

CFMEU

CONSTRUCTION WORKER

www.cfmeuwa.com

Autumn 2018 Issue 1



Inside: Union Amalgamation - ALL SYSTEMS GO!
Security of Payments • Eureka Flag Ban
Change the Rules Campaign...and more

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FREE STICKER IN THIS ISSUE...



**THE TURNBULL GOVERNMENT HAS BANNED THE EUREKA FLAG AND UNION STICKERS.
SHOW HIM HOW YOU FEEL ABOUT THAT – STICK UP FOR YOUR RIGHTS!!**

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

IT'S FULL STEAM AHEAD – FROM SHIP TO SITE!

The Amalgamation of our great union with the MUA and the TCFUA was locked in officially on March 27th.

Although it will largely be business as usual, with each division operating independently, much like Construction, Forestry and Mining divisions do now, this merger will give all our members a stronger voice. It will afford us greater strategic and tactical advantages as we campaign for workers' rights and a fair go for all members and their families. The 'Big end of Town' and Conservative politicians did their best to try and stop us, but they failed.

There has never been a better time to join the union.

MUA Here to Stay. CFMEU Here for the Blue! (See story this issue)



Thanks largely to our efforts we now have a seat at the table to create new policies around 'Security of Payments' for sub-

contractors and workers. This is something we have been pushing for several years now.

The Barnett Libs did nothing and it was only through our own Construction/FIFO Labor Party branch that we were successful in pushing for action on this issue at the last WA Labor State Conference. The collapse of Cooper and Oxley along with about 20 other builders over the past few years has created a sense of urgency to get something done.

Rest assured, we will do everything we can to make things happen. In the meantime I urge all members to join our Labor branch. The more members we have, the more we can keep doing to benefit our industry and its members. (See articles this issue)

TURNBULL PICKS THE WRONG BATTLE.

By now you would have heard that the Turnbull Government and its despised ABCC has tried to ban us from using the Eureka flag and its symbol on union stickers. The battle for Eureka was first fought in 1864 and



we're fighting for it again. We have launched a new billboard on our building in support of the Eureka flag. I simply say: Break the Ban. Do your bit, fly the flag and wear a sticker – workers who stick together win together. Put the stickers inside this issue on your car and hard hat. Stand up for workers' rights and liberty for all under the Southern Cross.

STICK IT UP 'EM!

FREE STICKER: We have included a FREE Eureka Sticker in this issue – wear it with pride. Stick it up Turnbull and Cash's ABCC!



CONGRATULATIONS TO GED KEARNEY

Well done to former ACTU President Ged Kearney on winning the federal seat of Batman with an increased majority for the ALP. I can think of no better person to represent workers' rights. Ged has always stood strong with our union and particularly this branch. She has been an inspiration to not only women, our union and the Labor movement in general, but also our entire membership. We look forward to seeing Ged changing the rules and continuing to better the lives of all working families.



SEE YOU AT MAY DAY

I look forward to seeing everyone at May Day at the Fremantle Esplanade on Sunday May 6th as we celebrate the 20th anniversary of the Patrick's Waterfront dispute. It'll be a great time to catch up with everyone who was involved in this landmark dispute. (See story this issue)

NEW UNION BENEFITS

Finally, check out our range of benefits for members in this issue including NEW Dental Savings. Union Benefits are not just about saving money; being a CFMEU member is about protecting you and family and being part of bigger family, which stands by you to ensure good wages, conditions and safety. Just as important, paid up members receive first class help and advice on everyday workplace issues. Always stay paid up and proud. Dare to struggle, dare to win!

Sincerely

Mick Buchan

State Secretary, CFMEU WA



MAYDAY 2018

FORGED IN BATTLE

HERE TO STAY. HERE FOR THE BLUE.
BE HERE ON MAY 6TH

Fremantle Esplanade from 9 am – March with us at 12 Noon
(Michaelia Cash Not Invited.)

Celebrate the 20th anniversary of the Patrick's dispute
this May Day as we start another war to Change the Rules.

Catch up with workmates, old mates and have a bloody good time

COME AND HEAR GUEST SPEAKER

FREE ENTERTAINMENT, BBQ
GIFTS FOR THE KIDS, AND LETS
NOT FORGET THE TRADITIONAL
MAYDAY SHIRT!



SALLY McMANUS

Authorised by Duncan CFMEU 60 Beaufort Street Perth WA and One Dale Mews 2-4 Keweenah Alley North Fremantle WA



20 years ago this year, CFMEU and MUA members forged a relationship based on common ground that would continue to grow and prosper in the ensuing years to come.



Battlelines were drawn in what would become known as the Patricks Dispute. Patrick Stevedores boss Chris Corrigan sacked his entire workforce, locked them out and set up new companies to employ a non-unionised workforce, trained in Dubai. Imagine being locked out of your job and told it was because you were a member of a union. It was not on.

The rally cry went out and arm in arm, brothers and sisters, families and community supporters stood up as one against that form of tyranny. In WA, the CFMEU was at the forefront, Fremantle pickets, at times approaching two or three thousand strong, prevented trucks from moving on and off Patrick's wharf. Locked arm and arm CFMEU and MUA members stood as one. It was a case of touch one touch all. And we were proud to be in it together and came out it much stronger as a result.

A lot of water has passed under the bridge since then. The Chief protagonist of the Patrick's Dispute, Peter Reith met his own Waterloo a few years later with the famed children overboard affair. Trickery and skullduggery will only get you so far. Suffice to say, we are still here, and he has long since gone. But the issues which affect us all remain. The Patrick's dispute was no ghost town; it is not an event that we look back on with lament as if it was the good old days. There has been no room for reminiscing, because we are all still in the thick of it. Since those heady days, there have been many times when both our great unions have supported each other, and the interests our members.

From Ship to Site

The use and abuse of overseas workers to take our local jobs and drive down wages and conditions, the fact that the 'Big end of town' (eg: CHEVRON) pay no tax, yet seek total control to ensure the decimation of workplaces. The ABCC and how employers hide behind it to screw workers, unions and the common good, and take way the voice and rights of workers.

All this is common ground between both our unions, including the TCFUA (Textile Union). Michele O'Neil, TCFUA National Secretary, said: "The combined strength of the CFMEU, MUA and TCFUA in our new Union will write a new chapter in Australia's union movement. Ordinary workers now have a powerful new force for change on their side." We are one! And we are many!

On a day to day basis it will be business as usual. Each union will carry on with their own local Secretariat structure, Executive and way of doing things. Exactly like the divisions of Construction, Mining, and Forestry do now and have always done, with each containing its own proud history and identity, but with a common aim.



WHAT WILL BE DIFFERENT IS THIS.

For sure, we will be stronger in membership numbers. But members aren't numbers. Members are people, human beings with families and real fears, needs and wants. People who most of the time feel they have no voice or power. Our merger is about giving them that power. And plenty of it! We will also have stronger international affiliations to bring pressure to bear in campaigns for workers' rights here in our own backyard. Stopping the war against workers knows no boundaries. Make no mistake; we now have coverage of everything from ship to site. And it's not something we take lightly, but we take it on board with strategic and tactical decisions that can benefit all our members.

with All Our Might!

TOUCH ONE – TOUCH MORE!



A history of marching together

MUA State Secretary Chris Cain says: "The merging of our three giant unions in their own right, to become ONE POWERFUL FORCE for working class men and women is something that has never been seen before.

From the wharves, to the ships, to the offshore, to the mines, to construction and to manufacturing sectors around this country, will see greater representation through the new amalgamated union. Our members have spoken with full support for this merger. Let's get on with it and take this Turnbull Government down in the next election.

A message to all employers out there, if you are not doing the right thing by working people, we will be coming for you!!! They don't like us, We don't care!!!"

There were deriders (employers and their representatives) who screamed at our coming together.

Yet, no one on the conservative sides of politics yelled at Westfarmers with their various takeovers and mergers giving them all but total control from the 'cradle to the grave'? What are they worried about?

AND THEN THERE'S Michaelia Cash who has done everything she can to stop our merger. But it was OK for Cash's employer of nearly 10 years, FREEHILLS, to merge with the UK-headquartered law firm Herbert Smith to become a conglomerate so why not the CFMEU MUA TCFUA merger? Two sets of rules?

Maybe it's the fact that on a ship out there somewhere are products that need to be landed, processed, transported and installed to enable construction projects to be completed, maybe some of those products don't meet Australian standards? Who knows?

WHAT WE KNOW IS THIS.

Together we will be stronger. Together we will find more synergies and enact strategies and tactics which will benefit our members. We will not shy away from what is right, from changing the rules.

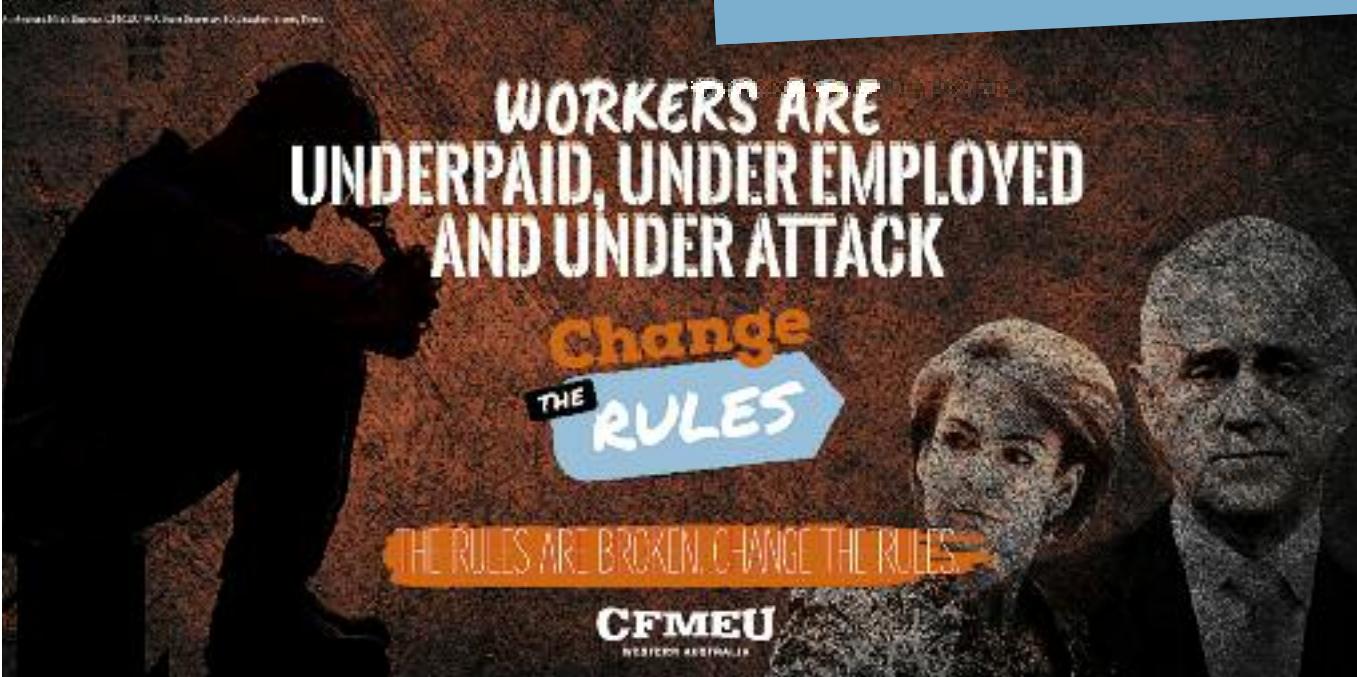
We are here for the blue. We are here to stay.

Dare to struggle. Dare to win. There's never been a more exciting time to be a union member



We are leading the way for workers

MASSIVE ‘CHANGE’



WORKERS ARE
UNDERPAID, UNDER EMPLOYED
AND UNDER ATTACK

Change
THE RULES

THE RULES ARE BROKEN CHANGE THE RULES

CFMEU
INDUSTRIAL AUSTRALIA



The Australian Council of Trade Unions (ACTU) Secretary Sally McManus has launched the Change the Rules campaign. It is the biggest union-backed campaign since Workchoices.

The time has come for working people not to be held to ransom by unfair laws.

In Western Australia (WA), wage growth is at a record low. Youth unemployment is at 13.9% and household incomes are falling.

At the same time, 40 per cent of all Australians face insecure work.

The end of the mining boom has seen a handful of elites become super wealthy; while working people have seen their wages fall and have to contend with both above average unemployment and rampant youth unemployment.

Workers across WA have had their pay and conditions stripped by unfair laws that allow corporations to terminate Enterprise Bargaining Agreements (EBA), keep wages low, cut penalty rates, and support mass casualisation (Labour Hire) and wage theft.

Maintenance workers at Griffith Coal had their EBA axed in 2016 and had their pay slashed by more than 40%, while staff at Murdoch University will have their pay cut after the University spent almost \$3 million on legal fees so it could reduce their wages.

THE RULES' CAMPAIGN BEGINS

McManus said: "The pendulum has swung too far toward big business and Australia needs a pay rise. We need to change the rules at work so working people can't be held to ransom by bad employers who will use loopholes to cancel agreements, cut pay and slash conditions. The West has suffered under Minister for Employment Michaelia Cash. She has made a career out of cutting workers' wages and making work less secure. Her legacy will be Australia's lowest wage growth and the highest number of people in insecure work. Our campaign is going to reverse the unfair workplace rules and help working people regain the power they have lost through years of neo-liberal policies that have only helped big business."

CFMEU WA STATE SECRETARY MICK BUCHAN AGREES:

"We need to turn the current situation on its head. Especially in relation to our industry and its workers, our members. Labour Hire is being used as a weapon of choice by employers to rob workers of good pay and conditions, workers are stripped of their dignity and are left with no job security to plan a decent future. The Turnbull government is using the ABCC as an instrument to blackmail builders from tendering on Government jobs. I doubt this happens anywhere else in the industrialised Western World but it happens here and enough is enough. Workers need to take back control; this campaign gives workers a platform to win back what is rightfully theirs. However, it will require all workers to stand up and play an active part, and the best way to do that is join and support your union."

The Change the Rules campaign will run right to the next Federal election and beyond if necessary. It will be more than just an advertising blitz. It will harness the power of workers and their families to act as foot soldiers to fight and campaign on every level in the community. No voice will go unheard, no unfair treatment unnoticed. It's time to change the bloody rules!



BGC THIS ISSUE'S

BGC Construction have earned this issue's title. They have been around for a long time and should know better. Unfortunately they don't learn and treat workers as if they are just a payroll number. The CFMEU has submitted no less than 10 formal WorkSafe Complaints this year alone raising not just risk to workers but also the public.

When we raise these issues with BGC they threaten to discipline or sack workers. It is not the workers who are at fault. It is BGC who have to ensure the right tools and equipment are available and processes are followed. It's no good BGC getting angry at the union because they get caught out putting workers at risk. If BGC don't change their attitude it will only be a matter of time before they seriously injure or kill someone.



Unprotected open penetrations, BGC should know better.



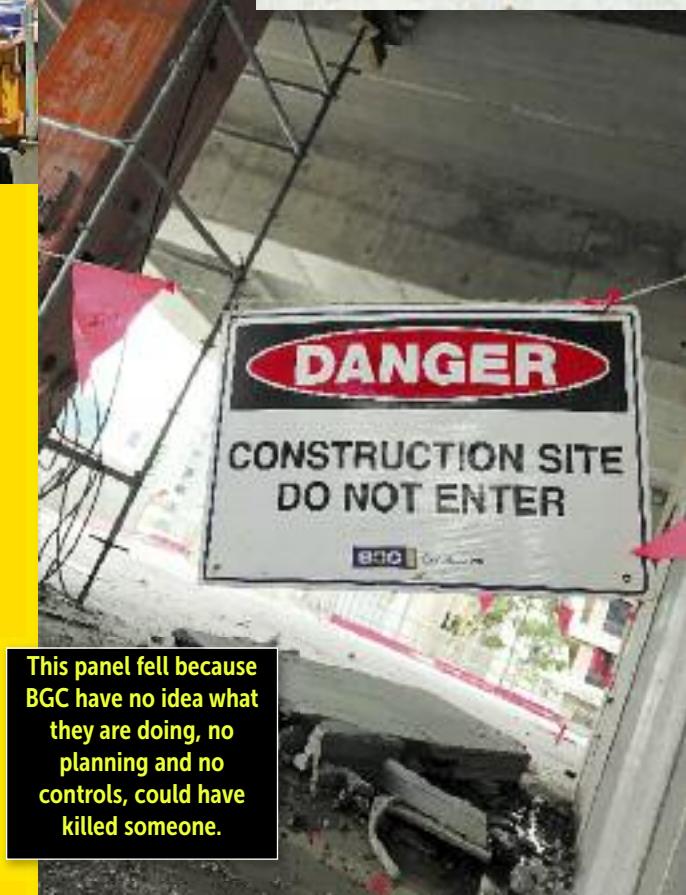
No mesh in service ducts, just like the Hanssen Pty Ltd Job



It is up to BGC to provide the right tools for the job. A step ladder is not a working platform.

IF YOUR JOB HAS DODGY SAFETY CALL THE CFMEU ON 9228 6900 OR EMAIL PHOTOS

DODGY BUILDER

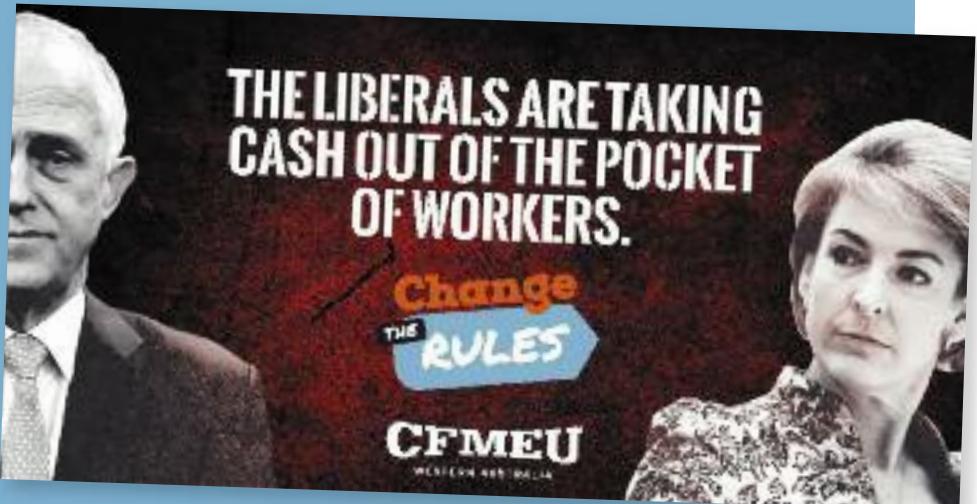


OF DODGY SAFETY PRACTICES AND SAFETY COMPLAINTS TO SAFETY@CFMEUWA.COM

ABCC is A Big Conservative

THAT'S WHAT THE ABCC IS!

Under the regime of Malcolm Turnbull and Michaelia Cash, Australian workers have copped stagnant wage growth, record levels of wage theft, the loss of penalty rates in key industry sectors and deterioration in occupational health and safety standards.



Western Australian workers have also had to deal with the fallout of economic mismanagement by the Barnett Government, the end of the resources boom and record levels of unemployment/underemployment.

Meanwhile, bottom feeding Labour Hire Firms continue to suck the life out of construction workers. The use of dodgy ABN employment arrangements is rampant and workers are being forced to cop "all-in" rates in lieu of national employment standards such as Annual Leave, Sick Leave and Penalty Rates.

ALL OF THIS HAS OCCURRED UNDER THE NOSE OF THE ABCC

The ABCC have been empowered by the Turnbull Government to "enforce the rule of law in the building and construction industry".

It's pretty hard for this outfit to deal with dodgy employers when they have a single minded focus on f***ing over construction workers and the CFMEU.

When the ABCC were forced to give evidence before the Senate in early March 2018, they admitted they were doing sweet f-all about

Sham Contracting (apparently there is none) and that there were no Occupational Health and Safety breaches on construction projects covered by the 2016 Building Code. This is clear unadulterated bullshit.

In late 2017, the Federal Government passed the 2016 Building Code into law. Whilst the Building Code 2016 was designed to further erode the rights of building and construction workers, it potentially imposes sanctions against builders and sub-contractors who breach workplace laws.

BLACKMAIL BY THE AUSTRALIAN GOVERNMENT?

The unintended consequence of this is that (anti-worker and pro Liberal Party) builders who use dodgy sub-contractors may end up being banned from tendering for Federal (and possibly State) Government projects. This will make it interesting for the likes of Georgiou Group, BGC, Doric, Pindan, Jaxon and Broad who have projects infested with bottom feeding sub-contractors, rogues, cheats and thieves.

It is pretty clear that these builders have a procurement policy which clearly fails to identify wage theft, breaches of statutory

entitlements and sham contracting.

A good example of the incompetence of the ABCC and their lack of intent to prosecute dodgy builders and sub-contractors is the LIV Apartments project in Fremantle.

This is a federally funded government project built by Georgiou Group. Every ceiling fixer on this job was employed on sham contracts despite clearly being employees. The AFS installer (who was ripping off workers) went belly up on the job and was replaced by a contractor with a history of cash-in-hand payments and statutory breaches. The tiling contractor had ABN labour and there were a stack of other sub-contractors ducking and weaving their obligations.

Where was the ABCC?

Nowhere near this job!

Builders such as Georgiou, BGC, Broad, Jaxon and Doric don't want to know about dodgy activities on their projects. They simply ask the subcontractors to sign a statutory declaration to say they are doing the right thing and pretend that they have carried out "due diligence". This clearly isn't good enough and reflects the lack of will by builders to ensure their projects are built by legitimate subcontractors.

with Doug Heath

Cock-up!

How is it that the likes of Protech can engage workers on flat rates of pay on BGC and Broad projects which don't even meet Award standards? How do Pindan and Jaxon justify using Network (Labour Hire) even though they have consistently underpaid workers (including a shitload of backpackers) over a long period of time? They clearly don't check the wage records of contractors on their projects.

As for Broad, the CFMEU has documented proof of their engagement of multiple Labour Hire firms caught red-handed paying workers less than the legal minimum standards. Not to mention the ceiling fixing contractor (Amland) on a State Government Project who paid cash-in-hand wages to illegal workers.

These examples are just the tip of the iceberg of thieving conduct by contractors working for second & third tier builders in Western Australia. The Federal Government have spent hundreds of millions of dollars on the ABCC to stand over workers and attack our conditions. What's clearly needed is an effective sanction regime to be applied against dodgy builders who don't prevent wage theft on projects they manage.

Members are encouraged to report all underpayments on their sites to the CFMEU. Unless we keep on top of dodgy builders and thieving sub-contractors (who are under cutting the decent subbies), we will continue to ride the race to the bottom. It's time for workers to stand up and fight back. Join your union. Pay your dues. Be active. Let's change the Liberals anti-workers rules!



with Paul Ferreira

CFMEU in the Community



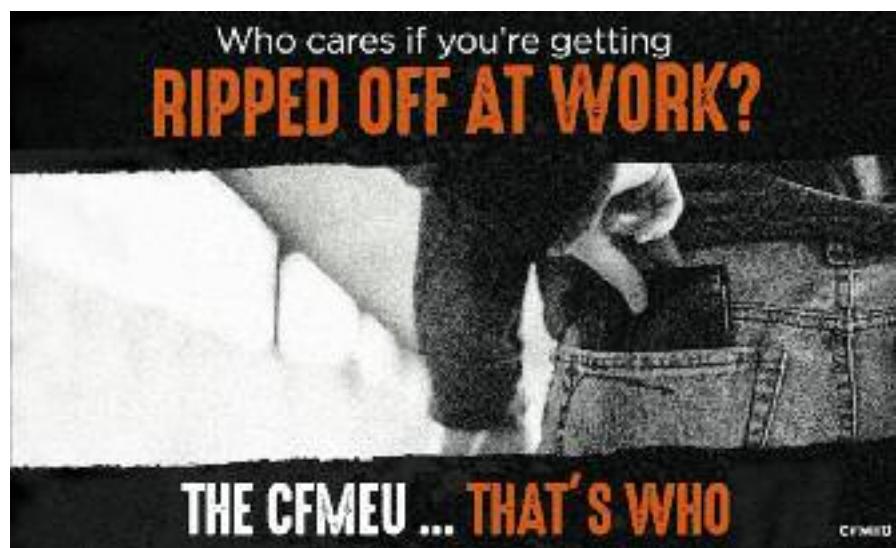
Last year the CFMEU were proud to help out the Roebourne Art Group with the fitout of their new premises. We have been looking for another project to assist the local indigenous community and we came across the Weymul community. The CFMEU will be assisting with the restoration of some basic services. The Weymul people are Ngarluma Traditional Owners. I was pleased to head out the other week and provide a sausage sizzle for the community, and offer the use of the CFMEU BBQ trailer for future fundraising events.

As the North West is a very large area to service, if you have not seen me around the traps, feel free to call me on my mobile 0419 812 864 or email PFerreira@cfmeuwa.com.

If you're not a member of your Union please sign up. It only takes 6 easy steps to join up online & all union dues are tax deductible. I have also been informed that you can sign up on 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.



Cooper and Oxley fiasco signals time for change.



PAYMENT SECURITY: WE HAVE LED THE WAY TO CHANGE THE RULES!

The CFMEU is calling on major builders to stop entering into a race to the bottom and to review their management and tendering practices.

This follows the announcement that major builder Cooper and Oxley, has left subcontractors and workers, many of them our members, in debt to the tune of at least \$5 million on the 500 Hay Street Apartments Project. Workers on the project were locked out and had to fight to get their tools and equipment back so they could continue to make a living. Rightly so.

CFMEU WA State Secretary Mick Buchan says; "the industry is on the precipice, companies are under bidding on projects, including using wages and conditions of workers as bargaining chips, only to find themselves in trouble. The practice of pricing projects, often with a negative margin, hoping to make profits with variations is risky and unsustainable.

The industry has seen the collapse of major mid-tier builders, along with numerous subcontractors and residential building companies within the past 12 months.

In all cases, workers and sub-contractors have been left owed millions of dollars, consumers have been left stranded, small businesses devastated and the industry has



been completely destabilised."

The current situation of Cooper and Oxley is the thin end of the wedge and a sad reflection on where the WA Building industry currently stands according to Buchan.

"It is very sad to see that a builder of such long standing in the WA marketplace has arrived at this situation.

Companies are underpricing jobs, and then screwing workers' wages and conditions to effectively help underwrite any shortfalls. We saw this happen on the Perth Airport Development as well as the Perth Children's Hospital, which cost one sub-contractor, Ross McGinn his life.

We warned at the time that this approach was unsustainable. Yet builders are getting away with poor management and governance practices which are devastating workers, their families and the industry they work in. It's just become one unproductive race to the bottom. You can't treat workers like a

commodity. Good pay and conditions gets good results, projects built on time and on budget.

Builders are also procuring cheap, poor quality products in a bid to wring every ounce of profit at the expense of quality and safety – both to workers and end users. Builders under-bidding create the very problems they end up facing.

GOING FORWARD. WE KNOW THE PROBLEM – BUT WHAT'S THE SOLUTION?

Our Union is no Johnny-come-lately to this issue of Subbies and workers being screwed over by tenders that go pear shaped. For years we have been speaking out only to be charged, fined and ignored by Liberal governments. The CFMEU WA put forward a motion which was carried at the last State WA ALP Conference calling for Security of Payment legislation.

FIGHTING ON BOTH FRONTS

Only through our action to fight on a both a political and industrial front have we seen policy movement on this issue.

As a result of our lobbying efforts and submissions, the WA State government has now formed an advisory group to reform 'security of payments,' with the CFMEU leading the way and taking part along with other industry representatives.

This will help change the rules of the current system where the government is the developer. Although more complex, it needs to also explore security of payments within the private sector, to stop the exploitation of sub-contractors, workers and small businesses within our industry.

Commerce Minister Bill Johnston said the Advisory Committee was seeking to ensure it made useful changes.

"I understand changes made by last government in December 2016 didn't go far enough," Mr Johnston said.

"And we are acting to take matter further. I understand people might say it's taking too long but we want to make sure these changes are effective."

The CFMEU has argued and fought for this reform over many years, when a lot others, including the MBA and CCI just sat on the sidelines, didn't care, thought it was too hard or not politically palatable.

The CFMEU will continue the fight until the changes are made and hold the state government to account. It's just another case of where the rules are broken. Join and support your union and let's change the rules.

CFMEU hosts International Women's Day



On the 2nd March the CFMEU hosted an early celebration of IWD at the May Holman Room, Trades Hall. We were proud to welcome International speaker Monique Wilson, the director of One Billion Rising, OBR. Monique's struggle for equality and an end to violence against women has turned a political inconvenience for many governments into a global grass roots movement that challenges the status quo.

In her own country, the Philippines, the struggle for women's rights has achieved many milestones that have only been possible with the struggle on the ground.

Since first launched on 14th February 2010, a majority of countries have developed an OBR movement. In Australia a number of cities in the Eastern states hold big events, with Sydney running them for the last couple of years. A movement is growing by the active participation of women in their home and the workplace.

The panel of guest speakers was made up of Jo-Ann Whalley, National Tertiary Education Union, NTEU Murdoch University President; Sandy Taylor of Preventing Violence Against Women, PVAW and Meredith Hammat Secretary of Unions WA. All delivered passionate speeches for women's rights, against violence on women, for equality and the closing of the pay gender gap, domestic violence leave in agreements, etc.

In the CFMEU we are proud to support the struggle for women's safety and equality in both the workplace and at home. Happy International Women's Day 2018.

SUPPORTING DOMESTIC VIOLENCE LEAVE

Our members were proud to fly the flag and support the ACTU's initiative to have Domestic Violence Leave – Now. No more waiting. Thanks to all those who supported this important issue on the day.

EUREKA!

Discover Australia's best union benefits



CFMEU WA MEMBER BENEFITS CLUB 2018 Massive Discounts for you and your family.

Being a paid up member, you are entitled to receive a special CFMEU WA Discount Program powered by Entertainment Publications, offering you and your family great savings here in WA, across Australia and in Bali.

The discounts will more than cover your membership cost...the more you use it the more you save!

You can use your Benefits Card at many of the participating businesses in the program like local cafes, pubs and restaurants. This program offers you savings on your weekly groceries, fuel bill and at over FOUR THOUSAND restaurants, shops, leisure activities, accommodation and much more throughout WA, Australia, Bali and New Zealand.

New members typically receive their Benefits Card within 4-6 weeks of joining.

Check out the website

www.cfmeuwa.frequentvalues.com.au

Save a tab and use on your mobile phone.



TRAVEL INSURANCE

The savings you make with our Travel Insurance means extra spending money for your trip. Save hundreds, even thousands of dollars when you're travelling interstate, overseas or in regional areas, on a local holiday, at least 100 km from your home.

Your policy covers most of your gear, baggage and personal effects. PLUS \$2 million Personal Liabilities Cover and up to \$50,000 Personal Accident Cover and \$500,000 Cover for medical expenses! ***Your Spouse and dependent children are covered too, if travelling with you!** (*Some conditions apply)

Before taking off, call the office on 9228 6900 to ask any questions and for a copy of the Travel Insurance Policy to be sent to you.

NOTE: Life Members – Travel Insurance Benefits cease at age 75.



FUNERAL COVER

Peace of mind. Funeral Cover of \$10,000 for members, \$7,500 for a spouse and a dependent child up to 18 years< or up to 24 years if a full time student. Funeral cover also includes CHILD CARE COVER of up to \$13,000.

NOTE: Life members - Funeral Benefit Cover ceases at age 75



AMBULANCE COVER

Financial members are entitled to Ambulance Cover. Your immediate family is covered too! Members only pay the first \$50 and we cover the rest. Ambulance services are not covered by Medicare and it can be very expensive. If you need an ambulance, you, your spouse and dependent children are covered for the trip.



ACCIDENT AND JOURNEY COVER

\$100,000 IN WAGES COVERED!

Could you afford to be off work for weeks or months without pay? Our Journey Cover gives you and your family absolute peace of mind if you are injured going directly to and from your place of work.

Your wages can be covered up to \$1000 per week for 104 weeks. A \$100,000 Death and Disability Cover also applies. Call the union office on 9228 6900 for details.

SKILLS TRAINING DISCOUNTS

All CFMEU WA members get 20% off all courses. The Construction Skills Training Centre (CSTC) is located at 107 Radium Street Welshpool. If you work under an EBA which includes a Training Levy, your training is free. Choose from over 40 courses at the Construction Skills Training Centre.

See the CSTC website www.cstc.com.au for more details or call the CSTC on 9358 6501.

COUNSELLING – MATES

Depressed? Need help? In times of crisis, for whatever reason, CFMEU members and families can access confidential counselling services through 'MATES in Construction'. MATES in Construction exists to help Construction and Building workers and their mates who are doing it tough at home or work.

If you or your mate is doing it tough and would like help please call MATES on 1300 MIC 111 (1300 642 111). This is a 24/7 line.

DENTAL SAVINGS

Lifecare Dental offer discounted treatment for all members of CFMEU WA and their family who require dental treatment.

No Out-of-Pocket Expense.

Initial appointment will be gap free for any member of the CFMEU and their family with Private Health Cover, so no out-of-pocket expense. Cost for CFMEU Members and their families \$0.00 For any members without Private Health Cover the consultation will be a discounted cost for CFMEU of \$150. 10% off any treatment following the initial check-up Phone Lifecare Dental: Perth 9221 2777 or Kingsway 9409 3619.

**Please bring your current CFMEU WA members ticket to the appointment*



SAVINGS ON EYE GLASSES

WA Opticians offer CFMEU members and their family members a 20% discount on spectacle frames and lenses. They also offer a 10% discount on sunglass frames and 15% discount on contact lenses.



HEARING TEST

Members are entitled to get a hearing test to establish baseline audio levels so you can make a claim if you suffer hearing loss from working in a noisy industry. Call the CFMEU office on 9228 6900 for more details.



MEMBER LEGAL ADVICE AND BASIC WILL

Eureka Lawyers is operated by experienced lawyers and staff with a long association with the Union and workers generally.

Specialising in helping people with Workers Compensation claims



and all other Personal Injury matters, together with Industrial Law, the firm will be able to provide a full range of services. Eureka Lawyers will provide the right advice, at the right price, in language you understand, when you need it.

CFMEU members should call the union office on (08) 9228 6900 for a referral before you proceed.

BULK GROCERY SAVINGS

If you like to bulk buy all your groceries CFMEU WA Members can save heaps with 'Cash and Carry.' Save BIG money for your whole family when you buy in bulk and get HUGE discounts on all your groceries from Cash and Carry warehouses: South of the River in Canning Vale and North of the River in Balcatta. Just show your current union ticket at the checkout.

UNION JOURNAL – THE CONSTRUCTION WORKER

All financial members receive a quarterly edition of the Construction Worker journal – keeping members up to date with news and views from both an industry and political perspective. It's your voice!



IT PAYS TO BE A MEMBER!

See the CFMEU WA Members' Benefits section for more details: www.wa.cfmeu.org.au/member-benefits

Note: Conditions and benefits may change without notice. Keep up to date with members benefits on our website at <https://wa.cfmeu.org.au/members>

WHAT EXACTLY IS THE BUILDING CODE?

CODE FOR THE TENDERING AND PERFORMANCE OF BUILDING WORK 2016: COERCION NOT LAW

The CFMEU and like-minded unionists have been vocal in their opposition to the Turnbull Liberal Government's overreach into the building and construction industry, most notably through its use of the *Code for the Tendering and Performance of Building Work 2016 (Code)*.

The Code applies to building work for which an expression of interest or tender was submitted on or after 2 December 2016. The start of 2018 saw the Australian Building Construction Commissioner (ABCC) issue show cause letters to builders over union stickers and flags on-site. Given this historic development, now is the perfect time to examine what the Code actually is.

Simply, the Code is coercion and not law. This is because the Code operates on a form of industrial blackmail to force builders and subcontractors to hold their anti-union attitude. The Code achieves this blackmail with the threat of builders and subcontractors being sanctioned from any Commonwealth funded building work if they

breach the Code. Such a sanction extends to related entities of a builder and subcontractor as well.

At its core, the Code aims to:

- (1) reduce the terms that the Union and a builder or subcontractor can include in enterprise agreements. For example, the Code prohibits terms which:
 - a) impose ratios of direct employees to subcontractors;
 - b) impose ratios of local workers to visa workers;
 - c) impose ratios of apprentices to tradespersons;
 - d) are "jump-up" clauses. These clauses were used to ensure all workers on a project would have site rates and conditions;
 - e) stop "all-in" rates being paid to employees;
 - f) include PPE have union logos on it; and
 - g) allow union officials to be invited on to site.
- (2) regulate union activity on-site by banning:
 - a) "no ticket, no start" signs on-site;
 - b) show card days on-site;
 - c) union stickers and flags on-site;
 - d) non-working shop stewards on-site; and
 - e) union officials, delegates or other representatives from undertaking site inductions.
- (3) stop builders or subcontractors inviting union officials on to site.

The above requirements of the Code demonstrate the strong anti-union agenda of the Turnbull Liberal Government. The Code operates to coerce builders and subcontractors to comply to this anti-union agenda with the threat of significant financial harm if they choose not to. Builders and subcontractors who may want to have a relationship with their employees and the Union are forced by the Code, and not law to have such relationships. Another example of how the rules are broken. So we need to Stand up and fight back to change the rules!



ABCC

Stickers are more important than lives

At a recent Senate Estimates Inquiry, under questioning by ALP Senator Doug Cameron, the new head of the ABCC, Cathy Cato said: *"There hasn't been any breaches of health and safety laws on 2016 projects to our knowledge."*

In 2016, 27 construction workers were killed at work. Let's repeat that: In 2016, 27 construction workers were killed at work.

As it was before, the reintroduction of the ABCC, now with even more coercive powers, has seen an increase in fatalities on construction sites. Let's remind ourselves that Pauline Hanson's One Nation, Hinch, Xenophon and David Leyonhjelm, the cross bench swill in the Senate, ALL VOTED FOR the ABCC and its Code. Minor parties like them are NO friend of working people.

If ever there was a reason to 'Change the Rules' this is it. The ABCC is nothing more than a 'Stasi-style Squad' set up by a draconian government to repress the rights of construction workers and working people in general.

This scum bag organisation, which costs taxpayers hundreds of millions of dollars, admits it has no interest or knowledge of safety, sham contracting, or anything else. Incredibly, they are MORE interested in running around dobbing in workers and companies for flying a Eureka flag or wearing

ABCC BOSS
Cathy Cato

**"There hasn't
been any
breaches of
Health and Safety
laws on 2016
projects to
our knowledge?"**

#Senate Estimates

**IN 2016,
27
CONSTRUCTION WORKERS
WERE KILLED AT WORK!**

a union sticker on their hard hat. Can you believe it?

As Senator Cameron put it to Cato; "so, a worker being killed – you don't act. A worker wearing a union logo and the company can lose a contract"!

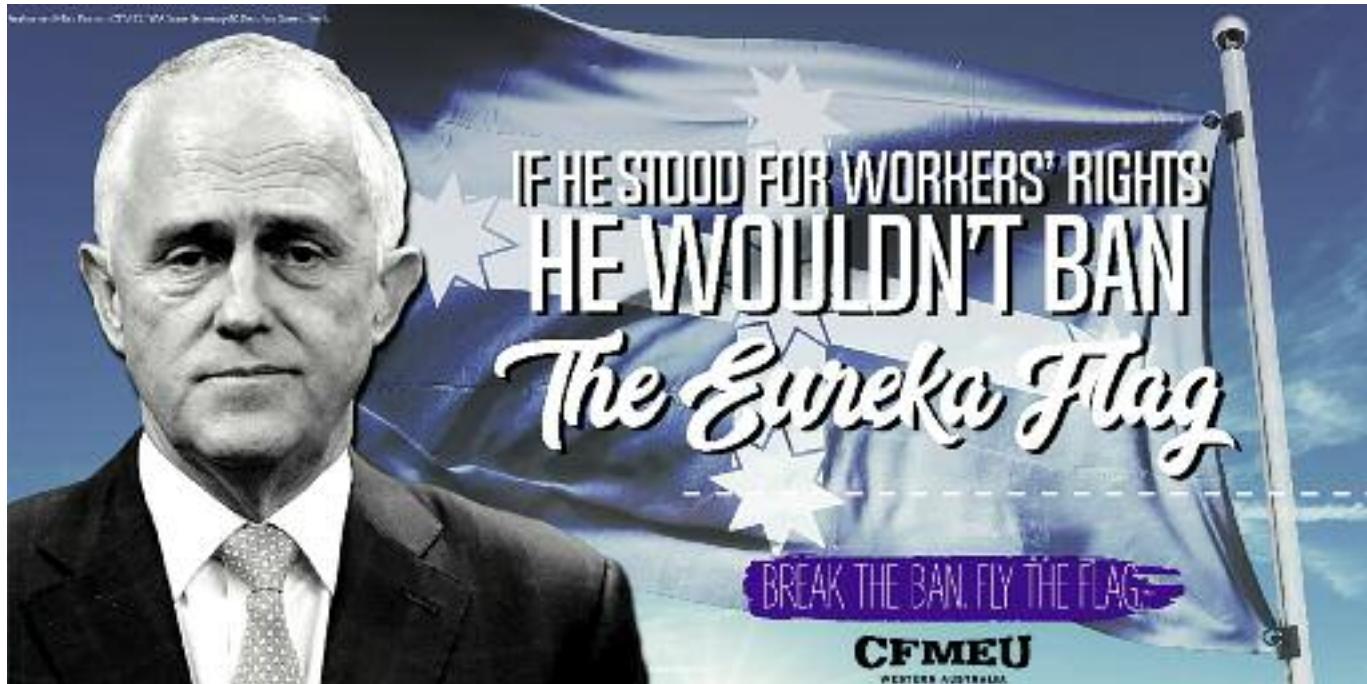
Our advice: Use your stickers and fly the Eureka flag to honour all those workers who have been killed under the watch of the ABCC.



FREE STICKERS INSIDE THIS ISSUE: STICK IT UP THE ABCC!

Put it on your car and hard hat. More stickers available from the union office or see your CFMEU Organiser or Delegate.

The second battle for Eureka has begun



By now you would have heard the Turnbull Government, via the ABCC and the new Building Code, has banned the Eureka flag and union stickers. If flown on building sites, employers are ineligible to compete for any Government work. Let's call this for what it is: BLACKMAIL!

Who would have thought that 184 years after the original battle at Eureka it would be on again – and for similar draconian reasons?

The CFMEU has been synonymous with the Eureka flag as a symbol of workers' rights and an integral part of our brand for over 50 years.

If the Turnbull government supported workers' rights they wouldn't be banning the flag. Meanwhile the ABCC is running around trying to ban stickers, while completely oblivious to real issues, such as safety and deaths in our industry.

The Libs have made a rod for their backs with their decision to ban the use of the Eureka symbol. Support for the unions, the Eureka symbol and indeed what happened at Bakery Hill has now catapulted – they have given the Eureka symbol a sense of Martyrdom.

This union and millions of Australian's will continue to support the

flying of the flag and use of stickers on building sites until the day we die.

We ask every union member to do the same. The ABCC building code is not a law, it's about spreading fear and coercion. (See story this Issue) Stand up and support the use of the flag as everything that is decent and true about workers and their rights to express freedom of choice in this country. Something the Liberals could never understand.

HANDS OFF OUR FLAG!



FREE STICKER – BREAK THE BAN. USE THE FREE STICKERS INSIDE THIS ISSUE FOR YOUR CAR, WORK VEHICLE AND HARD HAT. STICK UP FOR YOUR RIGHTS

EVERY CFMEU WA MEMBER CAN PACK FREE TRAVEL INSURANCE WHEN THEY GO AWAY.



Acknowledgments: Julia Sait-Swann, JAEI, WA Dept of Health, RAC

FREE COMPREHENSIVE TRAVEL INSURANCE FOR MEMBERS AND THEIR FAMILY

SEE THE MEMBER BENEFITS SECTION AT WWW.CFMEUWA.COM
OR CALL 92286900 FOR FULL DETAILS.

CFMEU
WESTERN AUSTRALIA

With you all the way

Fighting on both fronts includes a better Worker's Comp system



Your union has been advocating a better, fairer workers comp system for years. Finally, members can take heart from recent news released by the WA Labor Government.

On the 15th of February the Minister for Industrial Relations announced that the government had approved the drafting of a new Workers' Compensation Act.

The proposed new act will be a full rewrite of the act and will be based on the Review of the Workers' Compensation and Injury Management Act 1981: Final Report released in June 2014.

The Minister has announced that the new act will also incorporate the lifetime care and support arrangements for catastrophically injured workers as agreed by states and territories through the NDIS process.

The 2014 review was an administrative review of the act and with some limited exceptions did not involve consideration of entitlement issues such as payment caps or the step downs of weekly payments.

We have been clear with WorkCover that given the initial consultation process on the rewrite occurred between 2013-14, our position on a number of items have evolved and a number of new issues have emerged since that review.

The 2014 review has some positives and negatives. In brief the major positives include:

- Weekly payments and limited medical expenses to be paid if a claim is pended;
- Expanded deemed diseases list;
- Abolition of termination day; and
- Greater access to conciliation and arbitration services for disputes over weekly payments.

Some of the major negatives are:

- Recommendation to narrow the definition of worker with the ATO's PAYG definition;
- Reasonable Administrative Action provisions to reduce the number of stress and mental health claims; and
- Insufficient reform of how weekly wages are calculated.

In addition to the above items we have a number of unaddressed issues which we will put to the Minister and WorkCover as part of the drafting of a new act. Some of these include:

- Consideration of the NDIS and ensuring the coverage for workers in that sector;
- Issues relating to the formula and indexing of various compensation amounts;
- Employer attendance at the medical appointments of workers;
- Step downs and compensation caps;
- Payments of superannuation while receiving weekly payments; and
- Simpler methods to claim for occupational cancers and an occupational cancer notification system linked with the cancer registry.

It is expected that a draft bill will be out for public consultation in mid-late 2018 before introduction into parliament in late 2018. Stay Tuned.

Join your union - join online at www.cfmeuwa.com

Silica Dust – the workplace cancer risk you cannot see

New estimates show that over 230 preventable lung cancer cases in Australia each year are caused by exposure to silica dust at work; this is the same as around one lung cancer diagnosis every 36 hours.

DO YOU KNOW WHERE DEADLY SILICA DUST IS HIDING IN YOUR WORKPLACE?

Silica can be found in stone, rock, sand, gravel and clay, as well as bricks, tiles, concrete and some plastic materials. When these materials are broken, crushed, ground or cut, silica is released as a fine dust. Breathing in high quantities of silica dust over a long period of time can increase the chances of developing lung cancer, silicosis, chronic obstructive pulmonary disease (COPD) and kidney disease.

Here are five facts about silica dust you may not know:

1. Silica is only harmful when it's airborne and can be breathed into your lungs.
2. Silica dust is 100 times smaller than a grain of sand so you can't see it and you could be breathing it in without knowing. That means this danger isn't always visible.
3. Breathing in an almost unseeable amount of silica dust every day, five days a week means you have exceeded the Australian workplace exposure limit for silica dust.
4. New construction materials such as artificial stone bench tops contain a very high percentage of silica and workers are exposed to the dust when they are being cut, installed and when the dust is being swept up afterwards.
5. Protection is more than just wearing a dust mask. There are simple things you and your employer can do to reduce your cancer risk.

Employers have a legal responsibility to provide a safe place to work. Likewise, those working with silica need to take responsibility for their future health and protect themselves. Employees should always be involved in the risk management process to correctly identify hazards, such as silica dust, and use control measures that suit the workplace. This is an effective way to be involved in reducing your cancer risk at work.

Around 587,000
Australian workers are exposed to silica dust in their workplace

Exposure to silica dust is the number 1 cause of workplace lung cancer and irreversible silicosis

Do you kN0w your cancer risk at work?
cancer.org.au/workcancer

PREVENT EXPOSURE BY KEEPING THE DUST OUT OF THE AIR.

Use a combination of control measures to reduce your risk:

- **Dust control:** If working on silica-containing materials using tools, make sure that you're using on-tool local exhaust ventilation and/or water suppression.
- **Use workshop ventilation:** Have enclosures or hoods and local exhaust ventilation to remove the dust at the point it's produced.
- **Vehicles:** Operate vehicles with an enclosed cab and air conditioning (avoid leaving the window open when disturbing soil or structures).
- **Vehicle maintenance:** Ensure that air conditioning filters are regularly changed, cleaned and inspected.
- **Respiratory protective equipment (RPE):** It's important to use the correct RPE, but remember if your RPE doesn't fit, it doesn't work.
- **Clean up correctly:** Do not 'clean up' with compressed air or by dry sweeping. Dust should be removed using an industrial HEPA (high-efficiency particulate air) filter vacuum, which should be cleaned and maintained regularly.

For downloadable resources and more information on Silica Dust or other workplace cancer-causing agents visit cancer.org.au/workcancer, scan the QR code (using 'camera' on your smart phone) or call 13 11 20.

Remember without adequate controls silica dust can cause cancer; no one wants to clock off at the end of the day and head home knowing that their risk of cancer has increased.



Huge strides, not small steps are required on Unpaid Super

The Federal Government has released draft legislation for consultation with the aim of addressing the problem of unpaid superannuation.

While Cbus welcomed the Federal Government's consultation process on draft laws aimed at increasing compliance with the payment of superannuation entitlements, the fund is calling for a more comprehensive response to genuinely address the issue, starting with implementing the alignment of super with wages.

The failure to comply with superannuation payment obligations is estimated in the multi-billions per year, robbing working people of their hard-earned retirement savings, creating an uneven playing field for employers doing the right thing, and ultimately costing the tax-payer in foregone revenue and welfare payments. Cbus CEO David Atkin said the fund intends to make a considered response as part of the consultation process.

"We agree with the Minister, Kelly O'Dwyer, that it's unacceptable for people not to be paid their entitlements and welcome the opportunity to put forward our views about addressing the problem.

"But we believe the Government needs to take further steps to ensure people do not miss out on their legal entitlements and one immediate and effective step that should be implemented is the alignment of the payment of super with wages.

"The draft laws provide some welcome, but only minor, reforms given the magnitude of the problem."

Mr Atkin cited the comprehensive 32 recommendations made in the Senate

The failure to comply with superannuation payment obligations is estimated in the multi-billions per year



Economics Committee Report Superbad – Wage theft and non-compliance of the Superannuation Guarantee, handed down in May 2017 and suggested the Government should be progressing them all.
"Our fund represents members working in

the building and construction industry, that has some of the highest incidence of non-payment of super. This has a major impact on their retirement incomes. It remains an area of serious concern for the industry and it requires a serious response" he said.

*For more information on insolvencies in the construction industry and the Federal Government's response to Senate Economic Committee's report on the issues see:
https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Economics/Insolvency_construction/Government_Response*

*The Superbad report can be viewed at:
https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Economics/SuperannuationGuarantee/Report*

Get your CSTC ticket to ...

Take the next step and upgrade your skill set by enrolling into one or many of the courses available at CSTC:

- Demolition
- Traffic Management – BWTM & TC
- Forklift
- Elevated Work Platform
- Work Safely At Heights
- Confined Space
- Manual Handling
- Personnel and Materials Hoist
- Cranes – CN, C6, CT, CO
- Rigging – Basic, Intermediate, Advanced
- Occupational Health and Safety Representative Training
- First Aid
- Cut and core concrete
- Scaffolding – Basic, Intermediate, Advanced

Find out more or enrol today by calling us on (08) 9358 6501 or emailing us at training@cstc.com.au



USI NUMBERS

Any student enrolling onto a course at CSTC needs to provide their Unique Student Identifier (USI). If you don't have one, it's a simple process to obtain it via the website at www.usi.gov.au. To register and verify your identification you will need to provide information of one of the following documents:

- | | |
|---|---|
| <ul style="list-style-type: none"> • Australian Passport • Australian Birth Certificate • Australian Driver's Licence • Medicare Card | <ul style="list-style-type: none"> • Certificate of Registration by descent • Citizenship Certificate • Immicard |
|---|---|

20% UNION MEMBERSHIP DISCOUNT

- Fully financial members of the CFMEU are eligible for the Member's Discount. This includes long term members on direct debit who are current with payments.
- Those that are new members on direct debit must have paid a full term up front to be eligible for the discount.
- Members of other unions must be able to provide evidence of their financial status with that union, via a membership card or confirmation from the Membership Officer at the corresponding union.

Membership Discount is applied to fully financial union members at time of enrolment only, not after the booking has been processed.

better job prospects now



CTF SUBSIDY

CSTC has the Construction Training Fund Subsidy available on all its advertised courses. Eligibility for Construction Training Fund **Direct Indenture Grants, Supplementary Skills/OH&S Program subsidies and additional benefits** is dependent on an individual's or company's ability to demonstrate primary and substantial direct involvement in Western Australia's construction industry, specifically in on-site



construction, installation and/or fabrication activities.

Eligible individuals must be:

- Directly employed in the building and construction industry in Western Australia
- Directly employed by residential and/or commercial construction companies undertaking relevant projects in Western Australia
- Self-employed and undertaking work which is directly involved in the construction process

Where eligibility of an applicant is in question

the Training Fund will seek evidence of eligibility via review of a detailed, recent work history and/or evidence of employment.

If an individual is unemployed at the time of undertaking a short course recognised by the Training Fund, they must be able to:

- Demonstrate that they were directly employed in the construction industry in Western Australia for **a minimum of six months**, within 12 months prior to the date of course commencement; or if no recent work experience is involved
- Have written evidence of a relevant employment offer from an eligible company or contractor in the construction industry prior to commencement of the training course
- Unemployed participants may be required to provide additional documentation to assist the Training Fund to process a claim.

CSTC'S NEW TOWER CRANE

CSTC's new Tower Crane is up and running with new course dates now added:
Call the CSTC for course times and dates.

OHS REPS COURSE

Have you been elected the safety and health representative for your company? Or are you just looking to broaden your safety knowledge?

Ask CSTC about up and coming occupational health and safety courses.



Phone: 9358 6501
Website: www.cstc.com.au

Join an active branch that gets things done

We need YOU in our own WA Labor branch, aptly called the CONSTRUCTION/FIFO BRANCH.

It's only going to cost you from as little as \$20 per year – but your inclusion will help to create real change in our industry.

Things like:

- **Changes and new laws to labour hire**
- **Better job security**
- **Local jobs**
- **Changes to procurement**
- **Security of payments to sub-contractors – so workers get paid.**
- **Changes to stop dodgy products entering building sites**

We can't do all this and more on our own. We need to fight on BOTH an industrial and political front and that means we need YOU to come on board. Don't put it off – JOIN NOW.

Call Steve Catania at the CFMEU office on 9228 6900 or email Steve at scatania@cfmeuwa.com for an Application Form to be sent to you.

Let's do it. Let's Change the rules!



Over \$750,000 won back for members

Malcolm Turnbull has allowed rampant wage theft by employers

STOP THE WAR ON WORKERS

STAND UP
FIGHT BACK

JOIN YOUR UNION

We hear a lot these days about wage theft, unpaid entitlements and more. It's not on and your union will do everything it can to win back what is rightfully owed to our members.

It's better in your pocket than the bosses!

This is the one key reason why people are in the union.

At the end of the day it's your union that will go into battle for you. So I am pleased to report that your union has been able to get back nearly \$627,000 in time and wages and various entitlements, as well almost \$140,000 in settlements for issues like unfair dismissal in the 12 months to December 2017.

THIS IS WHAT UNIONS DO

This is why it pays to be paid up and proud. If you have any wage claims or disputes please let us know. Call your union on 9228 6900.

Fighting for Life

The CFMEU has conducted the first of several morning teas, which will now take place throughout the year, to welcome aboard newly accepted Life Members.

Members who have retired from the industry with at least 25 years continuing Membership. Workers who have fought their whole working life for better wages, safety and conditions in our industry.

The best way to respect them is for all new and current day members' to continue their fight.

At this special inaugural Life Members Presentation we were joined by other life members and their partners, with members awarded their certificate and medallion by State Secretary Mick Buchan. We look forward to continuing this as a tradition.



WHAT TO DO WHEN YOU ARE INJURED AT WORK:



1. REPORT THE ACCIDENT AND INJURY

You must make sure that you report the injury to your employer immediately after the incident. Complete an Incident Report Form or send an email to your employer or supervisor. Make sure that you keep copies for yourself.

2. CALL YOUR UNION

If you have any questions about your rights you should immediately contact your Organiser or the Union on 9228 6900.

3. GO AND SEE YOUR DOCTOR

Go and see your own doctor as soon as you can. You do not have to see the employer's doctors. Your own doctor will know your history and will look after your best interests. An employer or insurer do not have any right to attend your medical appointments. You should ask your doctor to give you a Workers' Compensation Medical Certificate.

4. MAKE A CLAIM

To make a claim for Workers' Compensation you must complete a Claim Form. You can get the Claim Form from your employer or from the Union. You must submit the claim form and the first Workers' Compensation Medical Certificate to your employer (make sure you keep copies).

IF YOUR WORKERS' COMPENSATION CLAIM IS ACCEPTED:

If your claim is accepted you will be entitled to certain compensation:

- Weekly compensation payments
- Reasonable medical expenses
- Vocational rehabilitation
- Lump sum compensation for permanent impairment (physical injuries only)

What are your obligations?

You must make sure that you continue to see your doctor and receive Progress Certificates. You must also participate in a return to work programme, when you are fit

to do so. You have a right to choose your own Vocational Rehabilitation Provider.

IF YOUR WORKERS' COMPENSATION CLAIM IS DISPUTED:

If the insurer disputes your claim, or does not make a decision in 14 days, you will have to make an application at WorkCover WA in order to get your claim accepted. You should contact the CFMEU as soon as the claim is disputed or if you have concerns about your claim. Delay makes claims difficult. Contact your Union immediately.

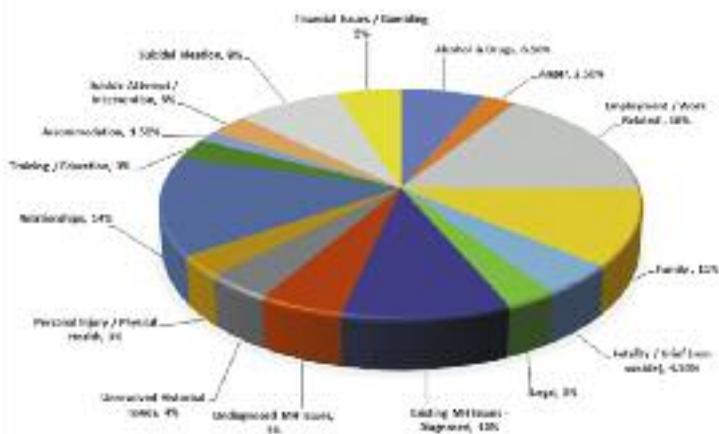
NEGLIGENCE CLAIMS:

If your injury happened because of your employer's negligence (fault), you may be able to sue your employer for damages (compensation). You must decide whether to sue your employer within 12 months from the date of your accident. If you miss the relevant date you will not be able to seek damages. You should contact the CFMEU for more information about your rights.

NEED HELP? GET IN TOUCH: Call the CFMEU on 9228 6900 or call your area Organiser



MATES - not just about Suicide.



The MATES in Construction (MIC WA) team is all about Suicide **PREVENTION**. We do this by encouraging workers to **offer** and **seek** help BEFORE thoughts of suicide become an issue.

As you can see from MIC WA 2017 Case Management referral statistics, 89% of MICWA's case load is about resolving workers concerns and issues BEFORE they become a suicide issue.

The GAT, Connector and ASIST training focusses on raising awareness and providing workers with the skills to confidently and safely help a MATE who is doing it tough, by connecting them to help. Thank you to CFMEU members for your support and helping MIC to save workers lives.

If you need assistance from MATES call 24/7 1300 642 111.

It seems that little by little unscrupulous employers are taking away our rights or using labour hire companies as a front to avoid paying, hard won entitlements. The Mandurah Bridge and Woody's Point Water Treatment Plant are two State government funded jobs where workers go home with less than they should in their pocket. Civmec and Georgiou have a lot to answer for.

All I can say is join the union, be active and Organise your workplace. Together with your unions support, it's the first step towards winning back what workers have lost. The ACTU has launched a campaign called #Change the rules.

Your union supports this 100%. The pendulum has swung too far in favour of big business, it's time to stand up and fight back.

CRANE INDUSTRY ENTERPRISE AGREEMENTS

Over the last few years crane companies have been seeking to reduce the wages and conditions of members in the crane industry. This is particularly the case in the mobile crane hire industry servicing the shut-down sector. Mobile crane hire companies in the shut-down sector have used one simple trick, they began replacing depot specific Enterprise Agreements with State-wide or Nation-wide Agreements with reduced wages and conditions.

Importantly, these State-wide or Nation-wide Agreements came into operation while the Depot Enterprise Agreements were still in term. Our position is that these State-wide or Nation-wide Agreements could not have applied while the Depot Specific Agreements were in place.

We are currently representing one our members in court to take this matter up. We are hopeful we will be successful and our member will be paid properly.

If you feel that you have been in a similar situation, give me a ring on 0419 812 871 or email tsmart@cfmeuwa.com so we can discuss further.

CFMEU supports tomorrow's Labor leaders

The CFMEU was proud to once again be a part of the Labor Movement Internship Program.

The Internship Program was the brainchild of ALP Senator Chris Evans. In early 1994 Chris proposed an annual program to provide opportunities for young people to gain exposure to all aspects of the Labor Movement.

At that time there were very limited opportunities for young people to be introduced to the ALP and the Union movement and to build their personal network to allow them choices for the future. This year The CFMEU was proud to host Intern Amy Hoogenboom – who has since gone on to find a position with the ACTU as a Campaign Organiser.



Internship graduates at Trades Hall



Amy Hoogenboom

The program began as a group of friends and supporters scrounging money annually to offer a five week internship in the Summer of each year, to a group of selected young women and men. It soon became an annual feature receiving financial assistance from a range of generous Unions and ALP Members of State and Federal Parliaments.

That generous support has allowed the program to run every year. The vast majority of the interns have gone on to secure employment of various forms in the Labor Movement, with a number of them now in senior positions.

Touch ONE Touch ALL!

Shame Aldi Shame!

We've all heard how Aldi Supermarkets are cheap as chips, well apparently that extends to their treatment of Transport workers. As another industry that has members suffering in the race to the bottom, we were more than happy to help out our TWU comrades at a rally outside ALDI at Dog Swamp Shopping Centre.

Every year hundreds of people die on our roads in truck related accidents. This is caused by big companies – like Aldi – cutting costs in their contracts.

This squeeze is sweating drivers, forcing them to work longer and harder, with little chance to take a break or do maintenance. All while many struggle to put food on the table when they finally get back home.

But transport workers won't let this carnage continue. Coles and Woolworth's are doing the right thing by working with transport workers through, the TWU, to address issues in their supply chains for everyone who carries for them.

But, Aldi is refusing to take any responsibility. Aldi claims to be a good company, so why doesn't it do the right thing and work with the union to save lives on our roads?

Lives are more important than profit. Let's have more unions supporting unions.



BGC = Blame Game Committee

NEAR MISS CAUSE FOR CONCERN

There's a saying. "There before the Grace of God go I."

Well the gods were either smiling on BGC or the workers when a Hollow core plank fell on the BGC Student Accommodation Project in Stirling street.

The hollow core plank fell from level 3 to level 2 (see photo).

It was only by chance that no workers were killed or seriously injured.

After the incident the workers were all huddled off to one side while BGC's Safety Team got together to try and establish what went wrong. Or should I call it the 'Blame Game Committee.' It was all care and no responsibility – the workers were not even addressed by BGC and were left to wonder what went wrong. That is, until the Union came down to the site. After getting on the job and establishing what happened BGC, at the union's insistence, got the workers together and the union informed the workers of what had happened. It was total incompetence and a lack of procedure by BGC to ensure that the concrete topping was poured and the slab secured prior to taking out any supporting structure. They just instructed the crew to remove the support propping and the panel had nowhere to go other than down.



HOLLOW CORE PLANK FELL FROM LEVEL 3 TO 2!

On the same site we also complained about poor dogging skills which could have seen objects potentially falling from heights. They bundled six individual packs of sprinkler fitting pipes into one pack with slings not correctly nor evenly spread across the entire load.

As if that wasn't enough, on this same BGC site, we had another complaint about no mesh in the penetration voids from level 1 to level 7 in the main core stairwell, with a potential fall from heights from level 7 to ground level, a distance of approximately 26 metres. It wasn't that long ago a young woman lost her life falling down a lift shaft on a Hanssen Pty Ltd site. When will the likes of BGC and others ever learn?

This poor attitude to safety is simply not good enough. All of these recent examples could, on any other day, have resulted in a death.

We are out there every day as much as we can, to watch out for serious safety breaches, but workers also need to stand up, speak out to come home safely.

If you have any safety issues on your site please let the union know, call me Phil Kennedy on 0427 244 141 or email safety@cfmeuwa.com



POOR DOGGING SKILLS



NO MESH IN THE PENETRATION VOIDS!

**Safety is union business. CFMEU
Stand up. Speak out. Come home.**

Workers will only take so much

Well it's been a very eventful time with the downfall of Cooper and Oxley's project at 500 Hay Street. Watching as I did, workers scramble to try and get what is rightfully theirs off the job after the gates had been locked, it occurred to me that when workers are denied what is theirs, when they are stopped from earning a decent living for them and their families, they will take whatever action necessary to keep bread on the table and the wolf from the door.

Funny thing is this happens to workers every day. Not so much trying to rescue their tools of trade, but going without a lot of what they are entitled to. Like job security, holiday pay, sick leave, proper rates of pay, super payments, etc., etc. These things go to make up a decent living.

The time is coming when workers will go out the gate the other way. Instead of busting in to get what is rightfully theirs, they will bust out and say enough is enough.

The rules are broken, you can only push workers so far. A lot of people are living on the edge, but when they feel they've got nothing else to lose, they will revolt.

All I can say is Organise! Organise! Organise! Changing the rules comes with strength in numbers. By workers sticking together and supporting each other, with your union standing there right alongside. Join the union. Pay your dues. 100% in 100% win.

On a brighter note, Karrinyup Shopping Centre will eventually see 6 tower cranes on site, making it one of the biggest Shopping Centre redevelopments in Australia.

We should start to see things moving by June. Innaloo Shopping Centre and Morley Galleria should also start to see some activity in July. A big shout out to all the Advance, Vercon and Anwest crew for staying strong in



membership during the development and completion of the Claremont Football Oval Project. Built on time and on budget. Well done fellas. It's good to see Advance doing a great job now on the new Perth Museum Project.

Other projects in the Northern Suburbs include various High School developments and the Nordup Wilson Apartments at Scarborough Beach.



Finally – Let me say that the Liberal government's attempt to ban union stickers and the Eureka flag is pathetic. It goes against freedom of expression that our forefathers fought for – and we will continue to fight for. As they said all those years ago at Bakery Hill: ***"We swear by the Southern Cross to stand truly by each other and fight to defend our rights and liberties."***

Go out today and fly the flag put your stickers on – this is still a free country!

If I can be of any help to members please phone me on 0488 770 857 or email bupton@cfmeuwa.com

Salini off track with decent wages and conditions

As the fever about the new Optus Stadium settles down, the jobs in the Eastern Suburbs have also become quieter. The most significant projects currently underway are the Forrestfield Airport Link, FAL. The CFMEU believes that under the current Salini/NRW Enterprise Agreement, WA tunnel workers are being considerably underpaid compared to industry standards. Unfortunately, the substandard agreement is likely to find another home in Brisbane with Salini-Impregilo/NRW being shortlisted for a big infrastructure project there.

New projects coming up will put pressure on builders to raise wages; workers have gone without pay raises for several years. They have seen a drop in their real income despite working longer hours. Salini/NRW would be wise to listen to the demands from the shop floor for a better deal before the boring machines see light at the end of the tunnel in the months ahead. We hear reports of workers moving on or getting offers from better paid jobs. Heeding shop floor demands on wages, conditions and safety would deliver better results for the FAL and other Metronet projects.

For future projects, we expect Salini to hold proper negotiations with workers represented by their unions, and to sign a collective agreement.

Other projects over 60% finished are the Doric Midland Gate and the Scentre Carousel Shopping Centres. Despite the difference in project value, the big difference is that the latter has a union agreement. Workers on those two jobs can see a difference in their pay packets. The workers on Union agreements take home significantly more money with better conditions compared to those workers with non-union company industrial agreements.

Other jobs going full steam; the Absecon Amhurst Aged Care in Canning Vale, and hopefully despite the financial difficulties faced by Cooper & Oxley, the Meath Age Care in Como will continue to go ahead with most of the contractors to resume their contracts. The recent experience suffered by workers affected by companies going bust, like Cooper & Oxley and BCL, shows that no worker is safe without the union. In this situation workers who belong to their union are more likely to have their entitlements paid up because of representation from the union. This is often harder for those workers who, for one reason or another don't exercise their right to belong to the union, who must represent themselves. A call out to all workers who may become victims of this new 'business model' to join their union; the CFMEU is the only guarantee to have a voice in the workplace.



I'd like to welcome new member Veronica, a bricklayer with Tyrone Bricklaying at Jaxon East Perth. Paid up and proud.

Finally, we have been having BBQs on some of the jobs, such as at the BGC the Crest Burswood Project last week. If you haven't seen me or any of the organisers on your site, contact the office on 9228 6900 and ask for your organiser to pop in. For all those workers wishing to exercise their right to belong to the union, call me (0419 812 872), the CFMEU office or simply join online. www.cfmeuwa.com

GERALDTON NEXT TIME

A quick update on a recent visit to Geraldton. It was good to pay a visit to local union members and to get to know that even state government employees face similar anti-union attacks in the privatisation drive. The CBH Silos Project seems to have slowed down for a while but we hope workers currently on the project, in particular local workers, keep their jobs.

Other jobs coming up in the area are the local ALDI, a School and there was talk of another Wind Farm so until then please stay in touch.

Are you getting your fair share?

NO TRICKLE EFFECT FROM COMPANIES WHO PAY NO TAX

2018 is well under way. Unfortunately the downturn in work in the northwest has seen companies like Monadelphous, CIVMEC and RCR compete with each other on who can register the shittiest agreements. Monadelphous is picking up a shit load of work within the Hydrocarbons Oil & Gas industries and the mining sector by undercutting other companies. With this, there is a flow on effect with Monadelphous cutting workers' wages to increase their profits with a recent announcement that Monadelphous has recorded an after tax net profit of \$37.6 million, December 2017 half year result.

The way I see it, this was achieved off the backs of working men and women whilst slashing their wages.

The 2 Lithium Plants being built 120km south of Port Headland are in full swing, but not without their own issues. Poor wages and conditions are resulting in a high turnover in the workforce, with CIVMEC offering Advanced Riggers \$33.00 per hour. Not to be out done, RCR are trying to register a new North West agreement offering Advanced Riggers \$31.00. ***There comes a time where we draw a line in the sand and say NO MORE CUTTING OUR WAGES and CONDITIONS.***

Workers need to refuse to vote up these shit agreements on the basis that "The Boss will look after me". If recent history shows anything they end up shitting on you.

Turning to a couple of political points, the current Liberal Government recently announced that they want to reduce the Corporate Tax Rate for big businesses from 30% down to 25% on the basis that there will be some kind of 'trickle down' effect, with those tax savings somehow making its way into your wages. Mmmmm something is fishy here. All I can see is a massive win for big miners like Rio Tinto, BHP, Gina Rinehart's Roy Hill and FMG in the north west of WA. Let's use the tax breaks to automate trains and trucks then sack those workers. The only trickledown effect I can see is when these workers are laid off, they get a trickle from Centrelink.

Talking from the North West point of view, I am seeing all these



companies making public announcements on how much more profit they are making and all I can see is wage cuts to workers. This government is seriously out of touch with the average working person. Can I suggest that the current government actually tax these companies accordingly to how much they are raping and pillaging our resources for their own capital gain, and ease the pressure on working families with tax cuts.

Another political issue I would also like to raise, and I think the biggest issue facing this government, banning the Eureka Flag and union stickers on building sites. They want to introduce legislation that says if Companies have Union flags and stickers on their site they will not be "code compliant" thus not able to bid for government funded contracts.

Whilst workers are being killed, maimed, injured, ripped off, not being paid, Occupational Health & Safety breaches on work sites, Corporate TAX Cheats just to name a few, I think there are more pressing issues at hand than a Union flag or sticker.

NEW PROJECTS

On a brighter note the second half of this year will see work picking up in the North West. As reported in previous articles the Rio Tinto Koodajjeri Project should kick off by the second half of this year. BHP South Flank Camp is currently being built by Decmil and the construction phase should start by the end of this year.

Everyone is still waiting on the final announcement on the Balla Balla Project and just recently both Altura Mining and Pilgangoora have announced they will both build other Lithium Plants twice the size of the ones currently under construction. They should kick off by the third quarter of this year. There is also talk of an upgrade or a Minnie Train at Pluto later this year. Hopefully with a demand for workers back in the North West we can achieve better wages and conditions.



MAY DAY



Come and celebrate the 20th Anniversary of the Patrick's Dispute.

This year, marks the coming together of our great unions into one powerful force for workers' rights. It is the 20th anniversary of the Patrick's Waterfront Dispute – a dispute which forged our fighting spirit.

Catch up will old workmates from the dispute for a re-UNION!



This May Day also marks the 'Change the Rules' Campaign. The fight back has begun. Sally McManus from the ACTU, a great supporter of the our union,

will be a special Guest Speaker at May Day so we ask you all to come down, celebrate the

Patrick's Dispute, and support Sally Mac and the 'Change the Rules' Campaign.

Fly the Flag: The Turnbull government has banned the Eureka Flag and Stickers: Stand up for union values and freedom of expression... March with your family – grab a flag and be proud.

BRING THE FAMILY FOR A GREAT DAY OUT!



- Free Entertainment
- BBQ
- Be early for your Union T Shirt
- And a special surprise gift for our CFMEU kids.

MAY DAY MARCH & PICNIC FAIR

Fremantle Esplanade Sunday May 6th from 9am

Get fit and stay healthy at



SPECIAL RATES FOR ALL CFMEU MEMBERS



Box and Bike on Aberdeen Street, Northbridge is a revolutionary way to transform the way you look and feel. Your 45 minute journey incorporates two of the most effective forms of fitness Boxing and Spin Bike. Improve your fitness, boxing technique, body composition and general mental health, as well as enhance your confidence all in the one work out!

SPECIAL RATES

Box and Bike are offering special rates for all CFMEU members. Do a workout with us in the morning before going on site: Wednesday and Friday @ 5.15am. Afternoons available @ 4.30pm.
(Showers at the gym)
Box and Bike features the unique BOX MASTER machine and offers expert coaching.



CFMEU State Secretary Mick Buchan supports Box and Bike for all members as a way to stay fit and healthy.

Phone 9227 9107 for more details or check the website at www.boxandbike.com.au also look us up on Instagram Email: reception@boxandbike.com.au

BOX & BIKE
boxandbike.com.au
CFMEU

TRUMPISM

DOESN'T WORK FOR WORKERS



Trumpism or populism doesn't work for the people

During the US Presidential Campaign, the Trump campaign targeted poor areas with high levels of unemployment and where the manufacturer sector had been shut down.

In a country starving for jobs, promises to make 'America Great Again' resonated with workers and even with some unions.

The concept of a great American was post war during a time of strong economic growth and a strong feeling of nationalism in which people felt proud buying products made by American workers.

A feature that never gets a mention is that at that time jobs were unionised and highly paid. The American people could afford to buy their own products and the government protected the local industry.

The Trump campaign tapped into the xenophobia that often flows in harsh times of low wages and high unemployment, by targeting illegal immigration. In particular, President Trump promised to build a wall along the Mexican border. More recently Trump declared a war on trade, promising the imposition of tariffs on steel and aluminium imports.

However, what has become clear for workers and their unions, is that

all the promises during the election campaign were mere rhetoric and the unemployed are still by and large looking for jobs. The manufacturing sector is still decimated and the internal market still flooded with cheap imports.

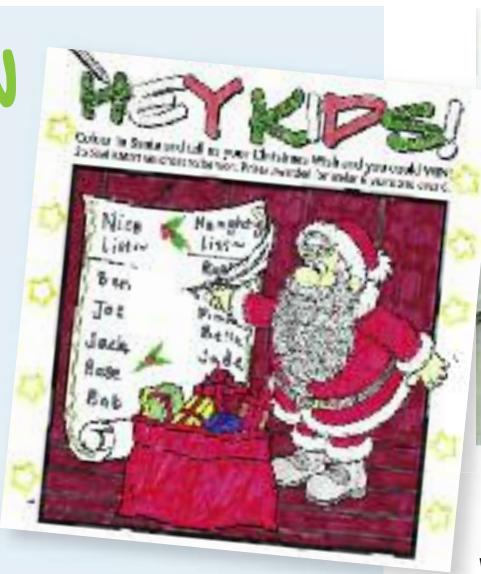
In Australia it is clear the Trumpism phenomena is also in full swing. Right wing politicians like Pauline Hanson, Nick Xenophon, Derrick Hinch, Clive Palmer and others, using nationalism and populism, have only divided working class unity. Nothing has been delivered by those politicians to improve the conditions of workers or to repatriate any of our decimated industries. In fact, mostly they have supported the anti-worker agenda of the LNP. They have willingly joined the war on workers being waged by Turnbull and his cronies.

Some of the atrocities they have supported are the reintroduction of the ABCC, the new Building Industry Code 2016 which bans our Eureka flag from government funded jobs and cuts to penalty rates.

With the next election coming up we must be smarter and stay away from candidates making huge promises they have no intention on delivering on. We must stay away from populist candidates who offer to make Australia great again.

COLOURING IN WINNERS

Thanks for entering into our CFMEU Kids Club colouring competition from our Christmas issue. 1st prize went to **Nicholas O'Keefe** (entry pictured here) Well Done Nicholas. 2nd prize was awarded to **Kendra Venn** with 3rd prize going to **Antoni Giglia**. Thank you all for some fantastic entries and to those who also received a special prize for the efforts.



PJ OUTGROWS HIS HAIR

Gotta love PJ's new hairdo!

Maybe it's because B.A.L.D. stands for...

BAD ASS LOOKING DUDE!

We wait to see if it starts a whole new trend!



Top, James Annett with his wife Natasha

WILDCAT STRIKE

CFMEU member James Annett won a site draw at the Perth Museum job of free tickets to see the Wildcats at the PEC – a great night was had by all his family and friends, even though the Cats went down.



EUREKA AT SCHOOL

Well done to the students of North Perth Primary School for doing an historical play based on the Eureka Stockade events – an integral part of Australia's History.

Where's Scaffy?

Hey Kids (big ones too) where's Scaffy? Scaffy was hiding on page 21 last issue. Can you spot him? Tell us where he is hiding and will send you a free CFMEU sticker. Email us with Scaffy's whereabouts to Editor@cfmeuwa.com



PAY YOUR DUES

Please pay your dues either on line at www.cfmeuwa.com or see your CFMEU Organiser or Site Delegate. You can also pop into our office at 80 Beaufort Street Monday-Friday from 7.00am to 5pm. BE PAID UP AND PROUD.