Strait Islander	Thomas Mayo	*as above*	union official
MUA NAT	Queensland Divisional Branch Secretary	Jason Miners	*as above*	union official
MUA NAT	Queensland Divisional Deputy Branch Secretary	Aaron Johnston	*as above*	union official
MUA NAT	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NAT	Newcastle Divisional Deputy Branch Secretary	Dennis Outram	*as above*	stevedore
MUA NAT	Sydney Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA NAT	Sydney Divisional Deputy Branch Secretary	Paul Garrett	*as above*	union official
MUA NAT	Southern New South Wales Divisional Branch Secretary	Scott Carter	*as above*	union official
MUA NAT	Southern New South Wales Divisional Deputy Branch Secretary	James Paterson	*as above*	seafarer
MUA NAT	Victorian Divisional Branch Secretary	Robert Lumsden	*as above*	union official
MUA NAT	Victorian Divisional Deputy Branch Secretary	David Ball	*as above*	union official
MUA NAT	South Australian Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA NAT	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA NAT	Western Australian Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA NAT	Western Australian Divisional Deputy Branch Secretary	Doug Heath	*as above*	union official
MUA NAT	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA NAT	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser

MUA NAT	Northern Territory Divisional Branch Secretary	Andrew Burford	*as above*	union official
MUA NAT	Northern Territory Divisional Deputy Branch Secretary	Jason Murphy	*as above*	stevedore
MUA NAT	Divisional National Women's Representative	Angie Moore	*as above*	policy analyst

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH				
Maritime Union of Australia Queensland Divisional Branch Executive				
MUA QLD	Divisional Branch Presiding Officer	Paul Gallagher	c/- Queensland Divisional Branch, 73 Southgate Avenue, Cannon Hill, QLD, 4170	union official
MUA QLD	Divisional Branch Secretary	Jason Miners	*as above*	union official
MUA QLD	Divisional Branch Deputy Secretary	Aaron Johnston	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	David Lyon	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA NEW	Divisional Branch Presiding Officer	Dennis Outram	c/- Newcastle Divisional Branch, 406-408 King Street, Newcastle West, NSW, 2302	stevedore
MUA NEW	Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NEW	Divisional Branch Deputy Secretary	Dennis Outram	*as above*	stevedore

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH				
Maritime Union of Australia Sydney Divisional Branch Executive				
MUA SYD	Divisional Branch Presiding Officer	Paul Garrett	c/- Sydney Divisional Branch, Level 1, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA SYD	Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA SYD	Divisional Branch Deputy Secretary	Paul Garrett	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Brad Dunn	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Nathan Donato	*as above*	union official

MARITIME UNION OF AUSTRALIA SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH				
Maritime Union of Australia Southern New South Wales Divisional Branch Executive				
MUA SNSW	Divisional Branch Presiding Officer	James Paterson	c/- Southern NSW Divisional Branch, 64 Darcy Road, Port Kembla, NSW, 2505	seafarer
MUA SNSW	Divisional Branch Secretary	Scott Carter	*as above*	union official
MUA SNSW	Divisional Branch Deputy Secretary	James Paterson	*as above*	seafarer

MARITIME UNION OF AUSTRALIA VICTORIAN DIVISIONAL BRANCH				
Maritime Union of Australia Victorian Divisional Branch Executive				
MUA VIC	Divisional Branch Presiding Officer	Aarin Moon	c/- Victorian Divisional Branch, 46-54 Ireland St, West Melbourne, VIC, 3003	union official
MUA VIC	Divisional Branch Secretary	Robert Lumsden	*as above*	union official
MUA VIC	Divisional Branch Deputy Secretary	David Ball	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Dean Borg	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Aarin Moon	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIAN DIVISIONAL BRANCH				
Maritime Union of Australia Tasmanian Divisional Branch Executive				
MUA TAS	Divisional Branch Presiding Officer	Alisha Bull	c/- Tasmanian Divisional Branch, Shop 3, 59 Wright Street, East Devonport, TAS, 7310	union organiser
MUA TAS	Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA TAS	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia South Australian Divisional Branch Executive				
MUA SA	Divisional Branch Presiding Officer	Clem Clothier	c/- South Australian Divisional Branch, 65 St Vincent Street, Port Adelaide, SA, 5015	stevedore
MUA SA	Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia Western Australian Divisional Branch Executive				
MUA WA	Divisional Branch Presiding Officer	Doug Heath	c/- Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle, WA, 6159	union official
MUA WA	Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA WA	Divisional Branch Deputy Secretary	Doug Heath	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	George Gakis	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official

MARITIME UNION OF AUSTRALIA NORTHERN TERRITORY DIVISIONAL BRANCH				
Maritime Union of Australia Northern Territory Divisional Branch Executive				
MUA NT	Divisional Branch Presiding Officer	Jason Murphy	c/- Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin, NT, 0801	stevedore
MUA NT	Divisional Branch Secretary	Andy Burford	*as above*	union official
MUA NT	Divisional Branch Deputy Secretary	Jason Murphy	*as above*	stevedore

ANNEXURE A
THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

Offices and Office Holders in the Organisation and its Branches:

Construction, Forestry and Maritime Employees Union *List of officeholders as of 31 March 2025*				
Branch, District, or Sector	Name of Office	Name of Officeholder	Postal Address	Occupation
National Office				
National Executive Committee (NEC)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Zach Smith	*as above*	union official
NAT	National Assistant Secretary	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Jason Campbell	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 1)*	Mick Buchan	*as above*	union official
NAT	National Executive Committee Member *(C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 3)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 4)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 5)*	*VACANT*	*N/A*	*N/A*

NAT	National Executive Committee Member *(C&G position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 7)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member *(C&G position 10)*	Zach Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(C&G position 11)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Committee Member (*ex officio MNF Divisional President)*	Denise Campbell-Burns	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Executive Committee Member *(ex officio MNF TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Secretary)*	Warren Smith	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Committee Member *(ex officio MUA Divisional Deputy National Presiding Officer)*	Will Tracey	*as above*	union official

National Executive (NEX)				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Zach Smith	*as above*	union official
NAT	National Assistant Secretary	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Jason Campbell	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 1)* *(ex officio C&G WA Divisional Branch Secretary)*	Mick Buchan	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 3)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 4)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 5)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 7)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 8)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 9)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – C&G position 10)* *(ex officio C&G ACT Divisional Branch Secretary)*	Zach Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – C&G position 11)* *(ex officio C&G QNT Divisional Branch Secretary*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio C&G QNT Divisional Branch Secretary*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio C&G NSW Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio C&G VIC-TAS Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio C&G SA Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(C&G Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member - MNF Divisional President)* *(ex officio MNF PPW District Secretary)*	Denise Campbell-Burns	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official

NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MNF Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Executive Member *(ex officio MNF NSW District Secretary)*	Alison Rudman	*as above*	union official
NAT	National Executive Member *(ex officio MNF VIC District Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio MNF TAS District Secretary)*	Daniel Murphy	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio MNF GGT District Secretary)*	Brad Coates	*as above*	union official
NAT	National Executive Member *(ex officio MNF SA District Secretary)*	David Kirner	*as above*	union official
NAT	National Executive Member *(ex officio MNF Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Executive Member *(ex officio additional MNF Divisional Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(MNF Female Affirmative Action position)*	*VACANT*	*N/A*	*N/A*
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Deputy National Secretary)*	Warren Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – MUA Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Executive Member *(ex officio NEC Member – Divisional Deputy National Presiding Officer)* *(ex officio MUA WA Divisional Branch Secretary)*	Will Tracey	*as above*	union official
NAT	National Executive Member *(ex officio MUA TAS Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Executive Member *(ex officio MUA QLD Divisional Branch Secretary)*	Jason Miners	*as above*	union official
NAT	National Executive Member *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Executive Member *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Executive Member *(ex officio MUA SNSW Divisional Branch Secretary)*	Scott Carter	*as above*	union official
NAT	National Executive Member *(ex officio MUA VIC Divisional Branch Secretary)*	Robert Lumsden	*as above*	union official
NAT	National Executive Member *(ex officio MUA SA Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Executive Member *(ex officio MUA NT Divisional Branch Secretary)*	Andy Burford	*as above*	union official

NAT	National Executive Member (*MUA Female Affirmative Action position*)	Mich-Elle Myers	*as above*	union official

National Conference				
NAT	National President	Padraig Crumlin	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Secretary	Zach Smith	*as above*	union official
NAT	National Assistant Secretary	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
NAT	National Vice President *(MUA position – ex officio MUA Divisional National Presiding Officer)*	Jason Campbell	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional President)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Senior Vice President)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Vice President)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – Divisional Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – WA Divisional Branch Secretary)*	Mick Buchan	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – VIC-TAS additional position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – QNT additional position)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio C&G Divisional Executive member – NSW additional position)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Executive Member)*	*VACANT*	*N/A*	*N/A*

NAT	National Conference Delegate *(ex officio National Executive Member)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Executive Member)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional President)*	Denise Campbell-Burns	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Vice President TCF)*	Elizabeth Macpherson	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	Brad Coates	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Vice President)*	David Kirner	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Secretary)*	Michael O'Connor	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – TCF National Secretary)*	Jenny Kruschel	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Senior Assistant Secretary)*	Leo Skourdoumbis	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – Divisional Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 1)*	Geoff Gasperotti	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 2)*	Anthony Pavey	*as above*	production operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 3)*	Terry Bennier	*as above*	senior machine operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 4)*	Daniel Murphy	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 5)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 6)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 7)*	Travis Lawson	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 8)*	Sharon Musson	*as above*	process operator
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 9)*	Nguyet Nguyen	*as above*	union official
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 10)*	Ben Nunn	*as above*	process worker
NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 11)*	Alison Rudman	*as above*	union official

NAT	National Conference Delegate *(ex officio MNF Divisional Executive member – position 12)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Deputy National Secretary)*	Warren Smith	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary)*	Adrian Evans	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary)*	Jamie Newlyn	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary Woman)*	Mich-Elle Myers	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Divisional Assistant National Secretary Aboriginal and Torres Strait Islander)*	Thomas Mayo	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Queensland Divisional Branch Secretary)*	Jason Miners	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Queensland Divisional Deputy Branch Secretary)*	Aaron Johnston	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Newcastle Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Newcastle Divisional Deputy Branch Secretary)*	Jake Field	*as above*	national executive officer
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Sydney Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Sydney Divisional Deputy Branch Secretary)*	Paul Garrett	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Southern New South Wales Divisional Branch Secretary)*	Scott Carter	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Southern New South Wales Divisional Deputy Branch Secretary)*	James Paterson	*as above*	seafarer
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Victorian Divisional Branch Secretary)*	Robert Lumsden	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Victorian Divisional Deputy Branch Secretary)*	David Ball	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – South Australian Divisional Branch Secretary)*	Brett Larkin	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council*	Clem Clothier	*as above*	stevedore

	member – South Australian Divisional Deputy Branch Secretary)			
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Western Australian Divisional Branch Secretary)*	Will Tracey	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Western Australian Divisional Deputy Branch Secretary)*	Doug Heath	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Tasmanian Divisional Branch Secretary)*	Jason Campbell	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Tasmanian Divisional Deputy Branch Secretary)*	Alisha Bull	*as above*	union organiser
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Northern Territory Divisional Branch Secretary)*	Andrew Burford	*as above*	union official
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member – Northern Territory Divisional Deputy Branch Secretary)*	Jason Murphy	*as above*	stevedore
NAT	National Conference Delegate *(ex officio MUA Divisional National Council member - Divisional National Women's Representative)*	Angie Moore	*as above*	policy analyst
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – C&G position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 1)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MNF position 2)*	*VACANT*	*N/A*	*N/A*
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 1)*	Mich-Elle Myers	c/- National Office, Level 6, 540 Elizabeth Street, Melbourne, VIC, 3000	women's liaison officer
NAT	National Conference Delegate *(ex officio National Women's Committee Representative – MUA position 2)*	Ann Gray	*as above*	seafarer

State Branches

QUEENSLAND BRANCH

Queensland Branch State Executive

QLD	State President	*VACANT*	*N/A*	*N/A*
QLD	State Senior Vice President *(ex officio MUA QLD Deputy Branch Secretary)*	Aaron Johnston	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Secretary *(ex officio C&G QNT Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
QLD	State Assistant Secretary *(ex officio C&G QNT Divisional Branch Assistant Secretary - General)*	*VACANT*	*N/A*	*N/A*
QLD	State Joint Vice President *(ex officio C&G QNT Divisional Branch President)*	*VACANT*	*N/A*	*N/A*
QLD	State Joint Vice President *(ex officio MUA NT Branch Secretary)*	Andy Burford	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official

Queensland Branch State Conference				
QLD	State President	*VACANT*	*N/A*	*N/A*
QLD	State Senior Vice President *(ex officio MUA QLD Deputy Branch Secretary)*	Aaron Johnston	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Secretary *(ex officio C&G QNT Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
QLD	State Assistant Secretary *(ex officio C&G QNT Divisional Branch Assistant Secretary - General)*	*VACANT*	*N/A*	*N/A*
QLD	State Joint Vice President *(ex officio C&G QNT Divisional Branch President)*	*VACANT*	*N/A*	*N/A*
QLD	State Joint Vice President *(ex officio MUA NT Branch Secretary)*	Andy Burford	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Senior Vice President)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Vice President)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Plasterers)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member - Divisional Branch Assistant Secretary - Painters)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 1)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio C&G QNT Divisional Branch Management Committee member – Divisional Branch Executive Member - position 2)*	*VACANT*	*N/A*	*N/A*
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Secretary)*	Jason Miners	c/- Queensland State Branch, 16 Campbell Street, Bowen Hills, QLD, 4006	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Paul Gallagher	*as above*	union official
QLD	State Conference Member *(ex officio MUA QLD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	David Lyon	*as above*	union official
QLD	State Conference Member *(ex officio MUA NT Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Jason Murphy	*as above*	stevedore

NEW SOUTH WALES BRANCH				
New South Wales Branch State Executive				
NSW	State President *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	*VACANT*	*N/A*	*N/A*
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Alison Rudman	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Scott Carter	*as above*	union official

New South Wales Branch State Conference				
NSW	State President *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Senior Vice President *(ex officio C&G NSW Divisional Branch President)*	*VACANT*	*N/A*	*N/A*
NSW	State Secretary *(ex officio C&G NSW Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Assistant Secretary *(MNF)* *(ex officio MNF NSW District Secretary)*	Alison Rudman	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	union official
NSW	State Assistant Secretary *(MUA)* *(ex officio MUA SYD Divisional Branch Secretary)*	Paul Keating	*as above*	union official
NSW	State Joint Vice President *(C&G)* *(ex officio C&G NSW Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Joint Vice President *(MNF)* *(ex officio MNF NSW District President)*	Sharon Musson	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	process operator
NSW	State Joint Vice President *(MUA)* *(ex officio MUA NEW Divisional Branch Secretary)*	Glen Williams	*as above*	union official
NSW	State Assistant Joint Vice President *(MUA)* *(ex officio MUA SNSW Divisional Branch Secretary)*	Scott Carter	*as above*	union official
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 1)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 2)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 3)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 4)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 6)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 7)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 8)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 9)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 10)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 11)*	*VACANT*	*N/A*	*N/A*

NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 12)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 13)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 14)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 15)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 16)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 17)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 18)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 19)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 20)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 21)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 22)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 23)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 24)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 25)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio C&G NSW Divisional Branch Management Committee member - position 26)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President)*	Ben Nunn	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Vice President - affirmative action position)*	Bev Ruha	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 1)*	*VACANT*	*N/A*	*N/A*
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 2)*	Dallus Arnold	c/- New South Wales State Branch, Level 2, 63 Miller Street, Pyrmont, NSW, 2009	maintenance and site support worker

NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 3)*	Chris Medley	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 4)*	Anthony Cole	*as above*	process operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 5)*	Mick O'Leary	*as above*	production worker
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member - position 6)*	Christopher Gillbee	*as above*	textile operator
NSW	State Conference Member *(ex officio MNF NSW District Committee of Management member – affirmative action position)*	Gisela Kober-Brown	*as above*	sawmill operator
NSW	State Conference Member *(ex officio MUA NEW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Jake Field	*as above*	national executive officer
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	Paul Garrett	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Brad Dunn	*as above*	union official
NSW	State Conference Member *(ex officio MUA SYD Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Nathan Donato	*as above*	union official
NSW	State Conference Member *(ex officio MUA SNSW Divisional Branch Executive member - Divisional Branch Deputy Secretary)*	James Paterson	*as above*	seafarer

AUSTRALIAN CAPITAL TERRITORY BRANCH				
Australian Capital Territory Branch State Executive				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Josh Bolitho	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Cameron Hardy	*as above*	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Seamus Maher	*as above*	construction worker
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zach Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official

Australian Capital Territory Branch State Conference				
ACT	State President *(ex officio C&G ACT Divisional Branch President)*	Josh Bolitho	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Cameron Hardy	*as above*	union official
ACT	State Vice President *(ex officio C&G ACT Divisional Branch Vice President)*	Seamus Maher	*as above*	construction worker
ACT	State Secretary *(ex officio C&G ACT Divisional Branch Secretary/Treasurer)*	Zach Smith	*as above*	union official
ACT	State Assistant Secretary *(ex officio C&G ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	*as above*	union official
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 1)*	Timothy Puckett	*as above*	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 2)*	Leon Arnold	*as above*	bricklayer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 4)*	Dean Hart	*as above*	plasterer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 5)*	Mark Dymock	*as above*	painter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 6)*	Sarah Clifford	*as above*	builder's labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 7)*	*VACANT*	*N/A*	*N/A*
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 8)*	Desmond Marland	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 9)*	Garry McMinn	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 10)*	Michael Schlow	*as above*	builders labourer
ACT	State Conference Member *(ex officio C&G ACT Divisional Branch Management Committee member - position 11)*	Michael Cousins	*as above*	carpenter

VICTORIAN BRANCH				
Victorian Branch State Executive				
VIC	State President	*VACANT*	*N/A*	*N/A*
VIC	State Senior Vice President	*VACANT*	*N/A*	*N/A*
VIC	State Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MUA position*)	David Ball	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Executive Member *(ex officio MNF VIC District President)*	Gerald Molik	*as above*	timber worker
VIC	State Executive Member *(ex officio MUA VIC Divisional Branch Presiding Officer)*	Aarin Moon	*as above*	union official

Victorian Branch State Conference				
VIC	State President	*VACANT*	*N/A*	*N/A*
VIC	State Senior Vice President	*VACANT*	*N/A*	*N/A*
VIC	State Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
VIC	State Joint Vice President (*MUA position*)	David Ball	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	union official
VIC	State Joint Vice President (*M&E position*)	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Senior Vice President)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Vice President)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee - Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 1)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 2)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 3)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 4)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 6)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 7)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 8)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 9)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 10)*	*VACANT*	*N/A*	*N/A*

VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 11)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 12)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 13)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 14)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 15)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 16)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 17)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 18)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 19)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 20)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 21)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 22)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio C&G VIC-TAS Divisional Branch Management Committee member - position 23)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District President)*	Gerald Molik	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President)*	Wiremu (Willie) Kaiwai	*as above*	machine operator
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Vice President - affirmative action position)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Secretary)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - District Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 1)*	Jeremy Cook	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 2)*	*VACANT*	*N/A*	*N/A*

VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 3)*	Jim Polites	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	glazier
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 4)*	Warren McGregor	*as above*	cabinet maker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 5)*	Eldon Motufoaki	*as above*	glass process worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 6)*	*VACANT*	*N/A*	*N/A*
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 7)*	Mark Jones	c/- Victorian State Branch, Level 5, 540 Elizabeth Street, Melbourne, VIC, 3000	glass process worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 8)*	Kevin de Hoedt	*as above*	timber worker
VIC	State Conference Member *(ex officio MNF VIC District Committee of Management member - position 9)*	Robert Tralongo	*as above*	labourer
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - affirmative action position)*	Shelly Mead	*as above*	textile worker
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member – TCF Victorian District Assistant Secretary)*	Elizabeth Macpherson	*as above*	union official
VIC	State Conference Member *(ex officio MNF VIC District Management Committee member - TCF Full Time Officer)*	Nguyet Nguyen	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Secretary)*	Robert Lumsden	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Dean Borg	*as above*	union official
VIC	State Conference Member *(ex officio MUA VIC Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Aarin Moon	*as above*	union official

TASMANIAN BRANCH				
Tasmanian Branch State Executive				
TAS	State President	*VACANT*	*N/A*	*N/A*
TAS	State Senior Vice President	*VACANT*	*N/A*	*N/A*
TAS	State Secretary	Alisha Bull	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union organiser
TAS	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Executive Member *(ex officio MNF TAS District President)*	*VACANT*	*N/A*	*N/A*

Tasmanian Branch State Conference				
TAS	State President	*VACANT*	*N/A*	*N/A*
TAS	State Senior Vice President	*VACANT*	*N/A*	*N/A*
TAS	State Secretary	Alisha Bull	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union organiser
TAS	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(C&G position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MNF position)*	*VACANT*	*N/A*	*N/A*
TAS	State Joint Vice President *(MUA position)*	Jason Campbell	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	union official
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 1)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 2)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 3)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 4)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee member - Tasmania position 5)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio C&G VIC-TAS Divisional Sub-Branch Management Committee Member - Tasmania position 6)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District President)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President)*	Justin Blizzard	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Vice President - affirmative action position)*	Aneeka Brown	*as above*	process operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - District Secretary)*	Daniel Murphy	*as above*	union official
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 1)*	*VACANT*	*N/A*	*N/A*
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 2)*	Chris Warren	c/- Tasmanian State Branch, Shop 3, 59 Wright St, East Devonport TAS 7310	machine operator

TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 3)*	Robert Cocker	*as above*	production worker
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 4)*	Jeremy Reynolds	*as above*	mill hand
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - position 5)*	Christopher Hewlett	*as above*	machine operator
TAS	State Conference Member *(ex officio MNF TAS District Committee of Management member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

SOUTH AUSTRALIAN BRANCH				
South Australian Branch State Executive				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	*VACANT*	*N/A*	*N/A*
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Executive Member *(ex officio MNF GGT District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Executive Member *(ex officio MNF SA District President)*	Jayson Paterson	*as above*	health and safety officer
SA	State Executive Member *(ex officio C&G SA Divisional Branch President)*	*VACANT*	*N/A*	*N/A*

South Australian Branch State Conference				
SA	State President	Brett Larkin	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Senior Vice President	*VACANT*	*N/A*	*N/A*
SA	State Secretary	*VACANT*	*N/A*	*N/A*
SA	State Assistant Secretary	David Kirner	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	union official
SA	State Joint Vice President (*C&G position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MNF position*)	*VACANT*	*N/A*	*N/A*
SA	State Joint Vice President (*MUA position*)	Clem Clothier	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	stevedore
SA	State Conference Member *(ex officio C&G SA Divisional Branch President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Vice President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - SA Divisional Branch Trustee)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Trustee)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - Divisional Branch Organiser)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 1)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 2)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 3)*	*VACANT*	*N/A*	*N/A*

SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 4)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio C&G SA Divisional Branch Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District President)*	Jayson Paterson	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Committee of Management member - District Vice President - affirmative action position)*	Lyn Elies	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	distribution centre worker
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 1)*	Mario Buterin	*as above*	glazier
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 2)*	Mark Nicholls	*as above*	unemployed member
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 3)*	Doug Nuske	*as above*	forklift operator
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 4)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*
SA	State Conference Member *(ex officio MNF SA District Management Committee member - affirmative action position)*	Michelle Ingley-Smith	c/- South Australian State Branch, Level 1, 32 South Terrace, Adelaide, SA, 5000	training officer
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District President)*	Terry Bennier	*as above*	senior machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President)*	Brendan Coustley	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member - District Vice President - affirmative action position)*	Cathy Bell	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Committee of Management member – District Secretary)*	Brad Coates	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 1)*	Mark Henriksen	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 2)*	Peter Hewlett	*as above*	mechanical fitter
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 3)*	Anthony Hamilton	*as above*	machine operator
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 4)*	Travis Lawson	*as above*	union official
SA	State Conference Member *(ex officio MNF GGT District Management Committee member - position 5)*	*VACANT*	*N/A*	*N/A*

SA	State Conference Member *(ex officio MNF GGT District Management Committee member - affirmative action position)*	*VACANT*	*N/A*	*N/A*

WESTERN AUSTRALIAN BRANCH				
Western Australian Branch State Executive				
WA	State President	Will Tracey	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*C&G position*)	Brad Upton	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*MUA position*)	Doug Heath	*as above*	union official

Western Australian Branch State Conference				
WA	State President	Will Tracey	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Senior Vice President	Robert Benkesser	*as above*	organiser
WA	State Secretary	Mick Buchan	*as above*	union official
WA	State Assistant Secretary	*VACANT*	*N/A*	*N/A*
WA	State Joint Vice President (*C&G position*)	Brad Upton	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	union official
WA	State Joint Vice President (*MUA position*)	Doug Heath	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Senior Vice President)*	Glenn Hawkins	*as above*	bricklayer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Vice President)*	Robert Pearson	*as above*	builder's labourer
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - Divisional Branch Treasurer)*	Aaron Mackrell	*as above*	union official
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 1)*	*VACANT*	*N/A*	*N/A*
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 2)*	Nathan Fisher	c/- Western Australian State Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 3)*	Jimmy Poole	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 4)*	Stephan Gracie	*as above*	construction worker
WA	State Conference Member *(ex officio C&G WA Divisional Branch Management Committee member - position 5)*	Gary Shorto	*as above*	construction worker
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	George Gakis	*as above*	union official
WA	State Conference Member *(ex officio MUA WA Divisional Branch Executive member - Divisional Branch Assistant Secretary)*	Jeffrey Cassar	*as above*	union official

Construction and General Division

CONSTRUCTION AND GENERAL DIVISIONAL NATIONAL OFFICE

Construction and General Divisional Executive

C&G NAT	Divisional President	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Vice President	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Secretary	Zach Smith	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(ex officio QNT Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(ex officio NSW Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(ex officio ACT Divisional Branch Assistant Secretary)*	Michael Hiscox	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Executive Member *(ex officio VIC-TAS Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(ex officio WA Divisional Branch Secretary)*	Mick Buchan	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 1)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(VIC-TAS additional position 2)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(QNT additional position)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Executive Member *(NSW additional position)*	*VACANT*	*N/A*	*N/A*

Construction and General Divisional Conference				
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 1 – ex officio QNT Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 2 – ex officio QNT Divisional Branch Assistant Secretary - Plasterers)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 3 – ex officio QNT Divisional Branch Assistant Secretary - Painters)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 4)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 5)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 6)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 7)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 8)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 9)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(QNT position 10 – NT position)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 1 – ex officio NSW Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 2)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 3)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 4)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 5)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 6)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 7)*	*VACANT*	*N/A*	*N/A*

C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 8)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(NSW position 9)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 1 – ex officio ACT Divisional Branch Secretary)*	Zach Smith	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 2)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(ACT position 3)*	Michael Hiscox	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 1 – ex officio VIC-TAS Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 2)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 3)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 4)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 5)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 6)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 7)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 8)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 9)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 10)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 11)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 12)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 13)*	*VACANT*	*N/A*	*N/A*

C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 14)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 15)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(VIC-TAS position 16)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 1 – ex officio SA Divisional Branch Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 2 – ex officio SA Divisional Branch Assistant Secretary)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(SA position 3)*	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 1 – ex officio WA Divisional Branch Secretary)*	Mick Buchan	c/- C&G Division, Level 1, 1 Miller Lane, Pyrmont, NSW, 2009	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 2)*	Robert Benkesser	*as above*	union official
C&G NAT	Divisional Branch Delegate to Divisional Conference *(WA position 3)*	Michelle Sheehy	*as above*	union official

Construction and General Divisional Trustees				
C&G NAT	Divisional Trustee	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Trustee	*VACANT*	*N/A*	*N/A*
C&G NAT	Divisional Trustee	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL QUEENSLAND-NORTHERN TERRITORY DIVISIONAL BRANCH				
Construction and General Queensland-Northern Territory Divisional Branch Management Committee				
C&G QNT	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(General)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Executive Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Executive Member *(position 2)*	*VACANT*	*N/A*	*N/A*

Construction and General Queensland-Northern Territory Divisional Branch Council				
C&G QNT	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(Plasterers)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(Painters)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Assistant Secretary *(General)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Executive Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Executive Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G QNT	Divisional Branch Council Member *(position 7)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL NEW SOUTH WALES DIVISIONAL BRANCH				
Construction and General New South Wales Divisional Branch Management Committee				
C&G NSW	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	*VACANT*	*N/A*	*N/A*

C&G NSW	Divisional Branch Management Committee Member *(position 15)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 16)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	*VACANT*	*N/A*	*N/A*

Construction and General New South Wales Divisional Branch Council				
C&G NSW	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 11)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 12)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 13)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 14)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 15)*	*VACANT*	*N/A*	*N/A*

C&G NSW	Divisional Branch Management Committee Member *(position 16)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 17)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 19)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 20)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 21)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 22)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 23)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 24)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 25)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Management Committee Member *(position 26)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 4)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 5)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 6)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 7)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 8)*	*VACANT*	*N/A*	*N/A*

C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 9)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 10)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 11)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 12)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 13)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 14)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 15)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 16)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 17)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 18)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 19)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 20)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 21)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Cumberland Zone position 22)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Northumberland Zone position 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Camden Zone position 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Camden Zone position 2)*	*VACANT*	*N/A*	*N/A*

C&G NSW	Divisional Branch Council Member *(Camden Zone position 3)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Country Zone position 1)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Country Zone position 2)*	*VACANT*	*N/A*	*N/A*
C&G NSW	Divisional Branch Council Member *(Country Zone position 3)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL AUSTRALIAN CAPITAL TERRITORY DIVISIONAL BRANCH				
Construction and General Australian Capital Territory Divisional Branch Management Committee				
C&G ACT	Divisional Branch President	Josh Bolitho	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
C&G ACT	Divisional Branch Vice President	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Vice President	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Secretary/Treasurer	Zach Smith	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Sarah Clifford	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builders labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter

Construction and General Australian Capital Territory Divisional Branch Council				
C&G ACT	Divisional Branch President	Josh Bolitho	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	builder's labourer
C&G ACT	Divisional Branch Vice President	Cameron Hardy	*as above*	union official
C&G ACT	Divisional Branch Vice President	Seamus Maher	*as above*	construction worker
C&G ACT	Divisional Branch Secretary/Treasurer	Zach Smith	*as above*	union official
C&G ACT	Divisional Branch Assistant Secretary	Michael Hiscox	*as above*	union official
C&G ACT	Divisional Branch Management Committee Member *(position 1)*	Timothy Puckett	*as above*	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 2)*	Leon Arnold	*as above*	bricklayer
C&G ACT	Divisional Branch Management Committee Member *(position 3)*	Duncan Bennett-Burleigh	*as above*	FEDFA
C&G ACT	Divisional Branch Management Committee Member *(position 4)*	Dean Hart	*as above*	plasterer
C&G ACT	Divisional Branch Management Committee Member *(position 5)*	Mark Dymock	*as above*	painter
C&G ACT	Divisional Branch Management Committee Member *(position 6)*	Sarah Clifford	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Management Committee Member *(position 8)*	Desmond Marland	c/- Australian Capital Territory State Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Management Committee Member *(position 9)*	Garry McMinn	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 10)*	Michael Schow	*as above*	builder's labourer
C&G ACT	Divisional Branch Management Committee Member *(position 11)*	Michael Cousins	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 3)*	Peter Ellis	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter

C&G ACT	Divisional Branch Councillor *(position 4)*	Troy Gledhill	*as above*	builder's labourer
C&G ACT	Divisional Branch Councillor *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 6)*	Steven Kuczerka	c/- Australian Capital Territory Divisional Branch, Unit 7-10, 8 Cape Street, Dickson, ACT, 2602	carpenter
C&G ACT	Divisional Branch Councillor *(position 7)*	Stuart Peacock	*as above*	carpenter
C&G ACT	Divisional Branch Councillor *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G ACT	Divisional Branch Councillor *(position 9)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL VICTORIA-TASMANIA DIVISIONAL BRANCH				
Construction and General Victoria-Tasmania Divisional Branch Management Committee				
C&G VIC-TAS	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	*VACANT*	*N/A*	*N/A*

Construction and General Victoria-Tasmania Divisional Branch Sub-Branch Management Committee				
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	*VACANT*	*N/A*	*N/A*

Construction and General Victoria-Tasmania Divisional Branch Council				
C&G VIC-TAS	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Senior Vice President	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch President *(Tasmania)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Secretary *(Tasmania)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 8)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 11)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 12)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Divisional Branch Management Committee Member *(position 13)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 14)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 15)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 16)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 17)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 19)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 20)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 21)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 22)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Branch Management Committee Member *(position 23)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 5)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Divisional Sub-Branch Management Committee Member *(Tasmania) (position 6)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 5)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 6)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 7)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 8)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 9)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 10)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 11)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 12)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 13)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 14)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 15)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 16)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 17)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 18)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 19)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 20)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 21)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 22)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 23)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 24)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 25)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 26)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 27)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 28)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 29)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 30)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 31)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 32)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 33)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 34)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 35)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 36)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 37)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 38)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 39)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 40)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 41)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 42)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 43)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 44)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 45)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 46)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 47)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 48)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 49)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 50)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 51)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 52)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 53)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 54)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 55)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 56)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 57)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 58)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 59)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 60)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 61)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 62)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 63)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 64)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 65)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 66)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 67)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 68)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 69)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 70)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 71)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Melbourne Metropolitan position 72)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Geelong position 4)*	*VACANT*	*N/A*	*N/A*

C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Central Victoria position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(Northern Victoria position 4)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 1)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 2)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 3)*	*VACANT*	*N/A*	*N/A*
C&G VIC-TAS	Delegate to Divisional Branch Council *(La Trobe position 4)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL SOUTH AUSTRALIAN DIVISIONAL BRANCH				
Construction and General South Australian Divisional Branch Management Committee				
C&G SA	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Treasurer	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*

Construction and General South Australian Divisional Branch Council				
C&G SA	Divisional Branch President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Vice President	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Assistant Secretary	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Treasurer	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Trustee	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Organiser	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 2)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 3)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 4)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 5)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 6)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 7)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 8)*	*VACANT*	*N/A*	*N/A*

C&G SA	Divisional Branch Council Member *(position 9)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 10)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 11)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 12)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 13)*	*VACANT*	*N/A*	*N/A*
C&G SA	Divisional Branch Council Member *(position 14)*	*VACANT*	*N/A*	*N/A*

CONSTRUCTION AND GENERAL WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Construction and General Western Australian Divisional Branch Management Committee				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Aaron Mackrell	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Stephan Gracie	*as above*	carpenter
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker

Construction and General Western Australian Divisional Branch Council				
C&G WA	Divisional President	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Senior Vice President	Glenn Hawkins	*as above*	bricklayer
C&G WA	Divisional Vice President	Robert Pearson	*as above*	builder's labourer
C&G WA	Divisional Branch Secretary	Mick Buchan	*as above*	union official
C&G WA	Divisional Branch Assistant Secretary	Brad Upton	*as above*	union official
C&G WA	Divisional Branch Treasurer	Aaron Mackrell	*as above*	union official
C&G WA	Divisional Branch Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
C&G WA	Divisional Branch Management Committee Member *(position 2)*	Nathan Fisher	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 3)*	Jimmy Poole	*as above*	construction worker
C&G WA	Divisional Branch Management Committee Member *(position 4)*	Stephan Gracie	*as above*	carpenter
C&G WA	Divisional Branch Management Committee Member *(position 5)*	Gary Shorto	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 1)*	John Barton	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 2)*	Ronny Buchan	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 3)*	Nick Di Gregorio	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 4)*	Jeremy Goncalves	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 5)*	David Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 6)*	Cheryle Jones	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 7)*	Michelle Kavanagh	*as above*	union official
C&G WA	Divisional Branch Council Member *(position 8)*	Mick Kitson	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 9)*	Aussie Minervini	*as above*	construction worker

C&G WA	Divisional Branch Council Member *(position 10)*	Tawa Harris	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 11)*	Justin Murphy	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 12)*	Nick Jeakings	*as above*	builder's labourer
C&G WA	Divisional Branch Council Member *(position 13)*	Nathan Park	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 14)*	Steve Parker	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 15)*	Andrew Hamor	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 16)*	Trent Philip	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 17)*	Joffa Pound	*as above*	construction worker
C&G WA	Divisional Branch Council Member *(position 18)*	*VACANT*	*N/A*	*N/A*
C&G WA	Divisional Branch Council Member *(position 19)*	*VACANT*	*N/A*	*N/A*
C&G WA	Divisional Branch Council Member *(position 20)*	Campbell Walton	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	construction worker

Construction and General Western Australian Divisional Branch Trustees				
C&G WA	Divisional Branch Trustee	Robert Benkesser	c/- Western Australian Divisional Branch, 80 Beaufort Street, Perth, WA, 6000	organiser
C&G WA	Divisional Branch Trustee	Aaron Mackrell	*as above*	union official
C&G WA	Divisional Branch Trustee	Glenn Hawkins	*as above*	bricklayer

Manufacturing Division

MANUFACTURING DIVISIONAL NATIONAL OFFICE

Manufacturing Divisional Executive

MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Vice President	Brad Coates	*as above*	union official
MNF NAT	Divisional Vice President	David Kirner	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 1)*	Geoff Gasperotti	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	production operator
MNF NAT	Divisional Executive Member *(position 2)*	Anthony Pavey	*as above*	production operator
MNF NAT	Divisional Executive Member *(position 3)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Divisional Executive Member *(position 4)*	Daniel Murphy	*as above*	union official
MNF NAT	Divisional Executive Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Divisional Executive Member *(position 7)*	Travis Lawson	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Executive Member *(position 8)*	Sharon Musson	*as above*	process operator
MNF NAT	Divisional Executive Member *(position 9)*	Nguyet Nguyen	*as above*	union official
MNF NAT	Divisional Executive Member *(position 10)*	Ben Nunn	*as above*	process worker
MNF NAT	Divisional Executive Member *(position 11)*	Alison Rudman	*as above*	union official
MNF NAT	Divisional Executive Member *(position 12)*	*VACANT*	*N/A*	*N/A*

Manufacturing Divisional Conference				
MNF NAT	Divisional President	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union official
MNF NAT	Divisional Secretary	Michael O'Connor	*as above*	union official
MNF NAT	TCF National Secretary	Jenny Kruschel	*as above*	union official
MNF NAT	Divisional Senior Assistant Secretary	Leo Skourdoumbis	*as above*	union official
MNF NAT	Divisional Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(PPW position 1 - ex officio PPW District Secretary)*	Denise Campbell-Burns	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 2)*	Geoff Gasperotti	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(PPW position 3)*	Anthony Pavey	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(PPW position 4)*	Craig O'Connor	*as above*	production operator
MNF NAT	Delegate to Divisional Conference *(QNW position 1 – ex officio QNW District Secretary)*	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF NAT	Delegate to Divisional Conference *(QNW position 2)*	Brenton Lancaster	*as above*	furniture worker
MNF NAT	Delegate to Divisional Conference *(NSW position 1 - ex officio NSW District Secretary)*	Alison Rudman	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(NSW position 2)*	Sharon Musson	*as above*	process operator
MNF NAT	Delegate to Divisional Conference *(NSW position 3)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(NSW position 4)*	Bev Ruha	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	production worker
MNF NAT	Delegate to Divisional Conference *(VIC position 1 - ex officio VIC District Secretary)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 2)*	Nguyet Nguyen	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(VIC position 3)*	*VACANT*	*N/A*	*N/A*

MNF NAT	Delegate to Divisional Conference *(VIC position 4)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 5)*	Kevin de Hoedt	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator
MNF NAT	Delegate to Divisional Conference *(VIC position 6)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(VIC position 7)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(TAS position 1 - ex officio TAS District Secretary)*	Daniel Murphy	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(TAS position 2)*	*VACANT*	*N/A*	*N/A*
MNF NAT	Delegate to Divisional Conference *(GGT position 1 - ex officio GGT District Secretary)*	Brad Coates	c/- Manufacturing Division, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF NAT	Delegate to Divisional Conference *(GGT position 2)*	Terry Bennier	*as above*	senior machine operator
MNF NAT	Delegate to Divisional Conference *(GGT position 3)*	Travis Lawson	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 1 - ex officio SA District Secretary)*	David Kirner	*as above*	union official
MNF NAT	Delegate to Divisional Conference *(SA position 2)*	Lyn Elies	*as above*	distribution centre worker

MANUFACTURING DIVISION PULP AND PAPER WORKERS' DISTRICT				
Manufacturing Division Pulp and Paper Workers' District Management Committee				
MNF PPW	District President	Geoff Gasperotti	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF PPW	District Senior Vice President	Anthony Pavey	*as above*	production operator
MNF PPW	District Junior Vice President	Craig O'Connor	*as above*	production operator
MNF PPW	District Secretary	Denise Campbell-Burns	*as above*	union official
MNF PPW	District Management Committee Member *(ex officio PPW Melbourne Sub-Branch Secretary)*	Geoff Gasperotti	*as above*	union official
MNF PPW	District Management Committee Member *(additional PPW Melbourne Sub-Branch Delegate)*	Kevin Riordan	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Maryvale Sub-Branch Secretary)*	Anthony Pavey	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 1)*	Bill Scott	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Maryvale Sub-Branch Delegate 2)*	Jason Van Gelderen	*as above*	pulp mill operator
MNF PPW	District Management Committee Member *(ex officio PPW Millicent Sub-Branch Secretary)*	Craig O'Connor	*as above*	production operator
MNF PPW	District Management Committee Member *(additional PPW Millicent Sub-Branch Delegate)*	Scott Irvine	*as above*	production worker
MNF PPW	District Management Committee Member *(ex officio PPW Sydney Sub-Branch Secretary)*	Mal Daw	*as above*	production operator
MNF PPW	District Management Committee Member *(ex officio PPW Tasmanian Sub-Branch Secretary)*	Stephen Zvillis	*as above*	boiler operator
MNF PPW	District Management Committee Member *(ex officio PPW Tumut Sub-Branch Secretary)*	*VACANT*	*N/A*	*N/A*
MNF PPW	District Management Committee Member *(affirmative action position 1)*	Elly Robertson	c/- Pulp and Paper Workers' District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	first aid officer
MNF PPW	District Management Committee Member *(affirmative action position 2)*	Cherie Drummond	*as above*	production worker

MANUFACTURING DIVISION
QUEENSLAND-NORTHERN TERRITORY-WESTERN AUSTRALIAN DISTRICT

Manufacturing Division
Queensland-Northern Territory-Western Australian District Committee of Management

MNF QNW	District President	Vincent Breen	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	furniture worker
MNF QNW	District Vice President	Shane Reditt	*as above*	furniture worker
MNF QNW	District Secretary	Arturo Menon	*as above*	redundancy scheme co-ordinator
MNF QNW	District Management Committee Member *(position 1)*	Allison Rennardson	*as above*	machine operator
MNF QNW	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF QNW	District Management Committee Member *(affirmative action position)*	Julie Knighton	c/- Queensland-Northern Territory-Western Australian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	machine operator

MANUFACTURING DIVISION NEW SOUTH WALES DISTRICT				
Manufacturing Division New South Wales District Committee of Management				
MNF NSW	District President	Sharon Musson	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	process operator
MNF NSW	District Vice President	Ben Nunn	*as above*	process operator
MNF NSW	District Vice President *(affirmative action position)*	Bev Ruha	*as above*	production worker
MNF NSW	District Secretary	Alison Rudman	*as above*	union official
MNF NSW	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
MNF NSW	District Management Committee Member *(position 2)*	Dallus Arnold	c/- New South Wales District, Level 9, 215 Clarence Street, Sydney, NSW, 2000	maintenance and site support worker
MNF NSW	District Management Committee Member *(position 3)*	Chris Medley	*as above*	production worker
MNF NSW	District Management Committee Member *(position 4)*	Anthony Cole	*as above*	process operator
MNF NSW	District Management Committee Member *(position 5)*	Mick O'Leary	*as above*	production worker
MNF NSW	District Management Committee Member *(position 6)*	Christopher Gillbee	*as above*	textile operator
MNF NSW	District Management Committee Member *(affirmative action position)*	Gisela Kober-Brown	*as above*	sawmill operator

MANUFACTURING DIVISION VICTORIAN DISTRICT				
Manufacturing Division Victorian District Committee of Management				
MNF VIC	District President	Gerald Molik	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	timber worker
MNF VIC	District Vice President	Wiremu (Willie) Kaiwai	*as above*	machine operator
MNF VIC	District Vice President *(affirmative action position)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Secretary	*VACANT*	*N/A*	*N/A*
MNF VIC	District Assistant Secretary	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 1)*	Jeremy Cook	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF VIC	District Management Committee Member *(position 2)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 3)*	Jim Polites	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	glazier
MNF VIC	District Management Committee Member *(position 4)*	Warren McGregor	*as above*	cabinet maker
MNF VIC	District Management Committee Member *(position 5)*	Eldon Motufoaki	*as above*	glass process worker
MNF VIC	District Management Committee Member *(position 6)*	*VACANT*	*N/A*	*N/A*
MNF VIC	District Management Committee Member *(position 7)*	Mark Jones	c/- Victorian District, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	glass process worker
MNF VIC	District Management Committee Member *(position 8)*	Kevin de Hoedt	*as above*	timber worker
MNF VIC	District Management Committee Member *(position 9)*	Robert Tralongo	*as above*	labourer
MNF VIC	District Management Committee Member *(affirmative action position)*	Shelly Mead	*as above*	textile worker
MNF VIC	TCF Victorian District Assistant Secretary	Elizabeth Macpherson	*as above*	union official
MNF VIC	TCF Full Time Officer	Nguyet Nguyen	*as above*	union official

MANUFACTURING DIVISION TASMANIAN DISTRICT				
Manufacturing Division Tasmanian District Committee of Management				
MNF TAS	District President	*VACANT*	*N/A*	*N/A*
MNF TAS	District Vice President	Justin Blizzard	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	machine operator
MNF TAS	District Vice President *(affirmative action position)*	Aneeka Brown	*as above*	process operator
MNF TAS	District Secretary	Daniel Murphy	*as above*	union official
MNF TAS	District Management Committee Member *(position 1)*	*VACANT*	*N/A*	*N/A*
MNF TAS	District Management Committee Member *(position 2)*	Chris Warren	c/- Tasmanian District, 391A Westbury Road, Launceston, TAS, 7250	machine operator
MNF TAS	District Management Committee Member *(position 3)*	Robert Cocker	*as above*	production worker
MNF TAS	District Management Committee Member *(position 4)*	Jeremy Reynolds	*as above*	mill hand
MNF TAS	District Management Committee Member *(position 5)*	Christopher Hewlett	*as above*	machine operator
MNF TAS	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION GREATER GREEN TRIANGLE DISTRICT				
Manufacturing Division Greater Green Triangle District Committee of Management				
MNF GGT	District President	Terry Bennier	c/- Greater Green Triangle District, 1 Crennan Street, Mount Gambier, SA, 5290	senior machine operator
MNF GGT	District Vice President	Brendan Coustley	*as above*	machine operator
MNF GGT	District Vice President *(affirmative action position)*	Cathy Bell	*as above*	machine operator
MNF GGT	District Secretary	Brad Coates	*as above*	union official
MNF GGT	District Management Committee Member *(position 1)*	Mark Henriksen	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 2)*	Peter Hewlett	*as above*	mechanical fitter
MNF GGT	District Management Committee Member *(position 3)*	Anthony Hamilton	*as above*	machine operator
MNF GGT	District Management Committee Member *(position 4)*	Travis Lawson	*as above*	union official
MNF GGT	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF GGT	District Management Committee Member *(affirmative action position)*	*VACANT*	*N/A*	*N/A*

MANUFACTURING DIVISION SOUTH AUSTRALIAN DISTRICT

Manufacturing Division South Australian District Committee of Management

MNF SA	District President	Jayson Paterson	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	health and safety officer
MNF SA	District Vice President	*VACANT*	*N/A*	*N/A*
MNF SA	District Vice President *(affirmative action position)*	Lyn Elies	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	distribution centre worker
MNF SA	District Secretary	David Kirner	*as above*	union offical
MNF SA	District Management Committee Member *(position 1)*	Mario Buterin	*as above*	glazier
MNF SA	District Management Committee Member *(position 2)*	Mark Nicholls	*as above*	unemployed member
MNF SA	District Management Committee Member *(position 3)*	Doug Nuske	*as above*	forklift operator
MNF SA	District Management Committee Member *(position 4)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(position 5)*	*VACANT*	*N/A*	*N/A*
MNF SA	District Management Committee Member *(affirmative action position)*	Michelle Ingley-Smith	c/- South Australian District, Level 2, 32 South Terrace, Adelaide, SA, 5000	training officer

MANUFACTURING DIVISION TCF SECTOR				
Manufacturing Division TCF Sector Council				
MNF TCF	TCF National Secretary	Jenny Kruschel	c/- TCF Sector Council, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union offiical
MNF TCF	Divisional Senior Vice President *(TCF)*	Elizabeth Macpherson	*as above*	union offiical
MNF TCF	South Australia District Secretary	David Kirner	*as above*	union offiical
MNF TCF	TCF Sector Council Member *(position 1)*	*VACANT*	*N/A*	*N/A*
MNF TCF	TCF Sector Council Member *(position 2)*	Nguyet Nguyen	c/- TCF Sector Council, Level 2, 165 Bouverie Street, Carlton, VIC, 3053	union official
MNF TCF	TCF Sector Council Member *(position 3)*	Lynette Elies	*as above*	distribution centre worker
MNF TCF	TCF Sector Council Member *(position 4)*	Beverly Ruha	*as above*	production worker

Maritime Union of Australia Division

MARITIME UNION OF AUSTRALIA DIVISIONAL NATIONAL OFFICE

Maritime Union of Australia Divisional National Executive

MUA NAT	Divisional National Presiding Officer	Jason Campbell	c/- MUA Division, Level 2, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Presiding Officer	Will Tracey	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Paul Keating	*as above*	union official
MUA NAT	Divisional National Vice Presiding Officer	Glen Williams	*as above*	union official
MUA NAT	Divisional National Secretary	Padraig Crumlin	*as above*	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Divisional Assistant National Secretary - Woman	Mich-Elle Myers	*as above*	union official
MUA NAT	Divisional Assistant National Secretary – Aboriginal and Torres Strait Islander	Thomas Mayo	*as above*	union official

Maritime Union of Australia Divisional National Council				
MUA NAT	Divisional National Secretary	Padraig Crumlin	c/- MUA Division, Level 2, 365-375 Sussex St, Sydney, NSW, 2000	union official
MUA NAT	Divisional Deputy National Secretary	Warren Smith	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Adrian Evans	*as above*	union official
MUA NAT	Divisional Assistant National Secretary	Jamie Newlyn	*as above*	union official
MUA NAT	Divisional Assistant National Secretary - Woman	Mich-Elle Myers	*as above*	union official
MUA NAT	Divisional Assistant National Secretary – Aboriginal and Torres Strait Islander	Thomas Mayo	*as above*	union official
MUA NAT	Queensland Divisional Branch Secretary	Jason Miners	*as above*	union official
MUA NAT	Queensland Divisional Deputy Branch Secretary	Aaron Johnston	*as above*	union official
MUA NAT	Newcastle Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NAT	Newcastle Divisional Deputy Branch Secretary	Jake Field	*as above*	national executive officer
MUA NAT	Sydney Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA NAT	Sydney Divisional Deputy Branch Secretary	Paul Garrett	*as above*	union official
MUA NAT	Southern New South Wales Divisional Branch Secretary	Scott Carter	*as above*	union official
MUA NAT	Southern New South Wales Divisional Deputy Branch Secretary	James Paterson	*as above*	seafarer
MUA NAT	Victorian Divisional Branch Secretary	Robert Lumsden	*as above*	union official
MUA NAT	Victorian Divisional Deputy Branch Secretary	David Ball	*as above*	union official
MUA NAT	South Australian Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA NAT	South Australian Divisional Deputy Branch Secretary	Clem Clothier	*as above*	stevedore
MUA NAT	Western Australian Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA NAT	Western Australian Divisional Deputy Branch Secretary	Doug Heath	*as above*	union official
MUA NAT	Tasmanian Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA NAT	Tasmanian Divisional Deputy Branch Secretary	Alisha Bull	*as above*	union organiser

MUA NAT	Northern Territory Divisional Branch Secretary	Andrew Burford	*as above*	union official
MUA NAT	Northern Territory Divisional Deputy Branch Secretary	Jason Murphy	*as above*	stevedore
MUA NAT	Divisional National Women's Representative	Angie Moore	*as above*	policy analyst

MARITIME UNION OF AUSTRALIA QUEENSLAND DIVISIONAL BRANCH				
Maritime Union of Australia Queensland Divisional Branch Executive				
MUA QLD	Divisional Branch Presiding Officer	Paul Gallagher	c/- Queensland Divisional Branch, 73 Southgate Avenue, Cannon Hill, QLD, 4170	union official
MUA QLD	Divisional Branch Secretary	Jason Miners	*as above*	union official
MUA QLD	Divisional Branch Deputy Secretary	Aaron Johnston	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	Paul Gallagher	*as above*	union official
MUA QLD	Divisional Branch Assistant Secretary	David Lyon	*as above*	union official

MARITIME UNION OF AUSTRALIA NEWCASTLE DIVISIONAL BRANCH				
Maritime Union of Australia Newcastle Divisional Branch Executive				
MUA NEW	Divisional Branch Presiding Officer	Jake Field	c/- Newcastle Divisional Branch, 406-408 King Street, Newcastle West, NSW, 2302	national executive officer
MUA NEW	Divisional Branch Secretary	Glen Williams	*as above*	union official
MUA NEW	Divisional Branch Deputy Secretary	Jake Field	*as above*	national executive officer

MARITIME UNION OF AUSTRALIA SYDNEY DIVISIONAL BRANCH				
Maritime Union of Australia Sydney Divisional Branch Executive				
MUA SYD	Divisional Branch Presiding Officer	Paul Garrett	c/- Sydney Divisional Branch, Level 1, 365-375 Sussex Street, Sydney, NSW, 2000	union official
MUA SYD	Divisional Branch Secretary	Paul Keating	*as above*	union official
MUA SYD	Divisional Branch Deputy Secretary	Paul Garrett	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Brad Dunn	*as above*	union official
MUA SYD	Divisional Branch Assistant Secretary	Nathan Donato	*as above*	union official

MARITIME UNION OF AUSTRALIA SOUTHERN NEW SOUTH WALES DIVISIONAL BRANCH				
Maritime Union of Australia Southern New South Wales Divisional Branch Executive				
MUA SNSW	Divisional Branch Presiding Officer	James Paterson	c/- Southern NSW Divisional Branch, 64 Darcy Road, Port Kembla, NSW, 2505	seafarer
MUA SNSW	Divisional Branch Secretary	Scott Carter	*as above*	union official
MUA SNSW	Divisional Branch Deputy Secretary	James Paterson	*as above*	seafarer

MARITIME UNION OF AUSTRALIA VICTORIAN DIVISIONAL BRANCH				
Maritime Union of Australia Victorian Divisional Branch Executive				
MUA VIC	Divisional Branch Presiding Officer	Aarin Moon	c/- Victorian Divisional Branch, 46-54 Ireland St, West Melbourne, VIC, 3003	union official
MUA VIC	Divisional Branch Secretary	Robert Lumsden	*as above*	union official
MUA VIC	Divisional Branch Deputy Secretary	David Ball	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Dean Borg	*as above*	union official
MUA VIC	Divisional Branch Assistant Secretary	Aarin Moon	*as above*	union official

MARITIME UNION OF AUSTRALIA TASMANIAN DIVISIONAL BRANCH				
Maritime Union of Australia Tasmanian Divisional Branch Executive				
MUA TAS	Divisional Branch Presiding Officer	Alisha Bull	c/- Tasmanian Divisional Branch, Shop 3, 59 Wright Street, East Devonport, TAS, 7310	union organiser
MUA TAS	Divisional Branch Secretary	Jason Campbell	*as above*	union official
MUA TAS	Divisional Branch Deputy Secretary	Alisha Bull	*as above*	union organiser

MARITIME UNION OF AUSTRALIA
SOUTH AUSTRALIAN DIVISIONAL BRANCH

Maritime Union of Australia South Australian Divisional Branch Executive

MUA SA	Divisional Branch Presiding Officer	Clem Clothier	c/- South Australian Divisional Branch, 65 St Vincent Street, Port Adelaide, SA, 5015	stevedore
MUA SA	Divisional Branch Secretary	Brett Larkin	*as above*	union official
MUA SA	Divisional Branch Deputy Secretary	Clem Clothier	*as above*	stevedore

MARITIME UNION OF AUSTRALIA WESTERN AUSTRALIAN DIVISIONAL BRANCH				
Maritime Union of Australia Western Australian Divisional Branch Executive				
MUA WA	Divisional Branch Presiding Officer	Doug Heath	c/- Western Australian Divisional Branch, Level 2, 2-4 Kwong Alley, North Fremantle, WA, 6159	union official
MUA WA	Divisional Branch Secretary	Will Tracey	*as above*	union official
MUA WA	Divisional Branch Deputy Secretary	Doug Heath	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	George Gakis	*as above*	union official
MUA WA	Divisional Branch Assistant Secretary	Jeffrey Cassar	*as above*	union official

MARITIME UNION OF AUSTRALIA NORTHERN TERRITORY DIVISIONAL BRANCH				
Maritime Union of Australia Northern Territory Divisional Branch Executive				
MUA NT	Divisional Branch Presiding Officer	Jason Murphy	c/- Northern Territory Divisional Branch, Stokes Hill Wharf, Darwin, NT, 0801	stevedore
MUA NT	Divisional Branch Secretary	Andy Burford	*as above*	union official
MUA NT	Divisional Branch Deputy Secretary	Jason Murphy	*as above*	stevedore

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

G. RULES

FINANCIAL MISCONDUCT TENDER BUNDLE

16 JUNE 2026

Contents

1 - NAME

[illegible]

2 - CONSTITUTION

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] **Additional Eligibility for Admission to Membership in the State of Queensland**

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

  - [illegible]

  - [illegible]

  - [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

[illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

[illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

(a) [illegible]

(i) [illegible]

(ii) [illegible]

(b) [illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

3 - DESCRIPTION OF INDUSTRY

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

4 - OBJECTS

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

5 - DEFINITIONS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

7 - MEMBERSHIP

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[

[illegible] [illegible] [illegible] [

[illegible]

8 - ENTRANCE FEES AND CONTRIBUTIONS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

9 - CLEARANCES

[illegible]

[illegible] [illegible]

[illegible] [illegible]

10 - TRANSFERS

[illegible] [illegible]

11 - RESIGNATION OF MEMBERS

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

12 - REGISTER OF MEMBERS

[illegible]

13 - SUPREME GOVERNING BODY IN UNION

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

- [illegible]
- [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

13A - NATIONAL WOMEN'S CONFERENCE

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

13B - NATIONAL WOMEN'S COMMITTEE

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

14 - NATIONAL EXECUTIVE COMMITTEE

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

15 - NATIONAL EXECUTIVE

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

(ii) Where there is more than one woman from a Division who is a Full Time Elected Officer who is not otherwise entitled under these Rules to be a member of the National Executive, and who is therefore eligible to fill the National Executive (Female Affirmative Action) position, the Divisional Executive of that Division shall determine which eligible officer shall fill the position.

(iii) Provided that, once nominated by the Divisional Executive, the Branch or District Executive (if the woman is a Branch or District Officer) must endorse the nomination of that Officer to the National Executive.

(ii) The National Officers (other than the office of National Vice President held by the TCF National Secretary and the office of National Vice President held by the Divisional National Presiding Officer of The Maritime Union of Australia Division) shall be elected, except in the case of any vacancy occurring or arising between general elections, by and from the National Collegiate in 1994 and every subsequent four (4) years thereafter and shall hold office until their successors are elected.

(iii) Following the Divisional Conferences in 1993 and the Divisional Conferences following the general elections every four years thereafter the National Executive shall appoint a person as Returning Officer, who shall not be the holder of any office in, and shall not be an employee of, the Union or of any Division, Branch, Divisional Branch or any section of the Union. Such Returning Officer shall have the conduct of the election of the National Officers in accordance with these Rules.

(iv) The National Executive shall, unless its actions are overturned by the National Conference, have the care, control, superintendence, management and administration in all respects of the affairs, business, national funds and property of the Union and shall have and may exercise no more and no less than all of the powers of the National Conference and, without limiting the generality of the foregoing may:

(a) Interpret and enforce the general policy of the union as decided by National Conference.

(b) Control and conduct the business and affairs of the union while National Conference is not in session.

(c) Appoint the editor of any national union journal and manage and control the policy of such journal.

(d) Hear and decide any appeal from any Division or Branch. Reasonable notice of the time and place of the hearing shall be given to all parties involved, who shall be given an opportunity of being heard.

(e) Settle disputes between Divisions or Branches. Any Division or Branch concerned shall be given reasonable notice of the meeting and an opportunity of being heard before any settlement is effected.

(f) Expend such moneys by way of ordinary expenditure as may be necessary.

(g) Submit any matter to the members for decision by ballot.

(h) Ensure that officers, committee members, delegates or members and Divisions and Branches carry out the rules and decisions of the Union and subject to Rule 19 impose penalties [i.e. fines not exceeding the sum of one hundred dollars], suspension, expulsion or dismissal from office, upon any officers, members, representatives, committee members or delegates for knowingly refusing to comply with the rules or the decisions of the National Conference or the National Executive.

[illegible]

- [illegible]
- [illegible]
- [illegible]

[illegible]

[illegible] [illegible]

[illegible]

[illegible]

[

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

16 - ELECTION OF NATIONAL OFFICERS AND NATIONAL EXECUTIVE COMMITTEE MEMBERS

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

17 - ELECTION OF DELEGATES TO DIVISIONAL CONFERENCES

[illegible]

[illegible]

[illegible]

(h) Candidates may include with their nomination form a statement or joint statement not exceeding 200 words containing only the candidate's personal history and only the candidate's policy statement or joint statement.

(i) (deleted)

(j) The Divisional Branch Returning Officer shall examine all nominations to ensure that they are in order and if any nominations are found to be defective the Divisional Branch Returning Officer, before rejecting the nomination, shall notify the person concerned of the defect and where practicable to do so give them the opportunity of remedying the defect within a period of not less than seven (7) days after being so notified.

(k) If at the closing date for nominations only sufficient nominations have been received by the Divisional Branch Returning Officer to fill any vacancy or vacancies the Divisional Branch Returning Officer shall thereupon declare the person or persons so nominating elected and supply forthwith a report of the declaration of the ballot to the Divisional Conference and candidates by submitting a Divisional Branch Returning Officers report to the National, Divisional, Divisional Branch, and Branch Secretaries.

(l) If all nominations are received and there are more nominations than there are vacancies the Divisional Branch Returning Officer shall conduct a draw for positions on the ballot paper and shall notify candidates of the time and place of the draw in sufficient time for a candidate or their nominee to attend the draw; such attendance shall be at the candidate's own cost and expense.

(m) The Divisional Branch Returning Officer shall forthwith have printed ballot papers in sufficient quantities to enable them to supply a ballot paper for each member eligible to vote in the election and secure a certificate from the printer as to the number printed.

(n) Such ballot papers shall have printed thereon only the title of the office to be filled, method of voting and the name of the candidates for such office and a space for the required vote to be registered, provided however that where more than one candidate is required to be elected the number to be elected shall be printed on the ballot paper. The position of the names of each candidate on the ballot paper shall be in order of the draw of positions for that ballot.

(o) Where a ballot is required, the Divisional Branch Secretary of the Divisional Branch concerned shall provide, within thirty five (35) days of the closing of nominations, a certified list of financial members entitled to vote to the Divisional Branch Returning Officer.

(p) The Divisional Branch Returning Officer shall, in accordance with the Rules of the Division, on a date which will enable the ballot paper to be posted not later than fourteen clear days before the closing date of the ballot, send by post to each member eligible to vote in the election at their address appearing on the list of members eligible to vote supplied to the Divisional Branch Returning Officer by the Divisional Branch Secretary the following documents/materials only:-

(i) a ballot paper initialled by the Divisional Branch Returning Officer in respect of each office to be filled at the election for which the member is eligible to vote.

(ii) a declaration envelope in such form as is prescribed by Regulation 5 of the RO Regulations.

(iii) a prepaid envelope in such form as is prescribed by Regulation 6 of the Workplace Relations (Registration and Accountability of Organisations) Regulations 2003.

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

18 - DIVISIONAL EXECUTIVE ELECTION

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

19 - REMOVAL OF OFFICERS

[illegible]

[illegible]

[illegible]

20 - REFERENDA

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

21 - VACANCIES IN OFFICE

[illegible]

22 - DUTIES OF OFFICERS/MEMBERS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

23 - FUNDS AND PROPERTY

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

24 - AUDITOR

[illegible]

[illegible]

[illegible]

[illegible]

24A - POLICIES AND PROCEDURES - EXPENDITURE

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

24B - DISCLOSURE BY OFFICERS OF REMUNERATION AND NON-CASH BENEFITS

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

25 - ALTERATION OF RULES

[illegible]

[illegible]

[illegible]

[illegible]

26 - RULES BINDING ON MEMBERS, BRANCHES AND DIVISIONS

[illegible]

26A - COMPLAINTS BY MEMBERS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

28 - BRANCHES

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

29 - AGREEMENTS WITH STATE UNIONS

[illegible] [illegible]

[illegible] [illegible]

30 - AGREEMENTS

[illegible]

[illegible]

[illegible]

[illegible]

31 - CLAIMS AND INDUSTRIAL DISPUTES AND PROCEEDINGS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

32 - REGISTERED OFFICE

[illegible]

33 - REGISTERED OFFICER

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

34 - DISSOLUTION

[illegible]

[illegible]

[illegible]

35 - RECOVERY OF DUES

[illegible]

36 - LEVIES

[illegible]

37 - VOTING OTHERWISE THAN AT MEETINGS ASSEMBLED

[illegible]

[illegible] [illegible]

[illegible] [illegible]

38 - STANDING ORDERS

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]
[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [

39 - ABSENTEE VOTING

[illegible]

40 - MANNER OF SUMMONING MEETINGS

[illegible]

41 - SPECIAL RULE AND AMALGAMATIONS

[illegible]

42 - TRANSITIONAL PROVISIONS – ORIGINAL AMALGAMATION

[illegible] **Upon Amalgamation**

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] **After Amalgamation**

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

42C - AMALGAMATION WITH FBTPU

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

42D - DELETED

42E - TRANSITIONAL RULE – MUA AND TCFUA

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

BRANCH RULES

43 - NAME

[illegible]

44 - MEMBERSHIP AND CONSTITUTION

[illegible]

45 - SEAL

[illegible]

46 - STATE CONFERENCE

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

48A – ELECTION OF STATE OFFICERS NSW STATE BRANCH

[illegible] [illegible]

STATE OFFICER	DIVISIONAL OFFICE
[illegible]	[illegible]
[illegible]	*NSW District Secretary Manufacturing Division*
[illegible]	*Sydney Divisional Branch Secretary (Sydney Divisional Branch - MUA)*
[illegible]	*District President of the Northern Mining & NSW Energy District Branch, Mining & Energy Division*
[illegible]	*Divisional Branch President – Construction & General Division (NSW)*
[illegible] *M&E*	*District President of the South West District Branch, Mining & Energy Division*
[illegible] *C&G*	*Divisional Branch Assistant Secretary – Construction & General Division (NSW)*
[illegible] *MNF*	*NSW District President Manufacturing Division*
[illegible] *MUA*	*Newcastle Divisional Branch Secretary (MUA)*
[illegible] *MUA*	*Southern New South Wales Divisional Branch Secretary (MUA)*

[illegible] [illegible]

[illegible] [illegible]

49 - FUNDS OF THE BRANCH

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

50A - POLICIES AND PROCEDURES - EXPENDITURE

[illegible]

[illegible]

[illegible]

[illegible]

50B - DISCLOSURE BY BRANCH OFFICERS OF REMUNERATION AND NON-CASH BENEFITS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

50C - DISCLOSURE BY BRANCH OFFICERS OF MATERIAL PERSONAL INTEREST

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

50D - DISCLOSURE BY BRANCH OF PAYMENTS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

53 - RULES OF THE BRANCH

[illegible] [illegible]

[illegible] [illegible]

[illegible]

54 - VOTING OTHERWISE THAN AT MEETINGS ASSEMBLED

[illegible]

[illegible]

[illegible]

Rules of the CFMEU Construction and General Division and Construction and General Divisional Branches

Contents

[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 1
[illegible] 11
[illegible] 11
[illegible] 11

[illegible]

CONSTRUCTION AND GENERAL DIVISION RULES

1 – NAME

[illegible]

2 – ELIGIBILITY FOR DIVISION

[illegible]

[illegible]

[illegible]

3 – DEFINITIONS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

(vi) Any person who at 31 March 1994 is a member of the Australian Building Construction Employees and Builders Labourers Federation (Victorian Branch) (BLF Victoria), the Australian Builders' Labourers' Federated Union of Workers - Western Australian Branch (ABLF WA), the Australian Building and Construction Workers' Federation (BLF SA), or the Australian Building, Construction Employees and Builders' Labourers' Federation (Queensland Branch) Union of Employees (BLF QLD) shall, to the extent that such person is eligible, be and become a member of the Union without payment of any entrance fee and while financial in any of the aforesaid unions or branches of the BLF shall be treated as financial in the Union and such membership shall commence on and from 31 March 1994. Further, the length of membership of the said member shall be the length of time that such member has been a member of any of the aforesaid unions or branches of the BLF together with any continuous membership of the Union which membership was continuous with the period of membership of any of the aforesaid unions or branches of the BLF either before or after the date of transfer. Provided that no member transferring by virtue of this rule shall by reason only of that transfer enjoy any right or suffer any liability conferred on a member of the CFMEU by reason of membership at a particular date prior to 31 March 1994.

All persons who were previously members of the BLF, the ABLF WA, the BLF SA, the BLF QLD and are admitted to membership in accordance with this Sub-Rule shall be advised in writing of their admission to membership as soon as practicable thereafter and shall be informed of the financial obligations arising from membership and the circumstances, and the manner, in which such member may resign from the organisation. A person who is notified of their admission to membership in accordance with the Sub-Rule may, in writing, within seven days of the notification thereof, signify their desire not to be a member of the Union and, on receipt of such signification, they shall not be treated as a member of the CFMEU, but, to the extent that moneys are owed to the BLF, such money shall be a debt owing to the CFMEU.

(vii) Any person who, as at 1 April 2012, is a member of the South Australian District Branch of the Mining and Energy Division shall be and become a member of the South Australian Divisional Branch of the Construction and General Division and shall have the same financial membership status within that Divisional Branch as they did within the South Australian District Branch of the Mining and Energy Division at the time of the transfer. Any outstanding membership contributions owing to the South Australian District Branch of the Mining and Energy Division as at 1 April 2012 shall become an amount owing to the South Australian Divisional Branch of the Construction and General Division pursuant to this rule. Further, the period of membership of the South Australian Divisional Branch of the Construction and General Division shall be the length of time that such persons have been members of the South Australian District Branch of the Mining and Energy Division. Further, life membership or honorary life membership validly conferred by the South Australian District Branch of the Mining and Energy Division upon a member shall be recognised as such within the South Australian Divisional Branch of the Construction and General Division.

(viii) Any person who, at the date of certification of this sub-rule, is a member of the Victorian Divisional Branch or the Tasmanian Divisional Branch shall be and become a member of the Victoria-Tasmania Divisional Branch and shall have the same financial membership status within that Divisional Branch as they did within their former Divisional Branch at the time of their transfer. Any outstanding membership contributions owing to the Tasmanian Divisional Branch or the Victorian Divisional Branch as at the date this rule takes effect, shall become an amount owing to the Victoria-Tasmania Divisional Branch. Further provided that the period of membership of the Victoria-Tasmania Divisional Branch shall be the same as that held by such members within the Victorian Divisional Branch or Tasmanian Divisional Branch, as the case may be.

[illegible] [illegible]

5 – ENTRANCE FEES

[illegible]

6 – CONTRIBUTIONS

[illegible]

[illegible]

[illegible]

[illegible]

7 – SPECIAL MEMBERS

[illegible]

8 – SUPREME GOVERNING BODY IN DIVISION

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] *mutatis mutandis* [illegible]

[illegible] *mutatis mutandis* [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

9 – DIVISIONAL EXECUTIVE

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(a) [illegible]

(b) [illegible]

[illegible]

(i) [illegible]

(ii) [illegible]

(iii) [illegible]

(iv) [illegible]

(c) [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(d) [illegible]

[illegible]

[illegible]

[illegible]

(e) [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

10 – REFERENDA

(i) On a decision of a majority of Divisional Branches that are not Unfinancial Divisional Branches as at the date of the decision, or Divisional Branches that are not Unfinancial Divisional Branches and whose membership constitutes a majority of the members of the Division or on receipt of a petition signed by not less than 10 per cent of the financial members of the Division, Divisional Executive shall take a referendum of the whole of the members of the Division upon the matter or matters submitted by the Divisional Branches or members. A decision reached by a majority of the actual votes recorded shall be binding on the Divisional Conference Divisional Executive and the members of the Division.

Divisional Executive may at any time by its own motion take a referendum of the whole of the members of the Division upon any matter it thinks fit.

(ii) The referendum referred to in this rule shall be conducted as follows:

Divisional Executive shall:

(a) Determine the question to be submitted to the members and the form of the ballot paper.

(b) Fix the times for the despatch and return of ballot papers and give the necessary instructions for printing of same.

(c) Appoint a Divisional Returning Officer and Divisional Scrutineer in conjunction with Divisional Branch Returning Officers to conduct the ballot.

(d) No material other than that authorised by the Divisional Executive shall be enclosed in the envelope in which the ballot paper is posted to the member.

(e) In all other respects the referendum shall be held as nearly as practicable in the manner provided for the holding of elections of Divisional Branch Officers.

11 – REMOVAL OF OFFICERS

(a) (i) Any Divisional or Divisional Branch Officer may be removed from office by majority decision of the Divisional Executive of the Division in which the Officer holds office, provided that such officer shall not be dismissed from office unless the officer has been found guilty, in accordance with the Rules of the Union, of misappropriation of funds of the Union or a substantial breach of the Rules of the Union or gross misbehaviour or gross neglect of duty or has ceased according to the Rules of the Union to be eligible to hold office.

(ii) An officer may be charged by any member of the Division with the offences referred to 11(a)(i) above, whether the offence occurred before or after this sub-rule came into effect, and where the Divisional Executive is to consider whether or not any Divisional or Divisional Branch Officer is to be removed from office under sub-paragraph i) herein, the procedure to be adopted shall be as follows:

a) The officer is to be summoned to attend the meeting at least 7 days prior to the meeting,

b) Notice of the charge or allegation is to be given sufficient to enable a reply,

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

14 – FUNDS AND PROPERTY

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

15 – AUDITOR

[illegible]

[illegible]

[illegible]

16 – ALTERATION OF RULES

[illegible]

[illegible]

[illegible]

17 – RULES BINDING ON MEMBERS AND DIVISIONAL BRANCHES

[illegible]

18 – DIVISIONAL BRANCHES

[illegible]

[illegible]

[illegible] [illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

19 – DIVISIONAL BRANCH RULES

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

(a) [illegible]

[illegible]

[illegible]

[illegible]

20 – EXECUTION OF AGREEMENTS, ETC

[illegible]

[illegible]

[illegible]

21 – SUBMISSION OF INDUSTRIAL DISPUTES

[illegible]

[illegible]

22 – DIVISIONAL OFFICE

[illegible]

[illegible]

23 – PRINCIPAL OFFICER

[illegible]

[illegible]

24 – RECOVERY OF DUES

[illegible]

25 – LEVIES

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

26 – VOTING OTHER THAN AT MEETINGS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

27 – STANDING ORDERS FOR MEETINGS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

DIVISIONAL BRANCH RULES

28 – NAME

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

29 – ELIGIBILITY FOR MEMBERSHIP

[illegible]

[illegible]

[illegible]

30 – MEMBERSHIP

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(xxxx) [illegible]

[illegible]

(xxxxx) [illegible]

35 – FUNDS OF THE DIVISIONAL BRANCH

(xxx) [illegible]

(xxx) [illegible]

(xxx) [illegible]

(xxx) [illegible]

(xxx) [illegible]

(xxx) [illegible]

(xxx) [illegible]

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

38 – DIVISIONAL BRANCH ELECTIONS

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

Camden Zone: 3 councillors who reside in the County of Camden elected by all members of the Divisional Branch.

Country Zone: 3 councillors who reside in NSW, (other than in the Counties of Northumberland, Cumberland or Camden), elected by all members of the Divisional Branch

The ballot paper for the election of New South Wales Divisional Branch Zone Councillors shall specify the four zones referred to above and the number of candidates to be elected from each zone, and the name of each candidate shall be placed under the name of the zone in which each candidate is standing for election.

The counties referred to in this sub-rule are as defined in accordance with the NSW lands administrative divisions.

(ii) (A) Without affecting the term of office of the Divisional Branch Council members of the QNTDB elected to office at the 2016 Divisional Branch elections, on and from the date of certification of this sub-rule, and thereafter, the Divisional Branch Council of the Queensland Northern Territory Divisional Branch shall consist of the following:

(i) the Divisional Branch President;
(ii) two (2) Divisional Branch Senior Vice-Presidents;
(iii) two (2) Divisional Branch Vice-Presidents;
(iv) the Divisional Branch Secretary;
(v) the Divisional Branch Assistant Secretaries;
(vi) two (2) Divisional Branch Executive Members;
(vii) 12 members on the Divisional Branch Council who shall be elected by and from the three sub-groups as follows:

(a) eight (8) Divisional Branch Council members who shall be elected by, and from, the members who reside in South East Queensland;

(b) three (3) Divisional Branch Council Members who shall be elected by, and from, the members who reside in Regional Queensland, provided that at least 1 of these Divisional Branch Council members will be elected from the members who reside in North Queensland,

(c) one(1) Divisional Branch Council Member who shall be elected by, and from, the members who reside in the Northern Territory, subject to the:

1. number of Divisional Branch Council member/s elected:

a. under paragraph (vii)(a) being reduced by one (1) if the Divisional Branch President resides in South East Queensland;

b. under paragraph (vii)(b) being reduced by one (1) if the Divisional Branch President resides in Regional Queensland;

c. under paragraph (vii)(c) being reduced by one (1) if the Divisional Branch President resides in the Northern Territory;

2. number of Divisional Branch Council member/s elected:

a. under paragraph (vii)(a) being reduced by one (1) or more if one (1) or more of the Divisional Branch Senior Vice Presidents resides in South East Queensland;

b. under paragraph (vii)(b) being reduced by one (1) or more if one (1) or more of the Divisional Branch Senior Vice Presidents resides in Regional Queensland; and/or

c. under paragraph (vii)(c) being reduced by one (1) if a Divisional Branch Senior Vice President resides in the Northern Territory;

3. number of Divisional Branch Council member/s elected:

a. under paragraph (vii)(a) being reduced by one (1) or more if one (1) or more of the Divisional Branch Executive Members resides in South East Queensland;

b. under paragraph (vii)(b) being reduced by one (1) or more if one (1) or more of the Divisional Branch Executive Members resides in Regional Queensland; and/or

c. under paragraph (vii)(c) being reduced by one (1) or more if a Divisional Branch Executive Member resides in the Northern Territory;

(B) The Divisional Branch Secretary, the Divisional Branch Assistant Secretaries, the Divisional Branch President and the Divisional Branch Senior Vice-Presidents shall, subject to this sub-rule, be elected by and from Members of the QNTDB, who are eligible to nominate and vote in accordance with these Rules.

(C) The Divisional Branch Council may, not less than three (3) months prior to the opening of nominations as prescribed in Rule 38 of these Rules, determine whether the office of Divisional Branch President is to be held on an honorary or full-time basis following the quadrennial election, provided that for the purposes of the quadrennial election to be held in 2020, the office of Divisional Branch President is to be honorary.

(D) The Divisional Branch Senior Vice Presidents and the Divisional Branch Executive Members shall, subject to this sub-rule, be elected by and from members of the QNTDB, who are eligible to nominate and vote in accordance with these rules.

(E) The Divisional Branch Assistant Secretary (Painters) (if any) shall, subject to a candidate for the office being entitled to nominate under these Divisional rules, be elected by, and from, the members of the QNTDB, who are eligible for membership under National Rule 2(A)(b) and entitled to vote.

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(i) Scenic Rim;

(j) Somerset; and

(k) Sunshine Coast.

(iii) In the Australian Capital Territory the Divisional Branch Council shall consist of the 17 members of the Divisional Branch Management Committee and nine (9) councillors elected from the membership of the Branch. Of the 9 councillors elected from the membership, 5 shall be tradespersons and 4 shall be non-tradespersons (including 1 councillor who is eligible for membership of the Union pursuant to National Rule 2(E)).

(iv) In Western Australia the Divisional Branch Council shall consist of the Divisional Branch Management Committee together with a further 20 delegates elected from the whole of Western Australia. In determining the composition of these delegates, regard shall be had to the principle of proportional representation.

(v) (a) On and from 2 January, 2013 or the declaration of the election in 2012 whichever is the later, the members of the Divisional Branch Council of the Victoria-Tasmania Divisional Branch shall consist of the members of the Divisional Branch Management Committee, the members of the Divisional Branch Sub-Branch Management Committee referred to in Rule 42B(ii) herein and Zone Delegates elected in accordance with the following:

The Zone Delegates to Divisional Branch Council referred to in sub-rule (b) hereof shall be determined in accordance with the following formula:

Size of Zone	Number of Delegates
Up to 500 financial members	4 delegates
Each additional 1000 financial members	3 delegates

The number of financial members of a Zone for the purpose of determining the number of Zone Delegates to Divisional Branch Council in accordance with this paragraph shall be the number of financial members attached to the zone as at 5.00 p.m. on 30 July preceding the calling for nominations for elections of Zone Delegates to Divisional Branch Council.

Wherever any election of the Zone Delegates to Divisional Branch Council becomes necessary only the members belonging to that zone where an election is required to take place shall be eligible to nominate and to receive a ballot paper.

Subject to the proviso in the following paragraph, the Divisional Branch Council shall consist of Zone Councillors in accordance with the formula set out in this paragraph and, in the case of the Metropolitan Melbourne Zone, there shall be representation of carpenters, builders labourers, crane operations, rigger/dogman, plant and machine operators, boiler attendant/engine driver, production worker (metal), concrete pump operations, forklift operations, hoist operations, drilling/piling, painters/signwriters, bricklayers, roof-tilers, stone masons, wall and floor tilers, fibrous plasterer/fibrous plaster industry workers and solid plasterers in accordance with the proportions set out in Rule 42(a)(v) with respect to the Victoria-Tasmania Branch Management Committee, and for all other zones, representation shall be by and from all members of the respective zones.

[redacted]

[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]
[redacted]	[redacted]

[redacted]

[redacted]

[redacted]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible]

42 – DIVISIONAL BRANCH MANAGEMENT COMMITTEE

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(a) [illegible]

(b) [illegible]

(c) [illegible]

(i) [illegible]

(ii) [illegible]

(iii) [illegible]

(iv) [illegible]

(v) [illegible]

(vi) [illegible]

(vii) [illegible]

(viii) [illegible]

(ix) [illegible]

(x) [illegible]

(xi) [illegible]

(xii) [illegible]

(xiii) [illegible]

(xiv) [illegible]

(xv) [illegible]

(xvi) [illegible]

(xvii) [illegible]

(xviii) [illegible]

(xix) [illegible]

(xx) [illegible]

(xxi) [illegible]

(xxii) [illegible]

(xxiii) [illegible]

(xxiv) [illegible]

(xxv) [illegible]

(xxvi) [illegible]

(xxvii) [illegible]

(xxviii) [illegible]

(xxix) [illegible]

(xxx) [illegible]

(xxxi) [illegible]

(xxxii) [illegible]

(xxxiii) [illegible]

(xxxiv) [illegible]

(xxxv) [illegible]

(xxxvi) [illegible]

(xxxvii) [illegible]

(xxxviii) [illegible]

(xxxix) [illegible]

(xl) [illegible]

(xli) [illegible]

(xlii) [illegible]

(xliii) [illegible]

(xliv) [illegible]

(xlv) [illegible]

(xlvi) [illegible]

(xlvii) [illegible]

(xlviii) [illegible]

(xlix) [illegible]

(l) [illegible]

(li) [illegible]

(lii) [illegible]

(liii) [illegible]

(liv) [illegible]

(lv) [illegible]

(lvi) [illegible]

(lvii) [illegible]

(lviii) [illegible]

(lix) [illegible]

(lx) [illegible]

(lxi) [illegible]

(lxii) [illegible]

(lxiii) [illegible]

(lxiv) [illegible]

(lxv) [illegible]

(lxvi) [illegible]

(lxvii) [illegible]

(lxviii) [illegible]

(lxix) [illegible]

(lxx) [illegible]

(lxxi) [illegible]

(lxxii) [illegible]

(lxxiii) [illegible]

(lxxiv) [illegible]

(lxxv) [illegible]

(lxxvi) [illegible]

(lxxvii) [illegible]

(lxxviii) [illegible]

(lxxix) [illegible]

(lxxx) [illegible]

(lxxxi) [illegible]

(lxxxii) [illegible]

(lxxxiii) [illegible]

(lxxxiv) [illegible]

(lxxxv) [illegible]

(lxxxvi) [illegible]

(lxxxvii) [illegible]

(lxxxviii) [illegible]

(lxxxix) [illegible]

(xc) [illegible]

(xci) [illegible]

(xcii) [illegible]

(xciii) [illegible]

(xciv) [illegible]

(xcv) [illegible]

(xcvi) [illegible]

(xcvii) [illegible]

(xcviii) [illegible]

(xcix) [illegible]

(c) [illegible]

(ci) [illegible]

(cii) [illegible]

(ciii) [illegible]

(civ) [illegible]

(cv) [illegible]

(cvi) [illegible]

(cvii) [illegible]

(cviii) [illegible]

(cix) [illegible]

(cx) [illegible]

(cxi) [illegible]

(cxii) [illegible]

(cxiii) [illegible]

(cxiv) [illegible]

(cxv) [illegible]

(cxvi) [illegible]

(cxvii) [illegible]

(cxviii) [illegible]

(cxix) [illegible]

(cxx) [illegible]

(cxxi) [illegible]

(cxxii) [illegible]

(cxxiii) [illegible]

(cxxiv) [illegible]

(cxxv) [illegible]

(cxxvi) [illegible]

(cxxvii) [illegible]

(cxxviii) [illegible]

(cxxix) [illegible]

(cxxx) [illegible]

(cxxxi) [illegible]

(cxxxii) [illegible]

(cxxxiii) [illegible]

(cxxxiv) [illegible]

(cxxxv) [illegible]

(cxxxvi) [illegible]

(cxxxvii) [illegible]

(cxxxviii) [illegible]

(cxxxix) [illegible]

(cxl) [illegible]

(cxli) [illegible]

(cxlii) [illegible]

(cxliii) [illegible]

(cxliv) [illegible]

(cxlv) [illegible]

(cxlvi) [illegible]

(cxlvii) [illegible]

(cxlviii) [illegible]

(cxlix) [illegible]

(cl) [illegible]

(cli) [illegible]

(clii) [illegible]

(cliii) [illegible]

(cliv) [illegible]

(clv) [illegible]

(clvi) [illegible]

(clvii) [illegible]

(clviii) [illegible]

(clix) [illegible]

(clx) [illegible]

(clxi) [illegible]

(clxii) [illegible]

(clxiii) [illegible]

(clxiv) [illegible]

(clxv) [illegible]

(clxvi) [illegible]

(clxvii) [illegible]

(clxviii) [illegible]

(clxix) [illegible]

(clxx) [illegible]

(clxxi) [illegible]

(clxxii) [illegible]

(clxxiii) [illegible]

(clxxiv) [illegible]

(clxxv) [illegible]

(clxxvi) [illegible]

(clxxvii) [illegible]

(clxxviii) [illegible]

(clxxix) [illegible]

(clxxx) [illegible]

(clxxxi) [illegible]

(clxxxii) [illegible]

(clxxxiii) [illegible]

(clxxxiv) [illegible]

(clxxxv) [illegible]

(clxxxvi) [illegible]

(clxxxvii) [illegible]

(clxxxviii) [illegible]

(clxxxix) [illegible]

(cxc) [illegible]

(cxci) [illegible]

(cxcii) [illegible]

(cxciii) [illegible]

(cxciv) [illegible]

(cxcv) [illegible]

(cxcvi) [illegible]

(cxcvii) [illegible]

(cxcviii) [illegible]

(cxcix) [illegible]

(cc) [illegible]

(cci) [illegible]

(cc

42B – DIVISIONAL BRANCH SUB-BRANCH MANAGEMENT COMMITTEE (VICTORIA-TASMANIA)

[illegible] [illegible] [illegible] [

[illegible] [illegible] [illegible] [

44 – DIVISIONAL BRANCH VICE PRESIDENT

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

45 – DIVISIONAL BRANCH TRUSTEES

[illegible] [illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]

[illegible]

[illegible]

47 – DUTIES OF DIVISIONAL BRANCH ASSISTANT SECRETARY

[illegible]

[illegible]

48 – (1) DUTIES OF ORGANISERS

[illegible]

[illegible]

[illegible]

(2) ATTENDANCE OF ORGANISERS ELECTED AT MEETINGS OF DIVISIONAL BRANCH COUNCIL AND DIVISIONAL BRANCH MANAGEMENT COMMITTEE

[illegible]

[illegible]

[illegible]

48A – DUTIES OF DIVISIONAL BRANCH TREASURER

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

48B – DUTIES OF DIVISIONAL BRANCH SENIOR VICE-PRESIDENT (FEDFA) (VICTORIA-TASMANIA)

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

48C – DUTIES OF DIVISIONAL BRANCH ASSISTANT SECRETARY (FEDFA)

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

48D – DUTIES OF DIVISIONAL BRANCH SENIOR VICE-PRESIDENT (WESTERN AUSTRALIA)

[illegible]

[illegible]

48E – DELETED

48F – DIVISIONAL BRANCH SENIOR VICE-PRESIDENTS/DIVISIONAL BRANCH VICE-PRESIDENTS (QUEENSLAND)

[illegible]

[illegible]

[illegible]

[illegible]

49 – FULL TIME PAID OFFICERS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

50 – DUTIES OF MEMBERS OF DIVISIONAL BRANCH MANAGEMENT COMMITTEES

[illegible]

51 – REMOVAL OF OFFICERS AND COUNCILLORS (BRANCH AND DISTRICT)

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

52 – DUTIES OF MEMBERS

[illegible]

[illegible]

[illegible]

[illegible]

53 – MISCONDUCT OF MEMBERS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

54 – PAYMENT OF FINES

[illegible]

55 – APPEALS OF MEMBERS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

56 – DISTRICT COMMITTEES

[illegible]

[illegible]

[illegible]

57 – SHOP STEWARDS/JOB DELEGATES

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

58 – VICTIMISATION

[illegible]

59 – ALLOWANCES

[illegible]

60 – TOOL BENEFIT

[illegible]

61 – FUNERAL BENEFIT

[illegible]

62 – CONTINGENT FUND

[illegible]

63 – RULES OF DIVISIONAL BRANCHES AND BY-LAWS

[illegible]

64 – STANDING ORDERS AND RULES OF DEBATE – GENERAL MEETINGS

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible]

[illegible] [illegible]

[illegible] [illegible]

67 – DIVISIONAL BRANCH COUNCILLORS

[illegible]

68 – REFERENDA

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

69 – SPECIAL RULES

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] [illegible] [illegible] [

[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]
[illegible]	[illegible]