

CFMEU

CONSTRUCTION WORKER

www.cfmeuwa.com

Spring 2018 Issue 3



**SALINI
AIRPORT
TUNNEL:
UP SHIT
CREEK
WITHOUT
A PADDLE!**

**Inside: Tunnel Vison has to Stop • Australia needs a Pay Rise
Alcoa Strike • Wage Theft • Senate Inquiry – Workplace Deaths
Members Making History • Plus lots more...**

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SALINI AIRPORT TUNNEL UP SHIT CREEK WITHOUT A PADDLE!

See the story
and pics on
pages 4 & 5



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MEMBERS LETTERS TO THE EDITOR Email : editor@cfmeuwa.com

SAFETY GOES DOWN THE TUBE!



There's doesn't appear to be any light at the end of the tunnel when it comes to safety on the Forrestfield Airport Link. In fact, safety has gone down the tube!

UP SHIT CREEK

We have seen large sinkholes and major flooding inside the tunnel (see story this issue). Two workers have been lucky to escape death, one surviving an electric shock and another lucky not to be killed when a high pressure air pipe exploded hitting him in the face. There have been countless other close shaves. Too many to mention here.

Time and time again we are seeing the company Salini-Impregilo hinder this unions efforts to ensure better safety procedures on the job.

They have cut corners and costs wherever they can, to squeeze out every ounce of profit (with workers blood) because of procurement processes in this state which doesn't flag obvious warning signs when the tender price sounds too good to be true. Safety is treated as a luxury not a necessity, workers are put at risk and morale on the project is rock bottom.

Western Australians deserve a quality product and they also expect workers to be fairly paid and kept out of harms way. Both of which,

have gone missing on this project. It's an absolute disgrace and the government should take notice of how they operate, before considering them for in any future tenders. In the meantime, our fingers are crossed that no one is killed. (see stories inside)

PREVENTION OF INDUSTRIAL DEATHS – LIBERALS MISSING IN ACTION!

I recently gave evidence at a Federal Senate Hearing into the Prevention of Industrial Deaths. Several families who had lost their loved ones also gave evidence and statements.

Not one Liberal Senator bothered to turn up. Absolutely piss weak!

It is hoped through the hearings, which sat in all states, that new laws will come into place to protect workers from death and serious injury. We believe that, as part of a raft of measures, Industrial Manslaughter laws need to be enacted as the ultimate deterrent. Your union along with the MUA is working hard to achieve these outcomes. (See story inside)

CFMEU/MUA STATE CONFERENCE 2019

The first State Conference involving our two great unions, since we merged, will be held in February next year. The last conference in 2017 was a huge success and we want as many rank and file as possible to be involved in 2019. Stay tuned for more details.

CONGRATULATIONS MICHELE O'NEIL

Ged Kearney was a great supporter of unions, and I can think of no one better to replace her as ACTU President than Michele O'Neil. Michele is someone who understands the needs of construction workers and what needs to change going forward. She will be fighting in our corner as we change the rules. (See story this issue)

Be Paid up and Proud

A handwritten signature in black ink, appearing to read 'Mick Buchan'.

Mick Buchan
State Secretary, CFMEU WA



What a bunch of BANKERS!

You could be excused for thinking that compared to unions, banks and insurance companies virtually get off scott free!

There was a time when banks were a valued member of the community. The Royal Commission into banks has shown what a devious mob they are. In contrast, the Royal Commission against unions found little.

The fact is, if unions carried on like banks, the government would be looking to close them down and throw away the key. Yet by and large, banks are getting away with corrupt, systematic behaviour at almost every level, including alleged bribery, forged documents, repeated failure to verify customers' living expenses before lending them money they can't afford to repay, and selling insurance to people who can't afford it. ***AMP even charged 4645 dead super customers life insurance premiums despite knowing they had died.***

The commission unearthed scandals around what was called 'fee for no service', where customers were charged without a service provided.

Get this! Although it was originally thought to be a \$200 million problem, it's now expected AMP and the banks have stolen more than \$1 billion from their own customers.

Commonwealth Bank took it to the next level, taking money from customers who'd been dead for up to a decade.

NAB's "Introducer" programs rewarded people like solicitors and accountants for referring customers to its home loans, but it ran off the rails in greater Western Sydney.



It's obvious there's one law for the big end of town and the rest of us can get stuffed.

One "introducer", believed to be a tailor, referred \$122 million in home loans and reaped an astonishing \$488,000 in fees.

HOW DARE THE ROYAL COMMISSION GO AFTER INDUSTRY SUPER!

ANZ was caught out getting its bank tellers to sell a superannuation product. Despite knowing the risk – and that tellers weren't qualified to sell superannuation products – ANZ forged ahead. Bank tellers pushed Smart Choice Super, earning the bank \$3.6 billion in funds under management, until ASIC forced them to stop. However ANZ was fined a paltry sum – just over a million. It stinks!

The Coalition had to be dragged kicking and screaming to establish the Banking Royal Commission.

When they called the RC into Trade Unions, Liberal leaders, employer organisations, and Liberal Ministers were in the media every day calling for union heads – their silence during

the Banking RC has been deafening.

It's obvious there's one law for the big end of town and the rest of us can get stuffed.

This fact is brought into focus by the Liberal Government's maniacal support of the ABCC and their draconian Integrity Bill which will only punish union members and the good work unions do. Working people and their families have had enough.

If the government isn't screwing you, the banks and insurance companies are. Enough is enough.

Unions are the only entities in this country on the side of the worker. The only ones who fight for workers' rights, for pay increases, better safety and conditions. However the conservative forces are hell-bent on putting road blocks up to stop this and deny workers a voice, and any action to improve their standard of living.

It's time to change the rules, and for that to happen you can only bank on your union. Join us.

UP SHIT CREEK

It's that sinking feeling you get when a tunnel is supposed to be water tight

What began as a water leak into the main airport tunnel, causing a giant sink hole 5 metres wide and just as deep, turned into major flooding within the tunnel itself! **Workers have every right to be angry, given Salini's terrible record on safety.**

Workers have also been warned they face the sack if they take photos or 'leak' any information they fear will compromise their safety. So it's ok to leak massive amounts water, but not get the facts out in the public arena! We have news for them.

This is a taxpayer funded project. Western Australians deserve to know what is going on, moreover they deserve to be delivered a top quality project, on time and on budget. Neither of which is happening. As things stand the public has every right to feel they have no confidence in Salini.

Engineers are trying to establish how this happened, and it won't be an easy or inexpensive fix. Soon the tunnel will go under the immense top ground pressure of the Swan River. What then?

With water flooding the tunnel, we've seen the ridiculous situation of workers being given inflatable rubber dinghies to get around inside the tunnel to carry out work. If we hadn't seen the photos for ourselves, we wouldn't have believed it! Next they will be issuing snorkels – just in case!

Questions need to be asked about what testing was done along the route to establish danger areas. in regard to any possible water leakage?

What undertakings were given in Salini's contract? What prior independent geological surveying is being done along the tunnel route? (if any)

CFMEU State Secretary Mick Buchan says: *"Salini have hindered and obstructed our officials from servicing workers in the tunnel. Our union prides itself on ensuring better safety outcomes. It is well known that union sites are safer sites and more productive as a result. Unions like ours are a part of the solution. This latest episode is an absolute disgrace and the longer this tunnel goes, the worse things get."*

Sound familiar? Does the Perth Children's Hospital ring any alarm bells?

We don't want to be sitting here again saying; 'we told you so', but the fact remains this project has an appalling regard for safety, leading to two workers almost losing their lives. Salini's attitude to unions is counter-productive and the corners they cut to make a few extra dollars is putting the lives and welfare of workers and the quality of the project at risk. At the very least there should be a Site Safety Audit conducted on the entire project.

WHY SALINI?

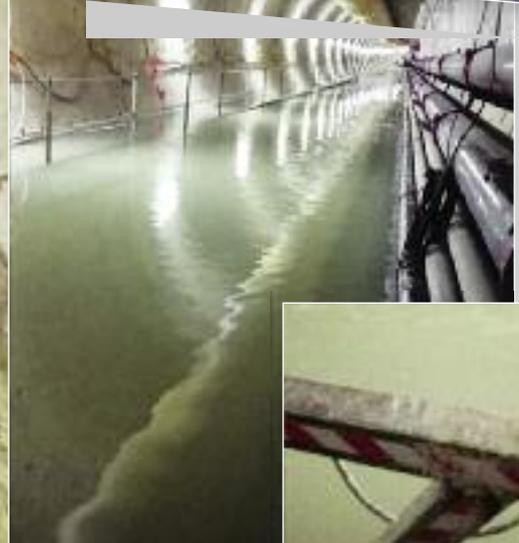
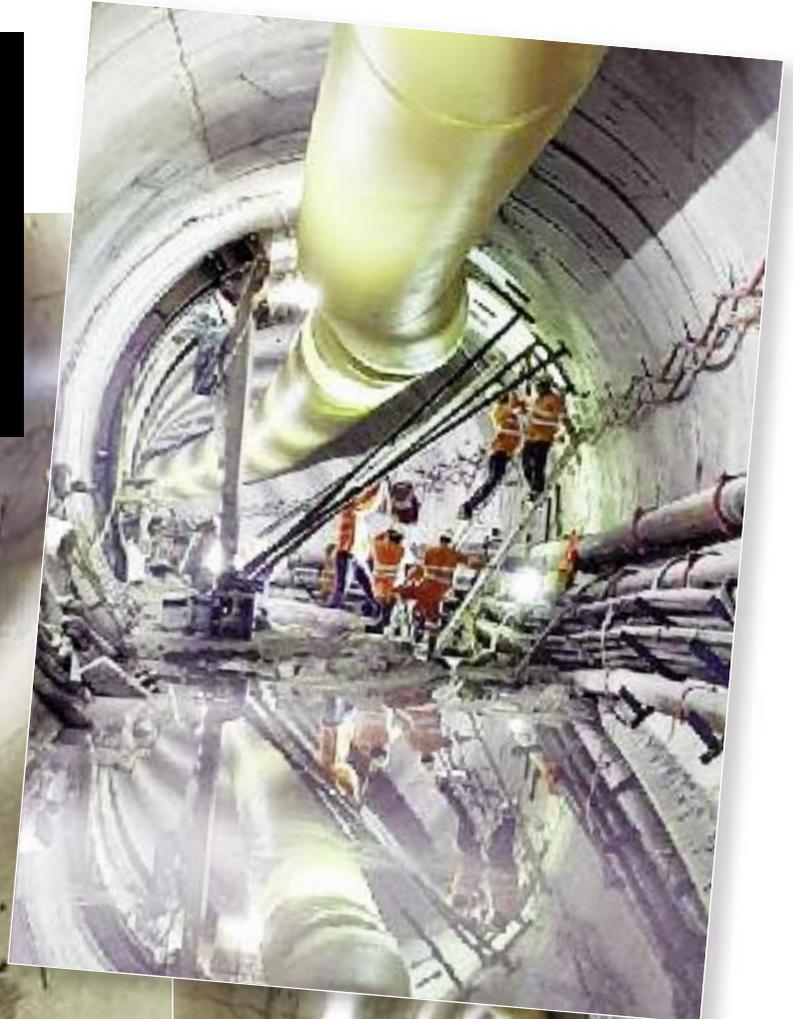
The appointment of Salini to this project came as result of questionable state government procurement processes by the Barnett government, which saw it go to a cheaper tendered price. What we have ended up with is a race to the bottom with false economies, where projects are built down to a price, not up to a standard. All this will do is see WA taxpayers sinking more money into getting the project done right.

Going forward this practice has to change.



...WITHOUT A PADDLE

The ridiculous situation of workers being given inflatable rubber dinghies to get around to carry out work.



TUNNEL VISION

There's no doubt that the McGowan Labor Government inherited the left overs from a lot of poor decision making by the Barnett Liberal Government.

In construction, they first had to oversee the completion of the debacle of the Perth Children's Hospital and now we are seeing them contend with the Barnett Government decision to appoint Salini-Impregilo to build the Forrestfield Airport Link Project.

Having said that, the time is fast approaching when this WA Labor government will have to stand by their own decisions, and learn the lessons from the mistakes made by their predecessors.

You could smell a rat at the time 'Salini' was appointed by the Liberal government's procurement (tender) process.

The Forrestfield Airport Tunnel Link was budgeted at 1.96 billion dollars, yet the tender was awarded to Salini-Impregilo by the Barnett Government for just 1.3 billion, a massive reduction based on the initial budget. It was a massive shortfall, and converting that shortfall into profit has meant workers have been screwed on wages, conditions and safety standards.

What's worse, local jobs are not a priority, with cheap labour coming in from overseas to work on the project in jobs that locals are qualified, capable and willing to perform.

Turnover of workers on the project is rife due to the poor wages, conditions and shocking third world safety standards they have had to endure. You have to ask why the PTA and WorkSafe are not doing anything to enforce WA safety compliance. Do you think the half billion dollar shortfall may have something to do with it?

This all started with the assistance of the WA

Chamber of Commerce and Industry, assisting Salini to **'game the system'** by registering an Enterprise Agreement with the Fair Work Commission that was voted up by just 3 workers. None of those workers were actually working on the project at the time of the vote.

SALINI HAS A HISTORY OF UNDERMINING AGREEMENTS

In 2014 Salini Impregilo signed an International Frame Agreement with BWI (Building Workers International), who are an international trade union that organises workers in the construction, building, wood and forestry industries and of the allied trades and industries. BWI represents 320 affiliates in 125 countries around the world. Our union, the CFMMEU is an affiliated member.

Salini has failed to honour this agreement in respect to the Forrestfield Airport Tunnel. Such action calls their integrity into question. Their word isn't worth the paper it's written on. This is all about saving and making money, and you have to ask who the beneficiaries are?

HERE'S PART OF THE AGREEMENT SALINI SAID THEY WOULD ADHERE TOO.

Salini would recognise the need for open democratic industrial relations and for fair collective bargaining procedures for union and company representatives.

('Gaming the System' is not a fair way to collective bargain)

"NON DISCRIMINATION"

All workers shall be given the same opportunities and treatment, regardless of

their ethnicity, colour, gender, religion, political ideas, nationality, social status and other distinctive features. All workers shall receive equal pay for work of equal value (ILO Conventions 100 and 111). Migrants and posted workers shall enjoy at least the conditions applicable to the local national workers.

(Overseas workers are being brought in to work on the tunnel – are they doing jobs local workers could do? Are they getting paid any less?)

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All workers shall be given the right to form and join trade unions, and to collectively bargain (ILO Conventions 87 and 98).

Salini Impregilo S.p.A. shall adopt a positive approach to union activities and an open attitude towards union organizing.

Subject to the prior on-site consent of the contractor / company / consortium, the company shall grant union representatives access to the building site. Whenever a BWI affiliate seeks the recognition of a union, Salini Impregilo S.p.A. shall follow the most effective procedures. Salini Impregilo S.p.A. shall also allow its employees to join trade unions and ensure that workers' representatives shall not be discriminated against and shall have access to all workplaces necessary to carry out their representation functions

(Salini hinders union representation on site every step of the way – union reps cannot access the tunnel area, workers who speak up are shipped out – they do NOT allow unfettered access to promote union membership and representation including checking wages records etc.)

HAS TO STOP!

What safe system of work?
No risk assessment or
planning – just do it.
Potential risk of falls onto
sharp objects, crush and
soft tissue injuries.



SLIPPERY SALINI

IS THIS THE TYPE OF COMPANY THAT SHOULD BE AWARDED MAJOR STATE CONTRACTS FUNDED BY WA TAXPAYERS?

Since the project started, safety has been atrocious.

There have been numerous incidents, from a crane operator receiving a life threatening electric shock to the most recent incident that saw a young workers nearly killed after being hit in the face by an exploding pipe. Other incidents are too numerous to mention here – almost a daily occurrence! West Australians deserve a quality built project and expect that workers receive good wages and decent conditions. There have been too many circumstances in recent times where this hasn't been the case.

There are suspicions that Salini entered a bottom feeder price with a future eye on the MetroNet Rail project, a key part of Labor's election winning platform.

A lot of working class people voted for that project, with the expectation that it would come with local jobs, good wages, conditions, treatment of workers and best practice safety standards, which only a fair collective agreement can deliver. In other words.... A Fair Go for WA!

The tunnel vision of the past in awarding projects to the lowest bidder at the expense of the general public, quality, workers' wages, conditions and safety has to stop now.

THIS ISSUE'S DODGY BUILDER



Salini have earned this issue's title. Sink holes and flooding in the tunnel are the latest in a long line of Safety Shockers.

Salini won the tender for the Forrestfield Airport Link project by undercutting their opposition by \$600M and then brought their third world safety practices to town.

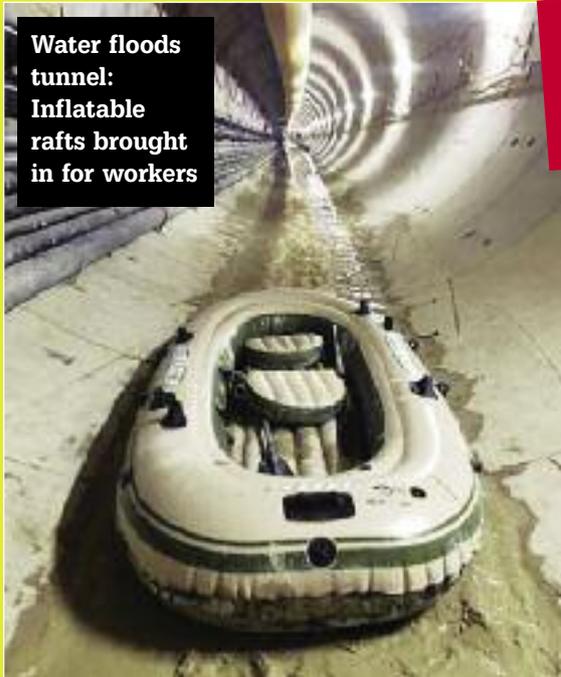
This year there have been numerous serious incidents that we know of, 2 of which were nearly fatalities and 10 WorkSafe Complaints identifying 59 individual safety breaches, 21 of which were high risk activity breaches.

When a worker suffers a Lost Time Injury on the job, Salini's first concern is not to manage the worker's health, but to get them back to work so they don't record a Lost Time Injury.

They continue to deny the union entry to investigate safety breaches on certain sections of the job, like the tunnel, which is where they exploit their foreign employees and most of the serious breaches occur according to workers on the job.

The CFMEU instigated a meeting with Salini International management but they declined at the last moment. This says a lot about their intentions

SALINI



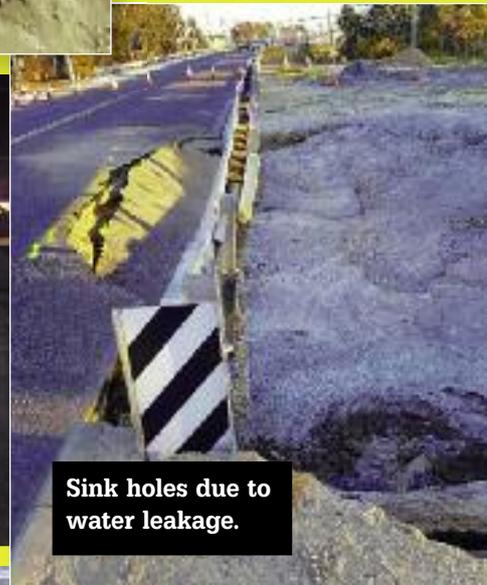
Water floods tunnel: Inflatable rafts brought in for workers



Salini approved freestanding support system for the overhead conduits



No access lighting on the scaffold access to the dive



Sink holes due to water leakage.



Salini approved hand rail



Poorly engineered pipe bracket anchoring system



Another sink hole, Salini really are a class outfit

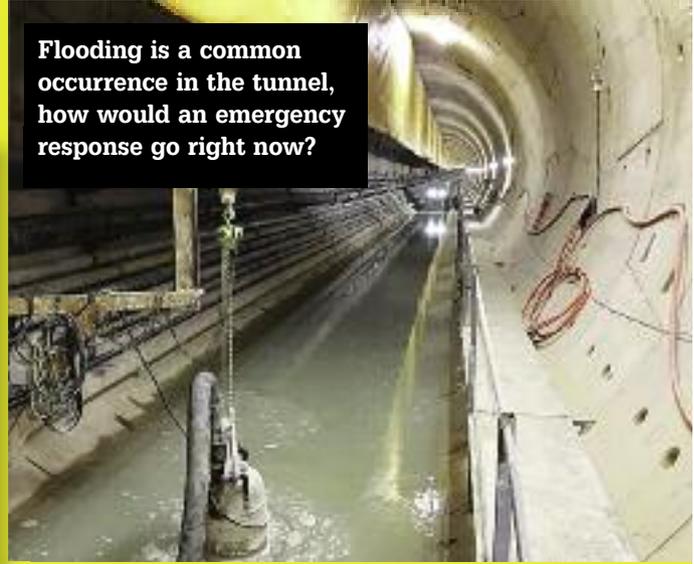
SHOCKERS!



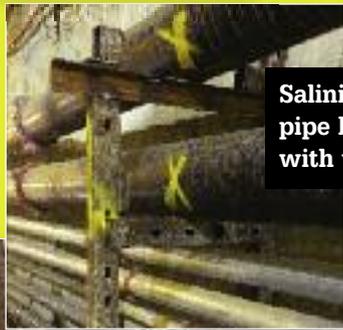
Salini approved crane lift



Another leak in the tunnel



Flooding is a common occurrence in the tunnel, how would an emergency response go right now?



Salini engineered pipe brackets with tac welds



Salini approved pipe stands, this company is a joke



Salini engineered pipe brackets



Pathetic housekeeping and obstructed access to the scaffold system



Another failed supposedly engineered pipe bracket



There was a door on the MSV? Salini's response, just keep it working

These issues highlight the problem with employers like Salini. Globally they are leaders in third world conditions. We do not want them in WA. We continually report their behaviour to WorkSafe who are, despite our endeavours, asleep at the wheel. Hopefully the new Commissioner will put some steel in their backs, and employ inspectors who are able to take up the fight.

If your job has dodgy safety call the CFMEU on 9228 6900 or email photos of dodgy safety practices and safety complaints to safety@cfmeuwa.com. You can also use messenger on our facebook page CFMEUWA

Changes needed to avoid



Mick Buchan giving evidence at the Senate Hearing

IT'S A STRANGE THING

You are out shopping for Father's Day, Mother's Day or Christmas, maybe on the day of a Birthday and you feel this instinctive compulsion to buy a present for someone you love.

Then you realise that the one you love is no longer with you. You are driven by a feeling that they should still be here, that they were taken too soon. This feeling never goes away.

It's a feeling that is stronger and made worse if you have needlessly lost someone.

There are many forms of death, but the one that shocks the most is the unexpected. You certainly don't expect your loved one to go off to work and never come home.

The Federal Senate hearing into the prevention of industrial deaths recently sat in WA at the Fremantle Esplanade Hotel.

The hearing gave the families of victims an opportunity to present their evidence, feelings and frustration at a current system that is not working to protect lives.

CFMEU WA State Secretary Mick Buchan gave evidence on the complete ineptitude of WorkSafe WA, detailing how it has been underfunded to such an extent they have become nothing more than a reactive force.

WorkSafe also came under fire for their investigative processes.

Buchan also called for the Industrial Manslaughter laws to be

introduced as a strong deterrent to keep workers from being unnecessarily in harm's way. The WA government should make Industrial Manslaughter a specific criminal offence under workplace health and safety legislation. Financial penalties on their own are not an effective deterrent.

Over 3,600 workers have been killed in work related injuries since 2003, when Safe Work Australia began to compile statistics. That's more people killed in Australia doing their job than in all the wars since World War 2. Makes you think how many would still be alive today if Industrial Manslaughter laws had been in place.

Since the inquiry The CFMEU and families of victim's congratulate Premier Mark McGowan for coming out and saying:

"I think Industrial Manslaughter laws are worthwhile. We need to make sure we consult the community, the union movement, business and the like, to look at what sort of model we could bring in."

As a union, on behalf of our members, all workers and the wider community, we hope this eventuates in legislation going forward.

Reagan Ballantyne, the mother of 17-year-old Wesley, made a telling statement. Wesley, who had only just started in his job, was killed in January 2017 when he fell through a skylight while working on the fit-out of H&M's Perth city store. He was not wearing a safety harness.

more Workplace Deaths

Reagan detailed a conversation she had with Wesley about safety concerns at the site eight days before his death, during which he told her, "Mum, someone is going to get killed on that worksite". When she asked why, Wesley replied: "Because they're hell reckless, mum. No one wears a harness." If that's not a good enough reason to introduce tough news laws and improvements to safety then nothing is.

The families of Gerry Bradley and Joe McDermott issued a statement from Ireland, with Gerry's brother, Jon-Paul Bradley taking part in the senate hearing via phone.

The Bradley and McDermott families are disgusted by the derisory fine given to Axedale Holdings in May 2018 – we find the amount insulting to the memories of both Gerard and Joe. Axedale admitted their guilt and have openly admitted to not using any of the ratchet straps required to hold the concrete panels in place that are commonly used within Australia and the rest of the world. Axedale have also gone on record saying that they were never told by Jaxon to use the ratchet straps. If Jaxon, who have ultimate control of the site aren't checking the working practices of the contractors that they employ, then why have Jaxon not been charged by WorkSafe?

The CFMEU would like to commend the bravery of all families who came along to give evidence and tell their heart rendering stories, including Trish Kelsh who lost her husband Des, Janice and Mark Murrice who tragically lost their son Luke and Ashlea Cunico who just recently lost her father Robert in a devastating incident at Woodman's Point.

Our view is that these deaths could have been avoided with better safety practices and a stronger deterrent in place

This Federal hearing, which we hope will lead to better outcomes for safety going forward, was chaired and attended by 2 Federal Labor Senators, Gavin Marshall and Deborah O'Neill.

Not one Liberal Senator turned up. Which just goes to show how much they care about workers and workplace safety.

BRAVE FAMILIES GIVING EVIDENCE



Australia needs

The law of jungle has prevailed for too long – Australia needs a pay rise. The deregulation of the labour market over time has seen the demise of real wages, worse still it has put too many workers at the sole mercy of the boss in an ‘Us versus them’ battle. The worker has little chance to enhance their position for increased wages and also conditions.

The early 1990’s saw massive campaigns against labour market deregulation. The spearhead of the campaigns was to ‘protect the award that protects you’. But the award as we knew it has been usurped by various shifts that have given birth to exploitive labour hire, wage theft and the use of fear via casualisation in the workplace, to drive down wages. CFMEU members know about this all too well. On top of that, the so called ‘Fair Work’ system offers nothing fair to workers, with little security, protection or safeguards. Rorting of the system is rampant and employers virtually operate in a world of total disregard for worker’s rights and needs.

THINGS HAVE TO CHANGE.

Newly elected ACTU President Michelle O’Neil, no stranger to the CFMEU, is working with ACTU Secretary Sally McManus, to drive a campaign at the next federal election calling for a wholesale rewrite of workplace laws, including sector-wide bargaining, industrial action rights, job security and a decent liveable minimum wage.

As part of the ACTU’s push for change, heading towards the next federal election, **The Australia needs a Pay Rise** campaign has been rolled out with thousands of volunteers door knocking homes in 40 electorates across the country, to drive home the message .

ACTU Secretary Sally McManus said pay inequity meant too much pressure was being put on working families. “We have a wages crisis – profits are going up, productivity is going up, CEO bonuses are going up – but our wages are not going up.”

The Liberals BIG Lie at the last election was to promise Jobs and Growth. All we got were jobs in the lowly paid GIG economy and all the growth has been in corporate profits and CEO wage rises.

Sally McManus has said the Liberals have cut penalty rates, capped public sector pay and clung to outdated rules on pay negotiations.

Surging bonus payments have pushed pay for Australia’s chief executive officers to a record high at the same time stagnant wage growth prevents the bulk of the country’s workers from seeing their incomes rise.



A large graphic with a black background. At the top, the text "AUSTRALIA NEEDS A" is in white, and "PAYRISE" is in a much larger, bold white font. Below this, there are two logos: "Change THE RULES" in orange and white, and "CFMEU WESTERN AUSTRALIA" in white.

STICK FAT WITH YOUR UNION. JOIN THE



a Pay Rise

Median-realised pay for ASX 100 chief executives rose 12.4 per cent to \$4.36 million and rocketed by 22.1 per cent to \$1.76 million for ASX101-200 company bosses.

Bonus payments rose more than 18 per cent, with close to one in three ASX 100 chief executives awarded at least 80 per cent of their maximum bonus.

Average wages growth has flat lined in recent years with the Wage Price Index edging marginally higher to 2.1 per cent in the most recent reading, barely keeping up with inflation.

The inequality is rife.

In a NSW case, close to home for our members, employees at BOOM Logistics have not had a pay rise since 2013 or 2014 depending on which site they work at but at the same time it seems that Boom has had no trouble affording:

- A 23% pay rise for Chief Operations Officer Tony Spassopoulos who received \$490K in 2017 compared with \$398K in 2016
- Total executive pay to key management personnel increasing by 25%.
- Payments to non-executive Directors totalling \$2.7 million (up from \$2.2 million in 2016) - a 22% increase
- Almost a \$1 million yearly wage including bonuses for the CEO with 12 months' pay if he is made redundant.

This is just the tip of the iceberg. We don't have to accept this, but we do have to fight to make the changes needed.

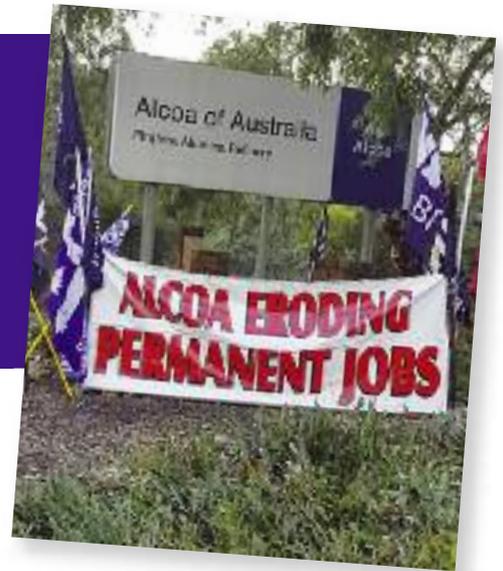
We have to stand shoulder to shoulder, unions with workers, we are all in this together.



FIGHT. IT'S TIME FOR A PAY RISE.

AWU ALCOA STRIKE:

From the days of Strength in Unity to Stronger Together, the strike action by 1600 Alcoa workers could stand alongside AWU history with the great shearers strike of 1956, albeit this action, while more peaceful than the fight against greedy pastoralists, is no less weaker in its intent.



HOW MUCH MORE DO THESE GREEDY PARASITES WANT?

Alcoa have been on a worldwide hunt to cut costs and workers conditions. In Canada there has been a lock out with workers since January, over cuts to jobs and conditions. Italy saw massive rallies over Alcoa's decision to shut down operations.

Alcoa is pulling the same stunt as Glencore tried at Oakajee, where our CFMEU members held the line in a 230 day lockout.

In the 50's when wool was a 'pound for a pound', rich Cocky's drove around town in flash cars, sent their kids to private school and took holidays via the old Kangaroo route to England.

Workers had much less from the Golden Fleece.

Shearers, AWU members, held out in Queensland for 10 months, the strike ending earlier in some other states, but the action resulted in a win for the workers.

It was a fight then, as it is now, by workers who for generations had family members working in the industry. It was about protecting the rights and rates of pay for future sons and daughters.

Alcoa came to Western Australia in the in 1960's, and have done bloody well out Western Australia. Since then, generations of workers and their families have had secure jobs, with both workers and company building an industry together.

Now Alcoa wants to terminate their Enterprise Bargaining Agreement, refusing to extend their existing conditions. The current deal covers employees at the company's refineries in Kwinana, Pinjarra and Wagerup and its Huntly and Willowdale Bauxite Mines south of Perth. The walkout on August 8 was sparked when EBA negotiations, that have been ongoing for around 20 months, stalled.

Alcoa applied to the federal government's 'stacked' pro-business tribunal, the Fair Work Commission, to allow it to terminate the current work agreement.

The workers could be forced back onto the base industrial award, leading to massive pay reductions and sweeping cuts to working conditions.

Workers want a guarantee of no forced redundancies. The company used threats of termination in an attempt to intimidate the workforce into accepting new working conditions. AWU Western Australia Branch President Andy Hacking, who works at the Kwinana refinery, said: "Many of us are long-term employees who have never caused them any grief, but they won't provide assurances about not casualising employment, outsourcing contractors or agreements on manning hours."

Alcoa have profited extremely well off the back of their workforce, with the latest figures showing the company had revenue of \$US11.6 Billion, Operating income of \$US1 Billion, Net income of \$US217 Million with assets totalling \$US17.4 Billion.



A lesson for all of us

WHEN PUSH COMES TO SHOVE, IT'S ONLY THE UNION THAT'S 100% ON THE SIDE OF THE WORKER



The Glencore workers were able to retain the vast majority of their terms and conditions including rights to arbitration, housing subsidies, and bonus arrangements. They refused to let Glencore walk all over them.

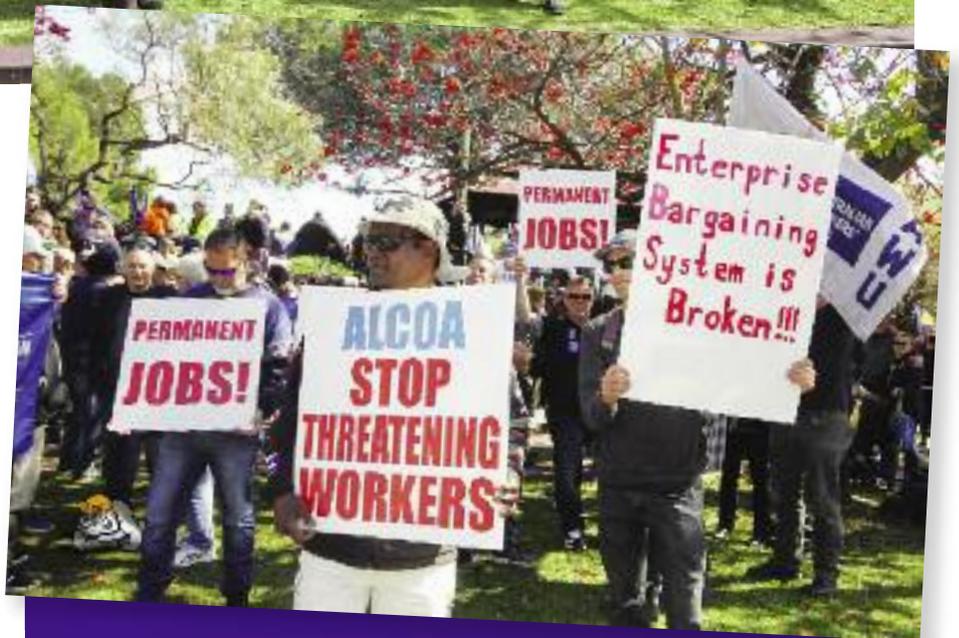
At a recent rally at Solidarity park, over 1200 unionists and members of the community came to together to send a strong message to Alcoa.

United we'll never defeated.

When push comes to shove, it's only the union that is 100% on the side of the worker.

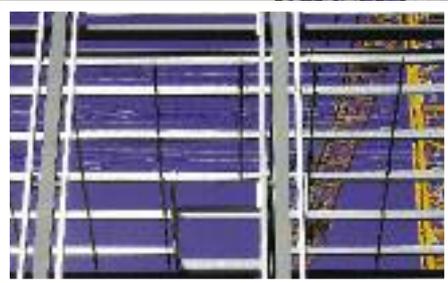
This latest dispute is a lesson for all of us if we want to protect what we have and also seek the extra we deserve.

If we don't stand up, if don't draw a line in the sand then companies big and small will blatantly attack workers' wages and conditions.



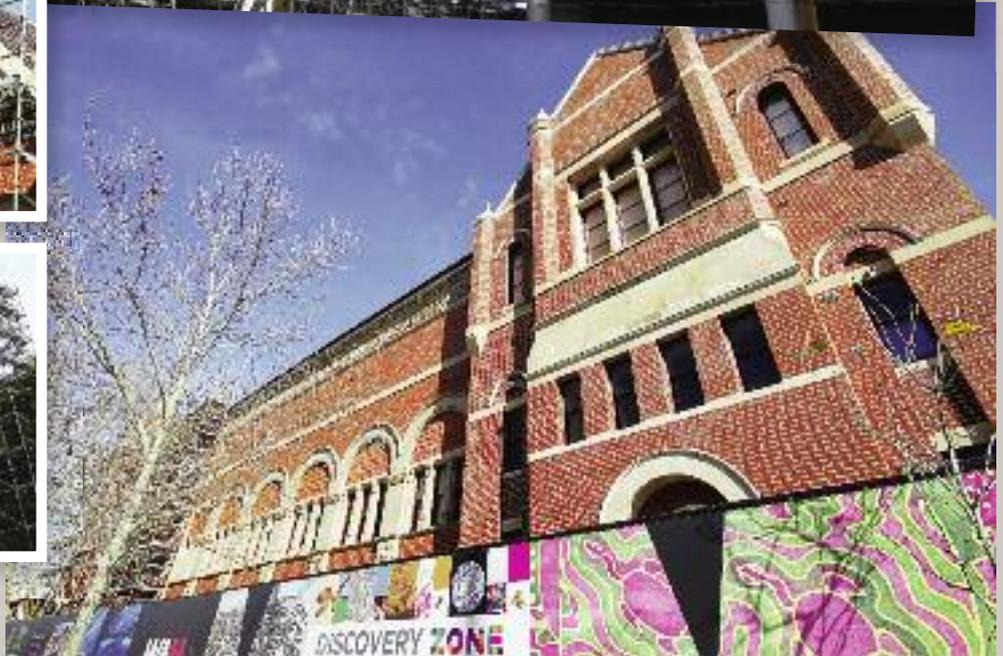
Call it solidary, call it militancy or just plain guts, but the fact is, If you don't fight, you lose...LET'S FIGHT!

MEMBER'S MA



WA MUSEUM PROJECT

KING HISTORY



PROUD PAST. VITAL FUTURE.

Michele O'Neil: A champion

New ACTU President Michele O'Neil has spent 30 years fighting to 'Change the Rules' for textile, clothing and footwear workers. Now she's taking that fight to a bigger stage.

She is no stranger to the CFMEU, having been the Secretary of the TCFUA and championing its merger with the CFMEU and MUA, now CFMMEU.

In Michele, all workers have a champion fighting in their corner.

Michele fought – and won – in workplaces where insecure work, wage theft, outsourcing, sham contracting and labour hire were rife.

Most of the workers Michele represented were women, often migrant women working in low-paid jobs, and the textile industry has been at the forefront of globalisation – a laboratory for capital to test new ways to take power from working people.

"These things are now normal for almost every worker – we see it with contract teachers and nurses, whose skill and experience have been progressively undermined, and we see it in the slave-like conditions of our agricultural workers, and the rampant wage theft in hospitality and retail industries.

"In my industries we changed the rules to win supply chain transparency – obligations for those brands at the top for the conditions of the workers at the bottom and rights for unions to enter workplaces without notice.

"These are some of the things we need in the rest of our workplaces."

Elected at the ACTU National Congress, O'Neil follows on from Ged Kearney as ACTU President.

Kearney won the Federal seat of Batman – since re-named Cooper – at a by-election in March.

Alongside Secretary, Sally McManus, O'Neil will lead the movement for change, and fight inequality, corporate greed, privatisation, and the decimation of public and community services. Together, Sally and Michele will spearhead our movement's efforts to win fair pay, more secure jobs and better lives for working people.

O'Neil is the youngest of a family of five daughters – all, she proudly says, feminists. Her mother Joan, left school at 13 to work in a tannery in Melbourne after her father's job was destroyed during the depression. Throughout her working life, Joan worked as a factory worker, a waitress and in various other casual jobs while raising five daughters while Michele's father was a public servant and, briefly, an AFL administrator.

"My mum, dad and sisters taught me to stand up to injustice and to believe in the struggle for a fairer world and to never give up," she says.

Michele remembers her mother working as a waitress at the Parliament House dining room in Canberra.

"I remember very clearly her coming home and telling me that you can tell what sort of person a politician is by how well they treated the wait staff. That stayed with me."

Michele's passion for social justice began early. Her parents took the family to the

Aboriginal Tent Embassy in Canberra when she was 10. She went to rallies and marches as a teenager to free Nelson Mandela from jail in South Africa.

She joined her union on the first day of her first after-school job as a waitress in Canberra at 14. It was the Liquor, Hospitality and Miscellaneous Union – United Voice today.

O'Neil's experiences at that job made a lasting impression on her. She was sexually harassed by her supervisor who would take her into the storeroom and try to kiss her. Customers also tried to pinch her and proposition her. Michele says she learned a lot about the power of the collective.

When she told the older women working alongside her what had happened, the union delegate and other members stood up with her, and made sure she was safe.

"It was an early lesson in collective power," Michele says.

Michele's teenage years saw her work in restaurants, bars and clubs, as well as becoming active in social justice campaigns – from the anti-apartheid movement, to land rights and affordable housing campaigns.

In her 20s she became the head of the National Youth Coalition for Housing, addressing youth homelessness. She also worked sewing labels on jumpers and

for positive change

"I know, that when working people come together and act as one, no force in the world can stop us."



Michele O'Neil addressing the MUA/ CFMEU State Conference

running a bank of knitting machines, before taking a position with the then Clothing and Allied Trades Union. "I understood what it was like to be a low-paid worker, I'd pretty much worked in low-paid, casual and insecure jobs my while life," she says.

O'Neil went on to work for the TCFUA as an organiser, a campaigner, a negotiator, and then a State and National Secretary.

Among her wins were landmark legislative changes in 2012 that mean workers in her industry – whether they worked from home, on in a factory – are entitled to the same minimum pay and conditions as employees.

"People deserve to be paid the same for doing the same work – that's just basic fairness," she says. "We won that in my industry, but people all across the country still need this basic principle.

Michele is energised and ready for the challenges that a national leadership role for the union movement brings.

"I'm passionate about getting rid of the Turnbull Government. Their attacks on working people and unions and their bias toward big business and the banks is something Australians can no longer afford," she says.

"I have spent my life fighting for a better country and a better world. Along the way I've learned so many things – about resilience, about change and about solidarity.

"I know that when working people come together and act as one, no force in the world can stop us."

WAGE THEFT

It's time to

Your union is fighting hard to stop the ravages of Wage Theft. It impacts on you, your family and the entire economy.

Since John Howard started fucking with Australian workers over two decades ago, Australia's egalitarian values have increasingly slipped backwards. The gap between rich and poor is growing and a culture of individual greed, driven by an ethos of "looking after No.1", has permeated through Australian workplaces. It is no coincidence that the erosion of these values has occurred at the same time as the introduction of repressive workplace laws and the conservatives onslaught on the legitimate standing of trade unions within workplaces and Australian society.

WAGE THEFT AS A BUSINESS MODEL OF CHOICE

Sally McManus (ACTU Secretary) has done a great job in re-positioning the ACTU as an organisation that sits firmly on the side of working men and women. This is a massive shift from an organisation that was previously more interested in collaborating with bosses and setting up career paths for would-be politicians and sell-out consultants, than they were about backing workers.

McManus has called out the underpayment of workers for what it is. 'Wage Theft'. Her narrative is so powerful that the term 'Wage Theft' is now part of the mainstream media's vocabulary. This is no small feat when you look at who owns the mainstream media in this country.

Most Australians are now aware that Wage Theft has become a business model of choice for a large number of enterprises. The likes of Domino's Pizza, Caltex and 7-11 have been exposed as corporate criminals stealing

It is now time for the McGowan Government to show which side they are on. The side of workers and legitimate employers or the side of the cheats, thieves and rogues who are ripping off Western Australian workers.

from vulnerable workers (often young workers and temporary visa workers) in an orchestrated and deliberate effort to increase company profits.

In the United States, the Economic Policy Institute estimate Wage Theft arising from the underpayment or non-payment of workers is about \$15 billion per annum. This is more than all other property theft combined. In Australia, the level of Wage Theft is no different. On a per capita basis, employers are ripping Australian workers off about \$1 billion each year.

WAGE THEFT IN THE WA CONSTRUCTION INDUSTRY

The WA construction industry is characterised by three types of wage thieves. The first type is the employer who simply rips off their workers by not paying them their Award or EBA entitlements or doesn't pay superannuation or long service leave. WA's largest apartment builder, Hanssen Pty Ltd, has wage theft allegedly occurring on their projects on a massive scale. Young workers,

backpackers and new arrivals are being underpaid several million dollars each year. The CFMEU is taking this issue on, with a Federal Court prosecution, whilst the government plods from the ABCC and FWO (whose job it is to fix this shit) spend most of their time working out how to fuck over trade unions and their members.

EBA AND AWARD UNDERPAYMENTS

Each sector of the construction industry has Wage Theft, but Labour Hire stands out as the sector which most wholeheartedly embraces the model as standard operating procedure. The CFMEU has caught out and exposed grubby outfits like Elite, Request, Reliance, Hays, Sword, Network, Ramstad, OGR, Construct and Career Boss for paying workers less than their legal entitlements. This is just the tip of the iceberg. The CFMEU is investigating scores of other Labour Hire companies who have been underpaying workers and is currently having a close look at Protech's activities in WA.

'PERMANENT CASUALS'

The second type of wage thieves are the companies who employ workers as 'permanent casuals'. This term is an oxymoron and reflects the fact that the bosses running these types of companies are Grade 1 morons. Whilst the legal arguments possibly have some way to run, the current position of the Federal Court is that workers who work regular shifts, days and hours are entitled to be paid annual leave, sick leave, public holidays and redundancy pay – even if they have already received a casual loading. The number of companies ripping off workers on flat hourly rates in the WA construction industry is massive.

jail bosses who steal from workers

DODGY EBA'S AND INSTITUTIONALISED WAGE THEFT

The third type of wage thieves are those companies who put in place dodgy non-union Enterprise Agreements which fail to meet minimum Award standards. This includes the employer associations who draft these dodgy EBA's and the multinational companies and builders who engage contractors with these Agreements. The CFMEU has caught out the Chamber of Commerce and Industry (CCI), Strategic Human Resources (SHR) and Master Builders Association (MBA) drafting EBA's which fall well short of legal minimum standards. These grubs knew that their EBA applications involved companies signing false stat decs and that their Enterprise Agreements didn't meet the Better Off Overall Tests. Employer Associations have been involved in this quasi-criminal behaviour time and time again, yet seem to have a permanent seat at the table of the Federal Liberal Government.

Pilbara Access's 2014 EBA is a good example of how fucked up the system is. This shit outfit set scaffolder rates of pay at \$23 per hour for all hours worked including overtime, weekends and public holidays. No allowances and no overtime penalties. Pilbara Access work for BHP, Rio Tinto, FMG and Roy Hill – all of whom have an army of lawyers, HR 'un-professionals' and Industrial Relations bosses at their disposal. Surprise surprise, none of the hundreds of corporate HR types employed by these companies realised that Pilbara Access had a dodgy EBA which didn't meet minimum Award standards. What a load of bullshit. Examples like this have occurred on hundreds of occasions on construction and mine sites throughout Western Australia.

The Andrews Government has just agreed to make wage theft a crime!

Tell your friends.
Tell your boss.

LET'S HAVE THE SAME LAWS IN WA!

WE ARE UNION

The FWC's approval of dodgy, non-union EBA's is a national disgrace. Fair Work Commissioners, government bureaucrats, politicians, grubby bosses and multinational clients should be held to account. If they have failed in their duty to review and scrutinise Agreements, they should be dragged before the courts and thrown in jail. They are guilty of institutionalising Wage Theft and can't put it down to 'administrative mistakes'.

CRIMINALISING WAGE THEFT – LOCK UP THE WAGE THIEVES

In August 2018, the CFMEU moved a motion at the ALP State Executive seeking the WA State Government adopt the Victorian

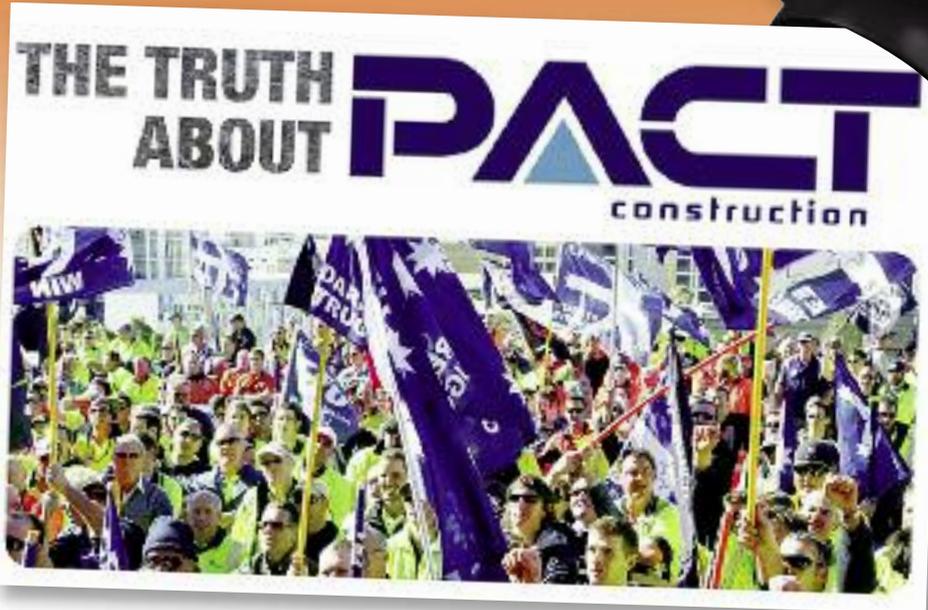
Government's Wage Theft legislation. The motion was unanimously supported by delegates.

Under the Victorian laws, employers who deliberately rip workers off can face fines of up to \$950,000. Individual bosses can be fined up to \$190,000 and receive up to 10 years jail. We clearly need a strong deterrent to unscrupulous bosses who intentionally steal from workers and deprive them and their families of hard-earned wages.

It is now time for the McGowan Government to show which side they are on. The side of workers and legitimate employers or the side of the cheats, thieves and rogues who are ripping off Western Australian workers.

NOTE: Doug Heath has recently moved on. We would like to thank Doug for all his efforts at the union as well as his contributions to the Construction Worker, and we wish him all the best in his future endeavours.

Lessons to be learned from Inner City School Project



The appointment of PACT to build the new Inner City School Project in Subiaco raises some serious concerns. Already, before the soil was even turned, there was an accident involving a worker, resulting in a serious hand injury.

Prior to the last state election the WA Labor Party said it wished to avoid the debacle associated with projects like the Perth Children's Hospital they inherited from the previous Barnett Government.

The business model, which PACT subscribes to, has seen the WA Construction Industry suffer the highest number of insolvencies in Australia. Our fear is this project will be beset by problems caused by the builder going in too low, at the tender stage to win the project, and then try and contend with how they can make any profit. Usually this is achieved by cutting back safety, workers' wages, conditions and entitlements, at the expense of other good builders and sub-contractors with a proven track record of

delivering work on time, on budget and looking after the workforce in the process.

THE TRUTH ABOUT PACT:

PACT has been involved in Sham Contracting. They have been known to implement substandard quality assurance systems and procedures. Their past use of labour hire has seen workers paid below industry standard rates of pay, entitlements and conditions. Construction workers being paid as little as \$15 per hour with no entitlements. As a builder submitting bottom feeder prices, they have demonstrated that they are not interested in overseeing sub contractor arrangements, which has seen workers suffer.

The procurement process should look at tenderers' past records with sub-contractors. Was there pyramiding? Sham Contracting? What compilations have been issued to WorkSafe? Have workers been subject of underpaid wages and entitlements through

sub-contractors hired by that builder? The checklist to award projects to builders, as part of the tender stage, needs to be seriously addressed.

The union is keeping a close eye on this project. Already our efforts have seen many improvements undertaken.

West Australians deserve a quality built project, but they also expect workers receive good wages and conditions. There have been too many circumstance in recent times where this has not been the case.

You only have to look at the Forrestfield Airport Link which has become an absolute basket case by any decent standards.

The WA Government should lead by example and appoint good builders who employ sub-contractors that do the right thing by the workforce. If the Government doesn't lead the way, how can they expect the private sector to follow suit?

Good quality costs no more. The race to the bottom has to stop.

Will casual workers decision set new precedent?

TAKING UP THE FIGHT AGAINST LABOUR HIRE

In a landmark decision by the full Federal Court, Paul Skene, a truck driver employed by Rio Tinto for 2 and half years as 'casual' under a labour agreement via labour hire company WorkPac, was deemed not to be a casual under employment law because, of his regular and continuous working history. The case was brought by the Construction, Forestry, Mining, Maritime and Energy Union. In the case of WorkPac v Skene, the truck driver claimed that he was in fact a permanent full-time employee of WorkPac, and as such, he was entitled to annual leave or payment in lieu, when his employment ended.

WorkPac denied the claim arguing that he was a casual worker and was treated as such under the appropriate enterprise agreement. The decision could see a mass conversion of casual workers into permanent employees. And those workers would automatically be entitled to annual leave and sick pay for each year of service, along with various other benefits.

Employers and labour hire companies are jumping up and down over the decision. CFMEU National President Tony Maher said the decision challenged a flawed business model used by labour hire firms.

"It means the end of the so-called 'permanent casual', which was always a rort.

The labour hire industry will cry foul over this decision – the answer for them is to employ people under proper workplace arrangements that reflect the real nature of their work." he said.

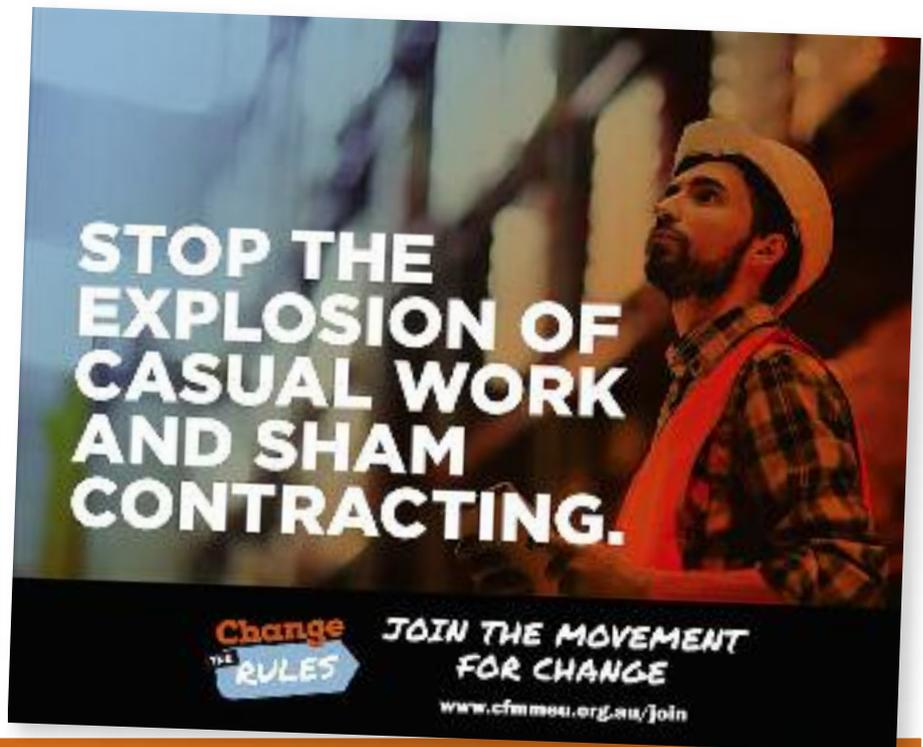
ACTU President Michele O'Neil commented: *"This is a major blow for employers who want to use casualisation to avoid their responsibility to their employees. This decision makes it clear that employers seeking to avoid paying people's entitlements can't simply rely on classifying workers as casuals. We need to change the rules around casual employment so that employers aren't able to deny people their rights for years on end."*

CFMEU WA State Secretary Mick Buchan said, *"Labour Hire practices have been a stain on the industry for too long. We look forward to building on this decision and changing all the rules around labour hire. It's time to weed out all the dodgy players and to make sure workers have job security and are paid their entitlements."*

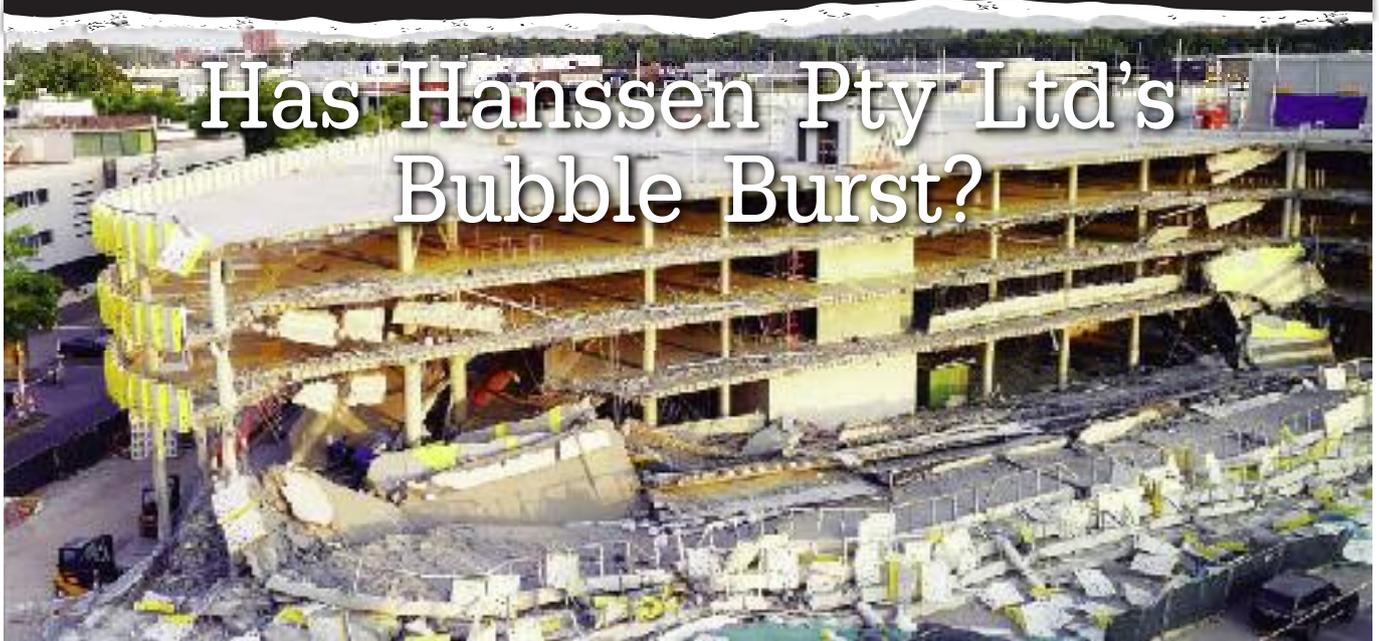
Now the right wing MBA want to create a new worker classification called 'permanent casual'. Just to confuse things and rip off what people would be entitled to as permanent full time workers.

It's nothing more than a 'Big Con.' Another thin edge of the wedge to deny workers what they should earn.

We won't cop it. Watch this space.



**NOTE: TELL US YOUR VIEWS ON LABOUR HIRE AND HELP CHANGE THE RULES.
Call Steve Catania at the cfmeu on 9228 6900 or email scatania@cfmeuwa.com**



Has Hanssen Pty Ltd's Bubble Burst?

BubbleDeck, used by Hanssen Pty Ltd in their apartment developments, has come under severe scrutiny following two major incidents with structures that have used the BubbleDeck System, in Holland and the U.K. Hanssen's own website states: Hanssen design all projects with the BubbleDeck system for the precast floor panels.

After seeing what has happened overseas it would be wise for apartment buyers to ask about the safety of BubbleDeck and whether or not the incidents overseas would impact any future insurance claims.

BUBBLEDECK COLLAPSE – EINDHOVEN AIRPORT

The Eindhoven Airport parking structure was constructed using BubbleDeck floors, which consist of precast concrete floor slabs and are equipped with weight-saving plastic bulbs. After installation on site, a concrete topping was applied.

The investigations show that the shear strength of the interface between the precast concrete floor slabs was insufficient. As a result, the structural capacity of the floor was compromised.

The high ambient temperature on the day of the collapse was a contributing circumstance to the defect manifesting itself.

BubbleDeck is a system that uses spherical recycled plastic void formers that are laid in a grid prior to slab pour. This enables savings in cost, weight and construction times.

The Dutch research organization, TNO, carried out a report that identifies several recommendations that look to minimise the possibility of similar incidences occurring in the future. These included a reduction of bending moments at the joints and a more adequate bond between the cast in-situ and precast section of the BubbleDeck slab.

Fortunately, no one was injured as a result of the collapse.

MULTI-STOREY CARPARK FIRE – LIVERPOOL ECHO ARENA

Forensic investigations are currently on-going with a report pending on the multi-storey carpark fire at Liverpool Echo Arena.

The fire caused severe damage to the carpark with a total of 1,400 cars destroyed, fortunately there were no casualties. The fire started in a vehicle on the third floor, this spread to several other cars before fire authorities arrived.

Firefighters were unable to prevent the vertical and horizontal spread of fire within the carpark, although they were able to prevent it from spreading to adjacent buildings.

The damage to the carpark was extensive. The precast ribbed floors disintegrated in some places, while other areas saw partial collapse. The columns and beams were, for the most part, undamaged. The fire doors performed as designed and remained intact. The fire stairs experienced some cracking, presumably due to the thermal movements before and after the fire.

Specific guidance on lessons learnt and potential regulatory changes following this incident will come with the official investigation reports from Liverpool.



Bubble Deck at Hanssen Pty Ltd Project Leach Highway and McGregor Road Palmyra



If you do the work, you should get paid

There is an expectation that workers have the right to be paid for a fair days work. Unfortunately this is not always the case in Western Australia's construction industry.

THE MBA has said security of payment problems are being dealt with adequately and, with few exceptions, builders are paying subcontractors their entitlements in a timely manner".

We beg to differ.

The WA construction industry has the highest rate of insolvency of any industry segment. It is estimated that insolvencies in the WA construction industry cost the economy between \$337,700,112 and \$653,999,898 in the 2016/17 financial year.

We often hear about building companies going broke. York Civil, builders of the Matagarup Bridge linking East Perth with Optus Stadium is the latest in a long line of builders to go into insolvency working on WA projects.

What we don't always hear about are the ramifications for those who are left financially ruined. Homes are lost. Relationships break down, suicides are not uncommon. Workers have suffered greatly, missing out on wages and entitlements.

How can this be and what can be done to help fix the problem?

The CFMEU in WA is part of an advisory group to provide input on how best to frame 'Security of Payments' legislation.

On government projects this will mean project bank accounts being established with monies going into a trust account to ensure sub-contractors and, just as important, their workers get paid.



Similar 'Security of Payments' legislation has recently come into effect in Queensland and Victoria and is also a key recommendation of the Federal Governments Murray Report. Released in May this year, the report recommended that Security of Payments should be dealt with on a national level.

Whilst more difficult to administer and control, thought also needs to be given to how this can be implemented across the private sector.

Whilst security of payment legislation will go a long way to provide more surety in the industry, it has to be said that a lot builders and unscrupulous sub-contractors have created a rod for their own back by entering the race to the bottom at procurement stage for contracts. This has got to stop. How any more builders are going to send themselves broke by continuing to indulge in poor business models.

Although Security of Payments legislation may help the current situation, it is not a panacea and it would be wrong for the industry just to hang its hat on that to solve all the problems.

It needs a much broader and rigorous approach. And as the union representing workers who want to be a part of a fair paying and sustainable industry, we are ready to lead the way to fix it.

It is time that Builders take a good look at the way they operate. Too many are cutting their nose to spite their face, too many builders enter into a race to the bottom, cutting margins, leaving themselves and workers exposed. The industry needs to raise the standards to create and sustain a viable industry. All too often we are seeing builders undermine the integrity of the industry and the only ones profiting are insolvency experts. Going forward, the industry needs to ask itself if it wants to be viable in the long term.

Good sub-contractors who try and do the right thing, also need to take more control by working with us to support a level playing field, to protect themselves and workers against the sharks out there. Sharks that do untold damage by under cutting and dragging down the industry standard.

In the end no one profits.

ASBESTOS VICTIMS HONOURED AT SOLIDARITY PARK



The memorial plaque at Solidarity Park

A plaque was recently unveiled at Solidarity Park in honour of 4000 Western Australians who have died from asbestos related diseases.

The heart of the disaster in WA was Wittenoom. The memorial was organised the Asbestos Diseases Society and Unions WA.

The Midnight Oil song, "Blue Sky Mine" and its album Blue Sky Mining, was inspired by the town and its mining industry.

The Wittenoom Mine was responsible for shipping more than 150,000 tonnes (165,000 tons) of asbestos from 1943 to 1966.

In all, around 20,000 men, women and children worked and lived in Wittenoom. Experts estimate that at least 25 percent of the people who worked in the mine will eventually die of mesothelioma or another asbestos-related disease.

Those who worked in the asbestos mine were not the only ones who were exposed to the deadly asbestos dust. In an endeavour to beautify the town, asbestos tailings (solid waste containing asbestos) were used in every place imaginable, including: gardens, school yards, the race track and even the airport, which created a permanent haze of dust.

Asbestos dust clung to the clothes of anyone who had been exposed to it and found its way into the residents' homes. There have been many recorded cases of wives being diagnosed with mesothelioma as a result of shaking the dust out of their husband's work clothes before putting them into the wash.

1966 saw the end of asbestos mining at Wittenoom for

economic reasons. In the late 1970s, the government began to close down the town of Wittenoom, as health concerns grew.

The airborne fibres in dust taken from the mining operation were found to be the cause of a number of serious diseases, including lung cancer, asbestosis and mesothelioma.

Asbestos Diseases Society of Australia Chief Operating Officer Melita Markey said WA had the highest incidence of malignant mesothelioma cancer in the world.

Melita said she hoped the memorial would become a place of peace for families, and also a lasting reminder of why workplaces needed to be independently monitored for safety.

Over 4000 Australian's die each year from asbestos related diseases.

CFMEU State Secretary Mick Buchan says: "We commend ASDA for the work they done over many years helping asbestos victims, and the CFMEU will continue to fight for safer work places to ensure workers are never confronted with the dangers of asbestos again. It still occurs on worksites, as we found out with the Perth Children's Hospital site, no thanks to John Holland!"

ASDA WALK RAISES FUNDS FOR RESEARCH

The annual ASDA walk, this year from Wave Rock to Perth, saw numerous volunteers give up their time to raise much needs funds for research to help find a cure for asbestos related Mesothelioma. It is thought by many experts, that with appropriate funding, a cure can one day be found. Mick Buchan, CFMEU State Secretary, said: Too many of our members, their wives, partners and families have been affected by the ravages of this indiscriminate disease. The union is proud to help in the fight to find a cure. The CFMEU WA donated \$10,000.



Well done to all those who supported the walk.

Bridge Builder Collapse



Race to bottom claims another builder

Yet again, the race to the bottom has claimed another victim. This time it is York Civil, the 'South Australian' Company, the Barnett Government entrusted with building the Matagarup Bridge.

The WA construction industry has the highest rate of insolvency of any industry segment.

It is estimated that insolvencies in the WA construction industry cost the economy between \$337,700,112 and \$653,999,898 in the 2016/17 financial year.

York Civil, builders of the Matagarup Bridge linking East Perth with Optus Stadium, is the latest in a long line of builders to go into

insolvency working on WA projects.

This has got to stop. How many more builders are going to send themselves broke? It is time that Builders take a good look at the way they operate. It seems they are cutting their nose to spite their face. Too many builders are willing to enter into a race to the bottom, cutting margins to the bone, leaving themselves and workers exposed.

Builders need to tender projects with realistic prices and timelines. The industry needs to raise the standards to ensure confidence and stability. We are fortunate in this insolvency that Main Roads is there to pick up the tab.

Going forward, the industry needs to ask

itself if it wants to be viable in the long-term, all too often we are seeing builders undermine the integrity of the industry and the only ones profiting are insolvency experts.

CFMEU WA State Secretary Mick Buchan says: "When procuring projects, Government needs to understand that cheap isn't better. (So does the private sector) Choosing cheap pricing at tender stage brings false economies and will always lead to a race to the bottom, as Builders find ways to cut corners to maximize profits. Quality and safety systems are the first things to go."

TRAIN ONCE, TRAIN RIGHT

Don't just get trained, be CSTC quality trained. Choose a course that suits you, conducted by trainers with construction experience. All carried out at WA's most advanced, best equipped training centre. Get new skills or upskill and be project ready.



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- RB - Basic Rigging (CPCDLR3001A)
- R - Intermediate Rigging (CPCD R3000A)
- RA - Advanced Rigging (CPCDLR34001A)
- SR - Basic Scaffolding (CPCD SF2001A)
- SF - Intermediate Scaffolding (CPCD SF3001A)
- SA - Advanced Scaffolding (CPCD SF4001A)
- CN - Rope Climbing Course (TULC3006)
- CS - Climbing Multiple Cams up to 60 Tonne (TULC3109)
- CO - Climbing Mobile Cams over 100 Tonne (TULC3111)
- CT - Tower Crane (CPCDTC4001A)
- WP - Elevated Work Platform (TULC3008)

- LF - Lifting (TULC2001)
- HF - Personal and Materials Hoist (CPCD H10001A)
- HW - Material Hoist (CPCDHS3002A)
- Work safely and follow WHS policies and procedures (RHS-S2010)
- Basic Mobile Traffic Management (RHS3002 & RCDM2001) Must have RWH32010 pre-requisite to log workers in
- Traffic Control (RHS2003 & RCDM2001) Must have RWH32010 pre-requisite to log workers in
- Work Safely at Heights (RHS2042)
- Work Safely at Heights Refresher (RHS2042)
- Enter and work in confined spaces (RHS2005)

- Enter and work in confined spaces Refresher (RHS2005)
- Demolition (Basic Demolition) (CPCDD0000A) Must have CPCDHS2002A pre-requisite requirements
- Disturbed Areas (RHS2001)
- Monthly requirements for safe lift-up work (CPCD00016A)
- Cut and Core Concrete (CPCDD0047A) Must have CPCDHS2002A pre-requisite requirements
- Dismantle Telegraph Material Handler Operations (RHS4009)
- Undertake Manual Handling (RHS100110)
- Construction Industry White Card (CPCDWH3001)

- Apply OHS policies and procedures in the Construction Industry (CPCDI-S2001A)
- Introductory Occupational Safety and Health Representative Course
- Percent Daily Client Awareness
- School L1 Awareness
- Blade Awareness
- Hand held Concrete Cutting Saw
- Manual Mobile Scaffold up to 4 metres
- Royal Life Saving Society - Apply First Aid
- HLTAD01 - Provide Cardiovascular / Resuscitation
- HLTAD08 - Perform First Aid
- HLTAD02 - Provide Basic Emergency Life Support

ASK ABOUT VOC ASSESSMENTS



107 Redium Street Welshpool
 ☎ (08) 9568 6601
 🌐 cstc.com.au
 📍 CSTCWA

CTE already is available on all courses for those actively employed within the Building and Construction Industry in Western Australia. The Construction Training Fund subsidy provides up to 70% of the total course cost. All financial union members receive 20% off. Individual and group company bookings welcome.

BGC and Salini pissed off!

YOU WON'T BELIEVE THIS FROM BGC!

BGC have proved once again that no standard is too low for them. The BGC geniuses running the show on the Student Accommodation project in Stirling Street put 'open pee troughs' on the job instead of proper toilets and wash basins.

Workers were expected to expose themselves in full view of other workers when using these facilities. It is clear that BGC was attempting to intimidate or embarrass workers from having a piss break.

In walks the union, and within a few hours the open troughs were removed. Cheers all round from the workers. BGC were pissed off.

Our post on our Facebook page reached over 120,000 people, making BGC look piss poor.

It was also pretty piss poor that it took the developer (Stirling Capital) to tell BGC management to get their shit together before they removed their sub-standard toilets.

Well done to the crew who kicked up a stink about BGC's sub-standard amenities.

Over at the Forrestfield Airport Link we discovered the traffic controllers crib hut at the multi-billion dollar Salini project. This was deemed acceptable during one of the coldest and wettest weeks Perth had on record. It was Bullshit.

Our kids could build a better and safer cubby house. Check out the Emergency response signage. This is a symbol of everything that is wrong with this project.



Once again the union got it fixed and a new, more inhabitable crib hut was erected in its place. Even though the crib hut, at its location, was due to move in a few weeks.

Not that long ago, you would come on the job and you were lucky if you found a nail to hang your clothes on. There would be one tap outside the dressing shed, practically no soap, and the first fight was to get hot water. There were no tables or chairs to sit on in the breaks. The toilets would be old pans and a hole in the ground, often in filthy condition. The sheds were filled with cement.

Your union and its members have fought hard for decent amenities on site; this sort of shit is the thin end of the wedge if they are allowed to get away with it. Don't put up with it, call the union, we'll be there to fix it!

Proposed Outer Harbour Out of Step



The CFMEU supported an MUA organised Forum on the future of Fremantle's Port, which saw around 600 people pack into Fremantle's Town Hall

The MUA should be congratulated on the way they have involved the local and wider community in this important issue.

There's a move on to develop another outer port at Cockburn Sound, yet Fremantle is not at capacity and won't be for some time. Last year Freo Port handled 700,000 TUE's (containers), yet it has the capacity to reach 2.4 million. It is widely thought, given best estimates, that Freo won't reach capacity for another 35 plus years.

SO WHAT'S THE RUSH?

MUA Deputy Secretary, Adrian Evans, pointed out that Sydney's port handles 2.4 million container movements every year – more than double Fremantle – yet Perth's population wasn't expected to get near Sydney's current level until after 2050.

MUA WA Branch Secretary, Christy Cain, said it made no sense for the cash-strapped Government to spend billions of dollars on a new port when Fremantle port was less than half full. The MUA also argues that on top of being premature, an outer harbour would also be environmentally destructive.

This environmental issue is of concern to CFMEU Organiser Chris Da Silva who has spent years fishing in Cockburn Sound. The

Sound is an important breeding ground for WA's famous Pink Snapper. The existing currents in Cockburn Sound are vital as they keep eggs and larvae in a protective environment.

Chris says "Cockburn Sound is one of the most important fishing grounds in WA, I want it to be kept that way for future generations. Pink Snapper can live for more than 40 years in Perth waters.



Chris Da Silva wants Pink Snapper to stay

They don't mature for about 6 years, so it critical to keep Cockburn Sound pristine for sustaining adequate breeding stocks for these long lived but slow growing fish. MUA here to stay. Pink Snapper should stay too!"

FIGHTING TOGETHER AS ONE!

We were also proud to come out and support the MUA in their campaign against Danish company Maersk at their head office in West Perth. As a result of the MUA campaign, they were able to secure a new agreement. Maersk were trying to change manning provisions within the agreement. Once again it shows that as ONE union together, we are here not only to stay but to support each other, more than ever, *'Touch One, Touch All!'*



Mick Buchan at MUA Maersk rally



CFMEU Organiser Troy Smart (centre) with James Massey (far right) Perth Rigging crew EBA 100% support.

Crane companies need to lift their game

The recent crane accident killing one worker and severely injuring 2 others, due to an alleged mechanical fault in Victoria, is a timely warning to all owners of rusty, tired old cranes (you can't call them cranes) that are operating in Perth.

With the accident, which occurred in Box Hill, it appears that the hook has come off a Hammerhead Crane with the kibble full of concrete on it.

As I get around the traps, I can't believe the amount of cranes with out of date certificates, inspections.

They are hiding their problems, and are encouraged to stay in the game with poor quality gear by companies like BGC, RIO and others, who continue to contract them at cheap bottom feeder rates.

Never mind about using quality, safe equipment, just shit products at a crap price.

These shirkers (not lifters) don't play by the rules and good operators and workers who do the right thing, are missing out on jobs. One day someone is going to pay the ultimate price! So crane companies out there with inferior equipment, don't worry about looking up, look out because we'll be there.

Having said that, it's been good to get around to a lot of crane yards – Freo, Booms, Kwik, Universal FG and others where our presence as a union has been well received by the workers.

Mick Buchan, the CFMEU and I, are all about lifting the standards for our members in the crane industry.

NEW AGREEMENTS

No one wants 4 more years of flat lining wages and erosion of conditions. 4 more years of uncertainty, 4 more years of insecurity. Current 4 year Agreements across the industry, are running out. It's time to get organised and negotiate new agreements.

On that note I want to give a big shout out to the Perth Rigging Crew for giving 100% support to the newly signed Union EBA! Well done boys for lifting the standards!

Now for all the other crane companies out there. Let's get on with your new agreement. There's a move across the country for the crane industry to get their share. Booms in NSW are taking it up to their bosses with strike action.

(See our story: Australia needs a pay rise)

IS THIS FAIR?

In a NSW case, close to home for our members, employees at BOOM Logistics have not had a pay rise since 2013 or 2014 depending on which site they work. At the same time it seems that Boom has had no trouble affording:

- A 23% pay rise for Chief Operations Officer Tony Spassopoulos, who received \$490K in 2017 compared with \$398K in 2016
- Total executive pay to key management personnel increasing by 25%.
- Payments to non-executive Directors totalling \$2.7 million (up from \$2.2 million in 2016) – a 22% increase
- Almost a \$1 million yearly wage including bonuses for the CEO, with 12 months' pay if he is made redundant.

It's time to all stick together and fight with your union to get a better deal. Be union proud! If you need any help or assistance please call me 0419 812 866 or email jmassey@cfmeuwa.com

Keep update to date also on our Facebook page @CFMEUWA

CFMEU/MUA State



2019 Conference



ONG UNION

BRANCH- MUUA

LITHIUM BOOM



Kwinana Strip: a hive of Lithium activity

There's a new BOOM in WA and this time it has nothing to do with Iron ore.

Lithium is the new fuel that will power a lot of alternative energy in the future, and WA is the world's leading producer, making it uniquely placed to capitalise on the rising growth of battery use and technologies. WA has 7 Lithium mines. Lithium is now the key driver in the energy of EV's Electric Vehicles and the world can't get enough of it.

The best news is that with this boom, there is a real effort to bring on downstream processing and manufacture of Lithium based products in WA.

Apart from Pilbara Mines Lithium development in the NW, the south west is home to arguably the world's biggest Lithium Mines at Greenbushes. This puts the Kwinana strip, for so long in the doldrums, in an ideal location to process the ore and to hopefully

be a hub for new product development.

Australia Lithium announced it would proceed with plans to build a new Lithium Refinery in Kwinana, subject to satisfactory studies.

400 JOBS

Almost 400 jobs will potentially be created during the construction of the refinery, which is expected to start in mid-2019.

Last year Tianqi Lithium announced it would expand its processing plant currently under construction at Kwinana.

Construction on the \$400 million stage 1 started in October 2016, with an initial production capacity of 24,000 tonnes per year.

The Tianqi board approved a \$300 million second stage for the project, doubling the annual capacity to 48,000 tonnes.

This is all adding to more jobs for our members and it's great to see cranes in the sky on the Kwinana strip which suffered badly from job losses resulting in part from manufacturing based closures after the GFC and negligence from the Barnett Government.

Keep in touch with union on what's happening in Kwinana as this new boom industry progresses.

800 JOBS COMING UP

In other news south of the river, Lanskey Constructions is going ahead with new fuel tanks for PUMA, at a cost of \$80 Million.

Coming up in January is a massive new Waste Energy Plant in Kwinana. The \$400 million project is set to create about 800 jobs during construction and about 60 full-time operational roles once completed. The consortium building it includes Spanish infrastructure, renewable energy company Acciona and waste management and energy services company Veolia.

For more details on projects and jobs south of the river contact:

Troy Smart on mobile 0419 812 871 or email tsmart@cfmeuwa.com, or Chris Frawley mobile 0419 812 866 or email cfrawley@cfmeuwa.com.

Keep up to date with the latest news and views on our Facebook page @CFMEUWA



New Waste energy Plant: 800 construction jobs

BRIDGING THE GAP



Since our last issue I have been working hard engaging members and visiting sites on the massive new Tonkin Highway North Link Extension. It has been challenging to say the least, with the Highway and its total of 26 bridges and overpasses stretching all the way from Morley to Muchea.

Having said that, I love a challenge and it's been great so far to get around to as many sites as I have, to meet and help the workers. Our members on this project are doing a fantastic job, working hard to build their part of the city! Although it must be said that things can be better on this BGC / Laing O'Rourke Joint Venture, yet from dawn to dusk the workers are doing the best they can. The workers at CPB are dealing with rain that floods the site, and have had to put with idiots who stroll on site stealing everything from fuel to a dozer, yes you read that right, a dozer was started and used to run amuck on site. It is this type of idiotic behaviour that causes jobs that are already tough enough, to become that much harder.

Some workers I've met on the project who are not yet members, are very receptive and when I get the chance to talk to them about the value of union, they appreciate that we are turning up. Keep signing up!

The project itself is spread out over a vast

distance, and as I said, I am getting around to try and talk and meet with everyone.

So far, the union working together with the worker, have been able to bridge the gap and fix quite a few things in the crib room areas. Leaking water tripping the power, female toilets with no doors, ice machines on the blink, general housekeeping etc. All sound like small things, but the fact is our members fought hard over many years to get decent crib room areas, and if we let standards drop things like I've just mentioned can end up becoming the thin end of the wedge.

UNION PROUD

I want to give a big shout out to those new union proud members who have joined up on my rounds. I look forward to assisting you with any advice or help as we go forward together. When North Link is finished, other projects will start to get out of the ground over the next 12 months, and if we stick together we can look to better pay safety and conditions.

Some workers have asked how we are going about changing the rules. It is not just up to unions to change the rules, it is something we all have to do together. I joined the union because at the end of the day, the union is the only one on the side of the workers 100%. It's been demonstrated over a long

period of time, that when workers and unions stick together, great things can be achieved. History will show the same in changing the rules.

Already your union is working very hard for you to end the job insecurity, low rates and no entitlements that go with labour hire. We are also working to bring about better safety laws and more.



Mirror, Mirror on the wall...

I ask all workers to stay safe out there on site. If you have any concerns about safety or sub-standard crib room conditions, please let us know. You can contact me direct or email safety@cfmeuwa.com, and we'll be there to fix it.

HOW CAN I HELP YOU?

If any workers on the Tonkin Highway Extension or other sites I have visited, need any help or advice I am only a phone call or text away. Better still, I hope to see you on my rounds – you can email me at jbarton@cfmeuwa.com and my mobile number is 0407 817 413.

Call anytime.



A big shout out to the crew at Forrest Chase who are doing a top job around the clock, with Andy Otter and Mick Buchan.

The last few months have seen us grow with new organisers on board. It's been good to have Chris Da Silva with me as we've gone around the traps and we now have a greater ability to get more organisers on more jobs. This is a plus for our members and a chance for us to speak with people on site and hear their concerns.

One of the greatest concerns is the problem of Labour Hire in the industry, and while we lobby the Labor Party to licence and regulate these outfits, we have been able to check some of our members' payslips against our Building and Construction General Award of 2010.

In many cases it appears people working in excess of 50 hours on flat rates fall below this award and are owed back pay. We will have some very happy people in the coming months when the pay claims are settled.

Our Wage Claim department can help if you have concerns. Look for the Award Rate flyers we put onsite to see if you are being ripped off, and if you are, give me a call!! Ian Gill on 0427 244 141.

EBA's are on the move and I have been fortunate to be involved in some of the work in getting these agreements more widely placed in our industry. Perth Rigging have recently voted theirs up – good onya lads!

I am currently talking with the Crown Construction and the Fineform boys and it

won't be long before these companies are on board. Their employers are looking for a more level playing field and the blokes seeing benefits like Income Protection, Inclement Weather clauses, Redundancy Fund payments, our Training centre discount (or free if you have a CFMEU EBA!) just to name a few good things. Plus your organisers are on call to assist you with dodgy builder site safety!

I have been talking to some of the Universal Rigging lads as well as Greenmount and SVG form workers and will continue to spread the message far and wide.

On the safety side, we have been doing lots of site visits based on safety right of entry and we have had BGC on the hop in Stirling Street Perth with their dodgy urinals and lack of basic hygiene requirements. (See story this issue)

The Salini Airport Link Project stands out as one government project that STINKS in terms of safety and their general lack of respect for their workers. WorkSafe have also failed us on this job.

The Hanssen site on Adelaide Terrace recently had a serious concrete pumping incident in which one young bloke received a nasty knock to the jaw. More injuries and lost time, and two workers who witnessed the incident felt so unsafe with the lack of any care, they chose to go home that day. They

were told to not come back!!! More uncaring and dodgy labour hire in Allied Recruitment and Construct Contractor Services!!

I was there investigating this incident and no less than the WorkSafe Commissioner had come to site that day. It took ALL our efforts to get this state government employed representative of YOUR safety rights onsite to STOP the concrete pour and investigate!! Shame.

IF IT'S UNSAFE DON'T PUT UP WITH IT, REPORT IT.



If you haven't seen us onsite, give us a call and we will get down to see you ASAP. If you see something UNSAFE and are concerned to speak up, TAKE A PHOTO on your phone, let us know exactly where it is, and we will get down to sort it. Or send it via messenger at our Facebook page @CFMEUWA (use your Safety Hotline Card in this issue)

We are able to walk on and investigate with our 49I Right of Entry law.

If you need any help or advice contact me Ian Gill on mobile 0427 244 141, Email lgill@cfmeuwa.com or Chris Da Silva on 0499 900 570 Email Cdasilva@cfmeuwa.com

Things are still to pick up in the Northern suburbs as we await news on the big projects which seem like they have been coming forever, namely Karrinyup and Innaloo Shopping Centre.

The wait should be worthwhile, with good union jobs pay and conditions expected once they start getting out of the ground. Stay tuned.

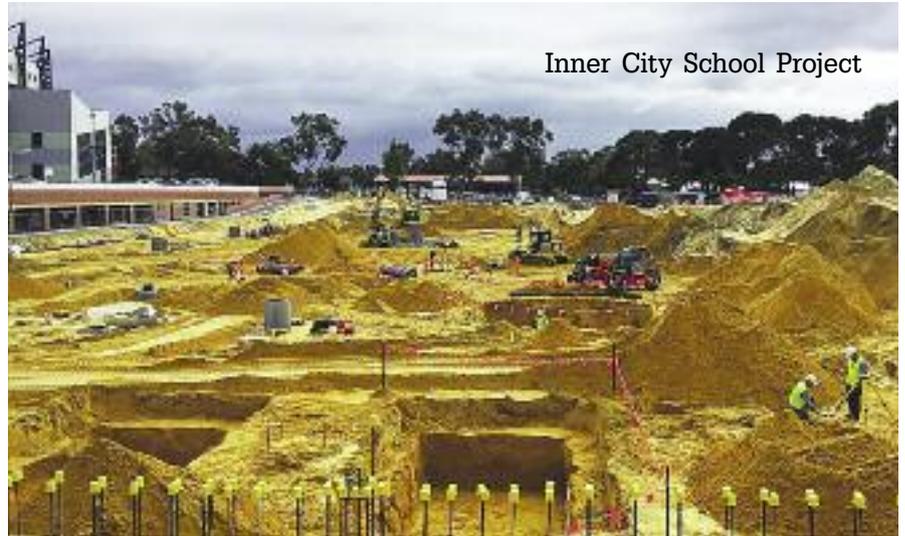
Elsewhere BGC are building the Hi-Rise Apartments in Claremont, Georgiou are slated to do a development at the Hollywood Hospital, Emco are building a new High School out in Butler, PS Structures tackling an Office Block in Osborne Park, plus a revamp of Carine High School.

Pindan are building a new \$60 million aged care facility in Mirrabooka as well as two 7 storey mixed office block/apartment projects. Earthworks will be starting soon, give me a call for details.

We are keeping a close eye on PACT's development of the new Inner City High School in Subiaco. If any dodgy contractors think they can come onto the job and lower standards and safety, we'll be there to point out any shortfalls and ensure that WA taxpayers get a quality job and that workers are kept safe and paid proper wages and safe conditions.

LOCAL JOBS FIRST

Talking to some of my old contacts in the North West – all the BIG companies up there are saying there's a skill shortage in the midst



Inner City School Project

of a mini boom, with several new projects ready to kick off up there. All I can say is Local jobs first!

If any increased demand for workers up North puts pressure on the labour market down here, we expect to see more city based workers on a good wicket when some of these big shopping centre projects get going. Let's hope its full steam ahead, now that the state government tells us we are finally out of the 4 year recession, left to us by the Barnett coalition.

While on that subject, let's all get in the club and join our own branch of WA Labor – the Construction FIFO branch.

The more members we have, the more we can vote for change around policies impacting construction workers and their families.

See me for details or contact Steve Catania at

our office on 9228 6900 or email scatania@cfmeuwa.com.

Thanks to all those members who called me to get some action on Long Service leave. If you don't tell us, we don't know – we can help to fix any problems you might have, the same goes for unpaid Super.

Thanks for all your support and sticking fat with the union. As we head towards the end of the year, 2019 will be a time of better news and great change – especially as we will all have an opportunity to kick the Libs and their cohorts out of Canberra. Bring it on!

See you all at the monthly members meeting.

If you need any help or advice please call me on 0488 770 857 or Email me at bupton@cfmeuwa.com

Keep up to date with the latest news and views on our Facebook page @CFMEUWA



LOCAL JOBS FIRST
TRAIN OUR KIDS

PILBARA GIRL

WA Construction Division donated \$500 to the Pilbara Girl competition, which was held in Karratha in July. The Final will conducted in October. See winner next issue.

The Pilbara Girl competition is an important one. It is not simply a modelling competition. The girls enrolled and entered into the heats and finals are taught grooming and deportment, public speaking, time management, how to successfully engage and support others as a team, career planning and how to support their communities.



Mick Buchan and Paul Ferreira pictured with Pilbara Girl Coordinator Tamara BinAmat

WEYMUL ABORIGINAL COMMUNITY (VIA KARRATHA)

The Construction Division and the MUA has been working with Weymul Aboriginal Community since February, to help develop their capacity to construct a vegetable garden and grow and supply vegetables to the local businesses in Karratha and Roebourne.

The women in the community are currently identifying the types of vegetables that will grow in the Pilbara. They have an area selected for the garden and local underground water (on their lease) will be used to water the plants.

A donation of \$1000 was provided to the community, to help kick start their project.

PROJECTS AND JOBS

You may have seen in the media news about new projects starting up North – we will have a full report on new projects in the next edition of the journal. In the meantime for any information about projects and jobs call contact me on my mobile 0419 812 864 or email P.Ferreira@cfmeuwa.com.

If you're not a member of your Union please sign up.

It only takes 6 easy steps to join online and all union dues are tax deductible. I have also been informed that you can sign up on direct debit <https://wa.cfmeu.org.au/join>. There are a range of Union benefits that members can use, just follow the attached link for further information. <https://wa.cfmeu.org.au/member-benefits>

Finally Union membership is like a Gym Membership if you don't show up and participate, you don't get stronger.

KARRATHA NAIDOC BALL

WA Construction members attended the Karratha NAIDOC Ball, at the invitation of the host group, Yaburara and Coastal Mardudhunera Aboriginal Corporation.

The night was special and themed 'Because of her – We can'.

Gail Mabo was the invited guest speaker. Gail spoke passionately about her late father's role in native title and how important the women in his life were to his achievements, not just for Torres Strait Islanders – but for all Indigenous Australians.



Above:
Paul Ferreira,
Ronnie & Mick
Buchan and
Jason Grimm



Left:
Tracey Heimberger
and Gail Mabo



COMING TO A SITE NEAR YOU

There are tough roads traversing thousands of K's in the NW but they all lead to joining the union. Look out for me on your site soon.

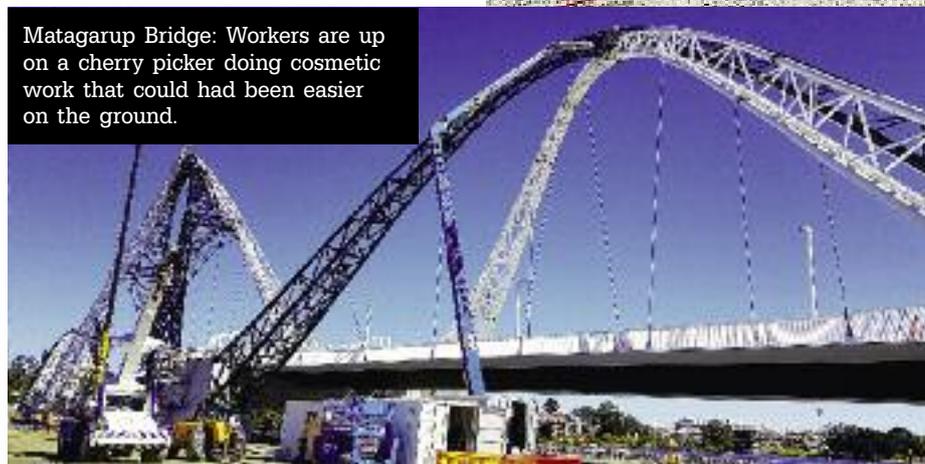
TUNNEL WOES CONTINUE AS OTHER JOBS FINISH.

We are screaming for jobs in the Eastern suburbs as the Carousel, Belmont and Midland Gate Shopping Centres near completion. Well done to all our members' for doing a top on these projects, at times in adverse circumstances.

A point of struggle on these projects has been the sham contracting, in particular the use of tiling contractors who failed to pay superannuation and My Leave contributions.



Salini Forrestfield site, electric cable in water.



Matagarup Bridge: Workers are up on a cherry picker doing cosmetic work that could had been easier on the ground.

The builders were made aware of the issue but chose to ignore it.

The Forrestfield Airport Link goes on with the Italian builder Salini-Impregilo doing things in ways not normally seen in Australia.

Recent OHS and other issues just keep hitting social media. There is an ongoing struggle there, with WA tunnel workers continuing to demand a fair go. We all trust the next stages of MetroNet will deliver better wages and conditions for our members.

Residential units in Rivervale by BGC are going up with several members working on those sites. Safety on the job and compliance with statutory requirements keep us busy week after week.

A major development for this issue of the Construction Worker, is the collapse of yet another building company. York Civil from South Australia bit the dust in August leaving several hundred workers and subcontractors

The civil crew at the WaterCorp/Programmed in Canning Vale are gearing up for their next EBA. They are proud union members who just want job security, get rid of labour hire, a reasonable roster system and pay rises.

in limbo. They were also part of the Alliance building the Matagarup Pedestrian Bridge over the Swan River. Luckily for the 70 workers caught up in the fiasco, their wages and entitlements were guaranteed by the state government. However, due to the unreasonable deadlines and unachievable programs, workers were forced into working excessive hours. These are the times when workers say loudly and clearly "Thank God for the Union".

It's bad news for free loaders who often come knocking at the door too late, and find they miss out on their entitlements.

The recommendation once again, brothers and sisters, is join the Union and be part of the Change the Rules Campaign and the struggle for workers' rights!



Mid West needs local jobs and content

Geraldton has seen a small increase in new jobs since the last edition of our Construction Worker. Local builder Crothers is currently building the Aldi store in Wonthella. It's interesting that most subbies are Perth based rather than local, leaving locals out in the cold. It really shows how the race to the bottom endangers local jobs.

CBH is refurbishing one their warehouses and they will continue with the restoration and blasting of the steel silos. We met with some of the Kaefer workers who were dismantling the existing scaffolding and the guys said they hoped their company will get the contract for the upcoming works.

WA is building wind and solar farms in the Midwest, with the idea of creating green jobs and protection of the environment. The biggest development coming up is the \$60 million Greenough Solar Farm Stage 2 awarded to RCR Tomlinson. This project is due to start in a few weeks, but given that Contractor RCR is having some difficulties we will have to watch and see. The other two developments are combined 147.5 MW Badgingarra wind and solar farms located around 185 km north of Perth in Cervantes.

The wind farm is due to be completed early in 2019. Their 37 turbines are almost up with 85m high poles and 63m blades which reach a peak of 150m high when blade is vertical making them some of the tallest in the state. Unfortunately, these projects are also victims of our governments failed procurement policies that favour external content rather than local. These 2 projects are built with imported parts made in China with some of the labour also coming from overseas. Local workers from Cervantes and other nearby communities missed out on the jobs. Siemens Gamesa & Catcon are managing the project for APA (Australian Pipeline Group) with subbies such as BMS Heavy Cranes, Boom Logistics and Mammoth Transport.

The \$30 million Badgingarra Solar Farm is kicking off just south of the wind farm on Yerramullah Road Badgingarra. Managed by UGL we expect some jobs for workers in the area.

We will be paying a visit again soon during the civil construction. If interested contact your area organiser on 0419 812 872.



▶ CFMEU : WE REMEMBER

VALE Norm Wallace

It was with regret that we announce Norm Wallace passed away in September.

Norm Wallace was born in 1926 and is a former official of the Builders Labourers' Federation (BLF).

He was a BLF official in Victoria from 1961 until 1988 as Assistant Secretary, and one of the leaders within the construction industry in Victoria along with Norm Gallagher, who led the way with numerous innovative and militant campaigns to improve wages, conditions and safety for all construction and building workers. Many of the things we enjoy today had their genesis from the work done by Wallace and others across Australia during his time as a BLF official.

Norm often lamented that trade unions do not get the recognition they deserve in lifting standards for working people. If there is one thing we can do to respect the memory and contribution of Norm Wallace, it is to keep fighting to retain and also improve the standards his efforts helped to set.

In retirement, he had a continuing interest in trade unions, in particular the CFMEU into which the genes of his union the BLF and other construction unions have been passed through amalgamation. He appreciated that the CFMEU, since its formation in 1993, has successfully operated as a trade union that has proven a worthy heir to the tradition of the past.

Our condolences to the Wallace family. RIP Norm. Respect.



Norm Wallace pictured (far Right) with Kevin Reynolds, Norm Gallagher, Jim Bacon, Ron Owens and others at a BLF meeting circa early 70's

We're getting on with the job

Since my last contribution to the journal we have had important by-elections and been gifted another new Prime Minister. That faux-bloke, Scott Morrison, was installed by just over half of his colleagues in a leadership spill that proved to us that the Libs do not learn, and care more about their personal power games than the people they were elected to represent. While many members would have been pleased to see Turnbull brought down by his own lieutenants, the labour movement should be in no doubt that the neo-conservative, anti-worker, and union bashing agenda of the Federal Liberal/National Government will continue and probably increase.

No sooner had Morrison taken the reins than he flagged the deregistration of our union. This was largely provoked by his disapproval of a Father's Day tweet sent out by John Setka. It should be no surprise that Morrison's moral panic and outrage over a tweet that contained some colourful language was not matched a week later when a construction worker was killed, and others seriously injured, in a workplace accident on a site in Victoria. Where was his outrage for the family of the worker killed? Where was the government goon squad, the ABCC? And where was the conga line of shock jocks demanding that more be done to stop bad bosses killing their workers? They were nowhere to be seen, as they were too busy maintaining their rage about a colourful tweet by a union official!

Back in WA, I can proudly say that the McGowan Labor Government has now passed important legislation that dramatically increases the penalties for those that breach the Occupational Safety and Health Act 1984.

The increase in penalties for workplace safety offences brings WA into line with other

States and will now ensure that our penalties better reflect the importance we place on workplace safety.

MASSIVE PENALTY INCREASES

Penalties will increase for businesses that commit safety offences under the OSH Act for the first time since 2004. It is a sad reflection on the former Liberal/National State Government that in eight and a half years of governing they failed to even keep penalties up to date with inflation. We have ensured harsher penalties for offenders will now include:

- A tenfold increase in Level 1 penalties from \$50,000 to \$456,000;
- Increasing a Level 4 first time offence for body corporate offenders (i.e. bosses and occupiers) from \$500,000 to more than \$2.7 million; and
- Increasing the maximum term of imprisonment where an employer is grossly negligent in breaching their duty to provide a safe workplace from 2 years to 5 years.

During the course of the debate on the changes in the Legislative Council, a number of non-government members questioned the benefit of increasing penalties. They made insensitive comments such as, questioning why we should increase penalties when it would not bring dead workers back, it would not make their families feel any better about their loss, and a boss would do better if given a warning than be fined!!

In my response, I read out part of the comments reported in The West Australian on 14 July of Jon-Paul Bradley, the brother of Gerard Bradley. Gerard was one of the workers killed on the Jaxon site in East Perth in November 2015. Mr Bradley said about the accident and the \$180,000 fine imposed on the company transporting the concrete slabs that crushed his brother, and another worker,

Joseph McDermott, that is was a "slap in the face". He went on to say:

We are reluctant to call it an accident because we feel an accident is only when you have done everything in your power to make sure someone is safe...We just don't understand why the law is so weak around worker safety.

I also pointed out to the House the contrast between those arguing against increasing penalties for bosses that maim and kill workers and the way the Federal Libs seek to punish workers and their unions with ever-increasing fines. I noted that on the same day that the West Australian published its story about the \$180,000 fine for the death of Gerard and Joseph, the Australian Financial Review published a story of how the Fair Work Ombudsman was pursuing the MUA for \$3.5 million in fines for workers taking unprotected industrial action. The MUA has never been responsible for the death of a worker, and is one of the most active supporters of worker safety in this State, yet it faces fines that are almost twenty times that of the company responsible for the death of Gerard and Joseph!

As we come closer to the Federal election, we can unfortunately expect more attacks on workers, unions and their leaders. I encourage any members who want to see Morrison and his kind kicked out at the next election to get behind their local Labor candidate. That is how we will change the rules. If you want to help any of our Federal Labor candidates, please contact Steve Catania at the union office and he will get you in contact with one of the campaign teams.

As always, if you have any issues you would like to raise with me, please feel free to contact my office on 9452 8311 or email me at Swinbourn.Emetro@mp.wa.gov.au

Use your NEW Safety Hotline Card to keep the bastards honest

IF WE KNOW ABOUT A PROBLEM – WE CAN FIX IT!

Thanks to all those who have sent photos to our Facebook page, at CFMEUWA, of shonky safety on site. We now have over 11,000 people on our Facebook page – they can all help to be our eyes and ears out there.

The power of 120,000 : We recently had a photo of dodgy toilets, supplied by BGC, posted on a Facebook page and it reached over 120,000 people – BGC and the developer shat themselves that they were dropped in the shit over dodgy amenities. (See story this issue) This is just one example of how we can use our Facebook page to shame those not doing the right thing.

Inside this issue we have included a Safety Hotline Card.

It's yours to keep handy in your wallet or purse, should you need contact details on how to get information to us on poor safety – FAST!

If you are not on Facebook, we have provided a direct line you can call and an email address.

Let's all keep an eye out for poor safety – especially in the run up to Christmas, when the pressure is on to complete things before the break. Follow us on Facebook @CFMEUWA



NEW SAFETY HOTLINE CARD

Newcrest safety has gone to the dogs

Dingoes are a common problem workers have to face at various mines sites in the North West.

At the Newcrest Telfer site in the East Pilbara, workers are designated a 'safe' eating area when it comes to having meal breaks but that didn't stop 3 dogs attacking a 54 year old female worker. The woman was mauled by the dingos and suffered deep wounds to her legs, arms and body, requiring major surgery at Royal Perth Hospital.



Apparently the Occupational Health and Safety plan to protect workers from attack, is to issue 'sticks' to shoo the dogs away. The sticks are readily put out in bins on site for workers to grab if they feel threatened.

Given that dingoes are a potential hazard to personnel, the company should conduct a risk assessment and identify practicable hazard controls based on the hierarchy of controls and develop a procedure / policy to eliminate if possible, or at the very least minimise the risk to personnel. They should then train personnel into the new process / policy

- Elimination – They could remove the hazard by trapping and relocating the dingoes. Substitution is not a practicable option
- Engineering Controls – They could fence off affected areas
- Administrative Controls – Maybe look at what practice is attracting the dingoes to the area and change / remove the attraction
- PPE – Sticks put people at further risk and is not recommended

Our view is that workers should tell the company to stick the current solution up their proverbial!

Surely a better safety plan can be put in place before the whole place goes to the dogs.



Stick it up your ass!

SUPER

your insurance at risk



The Liberal Government is proposing to alter insurance cover arrangements for members of Super Funds from July 2019.

Cbus is campaigning against the proposals because it will affect many members' automatic access to insurance cover.

The Government wants to:

- Exclude members under 25 years of age from default insurance
- Exclude default insurance where a person has \$6,000 or less in their account
- Remove insurance over from inactive accounts once a person hasn't received contributions for 13 months (unless they choose to keep it.)

The Government claims that young people are less likely to need cover and shouldn't have insurance premiums deducted from their super.

This isn't the case for Cbus members. Insurance is as important for new starters and people under 25 as it is for everyone else.

Our members work in an industry that scores among the highest for incidence of injury and workplace fatalities, according to data from Safework Australia.

Many of our members typically have dependents, debts and responsibilities from around 21 years of age, three to four years after they start work.

The issue of inactive members also has consequences for our members as gaps between jobs is common.

These changes would affect the entire Cbus membership because by removing these members from our group cover, we reduce the buying power of a broader collective pool – which will almost certainly result in higher insurance premiums – estimated to be upwards of 20%.

One of the benefits of being a Cbus member is that eligible members get access to insurance cover that could be difficult and expensive to access any other way, for workers in the building and construction industry.

AUTOMATIC TRANSFERS TO THE ATO

Another change proposed by the Federal Government is to transfer



CBUS Rep Phil Milne

accounts with less than \$6,000 that haven't received contributions for 13 months, to the Australian Taxation Office (ATO). The ATO will then seek to find an active super account to transfer the money. If no other account exists, the ATO will hold this money which would earn a low rate of interest.

This could affect many of our inactive members who do not have any other active super accounts and stay in Cbus to maintain insurance cover.

STANDING UP FOR MEMBERS

Cbus wants to make sure we can continue to provide insurance we know our members need and want. We are engaging with our membership, industry bodies and decision makers in Government to address these changes so that our members don't lose out.

If you have any queries contact Phil Milne on 0412 406 348 or Don Fowlie on 0417 971 593

The Liberals can't run their own party, so how can they run the country?

The Liberals have showed their hand. The various factions (Yes! They have factions too!) have climbed out from the quagmire and demonstrated just what a disparate mob they are.

It is a party in an ideologue war with itself, concentrating on extreme internal insurrections. You have small 'L' centrist Libs (moderates), Conservative right Libs (extremists) and an infiltration of the new Christian Right (zealots), all with their own agenda and unable to plan and create an equal vision in which all Australians can buy into, to share and prosper.

They have a complete lack of respect for women in their party, and are under fire for bullying and coercion.

What a mess!

IT IS NOW A GOVERNMENT DEVOID OF ANY PLAN OR VISION WHICH INCLUDES YOU.

The chief outcome of this war is to create the most extreme right wing party that Australia has ever had. One that promotes outdated ideas (if they have any ideas!), inequality, insecurity and a highly casualised workforce with low wages and conditions to drive the profits at the big end of town.

This government and its right wing media mates only know how to deal in one thing. FEAR.

As Roosevelt said, we have nothing to fear except fear itself.

If you know your history, the Liberal conservatives have a record of choosing their leaders based on ideology, revenge and matters of conscience.

Now we have a new Prime Minister Scott Morrison (or Moron-son to some). Morrison



is desperately trying to unify a party (federal government) that has no ideals or morals which depict the aspirations of a modern Australia.

Once again, as if we need any reminding, this latest 'coup' has proven that the Liberal Coalition puts self-interest above all else, that the needs of the one, outweigh those of the many.

They deserve to be punished. And we will have that opportunity when the federal election comes.

We will all be given the opportunity to change the rules, and in the process, have a say in getting this county back on an even keel.

We have all felt the sting from the pendulum moving too far in favour of the Big end of Town, cheered on by their Liberal mates.

In WA, the Federal Liberals have taken us for granted for far too long.

It's time that we all fight to ensure WA gets a Fair Go! Does anyone really think that Christian Porter (Pearce), Michael Keenan (Stirling), Ian Goodenough (Moore) and Steve Irons (Swan) deserve another chance to rub workers noses in the dirt?

One thing is for sure, they don't represent the interests of our members.

This rabble has become a self-preservation society as they all scramble to save their skins. They certainly don't care about yours.

TIME TO CHUCK 'EM OUT!

Cummo Cup helps disadvantaged WA kids

Thank you to everyone who gave up their day off to participate in this year's Cummo Cup Golf Day. This year we raised \$25,000 which will go to provide supportive programs at the Austin Hospital for people diagnosed with a brain tumor as well as support for their families.

The John Cummins Memorial Fund now has a WA chapter partnering with the Fremantle Foundation to provide grants and funds in Western Australia, to support programs to young disengaged youth who need help to get back on the track. The goal being to reconnect disadvantaged youth with school, training and / or employment.

Once again Cummo's wife, DI Cummins came along and presented the winners trophy to GMF. Di was stoked at the generosity of the CFMEU, as well as all other unions and the WA Construction Industry for their participation, and is excited to see that money raised will also go to help WA kids.



THANK TO YOU THE PARTICIPANTS

GMF CONTRACTORS - Winners

TRIDENT CONSTRUCTIONS	ADVANCE FORMWORK	EXZO
CENTRAL REO	PETU	REDDIFUND
MUA	ETU	CRANECORP
AMWU	MEALES PUMPING	CASC
TWU	RAW URBAN	INVICTA
SDA	VERCON	PROBUILD
AWU	FRED MASON	PROJECT SITE SERVICES
BALL POINT	TYRONE GROUP	

MAKE A DONATION: *If you would like to make a donation to the CFMEU WA John Cummins Memorial Fund just go to <https://bit.ly/2x83nwi>*

MATES HELPING WORK MATES

In 2011 Mick Buchan was instrumental in bringing the MATES in Construction Suicide Prevention program to WA. MATES had been enormously successful in other states, primarily Queensland. Since then the program has been incredibly successful in providing help and counselling when it's needed most. It has no doubt helped to save many lives that otherwise would have been lost to suicide.

Mates in Construction (MIC) is an educative program designed to train people on construction sites on several levels – from helping identify 'at risk' signs of suicide to providing more direct counselling of people who may be in a highly threatening situation.

At the launch of MATES back in September 2011, Mick Buchan said; "It's all about mates looking after each other – being able to identify signs of abnormal behaviour and knowing what to do. It could be as simple as just making yourself available for a chat, asking someone if there they are ok – a problem shared, is a problem halved."

On September 13th, MATES in Construction and MATES in Mining, teamed up with RUOK Day for Fly the Flag Day, which saw numerous sites across Australia flying the MATES flag as reminder that help is always at hand. It was great to see the ProBuild crew with Mick Buchan at NV Apartments come out in force to recognise the day.

If members need help just call the MATES National Hotline on – 1300 642 111...
and let's all look out for each other on job.



Bob Benkesser and Mick Buchan (far right) – flying the flag at NV Apartments



Probuild NV Apartment's crew supporting MATES

We can all make change happen



WHY YOU NEED TO JOIN OUR ALP BRANCH

Together, we are delivering the ALP back to workers and the grass roots from where it was born. It's our party! Let's make it work for us.

We have to meet conservative forces on their own battleground and win.

To achieve this we need to fight on both fronts. On both a political and industrial front.

Where there are bad laws, we need to change them. Where there are NO laws offering protection for construction workers and our industry, we need to help make them.

WE HAVE ALREADY MADE A START...

Since our CFMEU WA Construction /FIFO branch has become more active, we have passed motions at the State Conference which include:

- Changes to Labour Hire. Regulation, licensing and penalties
- Industrial Manslaughter Laws
- Putting a stop to Sham Contracting and 'Phoenixing'
- Putting local jobs ahead of visa workers
- Fairer Right of Entry provisions so unions can do their job
- A review to the tender process on government projects – too cheap tenders cause a race to the bottom
- Assurances that subbies get paid
- A higher percentage of apprentices on WA government projects
- Procurement laws to keep dodgy products off sites and put an end to dodgy unsustainable tendering
- To make WorkSafe WA more effective – proactive NOT reactive
- To ensure fairer worker's comp laws for construction workers

We have had some wins already and with your support we can achieve more! Here's what to do... Join the fight on both fronts if you want to change the rules

When you become a member of our own Construction/FIFO branch within the WA ALP we can have a greater voice and influence to develop policies for REAL Change. If the rules are broken, let's change the rules. You have real issues, real wants and needs that have to be fixed, so let's all work together to action them.

Join our own member-based WA ALP Construction/FIFO Branch it doesn't cost the earth but it will make a world difference.

JOIN NOW

Call CFMEU Political Organiser Steve Catania on (08) 92286900 or email scatania@cfmeuwa.com for an application form to join now.



Union Haters – ABCC misses the target

HEALTH DEPT CORRUPTION SCANDAL

HOW FAR DID THE CORRUPTION SPREAD?

It's no secret that the ABCC has come after our union and workers on several hospital sites in the past few years. The Government's version of the Keystone Cops had no worries attacking and charging our union and workers for standing up for their rights.

Meanwhile the health and hospital system in WA was subject to some of the most blatant corruption this state has ever seen.

Corruption at Perth's North Metropolitan Health Service went undetected for up to a decade and resulted in hundreds of thousands of dollars in public funds being fraudulently misappropriated, following a report by the WA Corruption and Crime Commission involving maintenance and service contracts within the NMHS.

The CCC said it uncovered the allocation of lucrative work at NHHS hospitals including Sir Charles Gairdner, PathWest, Graylands Hospital and Midland and Joondalup campuses.

Also involved was the awarding of work for the integration of the QEII site into the new Perth Children's Hospital.

Fat Cat public servants were showered with gifts, expensive lunches, home renovations, travel and accommodation, totalling several hundred thousands of dollars, and the list goes on.



"In return for awarding work, the public servants were showered with tens of thousands of dollars in gifts, including travel, accommodation, and entertainment such as golf days and boozy lunches in expensive restaurants."

Corruption and Crime Commission Report

To add insult to injury, these crooks received Golden Handshakes on the way out.

Health Minister Roger Cook said the Health Department would seek urgent advice from the State Solicitors Office and pursue "every avenue possible" to recover severance pay, paid to the corrupt ex-employees. The CCC also recommended laying charges against 11 private sector contractors.

"Regular and expensive gifts and gratuities given to some NMHS public officers were bribes," the CCC report says. "Systematic manipulation of procurement practices was financial fraud."

These allegations that tenders were awarded based on special favours, makes you wonder about the transparency and honesty of the whole procurement process.

This all just goes to prove that the ABCC has no interest in going after anyone except unions and workers who are out there trying to do their job, to continue delivering quality projects for West Australians.

It's worth remembering that the ABCC was returned with increased powers by the Turnbull government. Turnbull has gone. Now we need to get rid of this draconian federal government, the ABCC and all who supported it.

Using “greater job insecurity” for economic success IT’S TIME TO GET ANGRY!!

Alan Greenspan was the former Federal Reserve Bank Chairman in the USA – the home of union busting, when he was testifying before Congress in 1997 on the marvels of the economy he was running, he inferred one of the bases for its economic success was imposing what he called “greater worker insecurity.”

The interpretation of Greenspan’s comments has been challenged as to its meaning and tone, Trump would call it fake news, but nonetheless its intent as to its real meaning was out of the bag. Using fear and uncertainty to keep control or worker’s and wages at a minimum.

In the years that have passed it is now all coming home to roost.

In response, renowned activist Noam Chomsky remarked.

“If workers are more insecure, corporations (and right wing governments) consider that’s very “healthy” for the society, because if workers are insecure they won’t ask for wages, they won’t go on strike, they’ll serve the masters gladly and passively.”

HOW DO YOU ENSURE “GREATER WORKER INSECURITY”?

By not guaranteeing employment, by keeping people hanging on a limb that can be sawed off at any time, so that they’d better shut up, take tiny salaries, and do their work; and if they get the gift of being allowed to serve under miserable conditions for another year, they should welcome it and not ask for any more.

That’s the way you keep societies efficient

If workers are more insecure, that’s very ‘healthy’ for the society, because if workers are insecure, they won’t ask for wages, they won’t go on strike, they won’t call for benefits; they’ll serve the masters gladly and passively. And that’s optimal for corporations’ economic health.

Noam Chomsky

and healthy from the point of view of the corporations.

There it is, the truth is out... Corporations and the high-level people that control our economy believe that “greater worker insecurity” is “healthy” for society.

Think about that. You’re suffering to just get by every day and your job insecurity is apparently healthy for society... you are treated like a worker bee and nothing else.

ARE YOU MAD YET?

How many times have you heard someone say “you should just be thankful you have a job?” While workers’ pay has stagnated, conditions disappearing and job insecurity a constant threat, corporate profits, productivity and CEO pay continues to sky-rocket at a record pace.

It’s time to cut the strings of the corporate puppet masters.

We need to get back to being a caring, collective society where everyone, including corporations, pay their fair share, and society prospers together and rejects the current socio-economic classes of “haves” and “have not’s.”

We need to do this by demonstrating greater solidarity, where if one makes a stand, we all stand together.

ARE YOU READY?

We need to start discussing this inequality at home and work. Yes, we have a right to be mad and be angry, but we also need to focus on the solutions.

When workers and their unions join together, change WILL happen. We know the rules are broken, so let’s change them.

Every worker collectively in Australia has the power; it’s time to use it to fight for better agreements, job security and a better standard of living. That is true economic success. Change the rules!

CHAMPION MEMBER

Congratulations to our member David Jones on the Salini project, who plays Full Back for Nollamara Football Club. David won the 2018 Fairest and Best Trophy for his Football team this season.

Dare to dream, dare to win. WELL DONE.



CFMEU MEMBERS TRAVELLING WELL

Free Travel Insurance is one of our most popular benefits for paid up members.

Michael Cameron sent in his wedding day pic saying "With the stresses of a wedding in another country, already having travel insurance to not have to worry about was a huge bonus!" Brad Verner and his family enjoyed their Travel Insurance on a family holiday to the USA. Remember our Free Travel insurance can save you a lot of money, meaning more spending money for you! Be paid up and proud – pay your dues at www.wa.cfmeu.org.au

WIN! GOT A FAVOURITE OLD CHRISTMAS DAY PHOTO? SEND IT IN AND WIN.

Our next issue will be the Christmas edition! Send us your favourite Christmas Day family photos from any past Christmas Day and we'll publish them in the next issue. You'll also go in the draw to win a \$100 Gift voucher from Kmart – just in time for Chrissie.

Send your pics to us via messenger on our Facebook page @CFMEUWA or email to editor@cfmeuwa.com



FROM RUSSIA WITH LOVE

Thanks to Pete Cunningham for flying our flag at the Football World Cup in Russia



FOLLOW US ON FACEBOOK

CFMEU Organiser Brad Upton, seen here with new signage on our union vehicles, pointing out how members can get all the latest news, views and videos. Join our Facebook page @CFMEUWA. Brad is there along with over 11,000 other people. So get on board.



Hey Kids! Where's Scaffy?

Hey Kids (Big and Small) did you find Scaffy inside out last issue? He was hiding on page 29. He's got away again in this issue. We hope he hasn't gone down the Airport Link Tunnel... we'll never see him again!!!

See if you can spot him!

