

THE

NOVEMBER 2019

BUILDING WORKER



BATTLES DECIDE
EVERYTHING

CFMEU
ACT

FEATURES

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JASON O'MARA

BRANCH SECRETARY

Welcome to the second edition of our return to the full length Branch Journal. After the success of the last publication, we are excited to launch our newest edition and continue providing more information to our members through this second instalment of our journal. This edition is packed full of material about our campaigns, our proud history and loads more for you to enjoy and share with your workmates.

After successfully fighting for the introduction of the Secure Local Jobs Code last year, it is now fully up and running for all ACT Government projects. This Code – fought for and won by our Unions' – has successfully utilised the Government's procurement powers to protect the rights of workers and their Unions, and continues to be a huge success across the Construction Industry. We have had to make sure that both the Secure Local Jobs Registrar and the Minister responsible continue to do the right thing and hold any company that cheats their workers accountable to the Code. We've got no time for companies that want to flaunt the rules, and when it comes to our members' rights, we don't show any leniency. So if bosses don't want to stick to the code and treat their workers properly, then there is no place for them on ACT Government jobs – and we'll make sure of it.

We've also been busy campaigning for the introduction of a licensing scheme for ACT property developers as part of our Building Quality Campaign. After successfully passing a resolution at the ACT Labor conference committing the party to a licensing agenda for developers, we tabled a report to the ACT Government detailing the reasons why the licensing scheme is needed. The Government has been responsive to our ideas from the beginning, and has already introduced new laws targeting the actions of dodgy developers. But we know that the only way to stamp out the unfair treatment of workers and the poor quality of ACT building work once and for all is by holding developers accountable through a comprehensive licensing scheme. We are ramping up our efforts in this campaign over the coming months, and will talk more about it later in this journal.

In addition to our industrial and political pursuits, we've also been involved in many community campaigns over the past few months, helping to raise much needed funds and promote awareness for a range of important

causes across the ACT. We are proud to have supported the work of the Cerebral Palsy Alliance, the Canberra Centenary Hospital for Women and Children, and DonateLife throughout the past year. The funds we have raised through our campaigns and the support of our members will go towards supporting the vital work these organisations do to support the Canberra Community. I'd like to thank all of our members who took part in these campaigns and helped raise funds on their sites – it's because of you that we are able to support these organisations.

The Federal election was also held earlier this year, and we had a very successful campaign here in the ACT. We led the charge to keep the Liberals out of Canberra, and were successful in holding them to only 1 out of 5 available seats. Unfortunately, this success was not replicated across the country, and we are now looking at another 3 years under the anti-Union Morrison Liberal Government. They've taken no time at all to begin their assault on the Union movement with their 'Ensuring Integrity Bill' – an attack not just on Unions, but on the fundamentals of democracy and the rights of working people.

This Bill has already been condemned as the most draconian set of anti-Union laws in the world, and would violate several of Australia's commitments to International conventions. Not only is this Bill anti-union, it's anti-worker; it's an attack on workers across the country, and denies all working Australian's their basic right to a fair go at work, decent pay and conditions, and to return home safely at the end of the day. This Bill isn't about "ensuring integrity", it's about ensuring the bosses are unimpeded by unions so they can rip off workers and take advantage of their labour.

There's no doubt that we are in for a fight with this Bill, but no matter what – we will always stand by our members – and we will do whatever it takes to protect their rights and conditions at work.

Until next time, keep safe and keep financial.

In Unity,

Jason O'Mara



ZACH SMITH

ASSISTANT SECRETARY

At our inaugural Branch Conference in November last year, delegates voted up a series of claims to be pursued by the Union and enforced through our bargaining negotiations in 2019.

Our most recent bargaining round has seen many of these claims successfully included in EBA's across the construction industry.

These claims have included standards to prevent exposure to crystalline silica dust; a harmonised Work Health and Safety constitution; a minimum inclement weather cut-off temperature; enhanced requirements for direct employment arrangements; and the enforcement of stronger rights and entitlements for Union Delegates on site.

Branch Conference provided a great opportunity for our Union to get together and discuss our aims and objectives, and we are proud to have been able to put many of the resolutions passed by Delegates into action through our EBA's.

As our bargaining position currently stands, we have agreements in force in the formwork, cranes/ rigging, steel-fixing and PT sectors, and are advancing negotiations for the principal contractor agreements, which we expect to conclude before the end of this year.

The Branch has also successfully negotiated alongside various other unions for the ACT Government agreements, which will operate to cover a significant proportion of workers in the ACT Government sector.

Bargaining is underway and remains ongoing for workers in the finishing trades. Our members in the paint, drywall, tiling, glass and façade trades recently held a joint log of claims meeting attended by over 300 workers. These members voted up their log of claims unanimously, and we are now in the process of negotiating for these claims as part of our bargaining process across the sector.

We have successfully negotiated for double-time over-time in all current construction agreements, as well as securing enhanced casual loadings in our current agreements. This is in addition to the Branch's continued efforts to bring bargaining timeframes and sector negotiations into line across the Territory.

With our 2019 Branch Conference just around the corner, we are looking forward to discussing more resolutions and claims to be included in our future negotiations.

The Branch Conference provides an invaluable opportunity for the Union to discuss, plan and work towards achieving outcomes for our members, and to ensure that our Union truly is governed by and accountable to our membership.

Our upcoming Branch Conference will also provide an important chance for our Union to recalibrate and plan for the future, following the election result and amidst the continuing onslaught of anti-worker attacks from the Morrison Liberal Government.

It's no surprise that the first thing that the Liberals do post-election is come after us and our members. The priorities of this Government are clear: attack unions and protect the wealthy elite.

This Government is wilfully letting the economy crumble, inequality soar, and wages plummet, yet continue to pat themselves on the back whilst working people and their families suffer under their policies.

This is a Government devoid of compassion and understanding for the struggles that working class Australians face. They are not a Government for workers or for unions.

We've fought off countless attacks from Federal Governments and Prime Ministers before them, and with this mob it will be no different.

They can't take the Union won rights and benefits away from our members as long as the CFMEU are here and our members stick together. And if they think they can get rid of us, they've got another thing coming.

The workers united will never be defeated!



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POST ELECTION RE-CAP

BATTLES DECIDE

EVERY

Labor has lost the unlosable election, and we are now 6 months into another term of cuts and chaos under the Morrison/Turnbull/Abbott Liberal Government. What this means for the Union movement, and for workers more broadly, we will soon see. But one thing is for sure – the CFMEU is not going to back down from anything this mob has to throw at us.

After going into an election campaign without any Industrial Relations platform or agenda, the Government is now attempting to legislate for the most draconian set of anti-union laws the country has seen in decades.

Without any legitimate mandate, the Liberals' Industrial Relations Minister Christian Porter is pursuing a suite of new Union bashing laws as part of Government's ironically titled 'Ensuring Integrity Bill'.

At its core, the Bill seeks to strip power away from Unions and their members by undermining the

democratic processes that elect union leaders, while granting federal courts the power to deregister unions and disqualify their officials for supposed breaches of industrial laws.

The Morrison Government has tried to claim this Bill is intended to hold Unions "to account" and promote "integrity", when in reality this Bill is just another step towards removing the democratic right for working people to form a union and collectively bargain.

If this Liberal mob were really concerned about accountability and integrity, they would be going after their mates in the banking and business sectors, rather than the Unions fighting to protect the rights and conditions of workers.

In reality, this Bill is nothing more than the Liberal party's ideological disdain for the Union movement put into legislation. After all, the Liberals hate us. They hate us because we stand for a fair go for all, because



THINKING

we won't let bosses rip off workers, and because we won't ever stay silent when it comes to safety and work conditions. And they will do whatever it takes to try take power away from us and stifle our influence.

If coming after workers and their Unions wasn't bad enough, the Liberal government has also propelled the Australian economy into dangerous territory, with recent GDP figures over the last few months reaching lows not seen since the Global Financial Crisis in 2009.

Many commentators have already stated that we are in an economic downturn, and believe that we are well on our way towards a recession, which will undoubtedly impact working people and their families the most. But this government could not care less, as long as their Budget remains in surplus and their mates in big business keep turning over profit. The human cost of recession does not appear to phase them.

Nor does the fact that we are currently experiencing record low levels of wage growth, worsening job insecurity and rampant inequality – all of which are playing no small part in depleting growth and lurching the economy ever closer to a recession.

One thing we can be sure of with this government is that they are no friend of the worker. The Ensuring Integrity Bill, they're economic mismanagement, and their wilful blindness of the issues facing working people are a clear indication that they are out to serve no-one but themselves and the wealthy elite.

But no matter how hard they come after our Union and attack us with the ABCC by their side, we will always stand by our members and fight to ensure they receive fair pay, the entitlements they deserve and safe working conditions.

As our Branch Secretary Jason O'Mara says, "battles decide everything" - and we are more than ready for the battle ahead.



LUKE POSKUS

LUKE POSKUS



Luke Poskus began work as an apprentice sheet metal worker in 1993, before moving into gyprock ten years later. On his first day on the job, Luke became a Union member, joining the NSW Branch of the CFMEU.

"When I started working, the culture was to join your Union", he said.

"We all knew what the union had done and continued to do. It just wasn't a question – you stood with your workmates and joined your Union. It was that simple for me really."

Luke says that it was the older hands on the job that taught him the values of unionism and solidarity that he carries with him today as an organiser.

"The older boys taught me everything about the Union. They told me about what the union had fought for and won, and how important it was to be a part of it as a member. There was just this sense of what the Union was, and you knew you had to be a part of it from day one".

Luke quickly became involved in the Union as an activist and then as a delegate, leading the charge to put an end to sham contracting agreements on his job and getting all workers employed on permanent agreements.

It wasn't long until Luke stepped up to the challenge of becoming an organiser in 2012 with the NSW Construction & General Division of the CFMEU, fighting for the rights of construction workers in Sydney's Western suburbs.

In February this year, Luke made the move to the ACT Branch of the Union, becoming the construction organiser for Canberra's South Side and looking after workers in formwork, scaffold, cranes and precast.

"Every benefit that construction workers have today has been fought for and won by the Union – not out of the kindness of the bosses hearts", he said.

"As an organiser with the ACT Branch, I am committed to working hard in order to protect and improve the benefits that our members currently enjoy."

QUICK QUESTIONS...

WHAT DOES UNIONISM MEAN TO YOU?

Unionism means everything to me. Being able to stand by your fellow workers, not taking crap from the bosses. That's what the Union is for me.

WHAT MAKES THE CFMEU SUCH A STRONG UNION?

It's our members. We work in one of the most dangerous industries in the world, and our members are tough, and that's what makes the Union so tough.

FAVOURITE FOOTY TEAM?

Sydney Roosters.

HOBBIES OUTSIDE OF WORK?

I love my rock fishing.

HOT TIP FOR MEMBERS?

It's better to die on your feet than to live on your knees.



JASON GRILLS

Jason Grills started his working life in the coalfields of the Hunter Valley region, working as an underground coalminer.

As a third generation coalminer, Union values were in Jason's blood from the day he stepped into the mine.

"I remember my old man coming home from work and telling me stories about how the workers stuck it to the boss and what the union had done for that to occur", he says. It was these conversations around the family dinner table that instilled in Jason a deep understanding and appreciation of union values.

It wasn't long before Jason became an active CFMEU member and was elected as a delegate in 2005. In 2011, Jason took on a role as an organiser with the CFMEU Mining and Energy division, standing up for the rights and conditions of CFMEU members in Central Queensland for over 7 years.

Jason joined the CFMEU ACT Branch in August this year as an organiser in the Civil Sector, adding his years of experience to the growing team in the ACT.

Jason says his main focus as an organiser is building up the strength and militancy of civil workers through education and maintaining strong relationships.

"I believe that education is key to building stronger union connections. When workers are properly informed and have the skills to take a stand for their workmates, then we are able to really grow our Union".

"I'll also be focussing on maintaining strong relationships with our members and bringing workers along with us on the journey to make the positive change we need in the ACT."

"When workers need that voice in the workplace, I'll be there – that's what I am and that's what I do".

QUICK QUESTIONS...

WHAT DOES UNIONISM MEAN TO YOU?

The ability to make change - positive, progressive change. Maintaining the union values and ensuring we get the right outcomes for our members.

WHAT MAKES THE CFMEU SUCH A STRONG UNION?

Comradeship and the fact that we don't put up with crap. Our Union is built on a history of battles that have forged our strong values, and at the end of the day we all have the same common goal – fairness and equity.

FAVOURITE FOOTY TEAM?

Wests Tiger in the NRL and the Essendon Bombers in the AFL.

HOBBIES OUTSIDE OF WORK?

Fishing, hanging out with my mates and having a barbeque, going camping up at the Murray River, and a game of golf here and there.

HOT TIP FOR MEMBERS?

Make sure your union dues are paid up! You don't know when you'll need us.

JASON GRILLS



DONATE LIFE CAMPAIGN



The Union was proud to take part in the 2019 DonateLife Week campaign to raise awareness for organ and tissue donation in the ACT.

Union Officials were out on sites around Canberra during the week to talk to members about the important work of DonateLife and to encourage them to sign up as organ and tissue donors.

Our involvement with this cause came about through our Branch Conference in 2018, where delegates passed a resolution committing the Branch to campaigning to increase the number of organ donors in Canberra. This resolution, moved by rank-and-file activist Ben Dencio, was an important step in getting the Branch active in campaigning around this cause.

"The reason I got behind organ donation is because of my friend, Jack Darmody. As a 2-year-old he received a heart transplant, but in late 2016 the disease returned and he was unable to receive another heart in time. He passed away on October 18, 2017," Ben said.

"After one of my boxing matches, I spoke about Jack and organ donation and got about 100 people to become organ donors that night. Luckily, Jason O'Mara was in the crowd. Not long afterwards I was working on a job site and Jason approached me and said he wanted to get behind the cause.

Since then, Jason has set up meetings with the right people and because of him things are really starting to move in the right direction. Without Jason and the CFMEU I would not have been able to take my cause as far as I have and I appreciate his efforts to no end", Ben said.

Our Union is proud to have made this resolution a reality, and we look forward to continuing our involvement through supporting the great work of DonateLife and raising awareness for organ donation in the ACT.

You can register to become an organ donor today by going to: donatelife.gov.au/register-donor-today and signing up.



TROY GLEDHILL

We caught up with Tony to have a chat about his time as a Union member and what being a CFMEU delegate means to him.

Despite being a member for over 35 years, CFMEU life member Troy Gledhill didn't begin his working life in the Construction Industry.

Troy began his employment as a butcher's apprentice when he was 16 years old, working long hard hours for little pay and no overtime benefits. It wasn't until he brought it up with his old man that he realised he was getting ripped off by his boss.

"My old man would ask me how much extra I'd been paid for all the overtime I had worked, and when I told him I hadn't gotten a cent, he told me that's not right," Troy said.

"My father worked in Construction, and he got me into the industry - the Union had won benefits like overtime pay for workers, so it was a simple decision to make the switch. I started out as a builder's labourer at a site right next to the butcher shop I had been working at!"

Although it was a small fit out job, the Union were there on site, and in no time Troy was a member of the Builders Labourers Federation.

"I got involved with the union straight away. I joined the BLF on my first day on the job - that was the days of no ticket no start, so if you wanted to work on a site, you had to be a member of that Union," he said.

It wasn't long until Troy's skills as a unionist were noticed, and he was voted up as the Union delegate only 3 years after joining the BLF.

"I was good at having a yarn with people and getting to know them well, and I think that made me stand out as someone who could be a delegate," he said.

For Troy, being a Unionist is all about creating equality between the workers and the bosses - levelling the playing field to give working people a voice on site and a representative at the bargaining table.

"Unionism gives everyone equal opportunity to better their future in the workplace. It levels the playing field, and offers a better, brighter future for everyone. I'm proud to be a part of it."

Now, nearly four decades after joining the Union, Troy continues to lead the charge as a delegate for Construction Control at the Constitution Place project in the City. His years of experience, knowledge and dedication to his workmates have proven a huge asset to the union, and help make Troy the militant delegate he is.



QUICK QUESTIONS...

WHAT MAKES THE CFMEU SUCH A STRONG UNION?

It's because our union really is our members, without the members you don't have a union. Our members are militant and they don't take crap.

FAVOURITE FOOTY TEAM?

Canberra Raiders.

HOBBIES OUTSIDE OF WORK?

Shooting, riding motorbikes, breeding parrots, fishing, camping and travelling.

HOT TIP FOR MEMBERS?

Educate and engage young people in the Union. The future is in our young people - they are the next generation of unionists and leaders.

PROPERTY DEVELOPER LICENSING CAMPAIGN

At this year's ACT Labor Branch Conference, the CFMEU passed a resolution committing the Labor party to supporting a licensing scheme for ACT Property Developers.

This resolution caught the attention of the media, the politicians, and the MBA, and sent shockwaves through the Canberra construction industry.

The reason? No other state or territory in Australia has a licensing agenda for their property developers.

Licensing property developers may sound like an ambitious move, but it is something that our Union believes is an important next step in improving conditions and promoting safety in the ACT construction industry.

OUR PROPOSAL FOR A LICENSING SCHEME IS COMPOSED OF **8 KEY PROVISIONS** WHICH WOULD OPERATE TO BETTER REGULATE ACT PROPERTY DEVELOPERS BY REQUIRING THEM TO DO THE FOLLOWING:

1. Demonstrate financial and operational capacity to complete any proposed developments and address any building defects that may arise.

2. Demonstrate a commitment to ongoing ethical behaviour by the developing entity, its key decision makers or other influential persons.

3. Not engage in phoenix activity or unfair commercial practices.

4. A requirement that developers not impose, either through their actions or omissions, conditions, requirements or unrealistic timeframes on building contractors that could reasonably be said to lead to, or have resulted in, unsafe work practices, breaches of a Commonwealth or Territory law or poor building quality outcomes.

5. Establish a project trust account (where funds, including retention payments, are held in trust for head contractors and subcontractors until payments are due) in respect of each project that the developer is responsible.

6. Not engage in deceptive or misleading conduct in the course of marketing a development to the public.

7. Publicly disclose the source of funding of any development.

8. Nominate a natural person as a nominee.

ACT govt eyeing property developer regulation amid CFMEU push

Dan Jervis-Bardy

ACT Politics



CFMEU ACT secretary Jason O'Mara, who said it was "about time" the government started regulating property developers. Picture: Karleen Minney.

CFMEU ramp up developer licensing push



CFMEU ACT branch secretary Jason O'Mara, who wants the government to introduce a licensing scheme for property developers. Picture: Jámilla Tóderas

Our reasoning for pursuing the licensing of developers is straightforward: property developers - and the directors, shareholders and key decision makers that comprise the developing entity - are at the top of the construction hierarchy. They make the important decisions, enforce the specific requirements and set the timeframes that are fundamental to the safety of workers, the pay and entitlements they receive, and the quality of the finished product.

Since passing this resolution at the Labor Conference, the Union has been busy campaigning for the ACT Government to bring these laws into effect in a licensing scheme. We recently submitted a discussion paper to the ACT Government inquiry into Building Quality, and attended an Economic Development and Tourism Committee hearing to argue in favour of developer licensing in the ACT.

THE ABSENCE OF STRONG REGULATORY MEASURES HAS ENABLED DEVELOPERS TO AVOID MANY OF THEIR RESPONSIBILITIES WITHOUT FACING SUFFICIENT PENALTIES, ALLOWING THEM TO DIVERT ACCOUNTABILITY ALONG THE CONSTRUCTION CHAIN TO THE BUILDERS AND SUBCONTRACTORS ENGAGED BY THEM INSTEAD.

But developers are not subject to anywhere near the same requirements or regulations as the builders, contractors or subcontractors employed by them, despite the clearly increased level of responsibility they possess. This lack of regulations is clearly at odds with the responsibilities developers owe both as an employer and a corporate citizen, and needs to be addressed.

The absence of strong regulatory measures has enabled developers to avoid many of their responsibilities without facing sufficient penalties, allowing them to divert accountability along the construction chain to the builders and subcontractors engaged by them instead.

This kind of behaviour is an abuse of power, and has no place in our industry; we want to put an end to it through a robust and comprehensive licensing scheme.

The Government has already made some important changes to the regulations facing developers, including legislating for the personal liability of company directors responsible for building defects, that will hold developers more accountable for building quality issues arising on their sites. This is a great move, and a sign that the Government is willing and prepared to make tough changes when it comes to reigning in property developers.

But we know that more needs to be done, and minor changes will not fix many of the problems pervasive in the construction industry.

That's why the CFMEU has proposed this legislation, and why we are ready to fight to make sure that property developers face tougher regulations in the ACT.

MEET YOUR ACT BRANCH ASSISTANT SECRETARY, ZACH SMITH



In 2018, Zach Smith was elected as the CFMEU ACT Branch Assistant-Secretary alongside Branch Secretary Jason O'Mara.

For this edition of the journal, we sat down with Zach to learn a little more about him.

Zach grew up in regional Victoria, and got the opportunity to work as an organiser with the Victorian Forestry Division of the CFMEU after years as an activist in the Victorian Labour movement. After 5 years with the Forestry Division, Zach took up the opportunity to move to Canberra and work with the ACT Construction and General Division, becoming an organiser with the Branch under Secretary Dean Hall. It wasn't long until Zach's organising skills saw him appointed to the position of Lead Organiser of the ACT Branch, before being elected as the Branch Assistant Secretary in 2018.

WHAT DOES UNIONISM MEAN TO YOU?

Unionism means giving workers the decency and respect they deserve in every aspect of their lives.

It's more than just getting a few extra dollars or a pay increase here or there. Unionism is about improving the lives of our members, their families and their communities - making things fair for working people and building a fairer society.

WHAT MAKES THE CFMEU SUCH A STRONG UNION?

It's our members and their strength and militancy. Our members are prepared to stand up for what's right and stick together, and they're the ones willing to have the fight when needed in order to win decent outcomes. Historically, our members have always been prepared to take action for what's right, and things are no different today.

WHAT DO YOU WANT TO ACHIEVE AS THE ASSISTANT SECRETARY?

The number one thing I want to achieve as the assistant-secretary of the ACT Branch is establishing a strong delegate structure. Strong unions need strong delegate structures, and I believe that in order to grow our Branch we need to do so through empowering and activating our delegates.

That's the key to any dynamic militant union – they have a strong delegate and activist culture. Currently, there's still a lot of work to be done here in the ACT to utilise our delegate structure effectively, but we are focussed on skilling our delegates to be the best they can be.

Of course, I will also be committed to securing strong EBA's for our members and growing our membership base, but I think that achieving good EBAs and growing our membership are all by-products of having a strong delegate structure to begin with.

FAVOURITE MEMORIES OR HIGHLIGHTS FROM YOUR TIME IN THE UNION MOVEMENT?

One of my favourite memories was a log of claims meeting we had in 2016. I remember that at the time, we had just come through the Royal Commission, had the MBA running a dishonest scare campaign against us, our office was raided twice and Johnny Lomax had been arrested.

It was a hard time for our Branch and members to go through, but at the log of claims meeting, over 1000 workers turned up and supported the Union. To have that many members turn up after everything was such a big show of solidarity. It was pretty special to have the members support their union in that way, and to know that after all the attacks on our Branch, the workers would still turn out for the Union.

FAVOURITE FOOTY TEAM?

Western Bulldogs in the AFL and Middlesbrough in the EPL.

FAVOURITE UNION MOTTO?

Fear stops you, courage keeps you going.

HOT TIP FOR MEMBERS?

If workers stick together and back each other up, anything can be achieved. Where things often go wrong is when members peel off and don't stick with their workmates. I've never seen a group of workers who've stuck fast not get what they want.



The CFMEU ACT Branch was proud to continue our long-term partnership with the Cerebral Palsy Alliance (CPA) in 2019, once again taking part in the September fundraising initiative as well as undertaking our own flag campaign to raise much needed funds to support the work of this great organisation.



Cerebral Palsy is a debilitating neurological disorder that impacts millions of Australians and their families every year, and is the most common form of physical disability arising in early childhood.

The CPA is an Australian not-for-profit organisation dedicated to supporting those suffering from Cerebral Palsy and assisting the families caring for those with the disorder.

The CPA offers a range of different services to support those impacted by Cerebral Palsy, including providing equipment, family-centred therapies and life skills programs to individuals and their families. In addition, they also conduct training and education programs for employees within the disability sector, as well as being a driving force behind the research into the prevention, treatment and cure of cerebral palsy both in Australia and abroad.

The work the CPA undertakes is invaluable to the ACT community, and greatly assists those impacted by the disorder to lead lives that are as comfortable, independent and inclusive as possible.

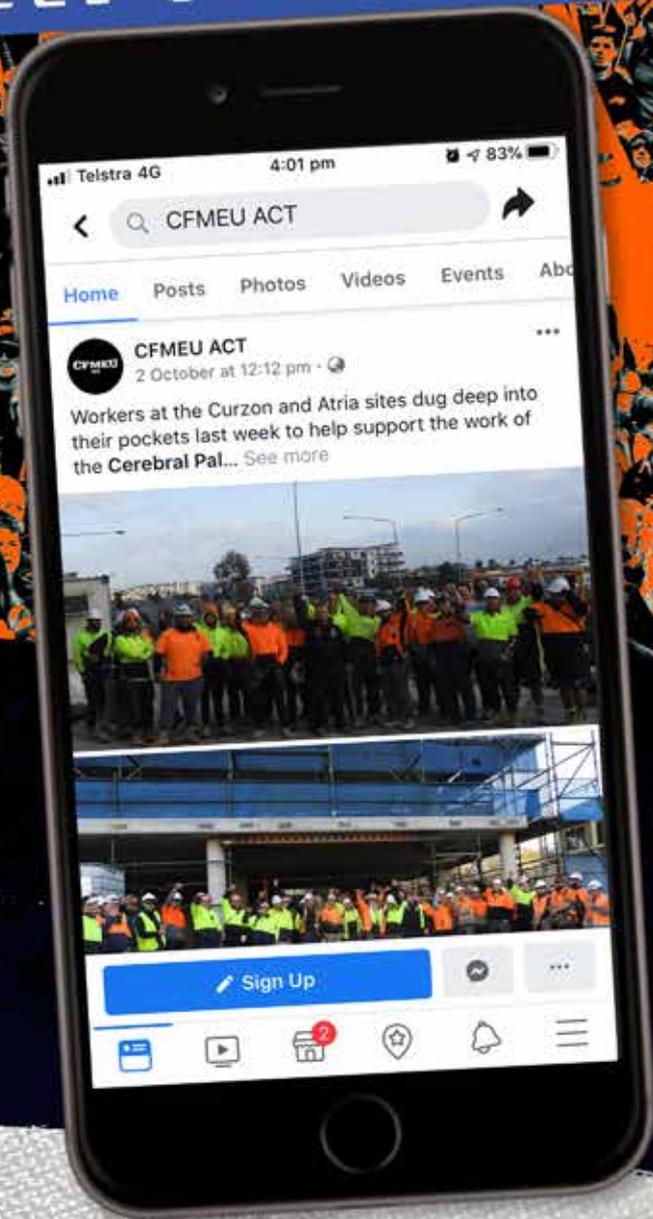
We were proud to partner with the CPA again this year during September, and broaden our campaign even further following the endorsement of a resolution at our 2018 Branch Conference. Delegates and members have fully gotten behind this cause, reaching into their

pockets to donate, holding site meetings to discuss the work of the CPA, and taking part in this year's September fundraiser. CFMEU officials, staff and delegates logged nearly 10 million steps throughout the month of the September, helping to broaden awareness of debilitating effects of Cerebral Palsy throughout Canberra's construction industry.

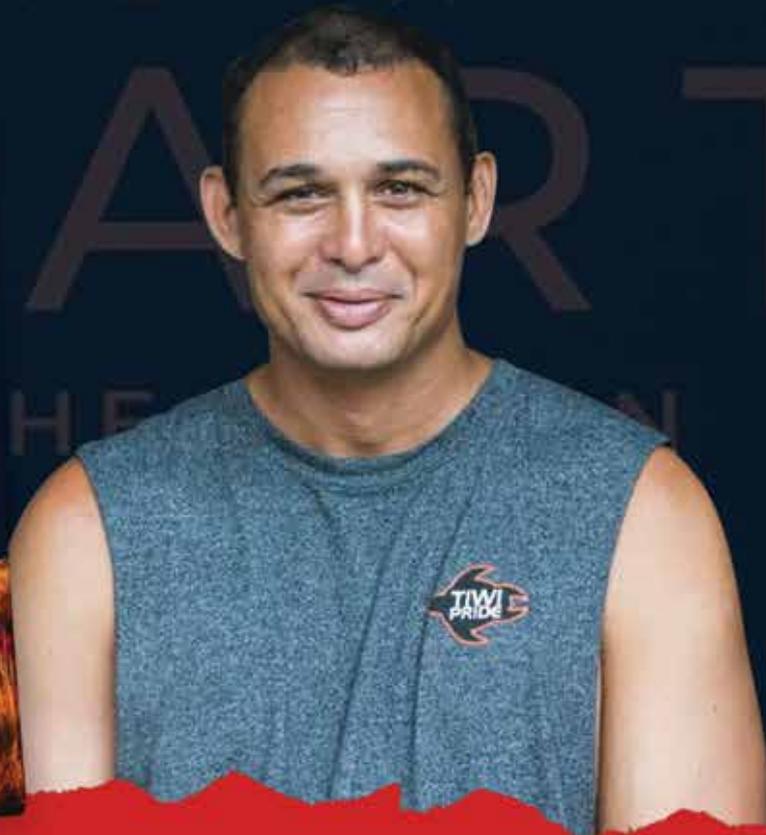
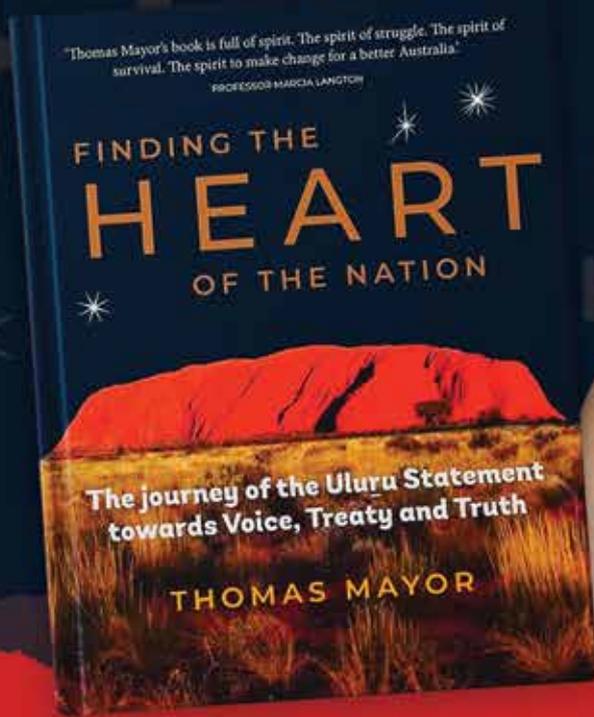
In addition to taking part in September, the CFMEU also ran a flag campaign on sites throughout Canberra, erecting 11 bright green CPA flags on cranes across the ACT. Flags were sold for \$500 each, and all funds generated will be donated to support the work of the CPA.

CFMEU ACT Secretary Jason O'Mara has said the CFMEU is proud to be able to support an organisation like the CPA. *"The work of the CPA provides vital assistance to the individuals and families impacted by Cerebral Palsy; being able to support them in their work is incredibly important to our Union,"* Jason said. *"We have a proud and lasting partnership with the CPA, and we look forward to supporting them and their cause in the years to come."*

STAY INFORMED!



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OUR UNION WALKS WITH FIRST NATIONS By: Thomas Mayor

In 1998, John Howard attacked our Maritime Division of the CFMMEU, the MUA, and tried to split us apart by locking out the Patricks wharfies. I was a 20 year old at the time. That fight – a fight we won with the solidarity of the broader union movement, the community and our International brothers and sisters – taught me the value of our union structures and rank and file ownership of our identity.

It was different for us Blackfellas. Our union at the time was the Aboriginal and Torres Strait Islander Commission (ATSIC). I refer to it in that way, because its councillors were elected by people in their region, and it was our voice on matters of service delivery and policy. John Howard attacked ATSIC too.

Where Howard failed to smash the unions, he succeeded in smashing ATSIC. It was the same tactic at play. It was the simple principle of divide and conquer. Indigenous people have not got a national representative body to this day. And because of that, we see the disgraceful national statistics that we should all be ashamed of: the most incarcerated people on the planet; a ten year life expectancy gap; incredibly high suicide rates; and crippling poverty. The Uluru Statement describes this as 'the torment of our powerlessness'.

Since the Uluru Statement came to be in May 2017, we have been fighting the government to achieve its key proposal, a first nations Voice (representative body) enshrined in the constitution. In May last year, CFMEU ACT officials Jason O'Mara and Zach Smith, with Indigenous member Nathan Merritt attended the unions inaugural Aboriginal and Torres Strait Islander Conference. We resolved that our union would step up and continue this fight. We haven't given up.

With the unions support, I took the Uluru Statement to the people, travelling to many remote communities and towns and cities in between. We are building a peoples movement. With solid leaders like Nathan Merritt, Teela Reid, Eddie Synnot, our actions saw the national theme for NAIDOC recognise our campaign: Voice Treaty Truth. All of these Indigenous leaders are union members. That is no coincidence.

Not long after that first conference in Cairns, I decided that people needed to hear the voices of these other leaders. I decided to write a book. The book is called 'Finding the Heart of the Nation'.

The book is a collective of stories. I interviewed twenty Aboriginal and Torres Strait Islanders from all around the country. They share their stories of struggle and of hope. Ultimately, the book is a call to action. We want all Australians to help us build our union – A First Nations Voice.

The book was released in October, and much of it is about the importance of the union movement. Many of the elders that speak in its pages talk about how the unions have supported Indigenous struggle over the years, and how this must continue.

I encourage members to buy the book and read it. You will learn about the Uluru Statement. You will learn some true history of our country, the good and importantly the bad. All of the author's royalties will go to the campaign for Voice Treaty Truth, and so by buying the book you will be supporting the campaign.

The unions have a proud history, and the CFMEU has always been on the front line, shoulder to shoulder with the First Nations of this country. We will continue to walk together and we will not be moved.

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ACT RDO CALENDAR

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NOVEMBER

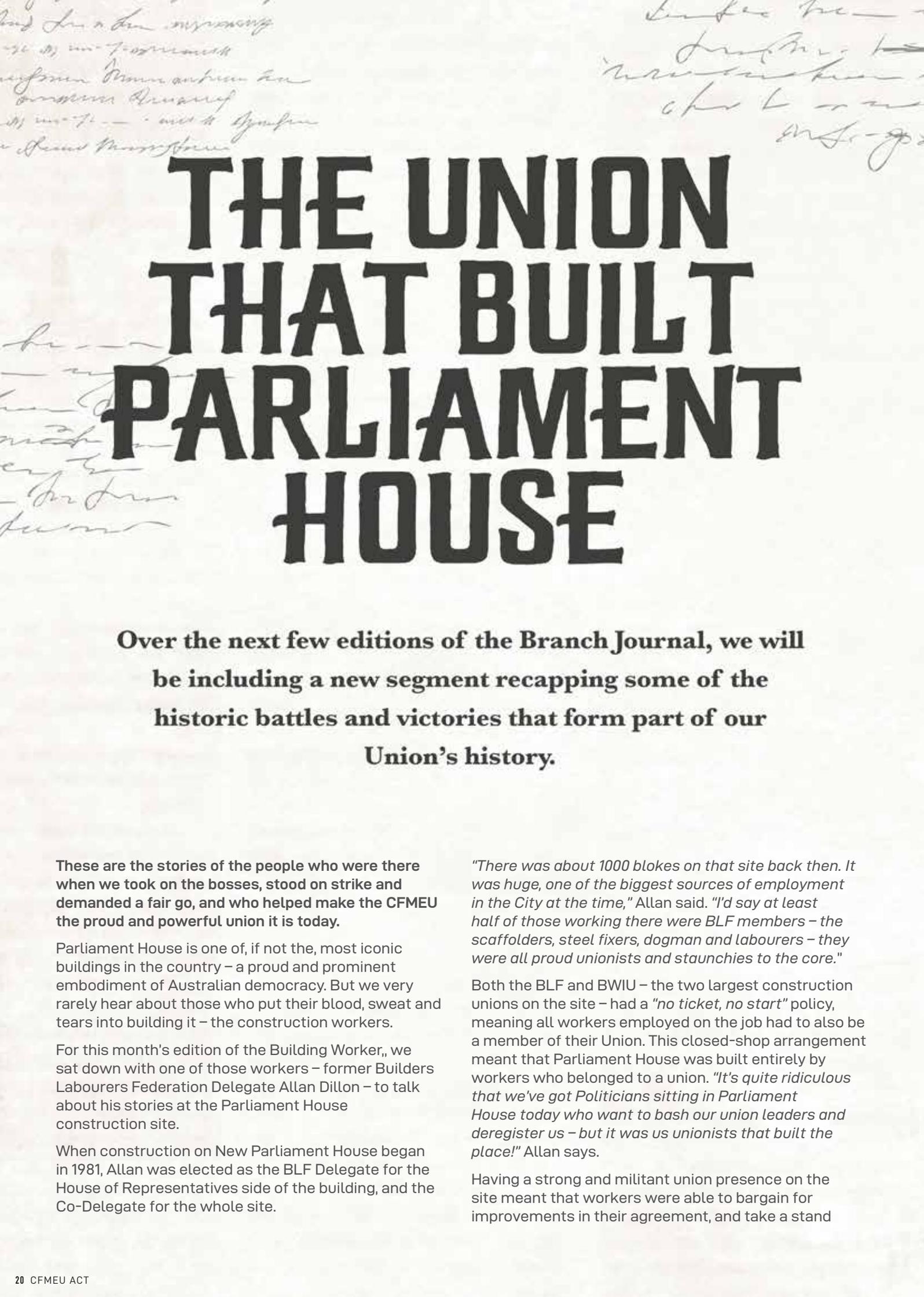
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- Public Holiday
- Designated long w/end
- Branch Conference
- 36hr week RDO
- Delegates/HSR Meeting
- School Holidays
- 38hr week RDO





THE UNION THAT BUILT PARLIAMENT HOUSE

Over the next few editions of the Branch Journal, we will be including a new segment recapping some of the historic battles and victories that form part of our Union's history.

These are the stories of the people who were there when we took on the bosses, stood on strike and demanded a fair go, and who helped make the CFMEU the proud and powerful union it is today.

Parliament House is one of, if not the, most iconic buildings in the country – a proud and prominent embodiment of Australian democracy. But we very rarely hear about those who put their blood, sweat and tears into building it – the construction workers.

For this month's edition of the Building Worker, we sat down with one of those workers – former Builders Labourers Federation Delegate Allan Dillon – to talk about his stories at the Parliament House construction site.

When construction on New Parliament House began in 1981, Allan was elected as the BLF Delegate for the House of Representatives side of the building, and the Co-Delegate for the whole site.

"There was about 1000 blokes on that site back then. It was huge, one of the biggest sources of employment in the City at the time," Allan said. "I'd say at least half of those working there were BLF members – the scaffolders, steel fixers, dogman and labourers – they were all proud unionists and staunchies to the core."

Both the BLF and BWIU – the two largest construction unions on the site – had a "no ticket, no start" policy, meaning all workers employed on the job had to also be a member of their Union. This closed-shop arrangement meant that Parliament House was built entirely by workers who belonged to a union. *"It's quite ridiculous that we've got Politicians sitting in Parliament House today who want to bash our union leaders and deregister us – but it was us unionists that built the place!"* Allan says.

Having a strong and militant union presence on the site meant that workers were able to bargain for improvements in their agreement, and take a stand



How steady was the Governor-General Sir Ninian Stephen on his feet? Heiner Schmit gave the Vice-Regal a hand as John Finch and PHCA Project Manager Rod Dalgleish supervise.

Stan the BLF Man

BLF Shop Steward Stan Spurek was celebrating 12 months with the Joint Venture when Site-Seer caught up with him (which is not the easiest task).

Stan was elected Job Delegate more than nine months ago and has also been BLF Shop Steward since last September.

He said that looking after the BLF's labourers, scaffolders, steel fixers and dogmen on site was virtually a full-time job.

"My main concern is the safety and well-being of union members," he said. "The Joint Venture has a fine site to work on, and there are a lot of good blokes here."

The problems for a shop steward? "Getting your work done," Stan said. "When I start something I'm often interrupted by requests to go and see something in other areas."

"But I love the outside work and the job. I've always been a builder's labourer and don't want to change."

Before 1979, when he moved to Melbourne, Stan worked on many Canberra sites, including the Defence Department's Russell 12 Building and the Cusack Centre for Coastal.

In Melbourne, he worked with JC Taylor on Tullamarine Airport and the Herman Research Laboratory. He also worked for Frankpile on the World Trade Centre in Melbourne.

Stan spends a lot of his spare time swimming and using the spa and sauna at the Deakin Spa.

In the warmer months, being a Saturday, he swims at the Kambah Pool, when he's not listening to his collection of Elvis, Neil Sedaka, Los Christs, Gene Pitney and other rock 'n' roll stars from the late 50s and early 60s.

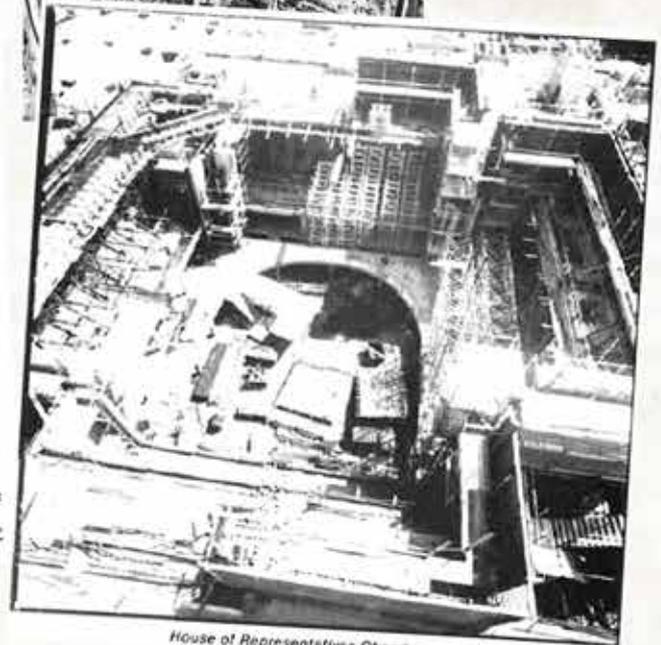
Recently, Stan married his long-time sweetheart, Anita, and they are expecting a happy event soon.

Stan said they already knew what sex the baby would be.

But Site-Seer has decided not to gossip, so you'll all have to wait until the announcement is made in a future issue.



These two photos were taken in 1979 and 1980, when the site was still a construction site. The site was then a construction site for the House of Representatives Chamber. The site was then a construction site for the House of Representatives Chamber. The site was then a construction site for the House of Representatives Chamber.



when the bosses wouldn't come to the table. Allan recalls frequently leading BLF members and other unions off the New Parliament House job site and marching down the road to Old Parliament House to protest during bargaining negotiations.

"I remember walking off the job, going on marches and putting bans on plenty of times during the job. We were a bloody staunch bunch of blokes, and we knew that we deserved better than what they were giving us, so we just kept bluing them until we got the outcome we wanted," Allan says.

It was the staunchness and militancy of these unionists at Parliament House that gave the Union the strength to campaign for one of today's most important entitlements – ACIRT. "What a lot of today's members might not know is that workers won construction redundancy trusts, what is now known as ACIRT, at the New Parliament House job," Allan told us.

But as with all pay and entitlements enjoyed by workers in our industry, union members weren't handed a thing. "We had to fight to win those rights – the bosses wouldn't give us anything. We put pickets on both gates to the site and sat there on strike for 14 weeks", Allan said.

It was this kind of tenacity, militancy and commitment to union values that won workers these rights, and it's thanks to unionists like Allan and others who have come before us that we continue to enjoy entitlements like ACIRT today.

So next time you're driving past Parliament House, remember the unionists that built it, and be thankful for the struggle and solidarity they showed then, so that we can enjoy better rights, entitlements and safety on our sites today.



THE ACT YOUNG WORKERS CENTRE - AN INITIATIVE OF UNIONSACT

Drawing from UnionsACT's annual survey of young workers in the ACT, there are a few things we know about young people's experiences of work. The main thing we know is that they are being severely exploited. In this last year alone, 62.4% of young workers in the ACT experienced wage theft and 48.9% were injured or hurt at work. With such high levels of exploitation, you might expect young people to be flocking to their unions – but in reality, we're experiencing the opposite. Young workers are much less likely than older workers to join their unions.

In speaking to young workers in the ACT, we've found that this disconnect is mostly caused by fear and unfamiliarity. Young people know they're being exploited but they're scared to join something they're unfamiliar with, especially if they think it might risk their job. We must remember that the new generation of workers is one that has come in during a time of stagnant wages, high unemployment and increasing casualisation and insecurity.

The good news is that despite their statistical unlikelihood of joining a union, young people are generally not anti-union. Instead they tend to lack an understanding of the role of unions and why a worker might join one. While the solution might sound like an oversimplification, the best way to buck the trend and start building union power among young workers is to talk to them. Not only do we as workers and union members need to be more open about unionism and why we signed up, unions also need to be evolving in the ways that they engage with young workers. After all, organising young workers isn't just about helping them fight back against exploitation, it's also about organising for our own future and for the strength and security of our movement. We're already seeing some of this take place.

The Young Workers Centre is a new initiative by UnionsACT that works to support, educate and organise young people in the ACT, aged 14-25. The Young Workers Centre is not just about providing advice and support to young people, it's also about educating them about their rights and building a network of young people ready and willing to fight back against bad bosses. What we're trying to do is develop the next generation of unionists and union leaders and show them the power of collective action – and we're not the only ones.

The CFMEU has an active Youth Committee that allows young unionists to make their voice heard and build their skills as members. Having a youth committee means that the CFMEU is already working for a future that will sustain the improvements in pay and conditions that have already been won as well as investing in young unionists that will carry on the fight for improvements in the future.

So, where to from here? Well, we all have a role to play. The best thing you can do is talk to young people about being a union member – why you joined, how you participate and what it means. We need to overcome the barrier of apprehension and unfamiliarity. Of course, there are also ways to participate in and advertise initiatives like the Young Workers Centre and the CFMEU's Youth Committee. Make sure you speak to your organiser about how you can get involved and what you can do on your worksite to make a difference.

Written by the Young Workers Centre





Silica dust is 20 times more toxic than coal dust. It's been touted as the 'new asbestos'.

DRY CUTS KILL

Respirable crystalline silica dust or RCS is the leading cause of silicosis, the most common occupational lung disease in the world today. Silica dust can also cause lung cancer even where silicosis has not occurred.

Remarkably it is one of the world's oldest occupational diseases yet we haven't heard much about it.

You may have seen the ABC's 7:30 Report program 'Deadly Dust'. If you haven't, check it out online because if you work in construction it's a must see.

Dr. Ryan Hoy a Respiratory and Sleep disorders physician at Cabrini Medical Centre explains:

"What we are most concerned about at the moment is the dry cutting of artificial stone or engineered stone most commonly known as Caesarstone."

"It has been available in Australia since 2001 so it's a relatively new building material, but since that time it's become very popular. The major problem with this product is that it contains extremely high levels of silica."

Workers exposed to silica dust for even relatively short periods of time and some even in their 20s have been diagnosed with silicosis in Australia.

"On average once a patient is diagnosed they have a rapid decline of lung function, as much as 30 times greater than expected in comparison to a healthy adult and the only cure for silicosis is a lung transplant."

Cancer Council Australia states that there is currently no conclusive evidence to support a safe level of exposure to silica dust. The Association Advancing Occupational and Environmental Health (ACGIH) has recommended that the silica dust exposure limit be 0.025mg/m³ as an 8-hour Time-Weighted Average (TWA).

CFMEU OHS manager Dr. Gerry Ayers says, "We recommend anyone cutting artificial stone should not only wet cut but also use exhaust extraction systems on their tools as well as using approved respiratory equipment. Dry cutting is not an option that should ever be considered."

"IN THIS DAY AND AGE IT'S A DISGRACE WE'RE GETTING PEOPLE THAT ARE NOW BEING DIAGNOSED WITH SILICOSIS WITH ALL THE SCIENCE, TECHNOLOGY AND KNOWLEDGE WE HAVE - IT'S ABSOLUTELY DISGRACEFUL THAT THESE POOR WORKERS ARE BEING DIAGNOSED WITH THIS INSIDIOUS DISEASE." DR. GERRY AYERS



For more information on how to control the risk of exposure to respirable crystalline silica, visit the website - ohsrep.org.au/hazards/chemicals/silica

NEOLIBERALISM

[THE ART OF BULLYING]

BY DR JOHN FALZON

IMAGINE A
SCHOOLYARD
WHERE A
HANDFUL OF
BULLIES RULE
THE ROOST.

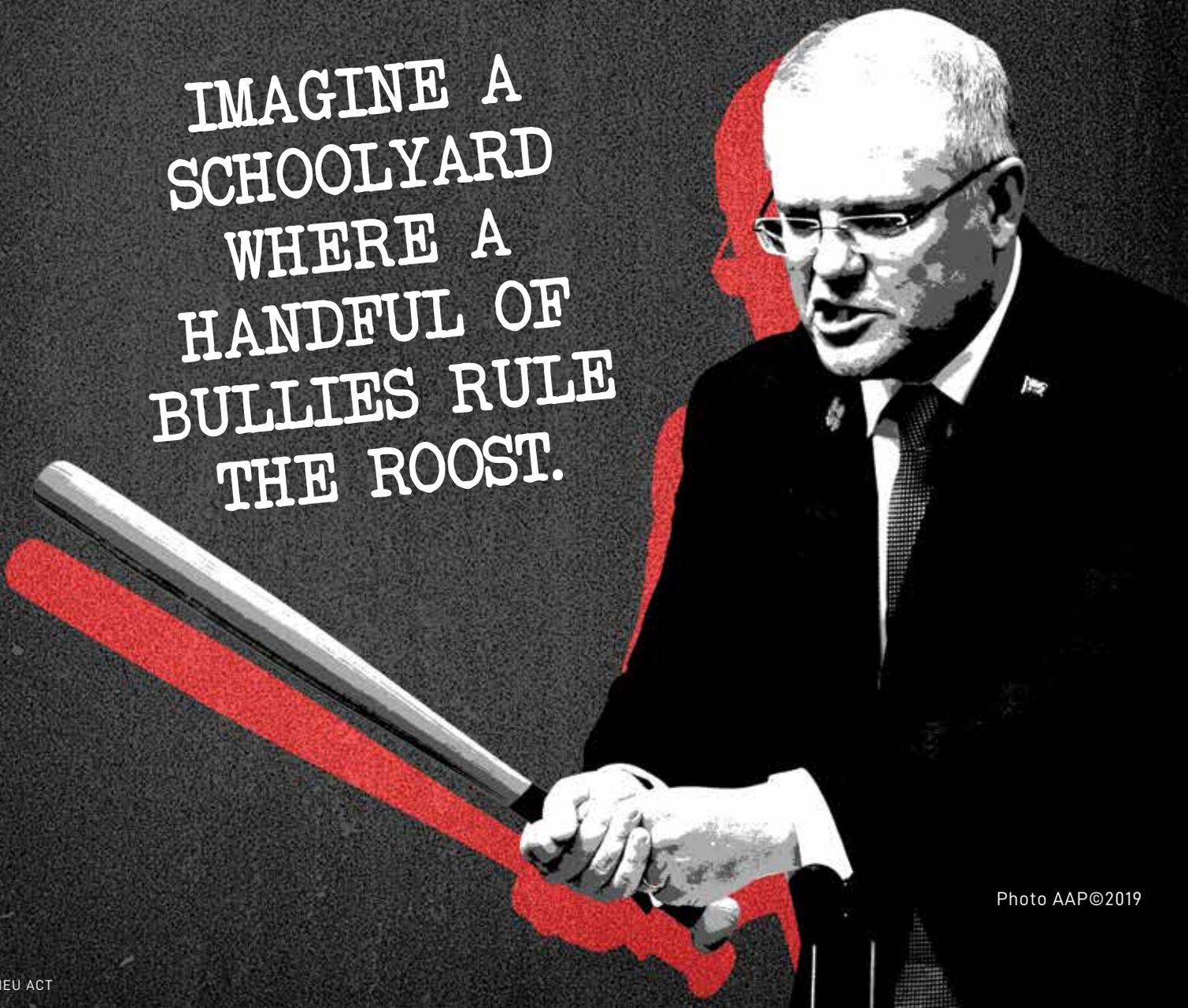


Photo AAP©2019

Now imagine that the principal refuses to intervene, even when the victims or their parents complain. Imagine the principal saying something along the lines of: *"All of our students have the same opportunities. They are all treated equally. Our job is to let their natural talents flourish, not to stifle them."*

Under neoliberal governments that schoolyard is our industrial relations system, our economic system, our society. The handful of bullies are the ones who control most of the wealth and most of the power. When the bullies in our society try to to crush working people by attacking unions, when they steal people's wages or their superannuation, when they prevent workers from organising, from bargaining, from striking, this is what neoliberalism looks like. When they get away with endangering the lives of workers, when they refuse paid domestic violence leave, when they cut payments to people who are unemployed or living with a disability or sole parents or students, this is what neoliberalism looks like. When they cut spending on education and health but cut taxes for corporations and the wealthy, when they transfer public assets and social services into private hands for private profit instead of public good, this is what neoliberalism looks like. This is the way they run the schoolyard.

They say that they are merely encouraging the enterprising to exercise their talents for the benefit of us all. But everyone knows that wealth never trickles down. I've listened hard for the sound of the wealth trickling down but all I hear is the sound of the bullied and excluded still waiting. They say that inequality is the measure of our nation's freedom. But we know that inequality is the measure of our nation's shame.

They'd love us to think there is no such thing as neoliberalism, that inequality is natural and that everyone has the same opportunities to succeed if they really want to. Neoliberalism is real though. And it is not just an idea. It is a destroyer of lives, a crusher of souls. And it is built on lies. You don't build a strong economy or a fair society by boosting inequality.

Neoliberal governments don't just get out of the way, leaving the bullies to rule the yard. They arm the bullies with sticks and tell their victims to stand still. Which is why neoliberal governments hate unions. Because instead of standing still for those who wield the sticks, unions stand up to them. Instead of leaving individuals to fend for themselves, unions bring working people together to organise collectively and to build a fairer society collectively.

We need to understand that neoliberalism is not just a collection of isolated incidents affecting the lives of working people, including the people who are not in paid work. There is nothing isolated about these attacks. They are part of a systematic effort to use the power of government to discipline and control workers. They are a means of cutting what they call the cost of labour but what we look upon as our livelihood.

Our task is not just to understand neoliberalism. Our task is to say goodbye to it, to change its rotten rules. We don't just want to defend the bullied; we want to make society a fairer and safer place for everyone. We want the bullying to end.

For more information go to www.cfmmeu.org.au/campaigns/goodbye-neoliberalism

OUR TASK IS NOT JUST TO
UNDERSTAND NEOLIBERALISM. OUR
TASK IS TO **SAY GOODBYE TO IT**

CENTENARY CANBERRA HOSPITAL FLAG APPEAL CAMPAIGN



In the last edition of the journal we spoke about kicking off our campaign in support of the Centenary Hospital for Women and Children, and the \$150,00 we have raised since launching the campaign in 2012.

Since then, the Branch has donated a further \$10,000 through this year's flag appeal, selling over 25 flags to sites around the ACT.

The funds from this year's flag appeal will go towards the purchase of a new Panda Warmer for the hospital – an essential item used for looking after newborn babies and keeping them warm and content.

Divisional Branch Assistant Secretary Zach Smith presented the Centenary Hospital with a cheque for the

\$10,000 raised, and thanked the Canberra hospital on behalf of the Union for the invaluable work they do.

"The contribution that the Centenary hospital makes to the Canberra community cannot be overstated. They are a backbone of support, compassion and care for people who need it most", Zach said.

The Union is proud to continue supporting the great work of the Centenary Hospital through our flag appeal, and we look forward to raising even more essential funds next year.

Thanks to everyone who supported this year's campaign – your donations and solidarity is greatly appreciated.

COMMITTEE MEMBER TRAINING

Are you aware that there were legislative changes around committee member training that took effect as of January 1 2019? Work Health and Safety Act 2011 Subdivision 5.3.1A, Section 49A.

The new legislation states that a Major construction project is a project involving construction work with a contract price that is more than \$5 million.

CONSULTATION

Enhancing consultation and collaboration in the ACT construction industry is an important public safety matter which requires regulatory mechanisms to ensure compliance with the safety duties and obligations to achieve a workplace standard that puts the health and safety of workers first.

The new requirements under these changes imposes an obligation on the principal contractor of a major construction project to:

- consult with workers and their representatives in the establishment of work groups;
- consult with an eligible union, which is based on the type of workers present at the workplace, for the purpose of obtaining advice in relation to the number and composition of work groups and numbers of Health and safety representatives. This is a consultation requirement separate to the negotiations that would then happen with workers regarding the agreement of work groups
- require election and training of health and safety representatives; and
- require the election and training of health and safety committees.

This will ensure a consistent approach to safety consultation, participation and training on major construction projects. In particular, the training of health and safety representatives and health and safety committee members on major construction projects and educating workers about health and safety obligations under the Work Health and Safety Act 2011 will assist in identifying and addressing risks in the workplace.

Health and safety committee functions include:

- Health and safety representatives are usually automatically members of the health and safety committee and at least half of the members must be workers who have not been nominated by the person in control of a business or undertaking.
- facilitating co-operation between the person in control of a business or undertaking and workers to instigate, develop and carry out measures to secure the work health and safety of workers;
- assisting in developing health and safety standards, rules and procedures that will be followed or complied with at the workplace; and,
- other functions agreed by the person in control of a business or undertaking and members of the health and safety committee.

Some other questions asked are:

I'm a HSR do I have to do the committee member training course? Answer - yes

- How long do I have to be trained? Answer - 3 months
- What is the make-up of a committee? Answer - It varies depending on the size of the job

CSI is one of only two (2) Worksafe ACT approved RTO's to deliver this course, so if you believe your company has started a new job and have not followed all the information supplied, give CSI, your organiser or delegate a call to have someone come out and follow up to see if your job should have the committee member training up and running.

Building and Construction Industry - Portable Long Service Leave Scheme

Don't miss out

Are you registered for portable long service leave?

ACT LONG SERVICE LEAVE AUTHORITY

For more information visit
www.actleave.act.gov.au

For translation services:
<http://www.tisnational.gov.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

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.

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).

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

MAKE SURE YOU KNOW ABOUT SILICA- CSI TRAINING HAVE THE FOLLOWING COURSE:

CRYSTALLINE SILICA AWARENESS

It is currently being estimated that over 200 lung cancer cases in Australia each year are caused by exposure to silica dust in the workplace. So many construction workers are being exposed on a daily basis. If you work in or around the following product you may be getting exposed to silica dust. Roadworks, brick works, tiling, concreting or demolition work. If the product is being cut ground or drilled, you need to know if you're being exposed. Silica dust and other dusts have been a long-standing health hazards, causing millions of cases of disease and deaths since civilisations, stone masonry and mining began.

Participants in the CSI Awareness Course will learn how to identify, control and manage the risks associated with the dust. The course covers a range of topics; some are stated below:

- 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

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

Delivery method: Face to face

Duration: 2 hours

Contact: Anthony 0439851998

avitler@csisafety.com.au

NATIONAL ORGANISER TRAINING WEEK



By Michael Hiscox, CFMEU ACT Organiser

In July this year, myself and Josh Bolitho went down to Melbourne to attend the annual National Organisers Training week conducted by the Victorian Construction & General Branch.

On the first day, we each teamed up with a Victorian Organiser who took us around to each of their sites, introduced us to their delegates/shop stewards, and talked us through how they get around their sites.

The Victorians have a very impressive delegate structure and confirmed how critical strong delegates are to the growth of a branch.

On the days following we had training sessions covering a range of topics, from managing occupational health and safety, recruiting new members, and also becoming more familiar with different parts of the Building and Construction Onsite Award, and the industrial relations laws in Australia.

We were taken on a tour of the Queen Victoria Markets and the Victorian Trades Hall by Dave Kerin. Dave is

incredibly knowledgeable about the struggles that the Union Movement has faced over the last few decades, and he provided all of us with some great insights into the history of unionism in Melbourne and how various struggles had been won.

We also had the privilege of attending a Victorian Shop Stewards meeting. There was a lot of engagement at the meeting with shop stewards all providing their input into what had been occurring both Nationally and in Victoria and Tasmania.

The Organisers training provided plenty of good information and knowledge, but what was most useful was the contacts and friends made throughout the process.

What was clear is that our Union all over Australia faces similar problems, and the best way to confront these is working together.

Having the opportunity to speak to other organisers about companies they had dealt with, how they have handled certain situations and how they do their job was one of the best parts of the training.



You need the cover that's right for you.



Does your Death and TPD insurance cover you at work?

Many Cbus members work in a physically demanding, hazardous industry¹. If you work in a hazardous occupation, Cbus may be the only option or one of few options to obtain insurance cover². Other super funds may restrict or exclude automatic insurance cover for one or more of the following occupations: concreter, bricklayer, plasterer, labourer, plumber, painter, rigger, welder, scaffolder, or dogman².

We're here to help.



Speak with your Coordinator



Call **1300 361 784**
Mon to Fri from 8am to 8pm AEDT/AEST

1. Cbus Annual Integrated Report 2018. 2. Rice Warner report for Cbus, Review of Insurance Offer, 16 May 2018.

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and related documents to decide whether Cbus is right for you. Contact us on **1300 361 784** or visit 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.

Cbus is for all of us

Strong long-term performance and local knowledge

We have consistently performed over the years since we began, delivering strong long-term investment returns for our members for more than 33 years.[^] This all adds up, helping to grow your retirement savings.

Estimated Net Benefit with a starting balance of \$50,000* (As of 31 March 2019)					
Years of age	1 Years	3 Years	5 Years	7 Years	10 Years
SR50 Balanced Median	\$53,435	\$65,546	\$75,679	\$97,905	\$132,520
Cbus (Growth)	\$53,616	\$67,366	\$80,833	\$108,159	\$145,131
Cbus Outperformed	\$181	\$1,820	\$5,154	\$10,254	\$12,611

*The table shows the estimated net benefit for an account with a starting balance of \$50,000 over the last 1, 3, 5, 7 and 10 years invested in Growth (Cbus MySuper) option and the SR50 Balanced Median. Estimates have been sourced from internal modeling, using data from SuperRatings SMART database. Past performance is not a reliable indicator of future performance. For more information on Cbus' fees and costs and investment performance visit our website cbussuper.com.au

Default Death Cover by Age*								
Years of age	25	30	35	40	45	50	55	60
Cbus (Manual)	\$208,000	\$208,000	\$208,000	\$208,000	\$208,000	\$208,000	\$132,000	\$92,000
BUSSQ (Manual)	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$156,000	\$78,000
Host Plus (Heavy Blue)	\$113,092	\$141,365	\$169,638	\$134,810	\$82,086	\$50,912	\$34,870	\$14,192
Australian Super (Standard)	\$116,000	\$178,000	\$180,000	\$160,000	\$124,000	\$80,000	\$37,000	\$9,000

Default TPD Cover by Age*								
Years of age	25	30	35	40	45	50	55	60
Cbus (Default)	\$156,000	\$145,600	\$135,200	\$124,800	\$104,000	\$104,000	\$66,000	\$46,000
BUSSQ (Manual)	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$30,000
Host Plus (Heavy Blue)	\$169,638	\$169,638	\$169,638	\$134,810	\$82,086	\$50,912	\$34,870	\$14,192
Australian Super (Standard)	\$48,000	\$61,000	\$53,000	\$43,000	\$29,000	\$17,000	\$9,000	\$5,000

*The table shows the amount of default death cover and default TPD cover by age. For more information about Cbus' insurance premiums and cover see our Death and disability insurance guide for Industry Super available on our website cbussuper.com.au. Figures have been sourced from RiceWarner Galaxy Group Comparator on 21 May 2019. For more information on Cbus' fees and costs and investment performance visit our website cbussuper.com.au. This is only default cover for members over 21 yrs of age and it is for Industry members.

Cbus default cover is 4 units of manual death and TPD cover.

Cbus insurance cover is built for your specific industry.



Specialist cover - for all trades and conditions e.g. working at heights



Premiums from your super account - not from after-tax funds



Total and Permanent Disability cover - provides a lump sum benefit



Death Cover on top of your super - to look after those you leave behind



Life Event Options - make it simple to change cover when life changes

[^] Insurance is subject to eligibility and claims must be accepted by the insurer. Past performance is not a reliable indicator of future performance. Based on the crediting rate, which is the return minus investment fees, the Trustee Operating Cost and taxes. Excludes account keeping administration fees.





**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.



Creative Safety Initiatives

It's better to be safe than sorry

In partnership with



An initiative of

Starting a conversation



1. Ask R U OK?

- Pick the right time and place to start the conversation.
- Mention specific things that have made you concerned for them, like "You seem less chatty than usual. How are you going?"



2. Listen

- Take what they say seriously and don't interrupt or rush the conversation.
- Encourage them to explain: "How are you feeling about that" or "How long have you felt that way?"
- Show that you're listening by repeating back what you've heard (in your own words) and ask if you've understood them properly.



3. Encourage action

- Help them think of next steps they could take to help them manage their situation.
- If they've been down for more than two weeks, encourage them to see a health professional.
- Be positive about the role of professionals in getting through tough times.



4. Check in

- Schedule a reminder to call them in a couple of weeks. If they're really struggling, follow up with them sooner.
- Stay in touch and be there for them. Genuine care and concern can make a real difference.

Can you spot the changes?



Find the 6 differences between these two illustrations.



Useful contacts for someone who's not OK

Encourage them to connect with a trusted health professional, like their GP, or these Australian crisis lines and professionals:

Lifeline (24/7)

13 11 14
lifeline.org.au

Suicide Call Back

Service (24/7)
1300 659 467
suicidecallbackservice.org.au

Beyond Blue (24/7)

1300 224 636
beyondblue.org.au

Kids Helpline (24/7)

1800 551 800
kidshelp.com.au

SANE Australia

1800 18 SANE (7263)
sane.org

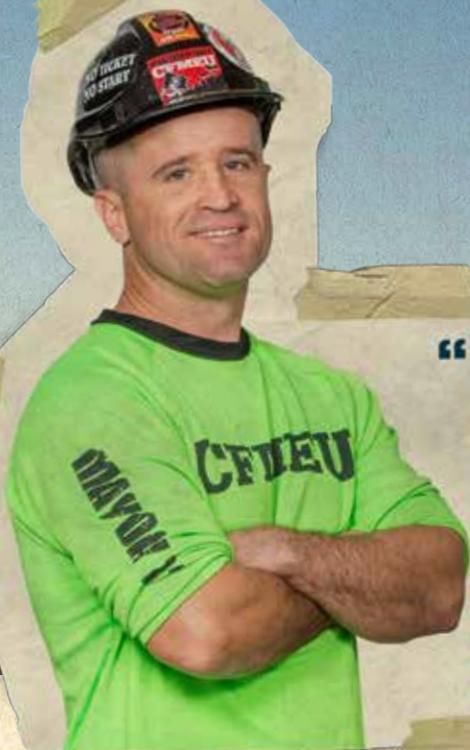
More contacts

ruok.org.au/findhelp

RU OK?™

A conversation could change a life.

ruok.org.au



**"BUSSQ'S ALWAYS
LOOKED
AFTER ME"**

**STEVE AMIES
BUSSQ MEMBER**

Average return
over 34 years*
9.71%

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 Ken (Dusty) Miller on 0427 686 571.

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
Dusty on 0427 686 571.**



1800 MY BUSSQ

1 8 0 0 6 9 2 8 7 7

BUSSQ.COM.AU

BUSSQ
building super

*Based on the performance since inception in 1995 calculated at 30 June 2019. The information supplied in this advertisement 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 BUSSQ product and how it works and consider the appropriateness of the information to your needs or seek independent advice from a properly qualified professional. Any personal statements that are used in this advertisement are with the consent of the individual. Prepared by BUSS(Queensland) Pty Ltd (ABN 15 065 081 281, AFSL 237860) as Trustee for BUSSQ (BUSSQ Fund, ABN 85 571 332 201).

GONE THROUGH A BREAKUP? PROTECT YOUR CHILD'S FINANCIAL FUTURE.

Will your super and insurance go to your children or your ex in the unfortunate event of your death?

If you want the money in your super account and any insurance benefit to go to your children it can be complicated after a breakup or if your ex is the primary carer for your children.

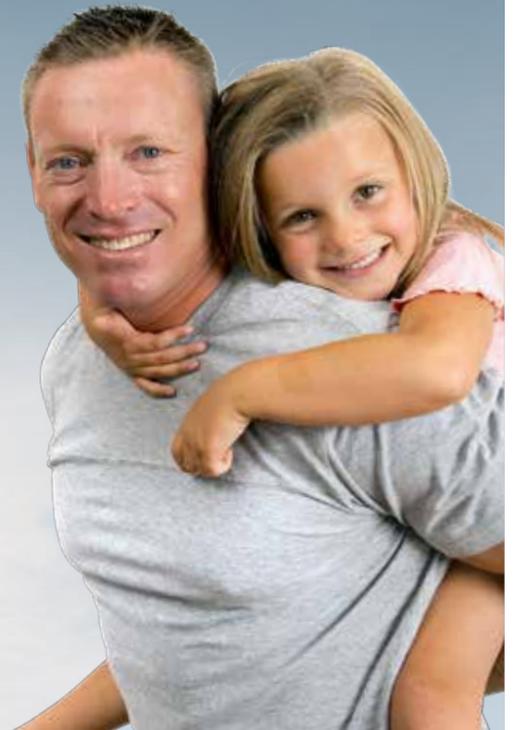
A Child Income account from industry fund BUSSQ is a simple way to ensure any benefit paid upon your death goes to your children.

The Child Income account pays a regular income to help with your children's living expenses, school fees and extras that may not normally be in budget. The payments also won't impact any government

assistance available to help care for your children.

Even without children, a breakup or major change in your life may impact the beneficiaries you've nominated to receive a benefit in the event of your death. Keeping your beneficiaries up to date with your super fund will assist your assets going to your loved ones the way you want.

To nominate a BUSSQ Child Income account or update your beneficiaries call your ACT **Fund Rep Ken (Dusty) Miller on 0427 686 571** or the Fund office on **1800 856 722**.



SUPERANNUATION: THE CHOICE IS NOW YOURS

The CFMEU ACT offers BUSSQ as a choice option for workers in ACT.

Having choice gives you the power to select the fund that will best meet your needs and help you plan for a richer retirement.

You can choose the fund that offers you the best investment options for your retirement savings, insurance products for protecting yourself and your family and fees which can have a big impact on your super balance over time.

National industry fund BUSSQ Building Super has been looking after workers in the building and construction industry for over 30 years.

BUSSQ is committed to supporting members with personalised service and financial advice at no extra cost* to help them on their financial journey to retirement.

The fund's in house arrears team also works closely with the union, employers and contractors to help ensure members get the super their entitled to. BUSSQ doesn't sub this service out to third parties.

With consistently strong long term returns BUSSQ will help you build for your retirement.

To find out how BUSSQ can help you, call your ACT Fund Rep Ken (Dusty) Miller on 0427 686 571 or the fund office on 1800 856 722.



* Personal limited financial advice about super including contributions and choosing insurance and investment options, is provided by Skylight Financial Solutions at no extra cost to BUSSQ members as it is included in BUSSQ's administration fees. This 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 BUSSQ 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 081281, AFSL 237860) as Trustee for BUSSQ (BUSSQ Fund, ABN 85 571 332 201). BUSSQ owns Skylight Financial Solutions (ABN 46 076 835 848, AFSL 450139), the company that provides financial advice to our members.



eat. drink. enjoy

AT THE TRADIES FOR FREE!*

Members of the CFMEU receive a FREE 1-year membership at The Dickson Tradies!
The Dickson Tradies offers food and drinks, entertainment and events,
plus a barbershop, 4-star accommodation, and free undercover parking!

Simply present your photo ID and current OK card at club reception to join or renew!

*Terms apply. Offer is for a free 1-year membership and is only available to financial members of the CFMEU who can present valid identification, otherwise membership fees apply.
To join The Dickson Tradies you must be over 18 years of age and agree to be bound by the rules of the club.



happy hour
Weekdays
5pm to 6pm

\$10
schnittys
Mondays & Tuesdays
5.30pm to 9pm

\$12
lunches
Weekdays
12pm to 2pm

\$12
roast
Weekends
12pm to 2pm



The Dickson Tradies

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

For the information of members and their invited guests.

Responsible service of alcohol rules apply.