

CFMEU

NEW SOUTH WALES



**YOU
DESERVE
A BREAK**



**YOUR SAY
IN CFMEU NSW**

This is your journal and the CFMEU encourages you to have your say.

We welcome your contribution – letters, stories about wage claims, disputes, OHS, site conditions, poems, photos etc. Mark for the attention of Rita Mallia.

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THE YEAR SO FAR

DARREN GREENFIELD

2020 has shaped up to be a challenging year, first the bushfires and then COVID-19. I want to congratulate and thank every CFMEU member who pitched in to do their bit to keep our industry open. We know that many members and their families were concerned about continuing to work when other industries were largely shutdown. The Union and its members worked tirelessly to avert disaster and to keep jobs safe; adhering to social distancing rules and acting swiftly in the event someone was diagnosed as positive. The CFMEU would not have agreed to work continuing unless it could be done safely.

Our industry will lead economic recovery. The NSW Government has promised to fast track some projects, whilst the Federal Government has provided some limited financial support in the residential sector. The CFMEU believes more can be done and with interest rates so low is calling on Governments to support the construction of social and affordable housing and infrastructure which is so badly needed. This will create many more jobs in the industry and be of benefit to the wider community.

It was pleasing to hear that the Federal Government has shelved its Ensuring Integrity Bill, which was designed to attack the CFMEU, given it was never going to be supported in the Parliament

it was no surprise. The Federal Government has proposed a more collaborative approach to workplace relations, but we are sceptical and are concerned that this Government will be supporting cuts to workers' rights and entitlements pushed for by business. We've seen the Master Builders

THE CFMEU WILL NEVER TAKE A BACKWARD STEP WHEN IT COMES TO THE SAFETY OF OUR MEMBERS.

Association, the body that represents bosses, despite the efforts workers made to keep the industry going, calling for cuts to penalty rates and leave provisions in Building Awards. This is opposed by the CFMEU and is nothing more than bosses using COVID-19 opportunistically to try and slash Award conditions.

This is why our ongoing EBA campaign continues full throttle. The CFMEU has finalised hundreds of EBAs in the structure trades, we are getting on to finalising EBAs in the tower and mobile crane sectors, offsite and with the builders. In particular, as well as delivering 5% annual wage increases and better super, ACIRT and Travel, the new EBAs secure a better Rostered Day Off Calendar that effectively introduces

a 9 Day Fortnight that will be up and running by 1 December 2020 and will deliver members, who are working long hours and responding to ever tighter building schedules, well-earned time off. The collapse of a major formwork company leaving \$1.8mill unpaid RDOs and annual leave entitlements in its wake further underscores how important it is for workers to take their RDOs.

On the negative side, there are a number of builders who are increasingly cutting corners on safety. These Companies such as Richard Crookes Constructions, Icon and Hansen Yuncken, are clearly bidding for work at cheaper rates and compromising on safety on the job by placing pressure on subbies down the line to cut corners in a bid to meet unrealistic deadlines. These builders' sites are all plagued with such hazards as falls from heights, formwork ply built on scaffold, substandard access ways and amenities. When CFMEU officials seek to raise these issues on the job they are more often welcomed by the police. Sadly, it is only a matter of time before someone is seriously injured or killed on one of these sites. The CFMEU will continue to address these site issues despite attempts by these companies to hinder us. The safety of our members is paramount.

All of us at the CFMEU will continue to fight for the best outcomes for our members.



BUILDING POWER UP NORTH

ROB KERA

The CFMEU is building the power of members in Newcastle and the Hunter Valley. CFMEU organisers Brendan Holl and Mark Cross continue to successfully organise and support the growing number of CFMEU members in Newcastle. These members are taking a stand for better wages and conditions, including CFMEU members employed by Freo Cranes.

Freo Cranes is owned by richest man in the world, Warren Buffet's multi-billion dollar Berkshire Hathaway Group. Members at Freo Cranes in Muswellbrook are determined to win a CFMEU EBA. The Company is represented by former ETU Secretary Dave McKinley turned traitor, who shamefully put up a sub-standard non-union EBA up for a vote. All 45 workers unanimously rejected the deal and vowed to fight on for the union EBA they deserve. CFMEU members who work for related company, Global Cranes, in Orange are doing the same and the CFMEU backs them one hundred percent. Delegates Ben Carroll at Freo and Clinton Neville at Global Cranes have worked hard to build the confidence of the workforce and both yards are determined to achieve a decent result.

These workers are supported by the growing number of members in the Newcastle, Hunter Valley area, many working in the mobile crane sector as well other sectors. Delegates such as David Alderson and Paul Magyar



at Boom Logistics, who along with their Port Kembla brothers, John Nigro and Luke Jewett, led the taking of protected action in 2018 to win a Union EBA after 5 years of protracted negotiations, continue to stand up for CFMEU members in the region, building a local rank and file committee and collectively build union solidarity. Other active delegates Mark Kelly at Multiplex, Mitch Deas and Troy Horgan from Wheeler's cranes (who won their first CFMEU EBA in 2018), Dan Kavanagh from Tutt Bryant, as well as Johnny Andrikopopulos from Bloc have done a great job. The power of the Union is in its delegates, as the face of the Union they ensure members' rights are protected. Former Boom Delegate Karl Hitchcock has recently come on board as a new CFMEU organiser. We welcome him to the team.

Heading into negotiations in the mobile crane sector for new EBAs, these delegates will no doubt take an important leadership role.

Newcastle delegates and activists have worked to build solidarity with other unions and supported broader community campaigns, including the Black Lives Matter campaign to highlight injustices against First Nations People. It's not just about wages and conditions.

The Union's strategy to elect and support CFMEU delegates who are prepared to have a go and to inspire the members they represent to take a stand is paying dividends in the region. With the support of the local CFMEU organisers and the CFMEU generally, we look forward to kicking a few more goals in the Newcastle Hunter Valley region.



STEPPING UP IN A CRISIS!

MICHAEL GREENFIELD

I want to acknowledge the great work of all our members who have stepped up during the Covid-19 crisis, it has been a stellar effort by all our members, delegates and the Union to keep the industry going. It has been a solid collective effort to have done this safely. There were only a small number of workers testing positive to the virus, and when this occurred sites were shut and subject to intensive cleaning. With the processes in place dealing with work groups contact tracing was also done effectively. The CFMEU site and subcontractor delegates played an important role in supporting our members in this time and we addressed many meetings on site to get the feedback from workers and address their concerns.

Given this mammoth effort, which was stressful for workers and their families, it is disgusting that employer groups in the construction industry are trying to use Covid-19 as an excuse to cut entitlements like penalty rates or resist pay increases. The cooperation of workers at considerable risk to themselves should be rewarded with better, not worse wages and conditions. Also the only way for the economy to more broadly be kick started is for people to have money to spend and put back into the economy so that more jobs are created. Company and employer groups will not employ more people if cuts are made, they will just pocket the profit. We have seen this time and again with corporate tax cuts.

WHEN THE GOING GOT TOUGH CFMEU DELEGATES AND MEMBERS STOOD TOGETHER TO CONFRONT COVID-19.

This whole experience shows how important it is to have strong union representation and membership on site. Active delegates, accountable to the members on site played a pivotal role in alleviating member stress and addressing ongoing safety issues. We were able work with builders, and subcontractors to make sure that the interests of our members and their safety came first. This should be the case for any issues that arise on the job.

The restrictions on some processes have eased in recent times due the reduction of numbers in New South Wales. Maintaining high standards of personal and site sanitation will be important in ensuring we do not get community transmission of the virus from each other on the job.

From 1 June 2020, restrictions on hoists were eased by Safe Work Australia with the removal of the 4m² per person social distancing rules for lifts which allows for up to a maximum of 12 people in a standard hoist car, with Safety Committee assessing the risks associated with different size lifts. Also allowed was 4 to 6 people in

a builder's lift depending on the size of the lift. Other measures include marking out spots for standing, facing forward, maintaining same work groups, appropriate PPE for the driver and cleaning. If you believe standards on your site could be improved give the Union a call.

Post Covid-19 we should try and keep sanitation in site sheds up. Virus or not construction workers deserve decent and clean amenities to have their breaks and it's a legal work and health safety requirement. Our members spend a lot of time at work and amenities should be fit for purpose. Lunch sheds should be properly fitted out, clean and not used to other purposes like storage areas. It's in all our interest to maintain these standards.



THE CFMEU – THERE WHEN YOU NEED IT!

RITA MALLIA

There is nothing worse than finding yourself off work due to injury and illness. Construction workers who change companies more regularly than most, or who have stints as casual workers often do not have much sick leave or other leave to cover them. That is why the income protection insurance that is a benefit under CFMEU construction enterprise agreements is so important. The insurance, known as Uplus covers you 24 hours/day 7 days/week. If you cannot work for 30 days or more, you may be entitled to claim Uplus.

In summary, after a 30 day waiting period, Uplus will pay, for up to two years, for out of work injury caused by an accident, 85% of your pre-injury earnings which includes overtime and allowances up to a maximum of \$2000 per week. For injuries caused at work, Uplus will pay the difference between your workers compensation and 85% of your pre-injury earnings up to a maximum of \$2500 and for illness 80% of your pre-injury earning. The benefit does not cover mental health conditions and for the standard product cuts out at age 66. We are currently reviewing the benefits to see how they can be improved.

Uplus also has some workers compensation related lump sum benefits and death benefits.

It's important that your employer meets their obligation under the enterprise agreements to cover

employees for this benefit. The CFMEU checks compliance to make sure as far as we can that members are covered.

Long term CFMEU member Pat Keniff has been diagnosed with a serious illness. He was very grateful to be covered by this benefit. Pat told me, "You never think you will get really sick and be in and out of hospital sometimes fighting for your very life due to illness, having this benefit so I could pay my bills was a life saver and let me concentrate on trying to get my health back, without having the

YOU NEVER KNOW WHAT IS AROUND THE CORNER. CFMEU MEMBERSHIP IS PROBABLY THE BEST VALUE INSURANCE YOU CAN HAVE.

financial worries as well. Uplus and the Union helped me with my claim and it does pay to belong to the Union when this happens".

The CFMEU also assists members to meet their ambulance costs. Every CFMEU full financial member has up to \$5000 per year ambulance benefits where the Union pays for the ambulance cost for members and their immediate family. This has been a very popular benefit with members.

If you are seriously injured or sick and out of work, remember you should also contact CBUS to inquire about your total and permanent disability benefits as you may be entitled to other insurance benefits. If it's a workers compensation situation you should also contact the Union about your workers compensation rights. If you are unemployed due to illness and injury you are also entitled to record up to four years additional service with the Long Service Payments Corporation. The CFMEU will assist any financial members in navigating all the different insurance and service options, so do not hesitate to call. That's why you pay our wages!



INCOME PROTECTION
INSURANCE



PICNIC DAY



JOURNEY ACCIDENT
INSURANCE



DISCOUNT HOLIDAY UNITS



LEGAL SERVICES

RDOS BRING ON 1 DECEMBER 2020!

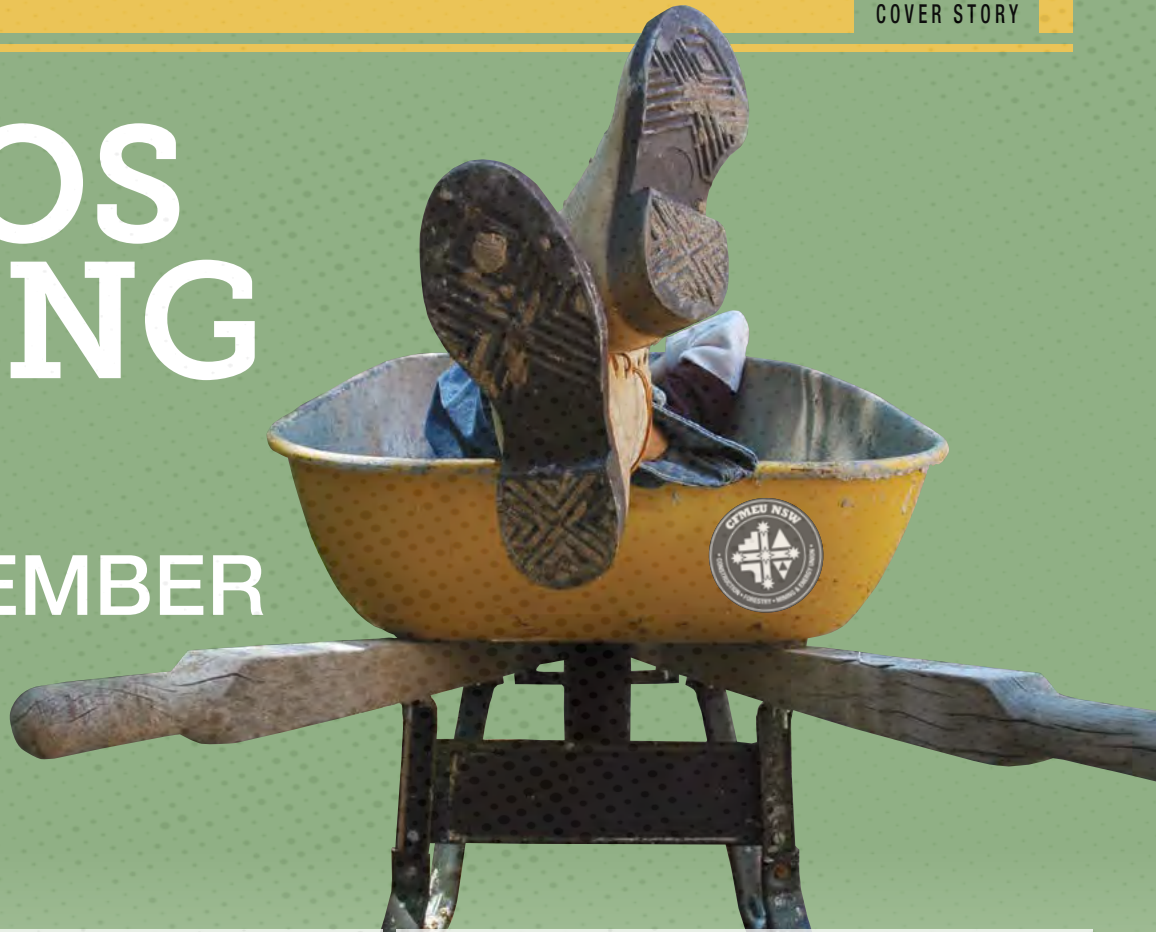


PHOTO: ISTOCK

Well there is no doubt that 2020 has brought its fair share of challenges, but on the upside from 1 December 2020, CFMEU members covered by over 200 CFMEU construction EBAs will have a bit more time to rest.

From 1 December 2020, the new Rostered Day Off Calendar comes into effect delivering fortnightly rostered days off.

Rostered days off were won by building workers in 1981, there are probably a few members still around who were part of that fight. In those days there was a 38 hour week, you worked 40 hours, got paid 38 hours, 2 hours per week was accrued towards one day off a month. Once a month on a Monday the whole industry shut and workers took a break.

With the introduction of the 36 hour week in the 1990s in New South Wales this should have resulted in fortnightly RDOs, but instead we had a fixed system for public holidays and paid Saturdays on shutdown weekends and the balance of the RDOs flexible. This became flexibility for the boss, with most workers working these days (which they've already worked to accrue). Workers who accrue many RDO hours risk losing them if their company goes bust. Recently a major formworker went bust leaving \$1.8 mill in unpaid RDOs and annual leave; which the Union had to recover. That's not always possible to do. This is even more reason to take your RDOs when they fall due.

After surveying the membership and getting their support, the Union was determined to turn the effect of this earlier decision around and re-introduce meaningful leave time, as was always intended under the RDO system.

Under the new CFMEU enterprise agreement, supported by the Electrical Trades Union and the NSW Plumbers and Gasfitters Union we have reversed that trend and with the new calendar, workers will be taking the RDO time they already have worked for. This was always the intent of rostered days off, to provide the opportunity of an ongoing break- take your kids to school on occasion or just sleep in! You can save your annual leave for longer breaks or Christmas time.

“
RDOS WERE
FOUGHT FOR AND WON!
YOU DESERVE
A BREAK.
”

Members will accrue RDO time in the same way, but take it in accordance with the new calendar. 26 RDOs per year, basically taken fortnightly with slight adjustments to align some of the RDO days with long weekends to give members the opportunity for extended breaks in those times.

Given the amount of overtime and hours being worked by our members, compounded by the effect of Covid-19 which has resulted in construction workers working around the clock, the implementation of the new RDO system on 1 December 2020, cannot come fast enough.



BUILDING A NEW ICON FOR SYDNEY

At 71 storeys tall, the new Crown Casino building is visible everywhere. The height of the crane sitting atop is dizzying! The Crown Casino when done will be the tallest building in Sydney dwarfing even the Westfield Tower.

For CFMEU Delegate Luke Allen working on this iconic job has been almost a once in a life time experience. Chatting to Luke his sense of pride in the the work being done by thousands of CFMEU members to bring the structure to





life is obvious. CFMEU members from EBA companies like Lend Lease Building the principal contractor and subcontractors De Martin & Gasparini, BKH, Highlight Aluminium, Sydney Projects, Foxville, Brighton, Melrose Cranes, Aus PT, BlueSteel, DJD Bricklaying, DB scaffolding, Spanos, Ward Civil, Zenith, Fine Touch, Morris C Painting, QRS Rigging, OZ Commercial, CRC Tiling, Erectsafe, Deluxe Cleaning and many more have worked on the project; averaging 1400 workers per day.

Luke says, "It's been difficult and interesting, the structure twists and turns with reinforced concrete seems to turn with the building. The formworkers and concretors did a great job, we've topped out at

'Working on this iconic job has been almost a once in a life time experience.'

71 floors with the final fitouts well underway". Work starts as early as 4.30am and continues 7 days a week to meet the December 2020 deadline for completion.

The job became more of a challenge with the onset of Covid-19 says Luke, "It was a bit touch and go at the beginning we didn't know what we were facing, everyone on the job has been great. It was important to keep the job going safely. There's two shifts operating, staggered start times and meal breaks, defined work groups and plenty of sanitizer. The Union and Union officials, Darren Greenfield Michael Greenfield and Rob Kera were crucial in making sure we did things safely, especially after we got a small number of workers early on testing positive to the virus.

The workers on the job felt well-supported and I am glad we were able to continue working".

Talking to the workers on the project, their pride was also obvious, the crane drivers clearly enjoyed the best view in Sydney, and the workers installing the glass were keen to talk about the challenges of getting the glass to fit right, there was a real sense of achievement on the site as the building takes its final form. Brett Armstrong, CFMEU Delegate for Highlight Aluminium also described the job as a "great experience to be part of creating something so iconic".

For Luke, who started out his career as a brick layer, this job has been a personal highlight, "to be involved in putting up Sydney's tallest building that's a landmark for the city and to represent the workers on the job has been a real privilege, although stressful at times. I'll be proud to say to my grandkids one day that I was part of this project".



PARRAMATTA'S CHANGING LANDSCAPE



“
**REPRESENTING
 CFMEU MEMBERS ON
 THIS JOB HAS BEEN
 A PRIVILEGE.**
 ”

In the western suburbs, a city of high-rise is emerging as Parramatta is fast becoming another big city. One of the buildings taking shape is Parramatta 6 and 8. When it's done it will stand an impressive 55 floors in height not far from the Parramatta Railway Station; government offices principally with some private tenants. CFMEU Delegate Anthony Vecchio is enjoying the challenge of his first time as a site delegate, for Built Pty Ltd, the principal contractor for the project. Anthony had previously been a CFMEU delegate at De Martin & Gasparini and helped lead those members through a couple of EBA related battles.

Anthony relishes his new role. It's much more varied than when he was concreting, no two days are the same. Anthony states, "It's been a great experience being the delegate on the biggest construction build in Parramatta. There is about two years' worth of work here for our EBA subcontractors and



given the situation the economy is in at the moment that is good thing for construction workers on the project.”

Like so many other building sites, the workers on the job have had the added challenge of managing the new safety regime around COVID-19. Anthony states, “CFMEU members were stressed at the beginning but we have strictly stuck to our social distancing and cleaning regimes. There has been good collaboration between the Union, the builder and subbies. We haven’t had any incidences so that’s reassuring but we can’t be complacent”.

The construction is part of the changing landscape of Parramatta and Anthony and workers on the job are proud to be a part of the city’s next chapter. “Parramatta was the site of Australia’s first settlers and there is still a lot of beautiful examples of those early years that need to be protected”, says Anthony, “but it’s also great to be part of building something iconic for our age. The site is a proud Union site, and union members of today are following in the footsteps of our predecessors, it’s special to be part of that history making whilst doing your job”.

The positive vibe of the site was evident when Anthony took us around the job, from the complexity of the jump form system, to managing a site that is placed between the station and the original Parramatta Town Hall, a beautiful heritage building that has another construction site being built behind it.

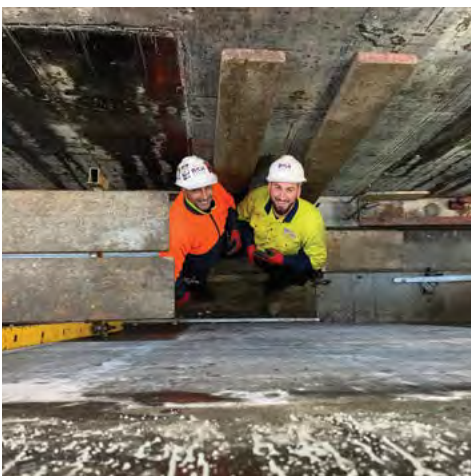
The site also has a number of female workers, one of whom is Indigenous and two apprentices employed by the builder. The female workers range from materials handlers to traffic control and Anthony states, “They do a great job



keeping us organised and safe”. Tori Thornton was a hair dresser before ditching the scissors for a traffic control role, “I love working outdoors and being part of a good supportive team and contributing to making something major. I am really enjoying the role”.

Anthony is obviously proud to represent the members of the CFMEU and as a site delegate the other union members on the job, “as a delegate you are the face of the Union and its personally very satisfying to do the best job I can to make sure our members get home to their loved ones at the end of the day. I wouldn’t want to do anything else”.





VALE JACK MUNDEY



In the midst of a world health crisis, the Union movement and the CFMEU lost Jack Munday who died on 10 May 2020. Jack was a life member of the CFMEU having been the Secretary of the Builders Labourer's Federation one of the predecessor unions to the now Construction Forestry Maritime Mining and Energy Union. Many current members of the CFMEU were proud members of the BLF

prior to the union's deregistration and remain to this day strongly connected to the BLF and what the members of that Union stood for, in particular, their tradition of direct action and militancy.

That militancy was not just in their campaign in the 1970s to save much of Sydney's heritage but also in their pursuit of improved job security of

non-trade construction workers like labourers, scaffolders and dogmen. They were the lowest paid, highly casualised and the first to be sacked in a downturn. Conditions on site were poor with no real safety or workers compensation legislation. The building boom in the 1970s provided the ideal backdrop for direct industrial action to improve wages and conditions for builders' labourers.

The BLF that emerged in the late 1960s and early 1970s was a rank and file activist union of men and women, members took a stand to improve their lot. Given the fighting culture of the BLF at the time and their Left political views at the time it is probably no surprise that from this sprung the social activism that became the Green Bans.

The NSW Branch of the BLF under the 1970s leadership of Mick McNamara, Jack Munday, Bob Pringle and Joe Owens and others introduced measures to democratise the Union,





including limited tenure for union leaders and democratic structures for decision making involving rank and file members. The leadership that emerged in the 1970s forged a new model of union activism breaking away from the undemocratic processes of the past. The focus was the membership and their involvement in the Union's activities.

There was much to be done to improve the working conditions of their members on construction sites. All this with the back-drop of what was going on socially at the time- the anti-Vietnam movement, Apartheid in South Africa, Campaigns for Women's Equality. It was a time of change in Australia and in many respects a social awakening on many fronts. With a building boom going on no one would have blamed the BLF to be focused on securing jobs and better pay and conditions. As history shows the depth of the thinking of the BLF at the time went beyond the immediate needs of their members.

In the early 1970s, having been approached by the women of the

campaign to save Kelly's Bush, and considering the devastation that the Askin Government of the time sought to wreak in Sydney with unprecedented and unregulated over-development which would have seen the complete destruction of the heritage buildings at the Rocks, King Cross, Woolloomooloo, Centennial Park; the BLF and its members took industrial action to halt millions of

'In losing Jack we have lost a warrior.'

dollars' worth of work. This was done in the face of threats of, and actual violence, police intervention and arrests and attempts by political forces to turn other unions against the BLF. But the Union, in alliance with community groups which in some ways was unprecedented, withstood all of this to save for future generations such important parts of Australia's built heritage. They also harnessed their political values to campaign for women, Aboriginal and gay rights during this time too,

really elevating the focus of their members from bread and butter work issues to broader social issues. As Jack Munday said in an interview with the CFMEU just before he died, it is inconceivable now to think that Centennial Park could have been turned into a sport stadium in the hope of winning an Olympic Games.

The progressive nature of this action and approach continues to inspire the trade union movement and especially those of us in the CFMEU today. Many of us are lucky to have known Jack and his wife Judy well. Jack and Judy remained active members of the CFMEU's retired members group and active more broadly in environmental, industrial and social justice causes right up to Jack's death.

The CFMEU is daily criticised by its political, employer opponents and the courts for its militancy in standing up for workers and achieving high standard of wages and conditions, fighting for better safety and also supporting broader social justice aims to address growing, rather than diminishing, social inequality. The



ideal of people before profits that was the mantra of the BLF and the Green Bans movement in the 1970s is as relevant today sadly as it was then. Our view remains that the only way to make change is to take action, even in the face of ever growing unjust laws.

The CFMEU is also cognizant of its ability to lend its support to community campaigns reminiscent of the 1970s Green Bans and we have supported in recent years the community campaign to save the Parramatta Female Factory and the Bondi Pavilion. We recently announced a Green Ban to support the local campaign to save further heritage buildings at Willow Grove and the St Georges Terrace that the NSW Government is placing at risk with its ill-conceived plan to re-locate the Power House Museum, again another example of a Liberal Government succumbing to the lure of property developers.

Today the CFMEU seeks to harness the spirit of the Green Bans, encouraging maximum member participation, taking direct action in

support of the issues of importance both industrial and social and forging new and broader alliances both locally and internationally.

There is much to honour and be learnt from Jack Munday, the BLF and the Green Bans movement. In coalition with a broader community of people they took their issue to the streets, they took strike action, often against their own interest in terms of jobs, to save important historical buildings and parkland. They faced down violence and police arrests. It was a generation of courageous fighters who did not give up. By their actions, and achievements, they raised class and social conscience.

In today's world at work and beyond we too have many issues to face and we strive as CFMEU officials, delegates and members to be as courageous, strategic and visionary as the leaders of the Green Bans movement and our hero Jack Munday.

It is sad that we have lost Jack this year but his efforts and the legacy of the Green Bans lives on.

DON'T BE AFRAID TO ASK FOR HELP

When proud CFMEU Member and Delegate Tim Tumuenua was faced with the diagnosis of multiple myeloma about five years ago, a cancer of the blood, he knew a time would come when he would have to undertake chemotherapy which he has undergone in the last 12 months. To say this has been a life changing experience is an understatement. Tim is grateful for the support he received from fellow CFMEU members and the Union for him and his family to get through the last year. It's been a tough road.

Tim has worked in the construction industry for 25 years, starting out as painter and then working as a waterproofer. He is not shy of hard work or a challenge but Tim describes the diagnoses as "shocking and devastating. With two young kids and being the main bread winner, the thought I would not be there for my family was difficult to face".

Tim went through a challenging time. For a while there with the cancer in his spine, he could not walk properly or look after himself. "I was in real bad state. I went through radiation at St George Hospital and RPA, I took part in a clinical trial which gave me a much better chance of beating the cancer. Thank goodness I am in remission now, and I am feeling well".

At the June 2020 Delegate's meeting, Tim thanked the delegates and the Union and his mates in the construction industry for all their ongoing support. The issue that has come to be close to his heart as a result is mental health, especially for men. Tim says, "When I was in the hospital I got pretty depressed and luckily the hospitals had really good programs to help me get through it. It plays havoc with your brain being in the hospital, thinking about the family and our situation and your mind does turn to darker thoughts. Through the programs I learnt a lot about the risk of depression and suicide, especially for men who go through this sort of experience. You are in



“IT MIGHT BE HARD BUT SOMETIMES YOU JUST NEED TO TALK THINGS THROUGH TO SURVIVE THE TOUGH TIMES.”

hospital and for the first time in your life it seems you are so vulnerable, an almost overwhelming feeling of helplessness and worry for your family just kicks in, you are fighting on two fronts, the physical impact and the mental. I am so grateful for the programs in the hospital that made it easier for me to manage.”

Tim cites as well as the programs in hospital, the strength he got from receiving visits, phone calls and text messages from his mates. He particularly thanked CFMEU organiser Tony Sloane who took time out to talk to Tim during some difficult days, as well as Assistant Secretaries Rob Kera and Michael Greenfield and delegate Bruce Cartwright and his colleagues from Polyseal the company he works for. "Those visits and calls meant the world to me. I was so worried about overloading my partner who was looking after me and the kids, it was great to be able to talk to others about what I was going through. It was also a relief to have Uplus income protection insurance."

Tim says he is in a really good place now, and really wanted to share the message of how important it is to check up on your mates and to seek help and support from the people around you to get you through the dark times. He couldn't thank his family, the Union and his mates enough and he's looking forward to a bright future.

BAD SAFETY

JUST ANOTHER DAY ON THE JOB FOR CFMEU ORGANISERS



Richard Crookes Construction

You would think that given the number of deaths and injuries in the construction industry that builders like Richard Crookes Construction, CPB and John Holland would be leaders in ensuring that conditions on site meet, not just minimum safety standards, but best practice. That's what they say they do, but what they say and what in reality they do are vastly different. Investigations by CFMEU organisers on sites controlled by these builders have revealed death traps, it's a miracle that serious injury or fatality have been avoided.

On Richard Crookes CFMEU sites organisers found major falls from heights, formwork placed directly on scaffold, a 25kg prop that fell several floors from an unprotected edge and scaffold components being moved by unticketed workers. All their sites visited by CFMEU officials were plagued with such issues.

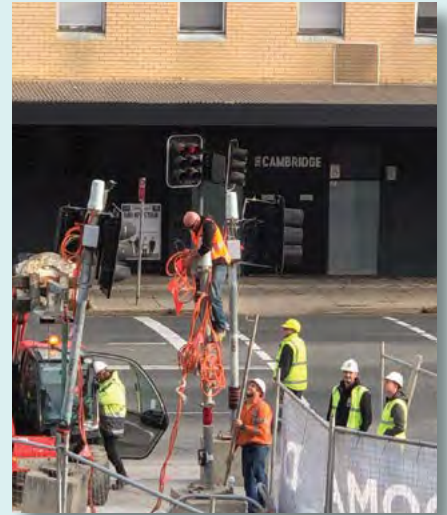
At the same time, Richard Crookes boss Tony Grippi has provided evidence to the Fair Work Commission



CPB/John Holland

On the CPB/John Holland Rozelle Interchange site, site management tried to avoid scrutiny by calling the police to hinder and obstruct the entry of CFMEU organisers to the job, even though they had followed the law in exercising their rights. This is not an uncommon tactic used by builders to try and stop the Union getting on the job. You would think the police would have something better to do then prevent union officials from doing their job. The CFMEU organisers persevered and when they entered the site they found lack of emergency exits, hazards of falls from height, lack of proper access and substandard amenities that were used for storage and not clean.

to support the stripping back of penalty rates in the Construction awards and expanding the span of ordinary hours and reducing redundancy benefits. Perhaps the Company should concentrate less on trying to rip off workers and more on safety.



Newcastle

In Newcastle SafeWork NSW is asleep on the job. Statistics recently revealed in NSW Parliament show SafeWork NSW inspections at Newcastle building sites dropped from 149 in 2018 to 115 last year. At the same time the number of prohibition notices issued to builders dropped from 15 to six and the improvement notices issued dropped from 25 to two. Despite 51 inspections in 2020 to May not one improvement or prohibition notice was issued. CFMEU's Brendan Holl said SafeWork was "not doing its job".

"Too often complaints are falling on deaf ears," he said.

"SafeWork is not holding builders accountable, it's like they are too scared to issue prohibition notices."

State Secretary Darren Greenfield stated, "The regulator is complicit in safety breaches by companies. It's not good enough".



CFMEU MEMBERS TAKE A STAND AT PGH, BROADSPECTRUM PORT KEMBLA & KNAUF

BROADSPECTRUM PORT KEMBLA

During Covid-19 some large employers have done the opposite of supporting their workforce. At Broadspectrum Port Kembla early on management advised workers they would have to face 8 weeks stand down and be forced to take their own leave. The Company did not offer any pandemic leave. The workforce were prepared to do their bit to help but the company's approach seemed very opportunistic as there was still work to do. It was suspected the company was using the virus to run down leave.

CFMEU Delegate David Seles immediately contacted CFMEU organiser Anthony Demetriou who took the issue up with the Company. A number of video conference meetings with the Company forced them to properly consult and provide accurate information to the workforce. The CFMEU pressed the Company to provide up to date information as well as to discuss with the workers how they would like to address the issues. As it turned out, the Company did not need to stand down workers

for 8 weeks and most have been working full-time throughout the period. The odd slow day was covered by workers choosing to take a leave day. Dave Selles stated, "It was really great to get the immediate support of the CFMEU in hosing out the company's real intentions and we are grateful to have been able to keep working. It's also good for the economy too. We were happy to help out but it had to be reasonable".

PGH

At four PGH sites in NSW the Company wanted to shut down for up to 8 weeks. Workers were concerned about being forced to take annual leave, long service leave, leave without pay or going into negative annual leave. At PGH Schofields, Horsley Park, Cecil Park and Bringelly after intervention by the Union, including taking the matter to the Fair Work Commission on our members' behalf, periods of shutdown have been negotiated down or delayed, and site based arrangements for taking leave and the re-crediting of used leave was

also negotiated to reduce the negative impact on members. Members were happy that the Union took the issue up for them.

KNAUF VICTORY AND CEMENT AUSTRALIA

The Workers at Knauf Plasterboard took a stand and joined the CFMEU when the Union they were members of failed to provide them with the representation they wanted. The company provides building products to construction sites. Their EBA negotiations were going nowhere. The workers joined the CFMEU, elected two active delegates and the workers have won their CFMEU EBA. The workers were even prepared to take protected action, but in the end the Company came to the party. They won 3% yearly increases and back pay. The EBA result shows how workers on the job can unite to win decent outcomes.

Similarly at Cement Australia the CFMEU negotiated on behalf of its members to get a deal they were happy with.

Green Ban to Save Willow Grove and St Georges Terrace Parramatta



The CFMEU NSW has placed a Green Ban on the demolition of the Willow Grove and St Georges Terrace buildings in Parramatta, earmarked for destruction by the NSW Government as part of their plans for the new Powerhouse Parramatta. Even though they have announced the Museum in Ultimo will stay, the Parramatta heritage buildings remain at risk of demolition.

“These Green Bans mean no work can be done to destroy these historically significant sites,” said Darren Greenfield, CFMEU NSW Secretary.

of the Green Ban on the Bondi Beach Pavilion, the CFMEU won’t stand by while local communities are ignored and important heritage sites are destroyed.”

The local community, through the North Parramatta Residents Action Group, has campaigned for years to save these two heritage buildings and they are supported by the National Trust of Australia (NSW) and the Historic Houses Association.

Sign the CFMEU Petition at www.change.org/SupportWillowGroveGreenBan

“If the Berejiklian government wants work on the museum to proceed they need to sit down with the local community, listen to what they say and come up with a plan that preserves these buildings.”

“As shown by the recent success

The CFMEU is proud to stand with the community in support of this important campaign. This is the first Green Ban the CFMEU has put in place since the recent passing of Jack Munday who inspired a generation of unionists and community activists to fight for our shared built, cultural, and environmental heritage.





Built in the 1870s as a residential home, Willow Grove is a rare remaining example of Victorian Italianate Villa in Parramatta. Many generations of people in the Parramatta community were born there during the three decades it served as a maternity hospital between 1919 and 1953.

“The Berejiklian Government has ignored the local community and refused to look at alternative designs that incorporate these two heritage buildings in the design,” said Darren Greenfield.

“For four years the community has tried to reason with Premier Berejiklian,” said Suzette Meade, spokesperson for North Parramatta Residents Action Group.

“Over this time we’ve offered solutions but they have been ignored. We will not stand by and watch as more local heritage is destroyed.”

“The Berejiklian government bulldozed Parramatta’s war memorial pool, then it was the historic Royal Oak Hotel - a hotel older than Perth. This hotel was knocked down in the dead of

night. Premier Berejiklian should be under no illusion; if the destruction of Willow Grove or St Georges Terraces commences people will be prepared to put their bodies in front of machinery. “

“Jack Munday saved Sydney’s historic rocks precinct. Jack’s recent passing has reminded all of us that to simply be passive will only accelerate the destruction of Australia’s heritage and our activities honour Jack Munday’s legacy,” she said.

Sign the CFMEU Petition at
<https://www.change.org/SupportWillowGroveGreenBan>



Thanks from the public for the Green Ban

THE UNION HAS BEEN INUNDATED WITH HUNDREDS OF EMAILS OF SUPPORT. HERE ARE JUST SOME OF THE COMMENTS:

Thank you thank you thank you for blocking this savage vandalism by Gladys Bjellybean. I hope it will lead to her backing down on the whole stupid breakup of the Powerhouse Museum collection.

I've loved going there since I was a child, when it was in the former Sydney Tech buildings, and now I'm an old woman and it's breaking my heart to think of it dispersed and destroyed.

As a 70 year old retiree living in Manly I want to congratulate and thank your union for getting behind the vast majority of Sydneysiders in preventing the state government from destroying our heritage at Parramatta.

Congratulations, Members of the CFMEU!

Fifty years ago your fathers in the BLF placed a Green Ban on AV Jennings' proposal to destroy Kelly's Bush in Hunters Hill.

Thank you, thank you, thank you for your Green Ban over Willow Grove and St Georges Terraces in Parramatta which will preserve their heritage, and help protect the Powerhouse Museum in Ultimo.

Parramatta deserves a proper museum of its own, in a proper location!

With appreciation from the Hunters Hill Trust for this support for the community to preserve their sense of place, history and identity

Alister Sharp
President, Hunters Hill Trust

Dear CFMEU,

Thank you for putting a green ban on these Heritage houses. If Jack Munday had not done this to the Rocks, where would we be with the little 200 years of heritage that we have left.

Gladys is a philistine with no thought to our heritage and no thoughts for the citizens of Parramatta. Why she is so hell bent on this atrocity, I have no idea.

The Powerhouse should stay where it is. The facilities in the new structure have no places for the train, plane or even half the exhibits, let alone the thousands in storage. As they have NO storage at the new facility, which is built on a FLOOD PLAIN and is one of the ugliest designs imaginable. (as agreed on my hundreds of imminent architects Australia and Worldwide).

As one person commented in the Herald today, the new "museum" will be a glorified food hall with a few exhibits hung from the ceiling. And to tear down the beautiful buildings/terraces for that?

I spoke to my 93 year old mother today and she asked me to pass on her thanks to your union and can remember the Unions having the stoush with Government/Green Bans and The Rocks. As she said, it was ugly at the time, but now they have a Street named after Jack Munday and all of Sydney is pleased we saved the Historical Rocks. She told me to send my thanks if I wrote to your Union.

Thank you for taking this stand.

You have my strong support for this Green Ban. The NSW must not be allowed to destroy the current museum nor the heritage buildings in Parramatta. These places are important for our culture and the economy

Good on you

Subject Darren Greenfield We Love You!!!

Message

Thank you for saving those heritage buildings!! You're a hero like Jack Mundy!! We love your courage.

Take care,

Thankyou for placing the green ban on historic buildings in Parramatta.

I truly hope this will dissuade the NSW government from the vandalism of Parramatta and the Powerhouse Museum.

I just want to take this opportunity to congratulate and sincerely thank you for your opposition to the Berejiklian Government intended vandalism and destruction of historic buildings at Parramatta. Rest assured that the majority of citizens are with you in spirit over this callous and disgraceful act of cultural corruption.

I want to send my heartfelt thanks to the members and leadership of the union for your decision to ban demolition of the heritage buildings at Parramatta to make way for the so-called "museum" on a floodplain. I was at lunch with six former colleagues today, all of whom were so grateful to the union for taking this strong action against the appalling destruction of the Powerhouse, the dispersal of its collection (much of it priceless industrial heritage) and the destruction of Parramatta's heritage. As someone said "Jack Munday would be so proud of this action". It is also great to see unions asserting their power to benefit our society. I am so grateful to you all. More power to you!

Three cheers for the CFMEU green bans in Parramatta ! You are a ray of hope. The spirit of Jack Mundy lives

PIAWE compo changes

In March 2020, icare, the Government body responsible for workers compensation announced that it had discovered approximately 25% of claims had either been underpaid or overpaid. This was mainly due to the insurer applying the incorrect pre-injury average weekly earnings (PIAWE). The extent of the issue is not yet known and the rectification strategy is still being decided.

The CFMEU first raised an issue with the PIAWE calculation in 2014 and has constantly advocated for change since. Unfortunately, SIRA and the government spent 6 years “consulting” on the legislation before finally agreeing to fix it. The combination of complicated process, the government dragging its feet on reform and poor training of case managers has resulted in the underpayments being so high. We had been warning the government for 6 years.

Given the complexity of wage arrangements in construction and the application of numerous allowances, there is a great potential for our members to be among those who have

‘The CFMEU has been unrelenting in trying to get this fixed.’

received incorrect weekly benefits. It is unlikely to impact any members who were injured after October 2019 since the introduction of the new PIAWE system.

If you are concerned about your workers compensation calculations and:

1. You were injured before October 2019 and
2. Were being paid less than the maximum (currently \$2224.00 per week gross) and
3. Can provide your pre-injury payslips (as close to 52 as possible)

The legal department can assess and calculate your PIAWE and if necessary help you to seek a review. Any increase in your PIAWE resulting from the review would allow you to claim back pay. Each person is different and each claim will need to be assessed on its own.

IS YOUR LONG SERVICE UP TO DATE?

CFMEU member Garang Ker knows how important it is to keep the Long Service Corporation up-to-date about your employment details.

Garang worked for 10 years with the Rockform Construction and made redundant in April, “Every few years I’d notice that a different company name appeared on my payslip”, said Garang. “I had the same boss and I thought I was working for Rockform, but over 10 years about six different company names appeared on my payslip.”

Garang went to claim his long service leave and found that only a small portion of his service with the various Rockform

companies had been registered.

“It was a struggle to get all my service recognised. I had to go through all my records and the union helped me get my service updated and now I have been paid,” said Garang.

Members should contact the Long Service Corporation on 131441 to check their service is correct. It costs the employer nothing. If left too long, the corporation may not recognise past service. Usually you can only go back two years.

If you need help contact the union for advice and assistance.

COUNTER POINT

with Nuno Correia
Sydney Counter Organiser

The CFMEU’s Counter Organiser Nuno Correia takes hundreds of calls from members and provides valuable information and assistance to members.

Q: How do I check my ACIRT and make a claim?

A: The best way is to contact ACIRT directly on 1800 060 467. If a member is missing ACIRT contributions they should contact the Union to get help to recover the lost ACIRT. It’s easy to make a claim, now over the phone with ACIRT. Look out for the ACIRT Coordinator on site who can also help. Also if you have not lost your job but been stood down and you need to access to funds, you are able to make a claim for a special Covid Payment which is available until the end of the year.

Q: I have a serious illness what can I do?

A: If you have a CFMEU EBA and work in construction your EBA will cover you for income protection insurance which includes 2 years sickness cover. You need to be off for 30 days before you qualify and the policy pays 80% of your pre-injury earnings for up to 2 years. Ring Uplus on 1300 503 503 to see if you qualify. If you are unable to work at all you may also have a right to claim for total and permanent disability benefits through CBUS. You need to contact CBUS on 1300361784.

Q: My boss hasn’t paid me, can the Union help?

A: If you are a union member you can lodge a wage claim with the Union and we can help to recover your wages and entitlements that have not been paid.



Cbus' crucial role in Road to Recovery



We're helping to build the economic recovery, investing for returns and to create jobs.

Cbus is well positioned to be a major contributor to the rebuilding of the Australian economy through strategic long-term investments that will deliver jobs and economic activity now and build our members' retirement balances for the future.

As a first step Cbus has written to the Commonwealth Government and all State and Territory Premiers and Chief Ministers seeking a meeting to discuss how Cbus can work with them to contribute to the nation's economic recovery.

Cbus will engage with our union and employer partners as we progress; members may have seen in the news about the recent collaboration between unions and employers on the issue of social and affordable housing investment in the recovery.¹

Jobs for members

Our members have felt the economic impact of Covid-19 through reduced work hours or projects being put on hold, even though some work has continued in the building and construction industry.

Our industry will have a major role in the economic recovery and Cbus is determined to play our part in Australia's economic recovery.

We are focussed on keeping current projects going and contributing to a decent pipeline of work over the next few years that will result in decent jobs for our members.

We believe our investments will contribute to around 100,000 Australian jobs through the recovery.

Investing in the recovery

We will focus on more than just large scale commercial and residential property projects to achieve a similar number of jobs through the recovery.

Cbus Property² has recently announced an anchor tenant for its Pirie Street development that's about to commence in Adelaide and will create 2,000 jobs.

In our infrastructure portfolio, Cbus are investing in the construction of the 180MW Warradarge Wind Farm in WA through Bright Energy Investments. This project will create around 200 jobs.

We're looking at providing finance for 'shovel-ready' quality construction projects to get them off the ground, and considering funding opportunities for social and affordable housing.

Our members understand super is a long-term investment. At Cbus we build your retirement income while providing you with work and creating jobs in our industry. All contributing to a stronger economy.



For the latest developments on Cbus' role in the road to recovery for Australia visit cbussuper.com.au/campaigns/road-to-recovery.

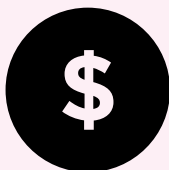
¹ <https://thenewdaily.com.au/finance/superannuation/2020/05/01/cbus-coronavirus-investment/>

² Cbus Property Pty Ltd is a wholly-owned subsidiary of United Super Pty Ltd and has responsibility for the development and management of Cbus' direct property investments.

Cbus' Trustee is United Super Pty Ltd. ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262. This information is about Cbus. You should read the relevant Cbus Product Disclosure Statement to decide if Cbus is right for you. Call 1300 361 784 or visit cbussuper.com.au for a copy.



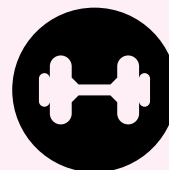
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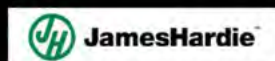
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MOBILE CRANE HIRING AWARD 2010

Rates are effective from the first pay period commencing on or after 1 July 2019. ALL STATES & TERRITORIES

CLASSIFICATION	WEEKLY RATE (inclusive of Industry Allowance)	ORDINARY HOURLY RATE	CASUAL ORDINARY HOURLY RATE
MCE1 Dogger, Counterweight/Gear Truck Driver, Mobile Hydraulic Platform Operator - up to 17m, up to 20T Slew Crane Operator	911.66	23.99	29.99
MCE2 21T-60T Slew Crane Operator, Non Slew (Franna) Operator, Basic Rigger, Mobile Hydraulic Platform Operator - 17m and up to 28m	938.66	24.70	30.88
MCE3 61T-100T Slew Crane Operator, Intermediate Rigger, Mobile Hydraulic Platform Operator - 28m and above	965.76	25.41	31.76
MCE4 101T-200T Slew Crane Operator (no boom trailer), Advanced Rigger, Heavy Low Bed Transport Operator	990.26	26.06	32.58
MCE5 201T-300T Slew Crane Operator, less than 100T Slew Crane with Boom Trailer Operator, less than 100T Slew Crane with Luffing Fly Jib Operator	1,037.96	27.31	34.14
MCE6 301T-400T Slew Crane Operator, less than 200T Crane with Luffing Fly Jib Operator	1,058.16	27.85	34.81
MCE7 401T or greater Slew Crane Operator, less than 200T with Superlift type attachment Operator	1,085.26	28.56	35.70

WHERE MORE THAN ONE CRANE IS ENGAGED ON ANY ONE LIFT THE FOLLOWING ADDITIONAL PAYMENTS SHALL BE MADE

2 Cranes	3.65 per day
3 Cranes	7.24 per day
4 Cranes	10.83 per day
Over 4 Cranes	14.48 per day

ALLOWANCES

Pile driving allowance	17.73 per day
Car allowance	78 cents per kilometre
Overnight allowance	15.54 per night
Meal allowance	15.38 per meal
Fares and travel allowance	17.43 per day
Protective clothing (footwear subsidy)	66.52

The rates set out in the above wage table are due to the minimum wage adjustment arising from the FWC Annual Wage Review 2018-19 and automatic adjustment of expense related allowances.



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CONSTRUCTION EBA RATES OF PAY

Rates applicable from 1 March 2020

CLASSIFICATION	PER HOUR	PER DAY 7.2 HOURS	0.8 RDO ACCRUAL	PER 36 HOURS	DOUBLE TIME	CASUAL RATE	CASUAL RATE AFTER 6 WEEKS
CW1	36.93	265.92	29.54	1,329.61	73.87	49.86	66.48
CW2	38.71	278.66	30.96	1,393.27	77.40	52.25	69.67
CW3 (Non Trade)	40.27	289.95	32.21	1,449.76	80.54	54.37	72.48
CW3 (Trade)	41.68	300.07	33.34	1,500.35	83.36	56.26	75.01
CW4	43.72	314.74	34.98	1,573.69	87.42	59.01	78.68
CW5	45.77	329.50	36.61	1,647.46	91.53	61.78	82.37
CW6	47.85	344.50	38.27	1,722.51	95.69	64.59	86.13
CW7	49.97	359.77	39.98	1,798.81	99.94	67.45	89.94
CW8	52.05	374.77	41.64	1,873.84	104.11	70.27	93.69

The CW (2) rate will be paid to a labourer on a daily basis where higher duties e.g., scaffolding, hoist operator are being performed. The CW3 (trade) rates includes provision for payment of a tool allowane. The CW3 NT (non trade) rate does not include the provision.

Rates applicable from 1 October 2020

CLASSIFICATION	PER HOUR	PER DAY 7.2 HOURS	0.8 RDO ACCRUAL	PER 36 HOURS	DOUBLE TIME	CASUAL RATE	CASUAL RATE AFTER 6 WEEKS
CW1	37.85	272.57	30.28	1362.85	75.72	51.11	68.15
CW2	39.67	285.62	31.74	1428.10	79.33	53.55	71.41
CW3 (Non Trade)	41.28	297.20	33.02	1486.00	82.55	55.73	74.29
CW3 (Trade)	42.72	307.57	34.17	1537.85	85.44	57.67	76.89
CW4	44.81	322.60	35.85	1613.03	89.61	60.49	80.65
CW5	46.91	337.73	37.53	1688.65	93.82	63.32	84.43
CW6	49.04	353.11	39.23	1765.57	98.08	66.21	88.28
CW7	51.22	368.76	40.98	1843.78	102.43	69.14	92.19
CW8	53.35	384.14	42.68	1920.69	106.71	72.02	96.04

The CW (2) rate will be paid to a labourer on a daily basis where higher duties e.g., scaffolding, hoist operator are being performed. The CW3 (trade) rates includes provision for payment of a tool allowane. The CW3 NT (non trade) rate does not include the provision.

SITE ALLOWANCE GENERAL

A Site Allowance shall be paid at the appropriate rate per hour for each hour worked to compensate for all special factors and/or disabilities on projects and in lieu of the following BCGOA special rates – confined space, wet work, dirty work, second-hand timber and fumes as follows:

(a) See table.

(b) The Site Allowance values in this clause shall be adjusted by the CPI (All Groups, Sydney), effective from 1 October and for each year thereafter according to the CPI movement for the preceding period July to June in each year. The Site Allowance shall be adjusted up or down to the nearest 5 cents.

a) From the 1 October 2019 the following shall apply:

PROJECT VALUE – \$ MILLION	SITE ALLOWANCE
0 - 2.6m	2.05
2.6m - 6.8m	2.30
6.8m - 16.8m	2.50
16.8m - 33.7m	2.75
33.7m - 67.3m	3.20
67.3m - 134.8m	3.95
134.8m - 202m	4.05
202m - 269.4m	4.15
269.4m - 404.2m	4.25

For projects above \$404.2 million, there will be an increment of 10cents per additional \$100m or part thereof.

APPRENTICES (non-residential)* Rates applicable from 1 July 2020

Four-year apprenticeship

	WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
			WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR (No Yr 12)	431.25	51.75	515.11	13.56	509.55	13.41	505.79	13.31	499.82	13.15	490.71	12.91
1ST YEAR (Yr 12)	474.38	51.75	558.24	14.69	552.68	14.54	548.92	14.45	542.95	14.29	533.84	14.05
2ND YEAR (No Yr 12)	517.50	51.75	601.36	15.83	595.80	15.68	592.04	16.68	586.07	15.42	576.96	15.18
2ND YEAR (Yr 12)	560.63	51.75	644.49	16.96	638.93	16.81	635.17	16.72	629.20	16.56	620.09	16.32
3RD YEAR	646.88	51.75	730.74	19.23	725.18	19.08	721.42	18.68	715.45	18.83	706.34	18.59
4TH YEAR	776.25	51.75	860.11	22.63	854.55	22.49	850.79	22.39	844.82	22.23	835.71	21.99

Three-year apprenticeship

	WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
			WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	TOTAL WITH TOOL ALLOWANCE	HOURLY RATE
1ST YEAR	474.38	51.75	558.24	14.69	552.68	14.54	548.92	14.45	542.95	14.29	533.84	14.05
2ND YEAR	646.88	51.45	730.74	19.23	725.18	19.08	721.42	18.98	715.45	18.83	706.34	18.59
3RD YEAR	776.25	51.45	860.11	22.63	854.55	24.49	850.70	22.39	844.82	22.23	835.71	21.99

Adult apprenticeships

If employed by the employer immediately prior to starting the apprenticeship the adult apprentice will continue to receive the rate of pay applicable to their previous classification (applies if they have been employed for 6 months as a full-time weekly hire or daily hire employee, or 12 months as a part-time or regular casual employee.)

A new starter will be paid **no less than the CW/ECW1(a) rate in the award** (plus industry, tool, and special allowance), see table below, or the above apprentice rate whichever is the greater.

WEEKLY RATE	INDUSTRY ALLOWANCE	CARPENTER / JOINER STONEMASON / TILELAYER		PLASTERER		BRICKLAYER		ROOF TILER		SIGNWRITER / PAINTER / GLAZIER	
		HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE	HOURLY RATE	WITH TOOL ALLOWANCE
778.60	51.75	22.70	862.46	22.55	856.90	22.45	853.14	22.29	847.17	22.05	838.06

NB: Refractory Bricklayer apprentices should also be paid the relevant percentage (based on the year of the apprenticeship) of the refractory allowance for all purposes.

CIVIL OPERATIONS TRAINEESHIPS (ALL STATES & TERRITORIES)			
STAGE	RELATIVITY	HOURLY RATE	TOTAL WEEKLY RATE
STAGE 1	68%	18.98	721.37
STAGE 2	78%	20.08	763.17
STAGE 3	90%	21.40	813.27

CONSTRUCTION TRAINEES (ALL STATES & TERRITORIES)		
LEVEL	HOURLY RATE	TOTAL WEEKLY RATE
SKILL LEVEL A	17.18	652.67
SKILL LEVEL B	16.70	634.67

NB: FARES SHOULD BE ADDED TO THE ABOVE AMOUNTS

* Different rates will apply on single occupancy residential and dual occupancy residential less than 5 storeys.

BUILDING & CONSTRUCTION GENERAL

ON-SITE AWARD 2010 (non-residential)* Rates applicable from 1 July 2020

Daily Hire Employees – Tradespersons and Labourers

CLASSIFICATION	PER HOUR	PER 38 HOURS	4 OF HOUR ACCRUAL	WEEKLY PRO RATA ANNUAL LEAVE	SAT WORK – 8 HOURS INCL. 20 MIN CRIB	LEADING HANDS RATES PER HOUR			
						1 P	2-5 P	6-10 P	MORE THAN 10 PERSONS
CW8 Carpenter Diver	36.81	1,398.78	14.72	127.60	564.42	0.79	1.75	2.21	2.97
CW8 Foreperson	29.20	1,109.60	11.68	101.46	447.73	0.65	1.43	1.80	2.42
CW7 Sub-Foreperson	28.56	1,085.28	11.42	99.28	437.82	0.63	1.39	1.76	2.37
CW7 Dogger/Crane Hand (fixed cranes)	27.69	1,052.22	11.08	96.28	424.58	0.63	1.39	1.76	2.37
CW6						0.61	1.35	1.71	2.30
CW5 Refractory Bricklayer (incl refractory allowance)	26.92	1,022.96	10.77	93.63	412.77	0.60	1.32	1.67	2.24
CW5 Special Class Tradesperson, Carver	27.17	1,032.46	10.87	94.49	416.61	0.60	1.32	1.67	2.24
CW5 Trainee Dogger/crane Hand (fixed cranes)	26.30	999.40	10.52	91.51	403.27				
CW4 Joiner-Setter Out, Letter Cutter, Marker-Setter out. Prefab Setter, Specialist Landscaper Tradesperson									
	26.43	1,004.34	10.57	91.95	405.26	0.58	1.28	1.62	2.17
CW4 Signwriter	25.77	979.26	10.31	89.69	395.14	0.58	1.28	1.62	2.17
CW3 Artificificial Stoneworker, Bridge & Wharf Carpenter, Carpenter, Floorsander, Form Setter, Joiner, Marble and Slateworker, Marker off, Paviour, Prefab Tradesperson, Stonemason, Tilelayer, Tradesperson (precast concrete manufacture)									
	25.69	976.22	10.28	89.40	393.91	0.56	1.24	1.57	2.11
CW3 Caster, Fixer, Floor layer Specialist, Plasterer	25.64	970.52	10.22	88.90	391.61	0.56	1.24	1.57	2.11
CW3 Bricklayer	25.44	966.72	10.18	88.55	390.08	0.56	1.24	1.57	2.11
CW3 Roof Tiler, Slate-ridger, Roof Fixer	25.28	960.64	10.11	87.14	387.63	0.56	1.24	1.57	2.11
CW3 Glazier, Painter	25.03	951.14	10.01	86.42	383.79	0.56	1.24	1.57	2.11
CW3 Machinist, Quarryworker, Rigger, Dogger, Shophand	24.82	943.16	9.93	86.42	380.57	0.56	1.24	1.57	2.11
CW2 Concrete Finisher, Foundation Shaftworker, Hoist or Winch driver, Powder Monkey, Scaffolder, Steelfixer, Tack Welder									
	24.16	918.08	9.66	84.15	370.45	0.55	1.21	1.52	2.05
CW1 (d) Refractory Bricklayers Assistant (incl. refractory allowance)	23.70	900.60	9.48	82.58	363.40				
CW1 (d) Trades Labourer; Jack Hammerman; Mixer Driver (concrete); Gantry Hand or Crane Hand, Crane Chaser; Cement Gun Operator; Concrete Cutting or Drilling Machine operator; Concrete Gang including Concrete Floater; Roof Layer (malthead or similar material); Dump Cart Operator; concrete Formwork Stripper; Mobile Concrete Pump Hoseman or Line Hand; Plasterer, Terrazzo or Stonemasons Assistant; Builders labourer Group 4									
	23.70	900.60	9.48	82.58	363.40				
CW1 (c) After 12 months	23.29	885.02	9.32	81.17	357.11				
CW1 (b) After 3 months	22.98	873.24	9.19	80.10	352.36				
CW1 (a) New Entrant	22.55	856.90	9.02	78.63	345.77				

NB The above hourly rates include Industry Allowance and Tool Allowance.

* Different rates will apply on single occupancy residential and dual occupancy residential less than 5 storeys.

THE HOURLY RATES DO NOT INCLUDE THE FOLLOWING:

Mobile Crane Capacity Adjustment add	20.70 per week for each additional 40T over 100T added to the CW/ECW5 rate
In Charge of Plant allowance	40.54 per week
Underground allowance	15.53 per week

JOINERY & BUILDING TRADES AWARD 2010

Wage rates applicable from 1 July 2019

CLASSIFICATION	LEVEL	MINIMUM RATE	TOOL ALLOWANCE	TOTAL	HOURLY RATE	HOURLY RATE (WITH INDUSTRY ALLOWANCE)
Carver	7	916.60	32.11	948.71	24.97	25.82
Specialist glass cutter	6	889.50	11.28	900.78	23.70	24.57
Supervisor (glass plant)	6	889.50		889.50	23.41	24.27
Letter cutter, joiner special class, joiner-setter out, prefab setter)	6	889.50	32.11	921.61	24.25	25.10
Signwriter	6	889.50		889.50	23.41	
Carpenter and/or joiner, stonemason, joiner, prefab tradesperson	5	862.50	32.11	894.61	23.54	24.39
Plasterer	5	862.50	26.55	889.05	23.40	24.25
Painter	5	862.50	7.71	870.21	22.90	23.75
Glazier	5	862.50	11.28	873.78	22.99	23.84
Glass worker	5	862.50	7.79	870.29	22.90	23.76
Machine setter operator	5	862.50		862.50	22.70	23.55
Assembler A*	4	818.50	9.60	828.10	21.79	22.64
Machinist grade 1	4	818.50		818.50	21.54	22.39
Dispatch worker/Glass vehicle driver (crane mounted)	4	818.50		818.50	21.54	
Assembler A*	3	791.30	9.60	800.90	21.08	21.93
Assembler B*, primer, machinist grade 2	3	791.30		791.30	20.82	21.67
Dispatch worker/Glass vehicle driver (other than crane mounted)	3	791.30		791.30	20.82	
Assembler B*	2	762.10		762.10	20.06	20.91
General hand, factory hand,	1	740.80		740.80	19.49	20.35

All purpose allowances

(NB) The industry allowances have been included in the total hourly rates on above wage rates table where applicable)

INDUSTRY ALLOWANCE	
For employees engaged on Joinery work, shopfitting, stonemasonry or outside work add:	32.32 per week
For glaziers or apprentice glaziers engaged on other than factory glazing add:	0.86 per hour

LEADING HAND ALLOWANCE		TOOL ALLOWANCE
A leading hand must be paid the following allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.		(NB except for the additional amount for stonemasons identified below, the tool allowances are already included in the hourly rates set out on wage rates table)
In charge of 1 person	20.70 per week	Additional allowance for stonemasonry cutting tools: 0.06 per hour
In charge of 2-5 people	45.45 per week	
In charge of 6-10 people	58.18 per week	
In charge of 11 or more people	77.38 per week	

ADDITIONAL ALLOWANCES	
Meal allowance	15.38 per meal
First aid allowance	17.16 per week
Motor vehicle allowance	0.78 per km
Compensation for loss of clothing and tools	1,862.00 (maximum amount)

TRAVEL ALLOWANCE	
Living away from home for a distant job	
503.40 per week	72.02 per day
20.81 return journey expenses	15.38 meal allowance
42.20 weekend return home	
Stonemasonry work at a cemetery or performing glass and glazing work away from usual place of business	
Use of own vehicle	0.78 per km

Apprentices

NB All Apprenticeships provide for competency based wage progression from 1st January 2014.

Apprenticeships commenced on or after 1st January 2014

4 YEAR APPRENTICESHIP			3 YEAR APPRENTICESHIP		
STAGE		WEEKLY RATE	STAGE		WEEKLY RATE
YEAR 1 (No Yr 12)	50%	431.30	YEAR 1	55%	474.40
YEAR 1 (Yr 12)	55%	474.40	YEAR 2	75%	646.90
YEAR 2 (No Yr 12)	60%	517.50	YEAR 3	90%	776.30
YEAR 2 (Yr 12)	65%	560.60			
YEAR 3	75%	646.90			
YEAR 4	90%	776.30			

Adult Apprentices

4 YEAR APPRENTICESHIP			3 YEAR APPRENTICESHIP		
STAGE		WEEKLY RATE	STAGE		WEEKLY RATE
YEAR 1	81%	698.60	YEAR 1	83%	715.90
YEAR 2	85%	733.10	YEAR 2	88%	759.00
YEAR 3	88%	759.00	YEAR 3	94%	810.80
YEAR 4	94%	810.80			

NB Full tool allowance should be added to the apprentice rates, plus where appropriate \$32.32 Industry allowance.

REASON FOR INCREASE:

Increases arising from the Annual Wage Review 2018-19 Decision.

FOUNDU BLUE looking after each other

The Construction Industry has sadly a very high rate of suicide. Research shows that workers employed in male dominated industries, such as construction, report elevated levels of mental illness including anxiety and depression, construction workers lack confidence in how to seek help and access treatment, NSW Construction workers reported higher psychological distress than the general population, nearly 40% of the sample reporting moderate-high levels; and 1 in 3 construction workers are affected by mental illness, higher than the national average of 1 in 5.

The CFMEU in partnership with the BTG Drug and Alcohol Committee and Foundation House have commenced rolling out general suicide awareness training and "Found Blue" Training which will skill up HSRs, delegate and workers in assisting other workers who might need a hand through a difficult time.

David Atkin, CEO at Foundation House believes that good mental health is just as, if not more important than physical health, "Mental illness can effect anyone at any time. Working in the construction industry can be very stressful with short deadlines and long hours. This stress is often compounded by relationship or money issues and sometimes it leads to substances abuse. Sadly it can lead people to suicide. Men especially have difficulty seeking help when they feel things in their life getting on top of them. Foundu Blue is a fit for purpose program, designed for construction workers".

It was natural that the CFMEU would seek out an alliance with Foundation House to roll out this important program. The Construction Industry Drug and Alcohol Foundation (CIDAF) which oversees Foundation House was established in 1994. Foundation House was opened in 2000. Both CIDAF and Foundation House were largely pushed for and established by the efforts of the CFMEU and its members in order to provide dedicated drug and alcohol rehabilitation services for the building and construction workers. There is a massive shortage of these sort of



PHOTO: ISTOCK

services in NSW and we are proud to have such a service at Foundation House.

To provide assistance and support with mental health related issues was a logical extension says, Darren Greenfield State Secretary, "Foundation House has a long history of helping workers with drug, alcohol and gambling problems. Foundation house has saved lives and families. Tragically we are seeing too many of our members suicide, we really wanted a comprehensive training and assistance program to tackle the issue. The program raises awareness of our members of the issues, and gives them tips to help others and themselves, but also have available the clinical care and services that Foundation House can provide to back it up".

We believe that this program will also save lives, and we are talking to the employers in the industry to support this work. Building workers have a tradition of looking after each other and this program helps workers do this in a practical way in circumstances that can be confronting if they don't know what to do".

A number of union officials, delegates and members have recently completed the first sessions of Foundu Blue training. Blake Kirby, Union organiser did the course and said "It was intense but very worthwhile and practical. Workers who do the full day course will leave it better skilled to assist workers who need some help, guidance and support. I can't recommend it enough".



THE CONSTRUCTION INDUSTRY DRUG & ALCOHOL FOUNDATION

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