

# CFMEU ACT

## THE BUILDING WORKER

MAY 2019



# UNION PROUD

JASON O'MARA  
Branch Secretary

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THE JOURNAL OF THE ACT BRANCH OF THE CFMEU CONSTRUCTION & GENERAL DIVISION



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14 Hundreds of CFMEU members from across the ACT took to the streets of Canberra to protest the shameful treatment of working Australians by this Liberal Government.

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JASON O'MARA

BRANCH SECRETARY



Welcome to the return of our full length Branch Journal. After a short flirtation with shorter bulletins, the full length, full strength journal is back and it is stacked with loads of information for our members.

Since our last journal there has been a change of leadership of the union. It is a great honour and privilege to have moved into the role of ACT Branch Secretary. I have hit the ground running with several campaigns that we will talk about more in this journal. I'm looking forward to continuing to work with the leadership team to ensure that the ACT Branch continues to grow and prosper.

The union is moving into exciting times both politically and industrially. We will be looking to grow and activate our membership into a campaigning force that is the envy of any union in Australia.

We are working overtime to ensure our membership unites to get rid of the disgraceful Abbott/Turnbull/Morrison Government. Same shit different day for this bunch of union hating anti-worker grubs. It is time to return a government that will work with unions to ensure fair treatment for construction workers and all workers in this country.

We will be talking with our delegates and safety reps to ensure sites are being kept to the high safety standards we demand, and that amenities and other facilities are up to scratch. We have also established a number of committees to ensure that we are engaging and growing parts of our membership where we've previously been underrepresented.

So far we have established an Indigenous, Youth and Women's Committee which are all

holding regular meetings. These Committees are a great way to get involved in the Union, so if you are interested, speak to your Organiser or Delegate about how you can attend. We are already seeing some great ideas coming out of these groups and all members are committed to improving the industry.

As always, we will be working to ensure the next EBA round continues to improve wages and conditions. We will be starting to discuss the next EBA for the coming years, and will be looking to build on our current standards of double time overtime and 10 days paid domestic and family violence leave.

Because of your efforts, the ACT now has a secure Local Jobs Code that will deliver real protection to workers.

This Code will be good for local workers and local business that pay their workers properly.

And companies who cheat their workers? They'll be sent to the sin bin. That's right, companies who cheat workers and don't pay entitlements will not be entitled to do ACT Government work.

As usual the MBA are complaining about this Code, saying it will cost businesses more. The only businesses that will be hurt by this Code are ones that don't pay their workers properly. To be honest, I don't think that's a bad thing.

We've also convinced the ACT Labor Government to commit to introducing a Labour Hire Licensing Scheme. This comes off the back of an inquiry into insecure work in the ACT and efforts from our Union. While we have the commitment, we'll be speaking to them regularly to make sure the scheme will work.

Until next time, keep safe and keep financial.

## ZACH SMITH

ASSISTANT SECRETARY



**This year has gotten off to a great start for the CFMEU, with pattern EBAs in the plastering, crane and demolition sectors already settled and finalised, and bargaining in the formwork, scaffolding and painting sector well under way.**

We've also had some big wins early on, with a 5% pay increase secured in the plastering sector EBA, as well as gaining double-time overtime in the crane and principal contractor sector agreements, which will become a part of all union agreements moving forward.

Our Union has also been busy fighting to Change the Rules for working Australians as part of the ACTU National Campaign, joining with Unions across the ACT to demand a fairer go for working people.

We know that the only way to deliver fairer pay, more secure jobs and better conditions for our members is to change the broken rules that benefit big business and exploit workers.

We need to abolish the anti-union ABCC and corrupt legislation such as the Building Code to remove the unfair restrictions placed on union bargaining and representative power.

We need jump up clauses for labour hire workers, to ensure that dodgy employers can't get away with paying workers less for doing the same job.

We need multi-employer industry bargaining, to empower unions with the right to fairly bargain for their members.

And we need 10 days paid domestic violence leave, so that victims of abuse can leave dangerous relationships without the fear of losing their jobs.

But the only way we can win these things and change the rules for workers is by changing the government – and soon we will have that chance.

We've seen this government fight tooth and nail against our union and its members for the past 6 years, throwing every dirty trick in the book at us with their attack dog the ABCC by their side.

This government has ripped the guts out of funding, eroded working conditions and raised inequality to a 70 year high, all whilst relentlessly attacking unions for doing nothing more than protecting their member's safety and conditions.

It's time for them to get the boot.

A Bill Shorten led Labor party has made many strong commitments to the union movement, promising to abolish the ABCC and building code, bring in jump up clauses for labour hire workers and penalise wage and superannuation theft.

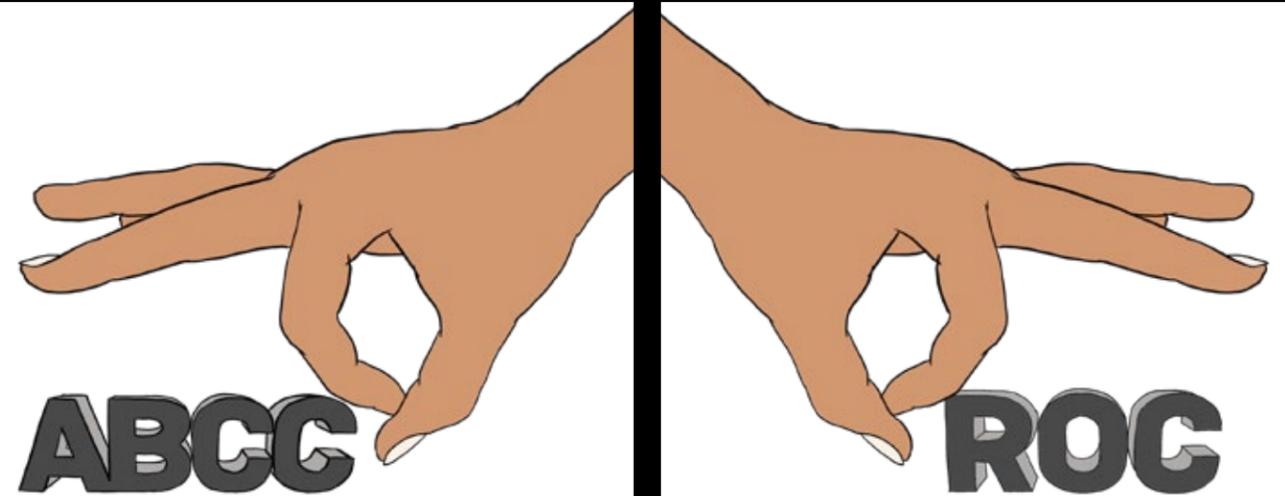
These promises made by the Labor party will improve the lives of working people across Australia, and empower unions with stronger rights to bargain for our members.

But we know that the Labor party must be held to account on their commitments to ensure that mistakes of the past are not repeated – and we will do exactly that.

**Stand up! Fight back!**

# IT'S TIME TO CHANGE THE GOVERNMENT TO...

**Change**  
THE **RULES**



## The ABCC and the building code to be abolished

These laws which target one group of workers are extremely harsh and unfair and apply to over one million workers. They make it harder for them to protect their safety in the very dangerous building industry and outlaw such things as negotiating guaranteed apprentice ratios. They include an industrial police force that can demand individual workers attend interrogations and fine workers up to \$42 000 for attending a political protest. Labor will abolish these unfair laws.

## Abolish the Registered Organisations Commission

This was set up by the Turnbull/Morrison Government to harass unions for political purposes. Its first act was a televised police raid on union offices looking for minutes from a meeting held over ten years ago. This Commission causes union members' money to be diverted to complying with excessive and pointless red tape, just to make our jobs harder. The union movement supports the highest level of governance and honesty and has no tolerance for any misuse of members' money, but this Commission is political and is wasting members' money – it needs to go.

[ChangeTheRules.org.au](http://ChangeTheRules.org.au)

## 2019 INCENTIVES UP TO \$6,000



### Employ an Australian Apprentice in the following certificate III trades in 2019

- Bricklaying / Blocklaying
- Civil Construction – Plant
- Civil Construction – Pipe Laying
- Construction Waterproofing
- Drainage (Cert II)
- Electronics & Communications
- Fire Protection
- Glass & Glazing
- Horticulture Turf
- Plant Mechanical
- Plastering – solid
- Plastering – Wall & Ceiling Lining
- Roof Plumbing
- Stonemasonry
- Wall and Floor tiling

For further information please call  
**Michael Doyle** – Industry Liaison Officer  
on 2622 5630 or email: [m.doyle@trainingfund.com.au](mailto:m.doyle@trainingfund.com.au)

[trainingfund.com.au](http://trainingfund.com.au)

### Financial Benefits for Employers

The objective of providing incentives is to develop a more skilled workforce and to increase the employment and training opportunities for Australian Apprentices in the ACT.

The ACT Building and Construction Industry Training Fund Authority is providing funding for employers who employ a 1st year apprentice in the listed trades during 2019.\*

- 1st Year Apprentice in approved ACT Contract of Training
- Excludes existing workers
- ASBA payments at 50% rate
- \$6,000 max per apprentice payable to employer
- \$3,000 after 3 mths
- \$3,000 after 12 mths

\*Applicable to First year Apprentices commencing with a new employer in the Building and Construction sector from 1st January-31st December 2019 under an ACT Contract of Training.

Additional funding may also be available for Indigenous Australians, women in a non-traditional vocation and a person with a disability.



## CFMEU ACT CONFERENCE

**Last year was the first inaugural CFMEU ACT Branch Conference – and what a conference it was.**

to be decided. The Conference also asked the Branch to undertake an occupational licensing campaign, to improve quality throughout the industry, and to protect the trades of members.

The Conference was an opportunity for the delegates to provide direction to the Executive and to the Branch on how the Union should proceed in the coming years.

We heard from each of the Committees that the Branch has established, Indigenous, Women's and Youth. Each of these Committees represented their members, and pushed for meaningful changes that will improve equality and respect within the industry and throughout the Union.

In terms of bargaining, the Conference resolved that all agreements should include double time overtime by 2020, that rights for casuals should be enhanced, that delegates should receive an allowance, and many other important entitlements.

Over two days, delegates were lucky to hear from a number of senior union officials. Speakers included Michael O'Connor, National Secretary of the CFMMEU, John Setka, Divisional Secretary of the Vic-Tas Branch, Michael Ravbar, Divisional Branch Secretary of the Qld-NT Branch, and Jade Ingham, National President of the Construction Division. It was great for the Branch to receive support from these union leaders.

With regard to safety, silica dust continued to be a focus, with the Branch establishing a working group of financial members to identify and develop control measures in response to the risks of silica dust. The Conference also agreed that the Branch should campaign to ensure that all 34 recommendations of the Senate Inquiry into the Prevention, Investigation and Prosecution of Industrial Deaths in Australia be implemented.

Congratulations to the delegates who received awards at the dinner, especially Seamus Maher who received the Delegate of the Year Award, and Gary McMinn who received the Delegate's Choice Award.

The Conference decided how the Union would take political action both within the ALP and campaigns that would be undertaken more generally. The Conference called on all delegates of the Branch to join the ALP.

After such a great event we are looking forward to our 2019 conference, where we can continue to build on the fantastic efforts of 2018.

The Conference also resolved that all major decisions that the Union makes with regards to the ALP will be taken to delegates meetings



If you would like to join one of our committees please call the office at: (02) 62671599

## MEMBER COMMITTEES

The CFMEU ACT Branch has established three committees for Women, Youth and Indigenous workers. These Committees aim to ensure that members who face underrepresentation and discrimination will be heard within the union. These committees have initiated some great ideas so that the union can continue to grow and represent all construction workers.

Here are some quotes from three members from the Women's, Youth and Indigenous Committee's:

### GEORGA FITZGIBBON – Women's Committee

Builders Labourer



*'The women's committee has been a great way for us to highlight issues around gender and construction. Because our industry is male dominated we face issues that relate to gender inequality and discrimination. We've been focusing on having female toilets on work sites and making sure we have women delegates.'*

### BROOK VERNING – Youth Committee

Builders Labourer



*'The youth committee has been focused on ensuring that young workers understand their rights, are involved in the decisions of the union and get the support to become activists and delegates in the future.'*

### NATHAN MERRITT – Indigenous Committee

Bricklayer



*'The Indigenous committee has been working towards getting Indigenous members together and helping us feel empowered. We drafted a lot of resolutions for Branch conference and are arranging meetings.'*

The new office is located at 8 Cape Street, Dickson

## OPENING THE NEW OFFICE

The new ACT Branch office was opened by life members Trevor Scott and Rod Driver. The opening occurred during the Inaugural two days Branch conference in November last year.

Rod and Trevor used the opportunity to share their experiences from previous union battles and remind everyone that the fight for workers right must continue as there will always be forces such as Liberal Governments and bosses wanting to attack workers' rights. The Branch Executive of Jason O'Mara and Zach Smith also spoke about the ongoing battles of the union to protect workers safety and rights at work.

The square which adjoins the office front door was named Eureka Square to reflect these ongoing battles for fairness.

The new office is located at 8 Cape Street, Dickson on the ground floor of the Malabar Apartments (next to the Tradies Club). If you are in the area, please feel free to drop in and say hi. The new office is here to assist members.



## MEET BOB HERC

INTERVIEW

### What site are you working?

I'm currently working as the union delegate for Lendlease.

### Where are you from?

I was originally born in Croatia. We moved to Australia when I was twelve years old and I've lived in Canberra that whole time.

### What have you previously worked?

I started out in the construction industry doing road work for a company called Total Care Industries. I worked there for fourteen years. There was a lot of different work involved, all the way from regular asphaltting to being involved in the bushfire response in 2003. There was one point in the bushfire response we had to work for 27 hours straight! Afterward we received a thank you letter from the Chief Minister Jon Stanhope for the work we had done.

In 2003 I started working with Lendlease at the Landmark apartments in Barton. I have been with Lendlease ever since and I am currently the Union delegate and HSR Home Affairs refurbishment projects in Belconnen.

### What do you like about being a delegate?

Safety is my big passion and my number one priority as a delegate. I enjoy representing the workers as the HSR and making sure everyone on site is safe. If workers raise safety issues with me I make sure to keep it confidential when I raise it with the bosses.

### What is your most memorable experience?

That's an easy one – when the Union picketed Lendlease signs over the EBA. The site manager tried to tackle one of the Union officials on the picket line! We got the outcome we wanted in the end so that was the main thing.

### Do you have any hobbies?

My main hobby is gardening. I enjoyed homegrown tomatoes over Christmas. If you plant them around September you have them in time for Christmas.



**“SAFETY IS MY BIG PASSION AND MY NUMBER ONE PRIORITY AS A DELEGATE. I ENJOY REPRESENTING THE WORKERS AS THE HSR AND MAKING SURE EVERYONE ON SITE IS SAFE.”**

## MEET THE NEW SECRETARY

INTERVIEW

Since the last journal Jason O'Mara has taken over the reins of the CFMEU ACT Branch and he has continued the fight to protect worker's rights. So here is a little about him.

### Why did you join the CFMEU?

I joined the union when I started working in the construction industry. It was an easy decision for me as I wanted to be part of a movement that fights for workers' rights. It is about participating in a collective to improve worker's safety, wages and conditions.

At the time Australian workers were under attack by the Howard Liberal Government. Unionised workforces were being replaced with non-union scab workforces. Workplace rights were being attacked by a conservative government backed by big business, that believed sick leave, annual leave, superannuation and other hard earned workers entitlements were up for negotiation.

### What does unionism mean to you?

Unionism means sticking together to ensure workers win. It is about giving workers a voice against big business that tries to exploit workers so they can increase their profits.

### What are your priorities as Secretary?

Workplace safety, increasing delegate and activist participation in our union, see the end of this disgraceful right wing, anti-worker, Liberal Government

### What do you think makes the CFMEU such a strong and unbreakable union?

We refuse to back down on any issues that affect our members and our members are

prepared to do what it takes to win change, remember Battles decide everything

### What's been a highlight experience for you as a proud unionist?

I wake up every day proud to be a unionist and to have the privilege of representing workers but the way our Branch has come back from the Liberals and MBA attacks on us throughout and after the royal commission has been a real highlight

### What are your main hobbies outside of work?

Main hobbies outside of work are spending time with family and friends along with the odd game of Masters Rugby League, and the occasional cold beer.

### What is your favourite sport team?

The mighty South Sydney Rabbitohs.



# CODE CAMPAIGN

**After a two-year long campaign, the Secure Local Jobs Code is finally a reality. Before the union supported the Labor Government at the last election, we asked them one question, 'what do you plan to do for workers?' In response to that, they committed to bringing in a Secure Local Jobs Code.**

The idea behind the Code is pretty simple. If a boss doesn't do the right thing by their workers, they won't win ACT Government work. ACT Government money is our money. It comes from our rates and our taxes, and our money shouldn't be going to people who rip off their workers.

The process wasn't all smooth sailing. There were a few points there where we had to up the pressure on the Labor Government so they knew we were serious. We organized site meetings, held a rally and sent out a flier to every household in the ACT.

In the end, these tactics proved to be successful.



As a result, the ACT has the strongest procurement laws in the country. Here are just some of the positive outcomes that this new Code has guaranteed:

- Any contractor doing ACT Government work must facilitate an election of a union workplace delegate
- Delegates must be provided reasonable time to speak to workers about any workplace issue
- Delegates must be afforded paid time to do their work as a delegate
- Delegates must be able to meet with all new workers to discuss with them their workplace rights
- Most importantly, if a contractor is found to not be paying their workers properly, they will be excluded from ACT Government contracts

The benefit of these new rules is that they don't just apply to ACT Government projects. Once a contractor nominates that they wish to do ACT Government work, they have to comply with these rules on all their projects.

All of these changes would not have been possible without the support of the members. The site meetings and the rally were crucial to making sure that the Government knew this was what the public wanted to see.

This is why it's so important to get along to rallies when we organize them. The more people that are there, and the louder they are getting involved in chants, the clearer it is to the Government that we mean business.

We are continuing to push the Government for more changes, particularly around Labour Hire Licensing and changes to the Work Health and Safety Act. Those campaigns are going to need your support as well. So if you hear a rally is coming up, make sure you speak to your Delegate and Organizer about the details.

And make sure you speak to your work mates about getting along. United, there's nothing the bosses or the Government can do to stop us achieving our goals.

# CHANGE THE RULES CAMPAIGN

**Change The Rules is a national campaign being run by Australian Unions. It highlights how the rules and laws of Australia are set up to benefit bosses and corporations and rip off workers. Because these rules allow workers to be exploited they must be changed.**

## Inequality

In Australia the richest 1% of people own more than the bottom 70% of people combined. This gap between the rich and the poor has been getting bigger over the past two decades. This is because big business has been given too much power to exploit workers.

## Anti-Union Governments

Because of the anti-union Liberal government the rights of workers to organise in unions and have fair conditions at work have been attacked by those in power. The government has tried to criminalise unions and make it harder for them to negotiate fair working conditions for people in the bargaining process.

This has led to 40% of Australians being in insecure work. This means they don't have a job they can rely on which includes cash-in-hand jobs, casual work, labour hire and sham contracts. Many workers are also denied decent pay as employers can get away with wage theft. Examples of this include being forced to work unpaid overtime, not getting penalty rates and being paid below the minimum wage.

## Better Job Security and a Pay Raise for Working People

We need to Change the Rules so people can have a job they can count on. We need a fair bargaining system which gives unions the power to negotiate fair conditions. We need to increase the minimum wage so that working people aren't living in poverty. Wage theft needs to end and penalty rates must be restored.

People need to have the choice to go from casual work to part time work which is more secure. Governments need to support local jobs. There needs to be more investment in apprenticeships and vocational training. We need to stop letting employers terminate workplace agreements.

## Change the Rules for Women

Working women deserve equality at work. The Change the Rules campaign has seen how women face barriers to equal participation at work due to things such as the gender pay gap and because women perform most of the unpaid caring and domestic work at home making it harder for them to balance paid work. This inequality in the expectations placed on women as workers needs to change. For this reason the campaign is fighting to give equal rights to women workers.

Women also make up the majority of victims of domestic violence. This issue can be addressed by guaranteeing 10 days of paid family and domestic violence leave for all workers.

## Joining the Union

As history has shown us, the only way we can fight unjust laws is by workers banding together and demanding justice. This is how we won rights such as sick leave and superannuation. The federal government and many in big business are afraid of the idea of working people coming together as a union. This is why they do everything they can to stop us. But we will have the power to Change the Rules through our union.

You can find out more about this campaign and how to be involved by going to the Australian Unions website:

<https://changetherules.org.au/>

**“AS A GROUP AND AS A COUNTRY, WE’RE FIGHTING A WAR - A WAR OF WORKERS AGAINST CAPITAL. THEY WANT IT ALL, AND IT’S ONLY US, THE WORKING MEN AND WOMEN OF AUSTRALIA, THAT CAN STAND UP, FIGHT BACK AND GET THE PIECE OF THE PIE THAT WE DESERVE”**

# CHANGE THE RULES RALLY

**On Wednesday April 10th, the CFMEU ACT Branch joined the National Day of Protest to Change the Rules, standing in solidarity with hundreds and thousands of workers throughout Australia from all industries and unions.**

Hundreds of CFMEU members from across the ACT took to the streets of Canberra to protest the shameful treatment of working Australians by this Liberal Government.

We made it clear that workers are sick and tired of being treated like second rate citizens by Scott Morrison and his band of Liberal cronies. We’ve had enough of the disgraceful rules that see hard working Australians earn less whilst big business and the wealthy elite get a tax break.

Rampant unfairness and record-high inequality have become the trademark features of this Liberal Government, and working Australians have had enough. We’re ready to change the rules, and we’re ready to change this Government.

CFMEU ACT Branch Secretary Jason O’Mara addressed the massive crowd of unionists at the rally, and called for an end to the rising levels of insecure work, the restoration of hard-earned penalty rates, and the abolition of the anti-union ABCC and Building Code.

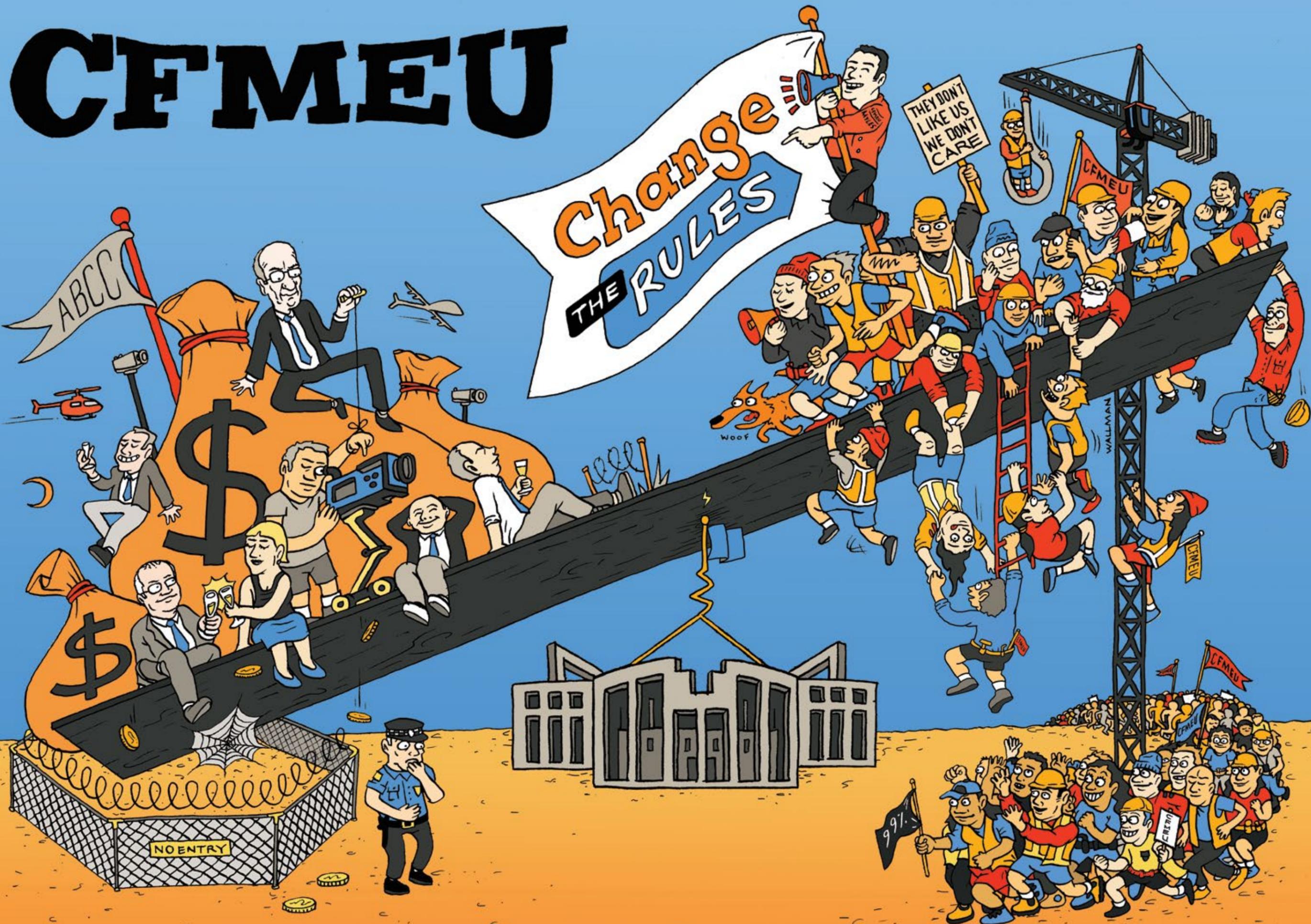
“As a group and as a country, we’re fighting a war – a war of workers against Capital. They want it all, and it’s only us, the working men and women of Australia, that can stand up, fight back and get the piece of the pie that we deserve”, Jason said.

Thanks to all our members who joined us in the struggle for a fair go, and made their voices heard throughout Canberra and across the country. We know that it’s only through our relentless struggle and the battles we fight together that we can dare to win. And when we dare to win, we dare to restore fairness and equality to this country for generations to come.

**Stand up, fight back!**



# CFMEU



CFMEU CONSTRUCTION 2019

36 HOUR WEEK

RDOS ONSITE



JANUARY

Calendar grid for January with dates 1-31 and various color-coded cells for RDOs and meetings.

FEBRUARY

Calendar grid for February with dates 1-28 and various color-coded cells for RDOs and meetings.

MARCH

Calendar grid for March with dates 1-31 and various color-coded cells for RDOs and meetings.

APRIL

Calendar grid for April with dates 1-30 and various color-coded cells for RDOs and meetings.

MAY

Calendar grid for May with dates 1-31 and various color-coded cells for RDOs and meetings.

JUNE

Calendar grid for June with dates 1-30 and various color-coded cells for RDOs and meetings.

JULY

Calendar grid for July with dates 1-31 and various color-coded cells for RDOs and meetings.

AUGUST

Calendar grid for August with dates 1-31 and various color-coded cells for RDOs and meetings.

SEPTEMBER

Calendar grid for September with dates 1-30 and various color-coded cells for RDOs and meetings.

OCTOBER

Calendar grid for October with dates 1-31 and various color-coded cells for RDOs and meetings.

NOVEMBER

Calendar grid for November with dates 1-30 and various color-coded cells for RDOs and meetings.

DECEMBER

Calendar grid for December with dates 1-31 and various color-coded cells for RDOs and meetings.

www.act.cfmeu.org.au (02) 6267 1599 facebook.com/CFMEUACT @CFMEUACT

CFMEU ACT Canberra Office 7-10/8 Cape St, Dickson ACT

Legend for calendar symbols: Public Holiday, Designated long w/end, 36hr week RDO, Delegates/HSR Meeting, 38hr week RDO, School Holidays.

Logos for BUSSO, ACT BUILDING AND CONSTRUCTION INDUSTRY TRAINING FUND AUTHORITY, and cbus.

## BUILDING QUALITY CAMPAIGN

**You might have heard that the Union has been running a campaign on building quality over the last few months.**

Building quality has become a serious issue in the ACT. At the end of last year the ACT Government set up an inquiry into building quality in the ACT. You may have seen a number of articles in the papers with home buyers raising complaints about defects in their apartments and recent court cases.

Even Michael Hopkins from the Master Builders Association, the organisation that represents builders, has said there's a problem that needs to be fixed.

Now we don't think for a second the issues around building quality have to do with the craftsmanship of our members. For the most part, construction workers in the ACT are highly skilled and they take pride in their work.

But clearly, some builders push the schedules too fast, and the end result is that corners get cut and the finished product isn't what it should be.

A few members have asked questions about why the union is taking up this issue and here are the reasons why?

Firstly, our Union has never campaigned solely on wages and entitlements. We've always campaigned on issues that affect the broader community as well. This is one of those issues. People are spending their life savings on apartments and they are being left with some serious defects that are incredibly costly to fix. Imagine if you were in that position.

Secondly, poor quality buildings lower the reputation of our industry as a whole. If people think apartments in Canberra have too many issues, people stop buying them. Pretty quickly, the level of construction in Canberra will slow down and we all lose out.

The Union is calling on the ACT Government to mandate trade licenses for all key construction trades. New South Wales and Queensland already have trade licensing and the CFMEU in Victoria has been recently successful in making the Andrews Government introduce a licensing regime.

Requiring a license to perform these occupations is compatible with the standards adhered to by most of the larger States, and would raise the ACT to National standards. Failure to regulate for greater occupational licensing standards sets far too low a barrier of entry into the industry, and encourages rather than deters substandard building quality.

It is also too often the case that the license holder takes no active role in the construction process. It is the view of the Union that it should be mandatory for all licensed employers to oversee any work being carried out where an occupational license is required. It is not enough for the boss to merely hold a license – they must remain actively engaged in the work being completed for the entirety of the job. When licensed employers fail to take an active role in construction, they fundamentally undermine the role of occupational licensing as a regulatory mechanism. The Union further believes that occupational licensing should go beyond merely requiring bosses to hold

the relevant license. Those working under the license holder must themselves be held to higher standards, and be required to attain certain qualifications before being allowed to complete works.

In many ways, these problems with safety and build quality are two sides of the same coin. Builders and developers are too focused on greed and profits, and are not prioritising their workers or their customers.

After all, it is our industry's reputation that is at stake, and we're going to fight to make sure it is protected and that the right thing is done by the community.



## 2019 INCENTIVES UP TO \$6,000

### Employ an Australian Apprentice in the following certificate III trades in 2019

- Bricklaying / Blocklaying
- Civil Construction – Plant
- Civil Construction – Pipe Laying
- Construction Waterproofing
- Drainage (Cert II)
- Electronics & Communications
- Fire Protection
- Glass & Glazing
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- Plant Mechanical
- Plastering – solid
- Plastering – Wall & Ceiling Lining
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- Stonemasonry
- Wall and Floor tiling

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\*Applicable to First year Apprentices commencing with a new employer in the Building and Construction sector from 1st January–31st December 2019 under an ACT Contract of Training.

Additional funding may also be available for Indigenous Australians, women in a non-traditional vocation and a person with a disability.

### Improve your skills and professional development with the following courses\*\*:

- Wet Area Waterproofing
- Confined Space Training
- Traffic Control Management
- ACT Construction Induction Card
- Senior First Aid (Level 2)
- Computer Software
- ACT Work Safety Representative
- Work Safely at Heights
- Cert IV Project Management
- Testing and Tagging of electrical equipment
- Open Cable Registration
- Optical Fibre Cabling
- Business Administration and Management
- Computerised Accounting

\*\*These courses are examples of courses for which the Training Fund Authority may reimburse a percentage of the training cost (conditions apply).

## CFMEU CONTINUES TO SUPPORT CENTENARY HOSPITAL FOR WOMEN AND CHILDREN

Since 2012 the CFMEU has contributed over \$150,000 to the Canberra Hospital Pediatric Ward.

The donations from the CFMEU have allowed the hospital to purchase many essential items for the pediatric ward including:

New wheel chairs,

newborn and infant IV arm (mannequins for education and training for staff in inserting IV cannulas into their tiniest patients.

Breast pumps for use with premature babies and for feeding unwell babies.

In 2019 the donation from the CFMEU will be allocated towards the purchase of a new Panda Warmer.



A Panda Warmer has an innovative recessed heater design allowing access to baby patients, keeping them warm and content; allows for quick and easy weighing of baby through the integrated in-bed scale. Provides everything doctors and nurses need for resuscitation therapy.

Thank you to everyone for your support of this worthwhile fundraiser.

## INTERNATIONAL DAY OF MOURNING

On Monday, 29 April 2019 the ACT had a ceremony for International Workers' Memorial Day. International Workers' Memorial Day takes place annually to remember workers killed or injured at work, and to also raise awareness of the ongoing fight to protect workers' lives.

The ceremony was attended by families of people who have lost a loved one at work, CFMEU officials, workers and representatives from other unions. The site of the workers' memorial is at Lake Burleigh Griffin near the Carillion.



This day is a strong reminder of the importance of safety on-site. We want everyone to go home safely each day.

## HOW THE FEDERAL LIBERAL GOVERNMENT HAS ATTACKED WORKERS:

-Destroyed our penalty rates and right to be properly paid for time spent working on weekends and public holidays

-Handed down huge tax cuts for big business and corporations while doing nothing to address wage theft and insecure work

-Tried to claim that when unions are standing up for workplace safety and winning better rights and conditions for workers they are engaging in 'criminal activity'

-Attacks the union right of entry on sites to inspect safety concerns and protect workers

-Refuse to provide 10 days paid family and domestic violence leave for all workers while more and more victims die due to domestic violence

-Refuse to give a pay rise to Australian workers while we all struggle to keep up with the rising cost of living

- Conducted a politically driven Trade Union Royal Commission which was not independent and aimed to attack unions

- Brought back The Australian Building and Construction Commission (ABCC), a government body which silences and

intimidates workers so that rights to wages and fair conditions can be taken from them. If workers refuse to submit to the ABCC they could be sent to jail.

### The ABCC stops claims for

- a safe number of staff on worksites
- enough people with the right skills and training to undertake dangerous types of work
- ensuring labour hire workers are paid the same as other workers

### The ABCC stops:

- Managers and union representatives easily meeting on worksites
- Caps on the amount of safe overtime worked per day
- Going to the Fair Work Commission to determine many disputes over things such as rostering or leave
- Fair inquiry into making sure workers are getting paid

Because construction companies and property developers donate so much money to the Liberal Party, the odds are stacked against workers.

# The **UN** Australian Prime Minister



## Scott Morrison's track record of turning his back on Australian workers.



### SCOTT MORRISON CHOSE BHP PROFITS OVER AUSTRALIAN WORKERS

Scott Morrison's government signed off on allowing temporary licences for foreign ships to replace Australian ships, putting 70 Australian seafarers out of work.



### SCOTT MORRISON VOTED 8 TIMES TO CUT PENALTY RATES

Scott Morrison voted to cut the penalty rates of hospitality and retail workers on Sundays and public holidays. At a time when wages are stagnant, he decided to cut wages for almost half a million Australian workers.



### SCOTT MORRISON VOTED 26 TIMES TO PROTECT THE BIG BANKS

Scott Morrison cast 26 votes to try to halt a Royal Commission into the bad behaviour of the big banks. Scott Morrison would rather stand up for the big banks rather than workers who are ripped off by them.



### SCOTT MORRISON LET 722 OF THE BIGGEST COMPANIES IN AUSTRALIA PAY NO TAX

As Treasurer he sat on his hands and let huge companies like BHP and Origin, pay zero tax. That means ordinary workers pay more tax than companies making billions in profits.



### SCOTT MORRISON DID NOTHING WHILE BOSSES SACKED WORKERS, TERMINATED AGREEMENTS AND SLASHED WAGES

Over and over again bosses have slashed wages and sacked union workers, and Scott Morrison has sat on his hands and done nothing to help Australian workers and still refuses to fix our broken laws.



### SCOTT MORRISON CALLS UNION MEMBERS "THUGS"

The Prime Minister thinks that Australian workers like nurses, teachers, construction workers, seafarers, textile workers, tradies, miners, electricians, cleaners and hospo workers who join their union are "thugs" just because we come together in our union to win a better deal at work.

# CSI TRAINING

**Creative Safety Initiatives (CSI) is an organisation committed to a continuing focus on improving safety standards in the building and construction industry and the wider community. Through training and industry consultation CSI hopes to reduce the number, and the severity, of accidents in the workplace.**

The CSI mission is to provide quality training in the field of WHS to the building and construction industry and the wider community and our vision is to be recognised as the leaders in WHS training in the areas of development, delivery, support and innovation

This year has seen CSI develop two new training courses to add to its suit of other WHS training offerings. An over view of these courses is outlined below:

## CRYSTALLINE SILICA

Silica dust and other dusts have been a long-standing health hazards, causing millions of cases of disease and deaths since civilisation, stone masonry and mining began. Participants will learn how to identify, control and manage the risks associated with dust. This course covers a range of topics; some are stated below:

### Topics covered

- Legislation
- Identifying the materials and tasks that create silica & other dust hazards
- Working safely with dust, including proper use of equipment, protective equipment and appropriate hygiene practices.
- The Health risks
- Monitoring

**Delivery method:** Face to face

**Duration:** 2 hours

The course may help you meet your lawful obligations to Part 3.2, Division 7, Clause 49 of the Work Health and Safety Regulation 2011

## DOMESTIC VIOLENCE

Domestic Violence is a growing issue in Australia with more cases on the rise. It has serious negative consequences for individuals, families and the community.

### Topics covered

- What is domestic violence
- Types of abuse
- Effects of domestic violence
- Australian Statistics

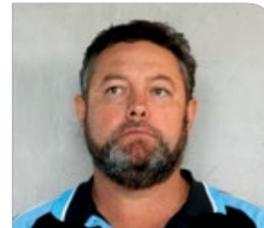
**Delivery method:** Face to face

**Duration:** 2 hours

This course relates to the Domestic Violence and Protection Act 2008



## MEET SOME OF THE CSI STAFF:



**ANTHONY VITLER**

Operation Manager/Training Officer

Anthony Vitler is an accomplished, professional trainer with more than 25 years' experience in workplace health and safety within both government and industry in NSW and ACT. He developed his sharp eye for detail and compliance around work health and safety after working in the high voltage electrical industry and on construction sites. Anthony has a Certificate IV in Occupation Health and Safety BSB41407 and a Certificate IV in Training and Assessment TAE40110 as well as numerous industry specific accreditations.



**DUNCAN BENNETT-BURLEIGH**

Training Officer

Duncan Bennett-Burleigh is an experienced and conscientious trainer delivering the work health and safety courses to not only principal and sub-contractors but also to individuals requiring work, health and safety training. He has been involved in all sectors of the construction industry both in NSW, QLD, NT and the A.C.T. for over 40 years. Duncan has been employed as a boilermaker, dogman, rigger and crane driver. Duncan has a Cert IV in Occupational, Health and Safety BSB41407, a Cert IV in Training and Assessment TAE40110 as well as numerous industry specific accreditations.



**KIM KNIGHT**

Training Officer

Kim Knight has a vast background which includes working in Work Health and Safety within a range of industries including hospitality, fitness and construction. Kim was formerly employed as a WHS/Logistics Officer - her role included developing, implementing and maintaining Safety Management Systems, conducting internal audits and hazard/risk assessments. Kim has a Cert IV in Occupational, Health and Safety BSB41407, a Cert IV in Training and Assessment TAE40110 as well as numerous industry specific accreditations.

CSI can be flexible with the WHS training that we deliver. This includes but not limited to training in the CSI training rooms in Dickson, in your training rooms onsite and also utilising wet days to meet your WHS training requirements. For a full training course menu please visit our website at [www.csisafety.com.au](http://www.csisafety.com.au)

*If you would like further information about our training course or to discuss your WHS training needs please contact Anthony Vitler on 0439 851 998 or [avitler@csisafety.com.au](mailto:avitler@csisafety.com.au).*

# ANOTHER GREAT YEAR FOR CBUS PROPERTY

Last year Cbus Property achieved a return to Cbus members of 18.63%. This means that since our inception in 2006, we have generated returns averaging 16.15% per year.

Cbus Property Pty Ltd is a wholly owned subsidiary of Cbus is a unique investor and developer within the Australian property market and is responsible for the development and management of Cbus' direct property investments.

Cbus Property has created employment for an estimated 90,000 people (based on inductions for completed and committed developments from 2006 to June 2018.)

## Performance for FYE 2018, 18.63%

Average annual return since inception in 2006 = 16.15%

#Since inception in 2006 to 30 June 2018. Cbus Property investments are part of the property asset class in the High Growth, Growth, Conservative Growth and Conservative investment options and these returns are net of fees and form part of the crediting rates allocated to accounts invested in these options. Past Performance is not a reliable indicator of future performance

Net Asset Value of portfolio = \$2.5 billion

Gross Asset Value of portfolio = \$3.9 billion

Investment pipeline = \$4.5 billion

## A Green Star Portfolio in Australia, the envy of many

Since inception, Cbus Property has completed 16 Green Star projects as certified by the Green Building Council Australia, amounting to 550,000 sqm of commercial office accommodation around the country. It is also developing a further 150,000sqm of commercial office space, targeting a 6-Star Green Star rating, the highest rating currently available.

In October 2017, it launched its Green By Design mandate which puts sustainability at the core of its design and development approach. It specifies 10 guiding principles that boost sustainable performance of new and existing commercial office buildings.

As part of our contribution to seven of the 17 United Nations Sustainable Development Goals (SDGs) that tackle climate change, human and labour rights and poverty, Cbus Property is committed to the development of sustainable buildings. In alignment with SDG 11 – making our cities more sustainable – Cbus Property's commercial office developments consist of lighter environmental footprints – meeting the current and future demand of corporations for sustainable and flexible workplaces, resulting in higher occupancy rates and minimal 'downtime' within the commercial office marketplace.

## WELL Certification

Cbus Property's 720 Bourke Street was the first existing Australian property to receive a WELL Gold Certification after enhancing wellbeing features such as increasing natural air and community gardens that enables workers to grow their own food.

The WELL standard is the first to consider and rate buildings in relation to how they support the health and wellbeing of their occupants.

For more information see: [www.wellcertified.com](http://www.wellcertified.com)

## Last year saw the completion of:

Voltaire in West Melbourne  
88 Alfred Street Millsons Point  
in New South Wales

## Work has commenced on:

Holme in Collingwood, Victoria,  
443 Queens Street, Brisbane  
Newmarket Randwick, New South Wales  
447 Collins Street, Melbourne  
311 Spencer Street, Melbourne  
Presales have begun for the Langston in Epping,  
New South Wales.

## Acquisition of new development opportunities:

Pirie Street, Adelaide (Commercial)  
17 Spring Street, Melbourne (Residential)  
150 Queen Street, Melbourne (Commercial)

## Awards for 2017/18

### 1. 5 Martin Place, Sydney

Winner Excellence in Commercial  
Development, UDIA

### Award of Merit – FIDIC

### 2. 140 William Street Perth

Shopping Centre Council of Australia  
Marketing Awards – Mini Guns  
(140THURSDAY: Celebrating Harmony Week)

### 3. Assembly, North Melbourne

Victorian Architecture Award for  
Residential Architecture – Multiple Housing  
(Australian Institute of Architects –  
Victorian Chapter)

For more information on the above awards see:

<http://www.cbusproperty.com.au/awards>

This information is about Cbus it does not take your specific needs or circumstances into consideration, so you should look at your own financial position, objectives and requirements and seek financial advice before making any financial decisions.

You should also read the relevant Cbus Product Disclosure Statement and Financial Services Guide before making any financial decisions. Call 1300 361 784 for a copy.

Cbus' Trustee is United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.



# 2019 INCENTIVES

UP TO \$6,000

Employ an Australian Apprentice in the following certificate III trades in 2019

- Bricklaying / Blocklaying
- Civil Construction – Plant
- Civil Construction – Pipe Laying
- Construction Waterproofing
- Drainage (Cert II)
- Electronics & Communications
- Fire Protection
- Glass & Glazing
- Horticulture Turf
- Plant Mechanical
- Plastering – solid
- Plastering – Wall & Ceiling Lining
- Roof Plumbing
- Stonemasonry
- Wall and Floor tiling

## Financial Benefits for Employers

The objective of providing incentives is to develop a more skilled workforce and to increase the employment and training opportunities for Australian Apprentices in the ACT.

The ACT Building and Construction Industry Training Fund Authority is providing funding for employers who employ a 1<sup>st</sup> year apprentice in the listed trades during 2019.\*

- 1st Year Apprentice in approved ACT Contract of Training
- Excludes existing workers
- ASBA payments at 50% rate
- \$6,000 max per apprentice payable to employer
- \$3,000 after 3 mths
- \$3,000 after 12 mths

\*Applicable to First Year Apprentices commencing with a new employer in the Building and Construction sector from 1st January–31st December 2019 under an ACT Contract of Training.

Additional funding may also be available for Indigenous Australians, women in a non-traditional vocation and a person with a disability.

## Improve your skills and professional development with the following courses\*\*:

- Wet Area Waterproofing
- Confined Space Training
- Traffic Control Management
- ACT Construction Induction Card
- Senior First Aid (Level 2)
- Computer Software
- ACT Work Safety Representative
- Work Safety at Heights
- Cert IV Project Management
- Testing and Tagging of electrical equipment
- Open Cable Registration
- Optical Fibre Cabling
- Business Administration and Management
- Computerised Accounting

\*\*These courses are examples of courses for which the Training Fund Authority may reimburse a percentage of the training cost (conditions apply).

For further information please call **Michael Doyle**—Industry Liaison Officer on 6262 5630 or email: [mdoyle@trainingfund.com.au](mailto:mdoyle@trainingfund.com.au)

[trainingfund.com.au](http://trainingfund.com.au)

# Are you being paid the superannuation you're entitled to?

It has been reported that some companies are not paying their employees the super they're entitled to.



## Your employer is generally required to contribute at least 9.5% of your salary or wages into your super account.

Members should check their super accounts regularly to ensure payments are being made.

### How can you check if your super is being paid?

If you're a Cbus member you can:

 <p>Log in to your account online at <a href="http://www.cbussuper.com.au">www.cbussuper.com.au</a> to check you're receiving contributions</p>	 <p>Speak to your Cbus Coordinator or Union Delegate/Organiser</p>
 <p>Download the Cbus app and view your account balance and recent transactions</p>	 <p>Call Cbus on <b>1300 361 784</b> from 8am to 8pm (AEST/AEDT), Monday to Friday</p>

**Did you know?** In cases where companies have gone into liquidation, unpaid employer superannuation contributions under the Superannuation Guarantee have not been covered by the Government's Fair Entitlements Guarantee Scheme<sup>1</sup>.

**This is your money and your retirement, don't wait until it's too late!**

## Investments

# Smart strategy: super is for the long term

Share markets don't just go in one direction. They move in cycles with times of good and not-so-good returns.

In the last few months of 2018 we've had some big daily falls in share markets in Australia and overseas, with some of our investment options having negative returns over the shorter term.

Expert investors know the value of long-term strategies compared to the dangers of trying to predict short-term movements.

### It's about time frame, not timing

The more years you have to invest, the less it matters whether the market or investment returns are up or down on any particular day. Because super is a long-term investment, it's important to focus on your own long-term goals and resist the urge to react to short-term highs and lows in market movements.

### When investing for the long term, you can afford to ride out the lows.

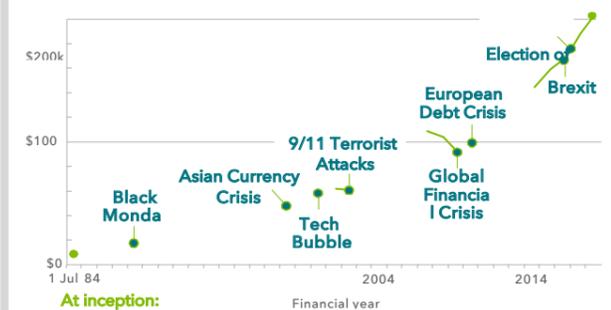
Investors can lose money when they view long-term investments with a short-term focus. Changing long-term investments because of a sudden shift in the market may mean missing out on the increase markets often have after they've fallen.

### Super provides special opportunities

Super is an enormous amount of money that members pool together (\$46 billion for Cbus) to invest for a very long time. We can hold onto assets through the ups and downs and take advantage of events like share market falls to invest when prices have fallen.

Not only that, but Cbus' diversified investment strategy aims to reduce the impact that one asset class, such as shares, can have on your super. The Growth (Cbus MySuper) option's performance will not see the same level of impact from day-to-day share market movements because other asset classes such as property or infrastructure can still contribute positively to overall returns.

Even with major falls, markets have bounced back and may move higher over a longer period.



Growth (Cbus MySuper) from 1 July 1984 to 30 June 2018  
 ■ Returned 9.29% on average each financial year  
 ■ \$10,000 would be worth \$205,157 (no additional contributions, does not take into account the impact of inflation)  
 Past performance is not a reliable indicator of future performance

### What's right for you?

When investing for the future, consider the time frame you have to meet your investment goals, which could be retirement or the decades past retiring. The number of years you have helps determine the amount of investment risk you can take. Changing to lower-risk investment options or making frequent switches could, over the long term, leave you with a lower retirement benefit. Your super is your money, so make sure it has the best chance to grow and finish on a "high" for your retirement.

### Still confused? We're here to help!

Call **1300 361 784** option 4 to get advice and talk about the investment option that's right for you. We can refer you to a CERTIFIED FINANCIAL PLANNER® professional for more in-depth personal advice if that's what you need

<sup>1</sup> Source: Australian Government Department of Employment <https://www.employment.gov.au/fair-entitlements-guarantee-feg>  
 Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Call 1300 361 784 or visit [www.cbussuper.com.au](http://www.cbussuper.com.au) for a copy.  
 Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.

# SHOW YOUR SUPPORT FOR YOUR UNION TO WIN A PRIZE

Send us a photo of your site shed with your union posters displayed to win a prize.

Prize will be awarded to the person who submits the photo.

## FIRST PRIZE

**\$100 voucher to spend at the Tradies and a Union Shirt**

## SECOND PRIZE

**a union shirt**

Please send photos by either email, text message or Facebook by 31 May 2019.

Email — [actqueries@cfmeu.org](mailto:actqueries@cfmeu.org)

Text your organiser.

Facebook — <https://www.facebook.com/CFMEUACT/>

**CFMEU**  
ACT



CONSTRUCTION  
CHARITABLE  
WORKS

# WE'VE GOT YOUR BACK

**Support services from people who've worked alongside you.**

Construction Charitable Works (CCW) provides confidential support for the following issues:

- Drug & alcohol dependence
- Mental health, including depression & anxiety
- Crisis accommodation
- Problem gambling
- Relationship issues
- Grief & loss

**When life comes unstuck  
call CCW 1800 211 470**

**ccwact.com.au**

**CFMEU**

ACT

For CFMEU members, their families,  
and the communities they live in.

**CSI**

Creative Safety Initiatives

*It's better to be safe than sorry*

In partnership with

**The Tradies**

An initiative of



## IT'S SUPER BUILT FOR YOU

**BUSSQ is a leading industry super fund that offers no nonsense, straight talking super with:**

- Flexible insurance tailored to the industry
- Consistently strong long term returns
- Fund Reps who are industry people with industry knowledge

Call **Dallas Ezzy** on **0419 759 997**.

## BOOK THE BUSSQ BUS FOR YOUR WORKSITE

BUSSQ's Mobile Super Centre is kitted out with loads of super info, fridges and a BBQ, so you can get your super sorted over a sausage and a cool drink.

To book a visit at your site call **Dallas** on **0419 759 997**.



**1800 MY BUSSQ**

1 8 0 0 6 9 2 8 7 7

**BUSSQ.COM.AU**

**BUSSQ**  
building super

## SUPER - A LONG TERM INVESTMENT

**When it comes to growing your superannuation you need your super fund investments to perform well as this will lead to you having more money available to enjoy a comfortable retirement.**

When assessing performance, it's important that you look at more than just the highest returns over the past 12 months. In fact, switching between funds or investment options chasing the highest returns each year can result in lower overall growth. This is because super is a long term investment and most investments have cycles.

### So what should you look at?

Super funds regularly provide information on their investment returns over a range of time frames to show short, medium and long term performance.

For most people, particularly those in the construction industry where more than half are aged under 40, it is long term performance that should be considered. This is not only because the timeframe until retirement, at say 60, is long but also because the time spent with your money invested during retirement is also long, given the average person can expect to live about another 20 years after retirement.

So even if there's only a short time until you plan to retire, strong long term performance from your super fund investments is still very important as better outcomes can be achieved with consistently good performance as opposed to occasional top performance.

When looking at different investment returns check that you are comparing apples with apples for a fair evaluation. Be sure you are comparing returns for the same time period and the same type of investment option, such as Australian shares. Super funds can offer a

range of different investment options to suit the needs of their members and they can be quite different.

Something else to consider when looking at performance is your tolerance to risk. With super, which is invested in financial markets, there's no return without some kind of risk and the higher the potential return, the higher the risk.

If you are worried about negative investment returns and are less tolerant of the volatility associated with higher risk investment profiles, you should look for a super fund with a strategy focused on managing downside risk. This type of fund is likely to invest conservatively to reduce the risk of loss for its members and would generally be a top performer during an investment downturn and have more stable performance during an investment upturn.

Also remember that there are many other things to consider when assessing the performance of a super fund or investment option, investment returns and risk are just two key factors.

*If you have any queries on your super and how your money is invested BUSSQ can help you. Call 1800 MY BUSSQ (1800 69 2877) or visit [bussq.com.au](http://bussq.com.au).*

**Important Information:** The information supplied in this article is general advice only and does not take into account or consider your personal objectives, financial situation or needs. Before acting, you should review the relevant Product Disclosure Statement to ensure you have all the information about the relevant product and how it works and consider the appropriateness of the information to your needs or seek independent advice from a properly qualified professional. Prepared by BUSS (Queensland) Pty Ltd (ABN 15 065 081 281, AFSL 237860) as Trustee for BUSSQ (BUSSQ Fund, ABN 85 571 332 201)

# **The Tradies**

**EAT. DRINK. ENJOY**

The Dickson Tradies has everything you need in the one place; from food and drinks to entertainment and events, plus a barbershop, 4-star accommodation, and undercover parking. Open from 7am - 4am weekdays and 7.30am - 4am weekends.

JUST A PEEK AT WHAT'S ON

**\$10 SCHNITTYS**

Tuesdays from 5:30pm

**\$12 Lunch**

Weekdays 12pm to 2pm

**HAPPY HOUR**

Weekdays 5pm to 6pm

**LIVE MUSIC**

Thursdays & Fridays from 5.30pm

Saturdays from 7.30pm



**The Dickson Tradies**

2 Badham St, Dickson ACT, 2602  
thetradies.com.au || 02 6162 5656