

CFMEU

CONSTRUCTION

Prior to processing a wage claim, members will be asked to read and acknowledge the union's Wage Claim Policy. A summary of this policy is printed on each claim form.

Wage Claim Policy

1. Priority in the processing of wage claims will be given to financial members of the union at all times and in particular, those who were financial members prior to the lodgement of the claim and who were financial during the period to which the claim relates.
2. The Branch may pursue wage claims for new members or non-financial members on the basis that:
 - i) new members have paid, or agree to pay from their settlement, an amount equal to twelve months dues; or
 - ii) non-financial members agree that where court action is not necessary to finalise the claim, on settlement of the claim an equivalent amount of union dues owing up to a maximum of 36 months and not less than 12 months will be deducted from the settlement and paid to the union.
3. Where court action is necessary to finalise any claim, on settlement of the claim an amount of not more than an amount equivalent to that which would have been payable had such member joined at the beginning of the period to which the claim relates and remained financial up to the date on which the claim was lodged, will be deducted from the settlement and paid to the union.

Members have long recognised the role of the Wage Claims Department and the commitment of the union in fighting for worker's rights. To assist in providing extra resources for these important issues, a union fighting fund has been established.

The fund will assist the union in fighting, on behalf of members, to safeguard the hard won entitlements that employers are trying to erode. Without the strength and protection offered by the union, workers could lose conditions like overtime rates, annual leave loading, sick days, paid wet weather days and allowances.

The former Howard government introduced new legislation that greatly impacts construction workers - 'Building & Construction Industry Improvement Act'. This Act is based on the employer's view that construction workers are paid too much and have too many rights and it is aimed at eroding these hard won conditions and rights.

The CFMEU will seek donations to the union's Fighting Fund from all members who benefit from successful wage claim settlements.

The fighting fund will help fund these important struggles, and will also:

- Promote workplace safety and ensure compliance of OH & S requirements
- Maintain the union's ability to widen and improve services
- Cover legal costs for future actions that will benefit all union members
- Assist in the legal enforcement of award and statutory requirements
- Assist members who are involved in major disputes
- Provide training to improve skills & knowledge in this specialist area (including delegates)

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