

CFMEU CONSTRUCTION WORKER

www.cfmeuwa.com

Summer 2017 Issue 4



Merry Christmas

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President Vinnie Molina
Secretary Mick Buchan 0419 812 861
Assistant Secretaries Cam McCullough 0438 992 567
 Graham Pallot 0419 812 865

UNION OFFICERS
 Bob Benkesser OH&S Officer 0419 812 875
 Kevin Sneddon Lawyer
 Kathryn Wilson Lawyer
 Kivraj Singh Industrial Officer
 Kelly Karolak Executive Assistant
 Melissa Edwards I.R. Assistant
 Trista Saville Wage Claims Officer
 Peta Arnold Office Manager
 Rob Mitchell Media & Communications
 0417 912 384
 Michelle Kavanagh Membership Officer
 Steve Catania Political Organiser
 Luke Jensen Reception

ORGANISERS
 Luke Collier 0407 817 413
 Paul Ferreira 0419 812 864 (NW)
 Doug Heath 0403 432 225
 Phil Kennedy 0427 244 141
 Aaron Mackrell 0403 432 221
 Vinnie Molina 0419 812 872
 Troy Smart 0419 812 871
 Brad Upton 0488 770 857

The Union Office is located at
 Trades Hall, 80 Beaufort Street
 Perth WA 6000
 Open 7am–5pm Monday to Friday
 PO Box 8075 Perth BC WA 6849
 Telephone: (08) 9228 6900
 Facsimile: (08) 9228 6901
 E-Mail: cfmeuwa@cfmeuwa.com
 Website: www.cfmeuwa.com
 www.facebook.com/CFMEUWA

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

It was fantastic to see the overwhelming results from MUA and TCFUA members to merge with the CFMEU to create an even stronger union to fight for workers' rights.

Make no mistake we are here to stay as we dare to struggle and dare to win. We have worked hard for this for a long time now. The Tories don't like it and you have to wonder why?

We have every right to better service workers and their everyday needs and issues. See story this issue and stay tuned for more news in 2018.

LET'S ALL LOOK FORWARD TO BUILDING A GREAT 2018

Firstly, I would like to wish all our members a very happy Christmas and safe holiday season. As we approach the end of another year, I think we can all look forward to a better year in 2018.

Finally, we will see numerous projects that we have heard about for a long time, get out of the ground. So the jobs front will start to pick up, with good wages and conditions, as we are also making strong progress with new agreements. (See New Projects this issue)

Great inroads have been made by your union this past year on a lot of issues that impact on our members. Namely Labour Hire. The winds are changing and I believe with hard work and engagement on the policy front, the Labour Hire industry as we've known it, and suffered, will change dramatically. I ask you to keep an eye out in early 2018 for our special Labour Hire Forum which will include other blue collar unions and provide our grass roots members with an opportunity to have their say. Stay tuned.

I am pleased to report that we now have a Delegate on the New Perth Museum Project being built by Multiplex, Alan Luke. We don't have to prove that union built is quality built. Multiplex and the WA Government can expect this project won't end up being a PCH disaster.

The CFMEU C&G held its National Conference in Perth during October. Once again it was great to hear how all branches are working in unison to achieve better outcomes for our members now, and into the future. The conference also featured a terrific rally at the offices of the CCI and Michaelia Cash – Stop the war on workers! (See stories this issue)

Salini – Impregilo is a multinational company hoping to get a huge foothold in the Australian civil construction industry. They will have to learn to do it without treading on workers' rights, safety and conditions. Salini have a terrible track record in Africa and we don't want to see the same here. Their safety record is a disgrace, it's only a matter of time before disaster strikes if proper wages, conditions, procedures and structures are not put in place.

We warned about similar happenings at Perth Children's Hospital, let's hope this time it doesn't fall of deaf ears. (See story this issue).

Headway is being made on a new Occupational Health and Safety Act. The Last Act. dates back to the 1980's and the Barnett government did



nothing to update it to meet today's current standards. Thankfully, WA Labor has listened, and we look forward to a new Act being put in place soon. (See Matt Swinbourn's Report)

It seems the Turnbull Government is going from one disaster to another and we could all be going back to the polls sooner rather later. Let's hope so! You can help us to fight on both fronts and to change the rules by getting rid of this anti-worker government by joining our own Construction FIFO ALP branch. It's easy to join, from only \$25, just call Steve Catania on 0438 240 484.

Sally McManus, ACTU Secretary, has been a strong supporter of the CFMEU and the need to change the rules, which are broken. Sally has kindly contributed an article for this edition of our journal for all our members. I hope you enjoy reading it and take some heart that the entire union movement is fighting back – united as one. Stronger than ever. It's a good time to be paid up and proud!

I'd like you all spare a thought for our brothers and sisters who have stood strong against the might of Glencore in their battle to protect their wages and conditions. Wage theft and the ability for companies to change agreements in this country is now a disgrace and is just another example of how the rules are broken. We stand with the Miners at North Oak Creek. (See story this issue)

On a sad note Jennifer Harrison a former industrial lawyer with our union, who went on to become a Commissioner at the WAIRC, passed away peacefully in early November. Jennifer was a tireless advocate for womens' and workers' rights and a great contributor to our union. Our condolences go out to her son Tom, family and friends. R.I.P.

Once again, have a fantastic break over Christmas and the holidays with your family and friends. Please stay safe and drive carefully. I look forward to being with you all in 2018, as we make it a great year.

Thanks for your support.

Sincerely,

Mick Buchan

CFMEU WA C&G, State Secretary.



“Unionists are the ones who handle workplace accidents. They are the ones who dig bodies out, and inform families. I’ve spoken to them afterwards, and it has an effect on you. Yes, they sound passionate, yes, they sound rough, but thank god for the CFMEU.”

Sally McManus



“This year the Turnbull Government has launched the biggest attack on working people since WorkChoices. The ABCC, the Registered Organisations Commission (ROC), and a raft of other anti-worker legislation have been rushed forward by a government which wants to destroy unions and make working people more vulnerable. Inequality is at a 70-year high. Since the Global Economic Crisis money has flowed upwards and it has not come back to us. We have been told for 30 years that trickle-down economics would bring better jobs and wages back to the working class. But this promise has turned out not to be true. The money has stayed with the rich, in offshore bank accounts and they have only become richer as our jobs have been casualised, offshored and outsourced, our services privatised and life has become harder. So we need to commit ourselves to a once in a generation campaign to change the rules.

We can turn around inequality by demanding the rich pay their fair share of tax and working people have better and stronger rights at work. This campaign needs to be lead at rank and file level where we take our demands to our communities to win over public opinion.

We know that when our mighty union movement campaigns together we can change the course of history. We have done this for generations and we will need to do it again.

We can change the rules to reverse the casualisation of jobs and so we have enough power to win pay rises and better rights for the next generation. This also means getting rid of the ABCC.

Our opponents seemed to be worried, and they should be. The lesson from our history is that united movements of working people can achieve great change, and no amount of intimidation from conservative governments

will stop that.

So the message for those who oppose us is simple. You can sack us. You can outlaw us. You can vilify us every single day with all of your media might. You can set up Royal Commissions. You can tap our phones, you can raid our offices. You can vilify and punish our leaders. You can bring in laws to police us. You can support laws that make our work hard, take away all support for unions to grow and all acknowledgement that we exist. You can fine us, and jail us. You can do all this. But you will never defeat us. We are not going away. We will never go away. And the harder you fight us, the more you teach us. For you can never crush or destroy a belief – the right of all of us to be treated equally and fairly. And you can never take away our power – the power of unions – the simple act of working people deciding to stick together.”

Salini Impregilo



DEATHS AND MOLESTATION ON SALINI SITES

The cat's out of the bag! Salini Impregilo is a multi-national conglomerate based out of Italy. They are looking to get a foothold into the lucrative Civil Construction market in Australia. Perhaps to fill the void from inept Civil Construction companies like John Holland. Yet, they could be worse than Holland! If Salini want to get a foothold in the Australian market they can do it without treading on workers!

Salini would have everyone believe they are good corporate citizens around the world. They even produced a slick video celebrating their 100th Anniversary! You can see it on You Tube. The theme is Salini Impregilo - BEYOND!

Beyond what, we ask?

Beyond the need to have good safety, fair wages and conditions, decent treatment of workers.

If they think they can set up home in Australia without going under scrutiny, they should think again.

While they spew out warm and fuzzy videos – their operations need a closer look. This is a company that has seen 2 workers recently die on a dam building project in Africa. On the same continent, workers went on strike over accusations that company employees molested female workers and that poor African construction workers were left out on site with no shelter from the searing heat, while Salini's supervisors sat in air-conditioned comfort. Racial overtones?

Here is a snippet from a few articles in the African media, The Namibian, which reported on the problems created by so called 'good corporate citizens' Salini impregilo.

SALINI WORKERS EXPOSED TO HEAT AND SEXUAL HARASSMENT ALLEGATIONS

The workers claimed exposure to sunlight for up to 10 hours, without even being provided with cold water.

"There is not even shade where workers can have their lunch, while the Italians go for their lunch to the canteen where they enjoy

their meals under air conditioners," MANWU Secretary General Justina Jonas remarked.

SALINI WORKERS GO ON STRIKE – ENOUGH IS ENOUGH!

Close to 300 Salini workers downed tools demanding better health and safety standards. They claimed being subjected to exposure to sun for up to 10 hours, without even being provided with cold water, and being forced to take their meals in the blistering mid-afternoon sun.

In addition, they were protesting against alleged salary discrepancies, and sexual harassment to which female workers are subjected at the workplace. Female workers accused the Italian Manager of inappropriately touching them and for soliciting sex with them at the workplace.

SALINI SEXUAL HARASSMENT

Fed-up with being allegedly sexually harassed by Italian Managers on the workplace, female workers agreed to take a stand against the molesters.

They accused the Italian Managers of inappropriate touching and soliciting sex in the workplace.

SALINI WORKERS STRIKE!



The name may be hard to remember but you won't forget their record.

SALINI EXPOSED

In addition, the workers claimed some of them have been threatened that their employment contracts would be terminated and are victimised after they had denied the molesters sex.

According to one female worker, a Salini Manager told her "let's go Bunga-Bunga"- an Italian word relating to sex.

"When I refused, the Manager told me I will lose my employment contract," the worker claimed.

DEATHS ON SALINI SITES

An employee of Henimma Investments, which is subcontracted for work at the Neckartal Dam site by the Italian company, Salini Impregilo, died after falling off the top of the dam wall which is under construction. The company's owner, Henry Jongwe, confirmed the incident, saying the worker fell down about 10 metres from the dam wall and landed on an iron rod which went through his upper body, causing his instant death.

Earlier this year, a man who was employed by Crossbow Investments, which had been subcontracted for work at the Neckartal Dam by Salini, died a few days after he had sustained serious injuries after falling off a 'makeshift' scaffold.

The worker, identified as Paulus Thomas, fell from about 12 metres after stepping on an unsecured piece of timber on the platform he was working on.

Salini Dam Project



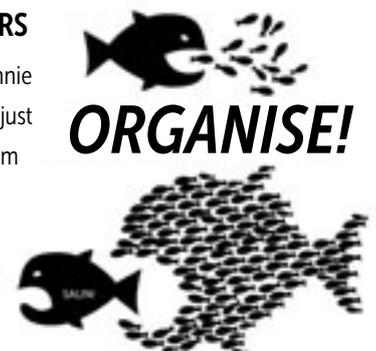
Salini's track record is not good enough – we don't want the same here!

The way the tunnel is going it will only be a matter of time before a worker is killed. Already workers are flooding us with reports of injuries and unfair treatment. The Australian and WA Governments would do well to look closely at the record of those who want to do business here before awarding any more contracts.

The least Salini could do is to have fair agreements in place for workers on the tunnel and not dodgy agreements that were voted up by 3 people who no longer work on the project.

JOIN YOUR UNION – STRENGTH IN NUMBERS

Join your union now, stand up and fight back! Call Vinnie Molina on 0419 812 872 – you can join direct debit for just \$20 a week. You can also join online at www.cfmeuwa.com



CASH HAS NO CREDIT

As long as there is inequality in the workplace your union will be out there rallying with a strong voice. During the CFMEU C&G National Conference in Perth, union members, delegates and officials from all over Australia rallied outside the office of the CCI to bring home the fact that dodgy agreements, poor safety and inequality will not be tolerated.

We are not going away, we will continue to highlight problems faced by workers right up to the next federal election. It's your future we're fighting for... join us!

The protest ended up at the office of Michaela Cash in West Perth where we were met by more Federal Police officers – who say they are short on staff but it didn't stop them from raiding the AWU offices in Melbourne.

The rally was addressed by Michaela 'Slash', who did a great job to ram home all that is wrong about the Liberals and their treatment of decent working people. This will not be the last rally we have to fight for your rights, please join us the next time we take to the streets!



- CCI RALLY



METRONET Forrestfield –

The next Children's

Just when we thought it wouldn't happen again, here we go. The previous State Liberal Government appointed Salini Impregilo NRW JV (Salini), as the contractor to build the \$1.86 billion METRONET Forrestfield-Airport Link project (FAL). Now it is up to the current Labor Government to clean up the mess.

The project commenced in November 2016 with four main work areas – Bayswater, Belmont Station, Airport Central Station and the Forrestfield Station Zones.

The first problem identified was when it was discovered that Salini had registered a substandard agreement by getting three workers to sign the agreement on behalf of everyone who was to work on the project. What persuaded those people to sign such a substandard agreement can only be speculated on.

Then they started bringing foreign workers in because they say no one in Australia had the skills to perform the specific tunneling work. Something plenty of people in WA know is simply not true.

As work progressed the safety concerns quickly started emerging and it is a long, long list. The following is just a sample of the issues that have been raised with the CFMEU.

THE WA STATE GOVERNMENT NEEDS TO TAKE NOTICE!

- Emergency Evacuation Plan / response – No training has been conducted with tunnel workers; and no emergency drills have been conducted;
- In the TBM there are alarms that go off for all sorts of equipment – No training provided;
- Safety issues in regard to the language barrier when a foreign Foreman / Supervisor give instruction to workers, and foreign workers understanding safety processes and instruction;
- MSV loads not secured when travelling.

When queried by the workers, Salini said that the MSV was designed to carry unsecured loads but did not provide evidence;

- Bullying and harassment – when the workers wanted to consult and took action to ensure a safe system of work, the MSV drivers were threatened by the tunnel manager that they would be replaced;
- Lack of planning for high risk tasks;
- Generic SWMS being used;
- Lack of consultation and cooperation by Salini in regard to safety concerns;
- Inadequate feedback of incidents which occur on the project;
- No tag in/tag out system to the tunnel;
- Personnel not inducted to work in the tunnel;
- No eye wash station in place;
- No first aid kit in place;
- There is no Safety Data Sheets (SDS) available for the grease, grout additive and other chemicals used in the TBM;
- No advice or training on the type of gloves that should be provided to handle the grout, they have not supplied petroleum type gloves to keep hands dry when handling the additive.
- Salini do not conduct air quality monitoring or provide an air quality inspection register;
- Inadequate access and workplace lighting;
- No access or working platform to access the pipes on the tunnel wall for maintenance;
- All workers in the tunnel have not been provided ear muffs to allow them to have double ear protection which is a requirement when working in the tunnel;

- No noise monitoring conducted, recorded when the machine is operating;
- No access or grab points provided for the MSV driver or the segment unloader. They have to clamber over the segments to remove gluts and grab hold of the mesh to prevent them from falling;
- There is no non-slip surfaces on the gantry beams so the MSV driver can gain reasonable foot traction when climbing up and down the gantry. They move out of the gantry and climb up to the walkway so they are not under the segment load;
- Numerous structural supports that are not engineered;
- Personnel conducting traffic control without the appropriate qualifications;
- Batteries are not being provided for hard hat lights;
- Supervisors instructing workers to conduct rigging work without the appropriate qualifications;
- Out-of-date or non-tagged lifting and rigging gear in use on site.

These issues had been raised many times with direct supervision but are ignored. Workers believe that Salini are putting time frames and profit ahead of safety. After intervention by the CFMEU, Salini started rectifying some of the issues, however it is an ongoing problem

On top of this there have been numerous incidents which have occurred on site, however the CFMEU are continually hindered and obstructed from investigating many incidents by Salini HR Department because they claim we do not have coverage or they say they don't believe the incident occurred. This again is not a complete list, but the incidents that have occurred include;

1. A conveyer belt was turned on while a

Airport Link Project

Hospital disaster?

- worker was working underneath the conveyor – Serious Potential Incident isolation breach Forrestfield site. WorkSafe Complaint submitted. Section 19 (1) (a) of the Occupational Safety & Health Act 1984 and Section 4.48 of the Occupational Safety and Health Regulations 1996
2. A hydraulic door closed while 2 workers were working in a steam room – Serious Potential Incident Forrestfield site. WorkSafe Complaint submitted. Section 19 (1) (a) of the Occupational Safety & Health Act 1984 and Section 3.3 & 3.8 of the Occupational Safety & Health Regulations 1996
 3. Before the Easter weekend a worker slipped and suffered a broken leg – Forrestfield site. WorkSafe Complaint submitted. Section 19 (1) (a) of the Occupational Safety & Health Act 1984
 4. Supervisor drove on the pedestrian foot path because a crane was conducting a lift and the road was temporarily closed during each lift. Potential plant personnel collision failure to comply with site rules Forrestfield site – WorkSafe Complaint submitted. Section 19 (1) (b) and Section 20 (2) (b) of the Occupational Safety & Health Act 1984 (by the supervisor)
 5. GFW Excavator grab freefalls onto a truck (truck driver was in the cab). Serious Potential Incident possible crush injury / fatality (rated moderate by GFWA) – Belmont site. Section 19 (1) (a) of the Occupational Safety & Health Act 1984
 6. Worker struck by falling object – Worker struck on head by eye bolt – Belmont site. Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984
 7. Approximately 50litres acid spill (98% sulphuric acid) due to a fitting failure – Forrestfield site (Environmental). Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984
 8. Services damage – Excavator contact with power pole – Serious Potential Incident possible electric shock / fatality Belmont site. Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984
 9. Crane 2 blocked while fitting tubular air vent – Serious Potential Incident possible crush whip injury / Fatality Forrestfield site (WorkSafe Complaint). Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984
 10. Slurry Spill when lifting skip bin with telehandler - (Environmental) Forrestfield site. Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984
 11. Crane contacts power lines – Worker suffered burns Serious Incident Potential Fatality Belmont site Guilford Road end. Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984
 12. Ankle injury in the dive – Night Shift Forrestfield site. Section 19 (1) (a) of the Occupational Safety & Health Act 1984
 13. Excavator made contact with underground services, Night Shift – Serious Potential Incident possible electric shock / fatality Airport site. Section 19 (1) (a), (b), (c) & (d) of the Occupational Safety & Health Act 1984
 14. Unplanned removal from the tunnel of MSV by unqualified personnel – Serious Potential Incident possible crush injury / fatality Forrestfield site. Section 19 (1) (a) & (c) of the Occupational Safety & Health Act 1984.
 15. A surveyor suffered a heart attack in the tunnel and was taken to hospital. An

emergency response team was not available at the time of a possible fatality – Forrestfield site. Section 19 (1) (a) & (b) of the Occupational Safety & Health Act 1984, Section 3.8 of the Occupational Safety and Health Regulations 1996

No wonder workers believe Salini are covering up a lot of incidents. Salini are also not giving adequate feedback to the workforce in regard to contributing factors, root causes or corrective actions for most of the incidents that have occurred.

Salini's own Safety Management Plan /System and State Legislation provides for workers to identify hazards and report incidents, however a number of workers have been threatened and even terminated for doing just that.

Now it is emerging that there are cracked and damaged tunnel ring sections which are already leaking – so much for quality.

Environmentally the soil being removed during the tunneling process and stockpiled in Kalamunda is potentially contaminated by years of exposure to Perfluorooctane Sulfonate (PFOS) and Perfluorooctanoic Acid (PFOA) found in firefighting foam used at airports and Department of Defence sites across Australia.

Grout waste has also been leaked to ground potentially entering the water table.

Don't let it be another case of 'we told you so!' Salini need to be held to account and made to comply with safety, environmental and quality requirements or Western Australians are going to pay the cost for yet another failed government project, and workers will again be exploited.

We don't want another New Children's Hospital causing injury and heart ache and costing the State millions.

This Government needs to understand that Union Built is Quality Built, on time, safely and on budget.

Labour Hire abuse undermining



Lisa Chesters discussing problems at Perth Stadium

“Labor has pledged to introduce a National Labour Hire Licensing Scheme”

Australia has the third highest rate of non-standard employment in the OECD – that includes casual jobs, fixed term contracts, self-employment, labour hire, internships and temporary visa holders.

While all of these forms of employment may suit some people at certain stages of their working life, and used properly are a legitimate part of the labour market, for too many it is not much more than a poverty trap. And it has put downward pressure on all wages.

An increasing number of companies are choosing to engage labour hire workers because they are cheaper and are less likely to know their rights, and therefore stand up for themselves.

We have seen too many dodgy firms engaging in unscrupulous practices that rip off Australian and migrant workers.

In these instances, workers are viewed as labour cost units on company balance sheets rather than as workers who have families to support and mortgages to pay.

The replacement of secure, permanent work with insecure, cheaper labour hire or casual jobs is a massive problem and Turnbull and his Liberals don't seem to care.

Countless reviews and reports have detailed the exploitative nature of labour hire agencies and the misuse of labour hire workers by businesses avoiding the Fair Work Act and their enterprise agreement obligations.

It is alarming how often in the construction industry we hear examples of employees working side by side doing the exact same work but one is labour hire and not paid in accordance with the union Enterprise

agreement (EA) and being paid much less than their co-worker.

During a recent visit to a Perth construction site I met face to face with construction workers who currently find themselves in this unfair situation.

An electrician employed to work on a Federal Government project at the SAS Campbell Barracks in WA was offered a job with a labour hire agency whose base rate started at \$30 an hour for a fully qualified electrician, compared to other full time workers on the job site doing the exact same work and getting paid \$42 an hour.

Another labour hire company instructs employees to work 6 days a week with no penalty or overtime rates.

These situations are ethically wrong and fundamentally unfair.

Whilst some EAs restrict the misuse of labour

wages and conditions



CHANGE IS COMING IF WE MAKE IT HAPPEN

hire, the Turnbull Liberal Government's ABCC code makes it harder for construction union members to be able to add such restrictions to new Enterprise Agreements.

Some companies particularly, in the construction industry, are exploiting loop holes in the Fair Work Act to misuse labour hire workers to not only avoid EA wages and conditions but to create an insecure easy to hire, easy to fire, second class of workers.

It's important at this point to remember that there is nothing wrong with sourcing labour through a labour hire firm to fill gaps in a business skill set, deal with fluctuations in demand or replace workers on leave, but we are seeing situations arise where labour hire workers, if given the option, would prefer to be directly employed.

During a visit to the CFMEU Family Day in Biloela Queensland, I met a young man who

had just started working at the same mine as his father but as a labour hire worker. Labour hire jobs are the only way to be employed at the site.

When asked, "Would you prefer to be directly employed?" his response was "Hell yeah, for the job security, the pay and to know I can plan for the future. This is my girl and we would like to buy a house but without a full time contract how can we apply for a mortgage?"

Despite the growing body of evidence of widespread worker exploitation there has been a notable silence and inaction from Turnbull and his Liberals.

Labor has repeatedly called on Turnbull and the Liberals to close Fair Work Act loop holes that allow widespread misuse of labour hire and worker exploitation, but those calls have fallen on deaf ears.

Bill Shorten and Federal Labor have already pledged to abolish the Liberals anti-worker and anti-union ABCC. Labor has also pledged to introduce a National Labour Hire Licensing Scheme.

Malcolm Turnbull and his Liberals care more about attacking unions than they do about cracking down on labour hire rorts and worker exploitation.

The rules are broken. Only through grass roots action and the election of a Shorten Labor Government will reform occur.

The rules are broken – Labour Hire Forum coming soon

NOTE: The CFMEU WA branch is planning a Labour Hire Forum for members to attend and have their say with federal and state politicians in the New Year .

STAY TUNED FOR MORE DETAILS.

Glencore – Rotten



Miners with scabby the rat.

quite rightly, to accept a proposed new EA that would strip away 50% of working conditions and put the workforce at the mercy of management's dictates, despite the damaging effects this would inflict on their families and the Tieri community in which they live.

While the Oaky North miners wanted to roll over the existing agreement, Glencore refused, insisting instead that the workforce bow to its managerial dictatorship. Even when a company-controlled ballot resulted in 99% of the workforce voting against it, Glencore's

response was to turn the screws even tighter on them.

This lockout occurs as Glencore announced a new six-monthly mega profit as its revenue from its Australian coal operations jumped from US\$1.77 billion to US\$3.1 billion in the last half-year.

Glencore's Collective Agreement with its Oaky North Coal miners expired two and a half years ago. The workers, represented by the CFMEU, have been bargaining for a new deal since. But the company has come to the table pushing a raft of attacks, including stripping the agreement of clauses about union representation rights, rostering and safety. It is also demanding that workers accept a wage cut and pay more for accommodation.

According to Lachlan Jarrett, a CFMEU site delegate at a Glencore's Oaky North Creek coal mine:

"Glencore are never, ever going to accept a permanent workforce; they want it fully casualised", Lachlan said. "Tieri was purpose built for mining. Glencore owns everything in the town. If every worker is a casual, they

190 MINERS HOLD THE LINE FOR ALL OF US

The system is broken. We need to change the rules so workers have stronger rights.

**What is Australia coming to?
Why are politicians allowing ordinary working people to be stood over and crushed by corporate greed?**

While millions of Australian's are immersed in the comfort of their homes watching their favourite cooking show on reality TV every night, 190 workers and their families worry about where their next meal is coming from. These are ordinary Australian's who want nothing more than to put square meals on the table, clothe their kids, enjoy an odd night out and perhaps a family holiday every year. They don't mind working hard for what they get, but they won't be cheated out of it. What is Australia coming too? Why are politicians allowing ordinary working people

to be stood over and crushed by corporate greed? How can companies with a reputation akin to the Mafia be allowed to assassinate worker's rights and destroy the very fabric of their livelihoods in the process?

Welcome to the world of Glencore, more to the point the Oaky North Creek Mine in Central Queensland, where 190 workers are making a stand for everything that should be decent and right. It's just them against one of the World's most powerful companies.

Glencore is an unsavory piece of work. Allegations levelled at them include: Being cited by the CIA as having paid \$3.2m in illegal kickbacks, in violation of sanctions, to Iraq's state-run oil monopoly. It has also been accused of catastrophic environmental pollution, poisoning rivers, and allowing child labour in its African mines. The company has denied all allegations. The list goes on, too many to mention here. The workers at Oaky North Creek refused,

to the core



don't have to pay for the costs of maintaining Tieri.

"They want the ability to implement whatever roster they want without the union having a say. Nobody would want to move up to Tieri or fly out here for three night shifts on the weekend, but that's what Glencore wants to do", he explained.

Most of the miners who work at Oaky North Creek have relocated to Tieri, while some fly in and fly out. "They want to increase the costs of accommodation as soon as our enterprise bargaining agreement expires. Glencore owns everything, so they could raise the cost of a house from \$40 a week to \$400 if they wanted, and we'd have to pay it to work", he said.

Glencore has used American style union busting tactics to try and defeat the picket, by bringing in scab and unskilled labour.

It hasn't worked.

Lachlan Jarret explains how contract labourers are being used to undermine safety standards in the mine. "Our job as permanents was to enforce safety standards. Glencore has brought in contract and staff labourers, who aren't with the union, to do the work. They don't have the training or experience. Since we've been locked out, the mine has failed the industry's dust limit standards twice. The mining inspector shut down the mine for a day because there was an electrical fault that started a fire. Injuries have increased, and lives are at risk."

The workers at Oaky North Creek played a vital and productive role in contributing to millions of dollars in profit for Glencore. Profit that Glencore has dodged paying tax

on, as revealed in the 'Paradise Papers' Appleby scandal (rotten to the apple core is Glencore).

Where's the Turnbull Government investigation into Glencore's tax avoidance and wider alleged illegal activities? Where's their support of the workers and their rights? More than ever, this dispute proves the rules are broken.

The workers have stood strong on the picket line since May this year, not just for themselves but for all of us.

They deserve a bloody medal, each and every one of them. Our message to them is; Take pride in how far you've come and have belief in how far you can go.

One day longer one day stronger!

Despite increasing profits by 18%, Glencore has rejected unions call to roll over an existing agreement and instead are trying to push through cuts to the workers conditions.



“Wage growth is at a record low and company profits are soaring. When workers can't even negotiate for the status quo, their rights aren't strong enough.”

- ACTU Secretary Sally McManus

Australian Unions

JOBS: Looking forward

LOCAL JOBS FIRST.

**3 PAGE
FEATURE**



Here is a list of some of the major projects planned for Perth and WA in 2018 – some projects are already just starting to get out of the ground with others planned to kick off during 2018. Stay in touch with your union organisers for more information – **STAY PAID UP AND PROUD!**

PERTH METRO PROJECTS

For information regarding existing and upcoming projects in the Perth Region please contact your CFMEU WA Organiser – see the Organiser contact list in the index page at the front of this journal call our office on 9228 6900, please also attend the monthly members meetings for project updates. The first members meeting in the New Year is Wednesday February 14th.

- NV Apartments a \$200 million dollar multistory complex – Murray Street Perth.
- Kings Square – Fremantle – 250 Million project due to start in the New Year.
- 28 bridges to be built as part of Northern Link going from Malaga to Muchea – starting 2018.

- Murdoch Medical Centre: First of 5 stage project commencing 2018 Stage 1 a \$200 million development.
- Elizabeth Quay Carlton Rex Hotel Tower Project – peak workforce in 2018.
- Forrestfield Airport Link Underground Railway.
- New Perth Museum Project – peak workforce in 2018 – 3 year project.
- Carousel Shopping Centre Redevelopment \$350 million – started – work on going.
- Innaloo Shopping Centre Redevelopment \$450 million due to start mid 2018.
- Karrinyup Shopping Centre Redevelopment \$500 million due to start early to mid-2018.
- Garden City Redevelopment \$750 due to start 2018
- Morley Galleria Shopping Centre – \$ 800 million due to start 2018.
- Various – there are plenty of apartments and other civil projects on the go for 2018 – under \$100 million – stay in touch with your CFMEU Organiser for developments.

to 2018 and beyond

BE PAID UP AND PROUD.

RESOURCE SECTOR PROJECTS

For information on these projects contact CFMEU NW Organiser Paul Ferreira on 0419 812 864.

Carnarvon Basin - Greater Western Flank – Phase 1

WOODSIDE ENERGY

The Greater Western Flank Phase 1 Project to develop the Goodwyn GH and Tidepole fields.

Expenditure: \$2.5b.

LITHIUM

Kwinana – Tianqi Lithium Processing Project

TIANQI LITHIUM AUSTRALIA PTY LTD

Tianqi Lithium Australia Pty Ltd holds a 51% interest in Talison Lithium, the operator of the Greenbushes mine in the South West of WA.

Expenditure: \$608m.

Employment: Construction: 500

OIL & GAS DEVELOPMENTS

Carnarvon Basin – Greater Western Flank – Phase 2

WOODSIDE ENERGY

The Greater Western Flank 2 Project was approved in December 2015 and will develop gas and condensate from the Keast, Dockrell, Sculptor, Rankin, Lady Nora and Pemberton fields via a subsea tieback to the existing Goodwyn platform.

Expenditure: \$2.8b.

Carnarvon Basin – Persephone Project

WOODSIDE ENERGY

Woodside Energy Ltd, as operator of the North

West Shelf Joint Venture is developing the A\$1.2b Persephone gas field.

Expenditure: \$1.2b.

Carnarvon Offshore Basin – Barrow Island – Gorgon Project

GORGON JOINT VENTURE

The Gorgon Foundation Project on Barrow Island, now in its eighth year of construction, is a three train LNG development.

Expenditure: \$55b.

Employment: Construction: 8000 winding down; Operation: 300



Pilbara – Wheatstone LNG Development

CHEVRON AUSTRALIA PTY LTD

Chevron Australia Pty Ltd as Operator of the Wheatstone Project is currently working towards the construction of two LNG trains, a domestic gas plant and port facilities at the Ashburton North Strategic Industrial Area near Onslow.

Expenditure: \$40b.

Employment: Construction: 7200 winding down; Operation: 400

POWER STATIONS

Boodarie Industrial Estate – South Hedland Power Station

TRANSALTA

In July 2014, TransAlta Energy (Australia) Pty Ltd announced it will build, own and operate a 150MW power station in South Hedland's Boodarie Industrial Estate. The project is in final stages of commissioning.

Expenditure: \$570m.

Employment: Construction: 250; Operation: 20

MORE PROJECTS

Continued from previous

AGRICULTURE

**East Kimberley – Project Sea Dragon
SEAFARMS GROUP LIMITED**

Seafarms Group is a Queensland based producer of farmed prawns. Seafarms proposes to invest up to US\$1.45b over the next eight years in Project Sea Dragon, a large scale, integrated, land based aquaculture project to produce black tiger prawns for export markets in Asia.

The project will create approximately 300 jobs in the Kimberley during construction, 150 direct jobs in the region at Stage 1 building, to 700 direct jobs when fully operational.

Seafarms Group expect to commence development during 2018.

HEAVY MINERAL SANDS

**Shark Bay – Coburn Zircon Project
STRANDLINE RESOURCES LIMITED**

Strandline proposes to develop the Coburn Zircon Project, located south of Shark Bay and approximately 250km north of Geraldton.

It contains total ore reserves of 308Mt at an average grade of 1.2 per cent heavy minerals, all of which lie within the portion of the project area that has received government environmental approvals for mining.

Expenditure: \$173m.

Employment: Construction: 170;

Operation: 110

INFRASTRUCTURE

**West Kimberley – Browse LNG Precinct
WA STATE GOVERNMENT**

The State Government is developing the Browse Liquefied Natural Gas (LNG) Precinct approximately 60km north of Broome. By focussing development at a

suitable location, the Precinct will minimise the environmental footprint of gas processing and any social impacts in the region while maximising opportunities for the local community to benefit from development of the Browse Basin gas fields. The Precinct will have the capacity to accommodate at least two LNG processing operations, with a combined capacity of up to 50Mtpa. The State Government has acquired the land for the Precinct and will secure all relevant approvals to ensure the Precinct is 'project ready'.

IRON ORE

Pilbara – Balla Balla Infrastructure Project

BALLA BALLA JOINT VENTURE

The Balla Balla Infrastructure Project proposes to construct and operate a 165km railway connecting the Flinders Mines Ltd's Pilbara Iron Ore Project, located in the central Pilbara as its foundation customer, to a proposed transshipment and stockyard facility at Balla Balla, situated midway between Karratha and Port Hedland.

Expenditure: \$5.6b.

Employment: Construction: 3300;

Operation: 900

Pilbara – South Flank Project

BHP BILLITON IRON ORE PTY LTD

BHP Billiton Western Australian Iron Ore will require the development of an additional ore deposit to sustain production as the Yandi mine is exhausted over the next five to ten years.

**Pilbara – West Pilbara Iron Ore Project
API MANAGEMENT PTY LTD**

The Australian Premium Iron Joint Venture is proposing to develop the West Pilbara Iron Ore Project.

Stage 1 of the project is based on the production of 40Mtpa of direct shipping iron ore from deposits, including Red Hill and Mt Stuart deposits, located 35-80km south west of Pannawonica.

Expenditure: \$6.8b.

Employment: Construction: 1500;

Operational: 900

OIL & GAS DEVELOPMENTS

Canning Basin – Buru Canning Basin

Tight Gas

BURU ENERGY

The Buru Energy/Mitsubishi joint venture (JV) is appraising the commercial potential of the Laurel Formation, a large onshore natural gas resource located in the Canning Basin.

Expenditure: \$40m.

Employment: Construction: 100;

Operation: 30

URANIUM

Northern Goldfields – Yeelirrie

– Yeelirrie Uranium

CAMECO AUSTRALIA PTY LTD

Cameco Australia proposes to develop the Yeelirrie project in the North-eastern Goldfields, near Wiluna.

Employment: Construction: 500;

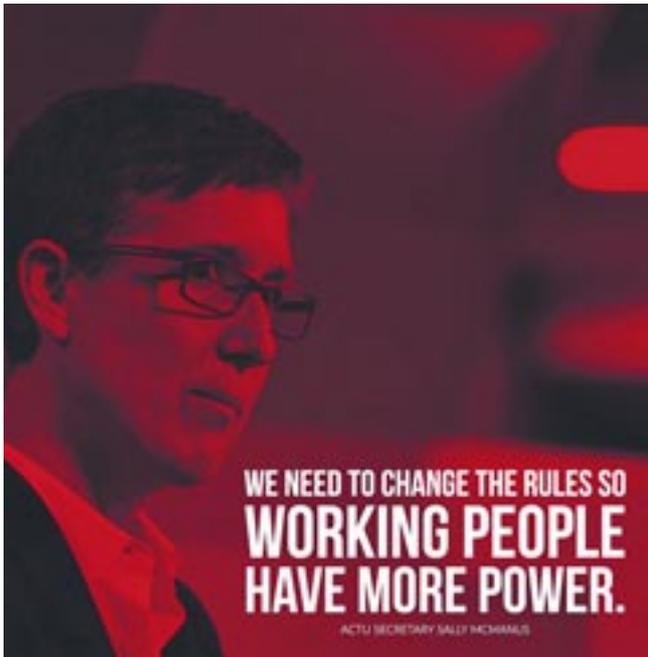
Operation 250

Fortescue Metals Group Pilbara

Has opted for a \$US1.5 billion development of its Eliwana Deposit 120kms south of Port Hedland to replace its depleting Firetail Mine as part of a long-term plan to open up its massive landholdings in the western Pilbara. The project is expected to create 1000's of jobs during the construction stage.

- **Gold Rush Pilbara** – various Gold projects are on the go in the Pilbara, a new hot spot for Gold Exploration – stay tuned.

There is no Advance Australia Fair Work



Stand at any sporting event belting out our national anthem and for a few fleeting moments and during the following couple of hours most Australians forget about their daily woes.

Sadly, outside of that there is little to rejoice about in the way the Liberals and their conservative allies have done to reshape our country for the worse.

Unfortunately, "We've golden soil and wealth for toil" does not extend to most workers and their families. Leading the ideological vanguard for the Liberal party is the Fair Work Commission, which has been stacked with Liberal party members and big business lobbyists in favour of employers.

Under the Liberals the number wage cut appeals have risen from 156 in 2014 to 517 in 2016. The Liberals have made it easier for business to cut wages.

It is argued that unlike the old Arbitration Commission, the Fair Work Commission doesn't take the circumstances of workers into account – employers are quick to talk about cutting wages to meet market rates (whatever that means) what

about rates people need to live on? What about huge profits companies make? It seems massive wages cuts are the flavour of the month in Liberal land. The Liberals under Turnbull, Cash and Co. have presided over the lowest wages growth in Australian history. What's even more pathetic, their policies have been supported by parties such as One Nation who masquerade as the battlers choice, when in fact they are Liberal party pimps.

Leading economists have come out and said that cutting wages makes the economy worse.

In Australia, there is alarm at just how low wages growth has become. Wages are growing at only 1.9% per annum, which is significantly down on the rate over the last decade. Although it has to be said that on average union members in recent times have had a 2.1% increase. Still not enough, but what does that tell you? It tells us that with all road blocks put up to stop bargaining, the Liberals aren't happy the unions are having some success at the expense of the big end of town. The Liberals response is to attack unions and the role they play to better the lot of decent everyday working people.

This why they savagely attack unions with things like Royal Commissions, use their media baron mates to attack unions, and introduce laws that make it hard for working people to be represented and get ahead. Fair? Hardly.

Each time the Liberals come into government, certainly since the

Howard years, they seem intent on changing the rules and introducing new laws to keep unions and the people they represent in their place. Well their place is not to be worker ants to create wealth for the big end of town. Their place, our place, is to be rewarded and share in our country's wealth.

The Liberals under Cash and Turnbull seems to think that shareholders are omnipotent in big companies. When in fact, we are all shareholders in the

biggest and most important company of all. A company called Australia. ***Time to kick the current Directors out!***



GOLDEN TURD AWARD



Bechtel - We don't need safe systems of work



Salini engineering – Make sure it is engineered and the forks fit before you use it, what about the right tools for the job



Salini - No controls when working near live overhead power lines even though the CFMEU had raised concerns

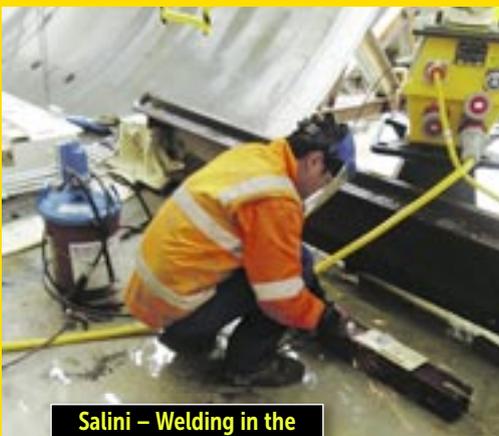
Hanssen Pty Ltd – Who needs public protection or traffic control?



JJL Scaffolding – No fall prevention or dropped objects controls in place



Hanssen Pty Ltd – We don't have to work to the same laws as everyone else



Salini – Welding in the rain in wet conditions, that's how we do it in Doha which is a common response from management on the job

Doric – What about safe access and egress??

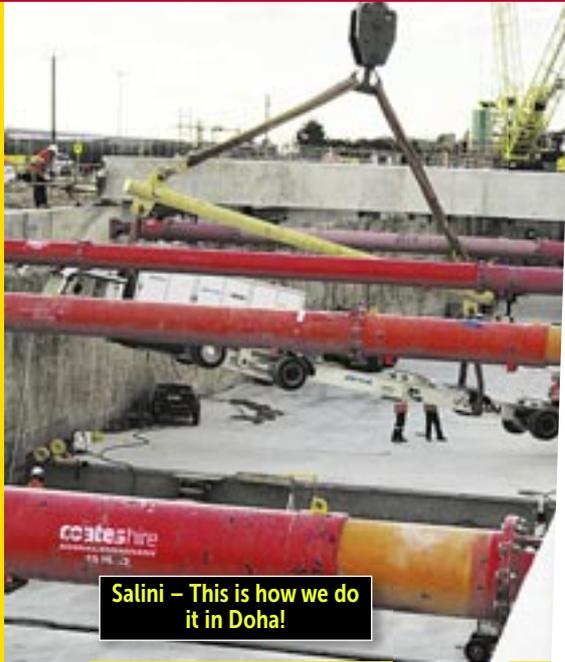


Hanssen Pty Ltd – Public access



REPORT UNSAFE PRACTICES TO YOUR UNION, IF YOUR EMPLOYER WON'T PROTECT

2017



Salini – This is how we do it in Doha!



Hanssen Pty Ltd – Teaching apprentices the right way???

Pindan – If you have systems in place why don't you use them, check the ground conditions prior to doing the job. When the shit hits the fan don't blame the operator



YOU THE CFMEU WILL.

The contenders for Safety Shocker of the Year are;

WorkSafe, last year's winner. Unfortunately for workers not much has changed since last year. Inspectors still don't go out and enforce compliance to the OS&H Act and Regulations, they rely on complaints from unions, workers and the public before they take action. They are hamstrung by a tired, unmotivated leadership group.

One big positive for workers is that the state Labor government is conducting an inquiry into WorkSafe and their compliance to the objectives of the Occupational Safety & Health ACT 1984. The CFMEU provided a substantial detailed written submission and gave direct oral evidence to the inquiry, based on our experiences and observations of the current safety standards in the industry and the disgraceful performance of WorkSafe.

In the CFMEU's opinion the WorkSafe commissioner has fallen on his sword and deserted a sinking ship by resigning effective December 2017, making him the first victim of the inquiry, and in our opinion a positive move, so we congratulate him. For change in WorkSafe to be effective and positive there are three more leadership resignations that need to occur, and hopefully the inquiry will flush out these oxygen thieves who have resided over the decline of safety standards over the last 2 decades.

Hanssen Pty Ltd. Given 2 fatalities in just over five years and a dispute with WorkSafe over compliance to regulations in regard to penetrations which was a contributing factor in one of the fatalities, nothing has changed. This company continues full steam ahead with seemingly no remorse or consideration that their construction model and management style require change. Hanssen Pty Ltd believe they are above the law because they continue to get away with breaking the law.

A FIRST TIME WINNER...

The winner is a first time entrant into the WA Safety Hall of Shame, Salini Impregilo NRW JV (Salini). Salini a multinational company out of Italy are building the Forrestfield Airport Link Project (FAL) which is a government job and publicly funded so you would expect the highest level of safety standards. Not so, the CFMEU has compiled a very comprehensive list of incidents and safety breaches on the project over the last few months. At publication, 6 people have had serious work injuries and there has been 15 serious incidents reported in less than 5 months.

The project is symptomatic of a culture of non-compliance with safety and health regulations that has developed on the FAL. Salini have created an environment where employees are fearful of addressing and confronting safety issues within management structures.

This is undoubtedly leading to dangerous working conditions and putting our members at risk. It is very sad to see Salini with a worldwide record of ignoring basic conditions, bringing that culture to WA.

We have serious concerns that their continual refusal to comply with Western Australian Safety legislation will result in another serious injury or a fatality and have advised them and WorkSafe of our concerns, with an offer to cooperate and assist them in reversing the current trend. It will be interesting to see if WorkSafe do anything about our complaints. Unfortunately Salini have refused to work cooperatively with the CFMEU. The CFMEU will continue to support workers on the project to ensure they come home safe every day.

SHAME! SHAME! SHAME! Salini Impregilo NRW JV: WINNER OF THE 2017 GOLDEN TURD AWARD



CFMEU: Family for LIFE

It's been our privilege to have workers like these in our union. We call them Honorary Members and for good reason. They are more like family. Like families they have all endured the up and downs, the good times and bad and stuck fat with our union and stood firm on issues which all current members today are the beneficiaries of. Make no mistake, these members went without, and were not afraid to take it up the bosses to gain better wages, conditions and safety. Honorary Memberships are awarded to those workers who have had 25 years continuous membership in the union and who have retired from all work. Each year that list grows and we are proud to say 'thank you' for their efforts by hosting the annual Honorary Members Christmas Lunch with a cruise on the Swan River. We also pay respect to the wives and partners of our 'Honourables' whose support was invaluable during times of struggle.

New inductees into the Honorary Members Club include Ray Morris. 'Brother Ray', as he is known in the industry, originally joined the

FED in 1972 as a shovel driver in Newman and changed to being a fully-fledged Crane Operator in 1987. The FED went on to merge as part of today's CFMEU.

Ray's first city job amongst many was with TOMS Cranes on the Tax Department building in Francis Street. Other companies he worked for included Bell Bros. Northern Suburbs, Mammoets and Perth Rigging.

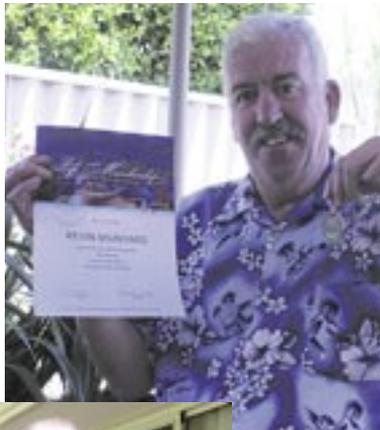
Reminiscing, he believes his generation had the best of times, but still can't understand why some workers today cop the wages and conditions they do. His advice? "Don't take any shit."

He recalls that in one crane yard the workers would never sit in the shed on hot days for fear of what the boss would say. There had been workers there for years who wouldn't go in the shed and sit. Ray had enough and thought stuff this, so went and sat in the shed. Why not? It was hot, the shed empty? – The boys in the yard said he was crazy. "Wait until the boss finds out!"

Well, the boss did find out and Ray stayed in the shed – soon to be followed by all the other workers. "You see, it only takes one to stand up and have a go". Thanks Brother Ray!



Above: 'Brother Ray Morris' with his life membership



AHOY THERE CFMEU!



CFMEU WA Honorary Life Member's ready to embark on their Christmas Cruise.



You can see all the pics of a fantastic day in an album on our Facebook page search CFMEUWA.

If anyone would like a copy of a photograph, please call our office on 9228 6900.



Building our Future Strength!

The National CFMEU C&G recently held its National Conference in Perth. The National Conference, which is held bi-annually, brings together officials, representatives of our great union along with special guest speakers, to thrash out the issues of the day and to discuss plans and strategies to prepare our union and its members to meet the challenges of the future.

As the host branch the CFMEU WA was proud of the efforts that went into making it a terrifically successful event. The conference also served as a platform to thank the outgoing National President Joe McDonald who retired at the closing of conference and was officially farewelled at the traditional End of Conference Dinner.

Joe has been replaced as National President by Dean Hall, Secretary of the CFMEU C&G ACT branch.

Dave Noonan has been appointed for another term as National C&G Secretary. Frank O'Grady has retired and Brad Parker has taken a position to head up Mates in Construction NSW. Their places have been filled by Andy Sutherland and Nigel Davies as new National Assistant Secretaries.

Tom Roberts has left us after 29 years of devoted service, to work with Sally McManus at the ACTU.

We would like to thank Tom and all previous officials for their great work and commitment over many years, and we welcome the new appointees aboard as we fight to stop the war against workers and change the rules!

Numerous motions were put forward and passed at the National Conference, including our commitment to have a Royal Commission into Australia's banking sector.

The war against workers underpinned by bad laws, which serve no one except the big end



of town, were discussed and plans have been put in place to campaign against un-just laws and to initiate better laws for all construction workers and their families.

The CFMEU nationally has also affiliated with the BWI – Building Workers International. We live in a global world where unions need to link up and use their collective, relevant strengths to support and campaign for each other. Touch One Touch All now extends to the four corners of the world. In relation to safety, the union motioned that Asbestos Safety Awareness training should be a part of all EBA's. Our members are at the coalface of confronting asbestos danger and appropriate training needs to be in place going forward. Special guests at the Conference, from both Australia and overseas gave the conference their unique insights, shared battles and strategies into all the issues which are facing workers here and around the world. Sally McManus, leader of the ACTU, opened the conference, which had speakers including Christy Cain WA Secretary MUA, Troy Gray State Secretary, ETU Vic Branch, Johan Lindholm, President, Swedish Builders Workers' Union and Michael O'Connor National Secretary of the CFMEU.

ALP leader Bill Shorten also spoke and reaffirmed his commitment to ensure greater

equality, balance and fairness in the workplace.

The conference proved above all that the union is strong and our commitment to deliver better wages, conditions and safety is stronger. We are not going anywhere. For over 160 years conservative politicians have come and gone, largely unremembered, but our deeds will continue to be the cornerstone of improving working people's lives and we'll keep adding to the list.

As we said earlier, the conference wrapped up with the traditional End of Conference Dinner which on this occasion also served as a farewell dinner for outgoing National President Joe McDonald. It was fitting that Guests such as Willie Adams, ILWU International Secretary, who attended the National Conference, was on hand to deliver a stirring tribute.

We wish Joe and his wife Di all the best in the future.



Joe McDonald with Willie Adams

STRONG



Mick Buchan and Christy Cain at the joint MUA CFMEU State Conference.

Massive Member Vote Supercharges Union

The formation of a new super union has been turbocharged by a massive vote by members of the Maritime Union of Australia and the Textile Clothing and Footwear Union of

Australia in favour of amalgamating with the Construction Forestry Mining and Energy Union.

The unions report a massive yes vote in both ballots.

The number of members who participated in the ballot were at historically high levels and the level of the yes vote was unprecedented. In the case of the MUA, the vote was 87 per cent "YES", with one in every two members voting. This is higher than past internal MUA union elections of officers.

In the case of the TCFUA, the vote was 97 per cent "YES", with over 64 per cent of members casting a vote.

CFMEU National Secretary Michael O'Connor said: "This vote sends a clear message to the Turnbull government to respect not undermine the democratic decisions of union members in the running of their unions.

"It's a total repudiation of suggestions by the government that this was not in those members' interests. Those members have spoken unequivocally and with overwhelming determination on where their interests reside."

TCFUA National Secretary Michele O'Neil said: "The overwhelming yes vote is a great, strong, clear outcome of this ballot. Our members come from diverse cultural and linguistic backgrounds, for many English is not their first language, and yet they turned out in numbers that left us in no doubt as to their views.

"This vote is clear and unequivocal and the Federal Government should now butt out of trying to overturn the democratic decision of our members about the future of our union. TCFUA members have voted to be part of a new, smart, strong, progressive force in the Australian trade union movement."

Both unions conducted hundreds of workplace meetings across the eight week voting period. In many instances informational material relating to the ballot was provided in

multiple languages.

MUA National Secretary Paddy Crumlin said: "This is at the core of trade union and labour rights – individual member exercising their democratic decision making and democratic control of their union. Our members have spoken: they want a strong, independent and progressive union.

"This vote sets a new course for the amalgamated Union. It makes us more diverse and representative in so many ways. It increases the number of women in our union, it make us more culturally diverse, it expands the industries in which we work on a day to day basis and it opens us up to new challenges and new opportunities. It ensures that we will continue to reflect the great trade union and national heritage of building diversity along with economic, industrial, political, and social needs of working women and men in their Australian community."

Changing Times. Your safety is our **NUMBER ONE** priority!

2017 has been a big year for the CFMEU WA and its members. We have played a major role in the March State election which produced a huge swing to the Labor Party and helped them win control of the Government benches.

We did that because we believe that the only party who cares for workers is Labor.

Some positives that have come with the new government are;

1. An enquiry into the effectiveness of WorkSafe against the objectives of the Occupational Safety and Health Act. The Commissioner of WorkSafe has since resigned, which can only be seen as a positive, and hopefully his replacement will bring a new approach and attitude in regard to cooperation with unions from WorkSafe. Having said that there are a number of other senior employees in the department that need to resign or be removed to bring about a positive cultural change that will benefit workers, because the only purpose of the legislation and WorkSafe as the regulator, is to protect workers' safety and health at work.
2. The long overdue development of a new Occupational Safety and Health Act & Regulations. The new legislation will be based on the Federal 2016 Work Health and Safety (WHS) legislation which should provide a better framework for worker protections and employer prescription. Combine this with a proactive regulator and some news leaders and we should see the end of self-regulation in the construction industry.
3. The development of a Code of Practice for fly in fly out (FIFO) workers in the resources and construction sectors. This should be submitted to the government early next year (2018).

Your union expects the Labor government to reward your support by enacting good legislation and providing support systems to protect you, or we will hold them to account. Labor should be a government that supports the average working man and woman.

SAFETY ISSUES – Workers are advising us daily of safety issues, and we encourage you to continue to do that by letting us know so we can assist you with improving safety standards at your workplace. When we follow up on these complaints, officials continually find builders ignoring their legal obligations in regard to compliance with OS&H legislation and putting workers at risk. Why? Because there hasn't been a WorkSafe cop on the beat to stop them and they have been allowed to get away with it to the point that the employers set their own safety standards based on cost alone not on legitimate risk assessment.

We have submitted 112 complaints to WorkSafe which include 1250 individual safety breaches of which 585 were high risk breaches. The main high risk breaches involved working at heights, non-compliant scaffolding, generic or non-compliant Safe Work Method Statements (SWMS).

THE MAIN CULPRITS IN 2017 are Salini Impregilo NRW JV, Hanssen Pty Ltd, Multiplex, BGC Constructions, Georgiou Group and DORIC. As I have said before, employers are risk takers not risk managers and they are putting you, the workers, at risk. OS&H legislation states that the employer must consult and communicate with their workers by establishing HSRs and safety committees. So take control, call your union and exercise your legal rights to a safe workplace. The employer must allow it if you request it.

SAFETY REPRESENTATIVES (HSRS) – We have voted up 33 new CFMEU HSRs this year, so we ask all workers to support their new representatives. If you don't have a rep on your job, contact the CFMEU office and we will assist you in establishing your site HSRs and committees.

The time is right for change. After a change in government, we are implementing change in legislation and a change in WorkSafe, but the real change needs to come from worker involvement – so join your union and together we can make a positive change in your workplace.

You can't do it on your own. Workers United will never be Defeated.

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

Turnbull Government support imported asbestos dangers

Border Force made 63 detections of products laced with deadly asbestos last year – a fivefold increase from the 2015-2016 financial year.

Turnbull Government Senators have put building industry profits and global free trade ahead of people’s lives, with the rejection of recommendations of a Senate Committee Inquiry report on illegal asbestos imports.

The Committee handed down its interim report on asbestos importation, making 26 recommendations, which include prioritising prosecutions, increasing penalties and deterrents, tougher requirements when importing high risk products from high risk countries, and funding for asbestos awareness training in the construction industry.

But Coalition Senators on the Committee released a dissenting report, rejecting the recommendations to stem the tide of illegal importation of asbestos and manage the risks associated with it.

“The ban on asbestos imports has been flouted with impunity, putting Australian lives at risk,” CFMEU National Construction Secretary Dave Noonan said.

“Every day, workers in construction and building trades face the threat of exposure to deadly asbestos. The Australian Government has dropped the ball and workers have no way of knowing whether new building



products being used in construction contain asbestos.

“Any exposure to asbestos is unsafe. Asbestos related diseases are deadly and there is no cure.

“Hundreds of hours of testimony and thousands of pages of evidence have been ignored by the Coalition

Senators on the Committee have put building industry profits and global free trade interests ahead of the safety of building workers.”

Imports of products containing asbestos into Australia have been banned since 31 December 2003.

In Senate estimates in October it was

revealed that Border Force made 63 detections of products laced with deadly asbestos last year – a fivefold increase from the 2015-2016 financial year.

Yuanda, a Chinese building company, escaped with a paltry fine despite admitting responsibility for importing lethal asbestos-laced building products in Brisbane’s “tower of power”.

It also received a small fine for supplying contaminated roofing panels for a \$1.2 billion Children’s Hospital in Perth.

If you suspect any asbestos on your site or other dodgy products let us know, call the union office on 9228 6900 or email safety@cfmeuwa.com

Workplace deaths increase in WA

WA workplace deaths rise

The number of workplace deaths in WA rose last year and was higher than the national average for the fifth year in a row.

In 2015-16 the rate of work fatalities per 100,000 employees in WA was 1.7, compared with the national average of 1.2.

The SafeWork Australia report

recorded the work-related deaths of 23 West Australians in 2015-16, almost one a fortnight.

"Over the past five years the national rate of work fatalities fell from 1.4 to 1.2, while in WA that death rate grew from 1.5 to 1.7," UnionsWA assistant secretary Owen Whittle said yesterday. *AAP*

The number of workplace deaths rose in WA last year and was higher than the national average for the 5th year in a row. Not that you would know unless you scoured the West Australian, who gave the news a few measly lines hidden at the bottom of the page.

The West can give copious amounts of space and resources to union bashing – the very same unions like ours who are out there every day trying to save lives. But when it comes to reporting how dire things are in the workplace, they bury the story. It's a disgrace, but we expect nothing less from the daily program of the Liberal party and the big end of town. No wonder readership and

circulation is down.

These latest figures once again show how inept WorkSafe has become, and further proves that unions should be allowed to do their job, unhindered, to keep worksites safe. Union are part of the solution, not the problem.

AT LAST, INCREASED COMPENSATION FOR LOVED ONES LEFT BEHIND

Meanwhile the McGowan government has at last recognised that families of workplace victims need to be better compensated for the death of a loved one.

Although no amount of money can fix the pain of losing someone, increased compensation will help the family to recover financially, especially those with young children.

The lump sum compensation paid to dependents of people who die in workplace accidents will increase from about \$304,000 to more than \$554,000.

The Labor state government is drafting a bill to amend the Workers' Compensation and Injury Management Act 1981.

Under the plan, the weekly allowance paid to support each dependent child will increase from \$58.10 to \$133, and de facto partners will also have equality of access.

FIGHTING ON BOTH FRONTS

This is something unions campaigned hard for. Help us achieve more by joining our Construction /FIFO branch of WA Labor.

Call CFMEU Political Organiser – Steve Catania on 9228 6900 or email scatania@cfmewua.com

DARE TO RIDE

As we flagged in the last edition of the Journal, the WA Branch of the CFMEU has organised what is possibly the first ever Construction Union Bike Ride. On Sunday 12 November, seven paid up members set off from Trades Hall and did a steady 50kms round the river ride. A strong head wind on the way down was offset by Big Zvon who sat out front and did the hard work for the rest of the group. Andy Otter talked about doing a stint at the front but somehow never quite made it there! Two hours later we made it to the Food Monkey Café in Northbridge, run by Michelle our Membership Officer, and were treated to bagels and coffee. Good ride, good comrades.

We're aiming for another one in January and we're looking to increase the numbers. We'll post it on social media well in advance and get the word round the sites. There might be a few extra kgs added on over the Xmas break and no better way to shed a couple than hopping on the treads with other Union members and getting a bit of exercise.



Labor is delivering better safety for all workers

This is my first opportunity to contribute an article for the journal since I became a member of the WA Parliament. As many of you would know, until May, I was one of the lawyers with the union, having been employed by the CFMEU for eight and a half years. I am proud of my time with the union and my continuing connection to it and I am grateful for the support I have received from the union and its members.

I was elected to the Legislative Council at the March State Election and took my seat on 22 May 2017. While my legal and union background has prepared me to some degree for life as a politician, I'm not sure there is much that could prepare a person for the waffling and hypocrisy of those that sit opposite me in the Chamber!

In my short time in Parliament I have had the opportunity to speak on a number of issues that are important to me and construction workers. This has included speeches during private members business on workplace safety and the casualisation of the workforce. Most recently I spoke about asbestos, to coincide with Asbestos Awareness Month. Workers in the construction industry, especially in Australia, are no strangers to asbestos. While asbestos has largely been out of use as a building material in Australia for many years (unless you're building a Children's Hospital), for buildings completed before the mid-1980s it is likely that asbestos will still be present. Left undisturbed, it is often harmless, however, during demolition or renovation, the risk is greatly increased. This is why asbestos awareness is so important.

November was Asbestos Awareness Month and I thought it was important to get behind the campaign to raise the subject of the danger of asbestos in our own homes. Evidence suggests that 1 in 3 Australian homes contain asbestos, so there is a real danger that people could be directly exposed

to asbestos in their home if they do not take precautions. It is in fact often very difficult, even impossible, to tell which homes, and which materials, inside those homes contain the dangerous substance. Therefore, the point of Asbestos Awareness Month was to make people aware that the danger could be anywhere, and only by bringing in a professional testing service could homeowners and renovators be sure of the risk.

Of course, the risk of exposure to asbestos is greatly increased for construction workers who regularly work on jobs that have asbestos contamination. Construction workers and their employers, need to be aware of the dangers of asbestos and be given the proper training on how to deal with it. It is incredibly important for workers and their employers to recognise the risk and the warning signs so they can take the proper precautions.

One thing that the McGowan Government has moved quickly on is the introduction of a Bill to increase the penalties under the Occupational Safety and Health Act 1984 for workplace offences. Shamefully, the last Liberal Government failed to increase the penalties during their term in office, which have been the same since 2004.

Harsher penalties for offenders will include: Increasing the maximum term of imprisonment from 2 to 5 years for those offences where imprisonment is an option; increasing serious Level 4 first time offences from \$500,000 to more than \$2.7 million; and increasing the less serious Level 1 penalties from \$50,000 to \$456,000. We can hardly expect bad employers to do much about safety if all they get is a slap across the wrist when they break the rules, so these new penalties will send a clear message that it's not good enough to provide an unsafe workplace.

We have also seen the introduction of a Bill to increase compensation for workplace



deaths. When the Bill is passed, it will see lump sum payments for partners of deceased workers increase from \$308,339 to \$562,303 indexed annually, and changes that will see de facto partners of workers given the same access to compensation as married spouses by removing outdated and discriminatory definitions that have denied some de facto partners compensation when their loved one has died at work. These Bills are all before Parliament at the moment. Whether they become law, and how long it takes, will unfortunately depend on the Liberals in the Legislative Council, as Labor does not have a majority in that Chamber. The Libs have a bad habit of dragging their feet when dealing with Bills, including some Bills that they say they support.

Finally, it is worth noting that the enquiries into Worksafe and the Perth Children's Hospital are continuing. They are both expected to report early next year. It will be interesting to see what findings and recommendations they make. The McGowan Government has also started reviews into the Occupational Safety and Health Act 1984, with a view to bringing in a new Work Health and Safety Bill, and the Industrial Relations Act 1979, to update and modernise our State industrial relations system. I know the CFMEU and UnionsWA are both making submissions to these reviews to put forward the workers' point of view.

Please feel free to contact me or my staff at my Electorate Office, on 08 9452 8311 or by email Emetro.Swinbourn@mp.wa.gov.au.

I'm always happy to hear from CFMEU members. You can follow what I'm doing by liking my Facebook page @MatthewSwinbournEastMetro.

Cash has little credit over AWU

WE DON'T LIVE IN A POLICE STATE YET, BUT...

On Tuesday October 24, the Australian Federal Police, under the direction of the newly established Registered Organisations Commission (ROC), raided the offices of the Australian Workers Union in both Sydney and Melbourne.

The raids were conducted in pursuit of documentation related to a political donation (from the AWU to GetUp!) in Bill Shorten's time as AWU Secretary (10 or so years ago). This matter had been referred to the ROC by Senator Cash.

Registered Organisations Commissioner, Mark Bielecki, told Senate estimates that the AWU had "expressly declined" to provide all the documents requested of them in August.

The AWU has previously said the ROC never requested documents from it before Australian Federal Police raided their offices in Melbourne and Sydney, in support of the ROC investigation, on Tuesday. Mark Bielecki had repeatedly insisted that the raid was necessitated by the failure of the AWU to cooperate with the ROC in furnishing documents relating to the donation. Then Bielecki abruptly reversed himself, and blew away a rationale for the raid.

"Can I just go back to an answer I gave you previously when I said that not all notices to produce had been fulfilled by the AWU? That's not correct. I got them confused with a different registered organisation. So, I withdraw that answer." The ROC told estimates it had grounds to suspect documents at the AWU's offices may be tampered with on Monday after a "caller" provided information to a member of staff – documents that had already been furnished to the Trade Union Royal Commission some years ago.

However, the ROC refused to say whether or not the caller had identified themselves.

Anonymous caller or otherwise, the raids are further evidence of the extraordinary politicisation of the Federal Police, who are so under-resourced and busy guarding Turnbull's Point Piper mansion, that they were unable to pursue a massive drug-bust.

The CFMEU said it when they illegally raided our Canberra offices after an exhaustive and powerful Royal Commission, and we'll say it again:

That such substantial resources were devoted to this raid smacks of overkill for purely political purposes. The community should be concerned that the police are being tied up to further the anti-union



agenda that is the legacy of Tony Abbott, when there are more pressing, serious crimes that need their attention. It has since emerged that the Office of Workplace Relations Minister Michaelia Cash was involved in leaking information about the raids to the media. Cash was caught out in explosive Senate Estimates Hearings last night, and forced to backtrack after her Senior Media Advisor supposedly came clean that he had leaked the information to the media. Cash's staff member only came "clean" and resigned after BuzzFeed published an article claiming that two media outlets had been tipped off by Cash's office.

The journalists say Cash's office phoned them around 3:30pm on Tuesday with the location and time of the raid, emphasising that it would take place at a union office. The staffer pointed out the union in question, the AWU, used to be run by Labor leader Bill Shorten.

Labor has backed Nick Xenophon's call for an independent inquiry to establish who tipped off the media prior to the AFP raids.

"If Turnbull and his Liberals have nothing to hide, then they must support this inquiry," MP Brendan O'Connor said.

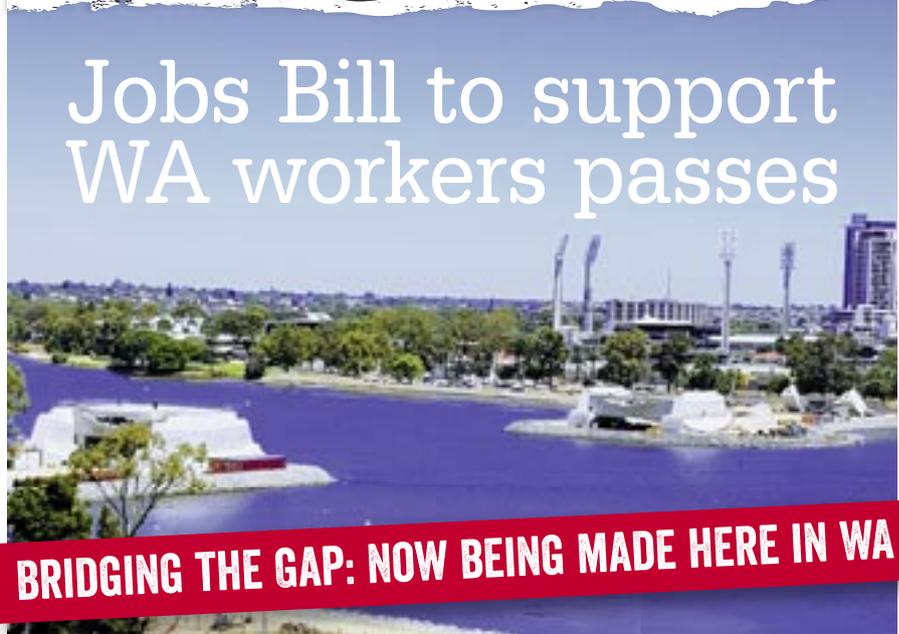
raids

"Turnbull and his Liberals need to immediately answer what they knew, when they knew it and who they told." In the aftermath of this staff member's resignation it was revealed that the Registered Organisations Commission and the Fair Work Ombudsman share staff members, including media officers, and that the staff members in question had formerly worked together during the Victorian Napthine Government. Labor Senator Doug Cameron continued his questioning of Senator Cash in Senate Estimates, clearly suspicious of Cash's dubious explanation that only one staff member was responsible and that he had since resigned. She claimed it was very "brave" of him to resign. This raised some eyebrows on twitter seeing as he only resigned once he'd been backed into a corner by the Buzzfeed article and had spent all day letting Cash lie about their office being involved.

Indeed, it would only be "brave" if this staff member was falling on his sword to protect the rest of Cash's staff, the minister herself and the Prime Minister. Cash indicated she would not be willing to hand over the staffer's text messages and emails to the Senate. The AWU has since made a Freedom of Information request on Employment Minister Michaelia Cash's office to find out how it knew of police raids on its branches and to what extent the minister was instructing her staff.

Senator Pauline Hanson also joined the questioning of Senator Cash for a bizarre exchange in which she praised Senator Cash as very effective, and asked if she thought this was all a "witch hunt!"

No doubt there's more to come.



AS you know, your union the CFMEU, has fought hard alongside other unions and through our own WA ALP branch to support Local WA Jobs First. This hard work is now coming to fruition with a new Bill introduced to State Parliament. Already we are seeing work coming back to WA, with the steel and fabrication of the bridge to link East Perth with the new Stadium. Soon other projects and job opportunities will follow. In the meantime help us to have an even louder voice in the ear of government to get better policy outcomes for workers by joining our CFMEU Construction / FIFO Branch of the WA ALP.

It will only happen with your full support.

- McGowan Labor Government's Jobs Bill has passed through the Legislative Assembly
- New laws will support WA businesses to get a bigger share of work on local projects
- State Government to assist businesses to tender for government contracts

Premier Mark McGowan has welcomed the passage of the McGowan Labor

Government's Jobs Bill through the Legislative Assembly paving the way for more jobs for Western Australians.

The new laws will give Western Australian businesses a better opportunity to get a bigger share of work on State Government projects, creating more jobs for local workers.

Prospective suppliers of government contracts will now be required to submit local participation plans as part of their tender. These plans will then be incorporated into the contracts of successful suppliers to ensure the promised local jobs are delivered.

Dedicated staff within the Department of Jobs, Tourism, Science and Innovation and the Department of Primary Industries and Regional Development will proactively engage with local businesses, making it simpler and easier for them to understand how to tender for a government contract.

Under the Jobs Law, governments can also declare a major project a 'project of strategic significance for the WA economy' requiring these projects to have extra local content, which will lead to more jobs.

**FIGHTING
ON BOTH
FRONTS**

FIGHTING ON BOTH FRONTS: WANT MORE ACTION?
Join our CFMEU Construction / FIFO branch call Steve Catania for an application form on 9228 6900

The right to organise. The number one priority.

IT'S TIME TO TAKE IT UP TO THEM.

There are a lot of issues swirling around out there in the industrial and political landscape. All have merit, in fact, most are critical to workers and their future. But perhaps the most critical and the one issue that can solve a lot of the problems encountered by workers today is the right to be represented and the right for unions to organise.

Ever since Howard upped the anti-campaigns against unions and workers, Liberals and their conservative partners have done everything they can to erode the right of workers being represented on the job.

Employers have taken advantage of draconian laws in cahoots with Conservative politicians including One Nation, and other so called 'independents', to try and de-unionise the workplace. It's worth remembering the bosses never gave anything in respect to better wages and conditions. It was all achieved by unions and their members!

Pay rates, better safety, community standards such as paid leave, leave loading, holiday pay, sick leave, workers compensation and superannuation, were ALL won by unions supported by active members.

TIME TO BE ACTIVE!

Active members are the key here. Workers who discuss issues on site, attend meetings to become educated and informed and work collectively as union members with their union, can initiate change.

Just as unions should have a greater right to organise, workers have a right to be represented.

Conservative politicians have continued to try and build a wall to stop workers being represented. Bureaucracy has gone mad

putting in place rules and regulations that prohibit spot checks on wage and entitlement records, the ability to have meetings to properly discuss issues on site and the right to take immediate action if necessary by withdrawing their labour.

Workers are no fools. They sense that the pendulum to be fairly represented in their workplace, has swung too far in favour of employers. Bad laws need to change. The rules are broken.

For all that has been put in place to hinder unions doing their job, the fact is unions are here to stay.

It can be argued in these 'modern' times that just as draconian laws have been drafted to try and keep unions out of the workplace, technology has given more power to workers to get information out there. If there are issues on your worksite let the union know. Be Active!

Going forward it's worth remembering that while employers and politicians waffle on about a unions right to organise, you need to

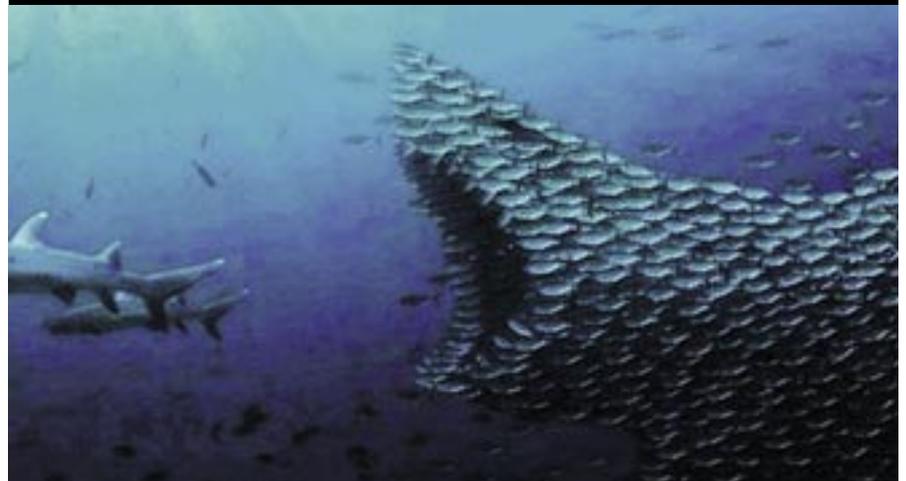
ask yourself this question; "What about my right to be represented?" If you feel you don't have that right, take it up to them.

At the end of day, when push comes to shove, the union is the only entity on the side of the worker. **100% IN 100% WIN!**

RIGHT OF ENTRY GOES TO THE CORE OF WORKERS' RIGHTS.

Right of Entry: Unions and more importantly workers need better right of entry provisions (ROE). Unions should be allowed easier, unhindered access to sites to check wages and entitlement records, mental health, safety procedures and more. Unions can take pressure off underperforming Government entities, who can't do as good a job. Unions like ours should be seen as problem solvers. Better ROE is a must have, anything else is just treating unions, and in our case the CFMEU, in an atrociously dismissive manner. Construction has more safety issues and more rip-offs happening than any other industry.

DON'T PANIC, ORGANISE!



Change the Rules and get rid of thieving Labour Hire firms

When Scott Morrison and his fat cat Tory mates point to Australia's official unemployment figures as evidence that Australian workers are doing well, it is clear how out of touch the Liberal Party are. The ABS only measure workers as being "unemployed" if they work less than 1 hour per week. That in itself is a farce.

For those workers who are employed, they are increasingly being forced to work in insecure jobs. Casualisation and labour hire sit front and centre of job insecurity. The Seek.Com job ads are chock a block full of bullshit job offers from thieving Labour Hire firms, none of which have any hesitation in exploiting workers to line their own pockets. One of the worst Labour Hire outfits working on Perth construction sites (up until being placed in voluntary administration) was Request Group.

Request Group made a killing (literally) exploiting young foreign backpackers looking for a few dollars as they continued their travels around Australia. Meanwhile, experienced and highly skilled construction workers were chucked to the back of the unemployment queue. Aussie jobs have effectively been "exported" to overseas short-term visa workers.

Given the transient nature of backpackers working on Perth building and construction sites, Request Group have turned over thousands of workers over the past few years. None of the builders who used Request Group ever looked at the workers' pay packets, as they were too busy counting the piles of cash rolling in on job after job. They couldn't give a stuff whether labour hire workers got paid their legal entitlements, as long as the job got done.

Request Group made their profits exploiting foreign workers. Workers, without any understanding of workplace rights, award entitlements or trade unions, were hired by Request Group at flat rates of pay of just \$23 per hour. Some of the backpackers worked 10 hour days and 60 hour weeks. Others worked even longer. The more they worked, the more they were ripped off.

Request Group, like the overwhelming majority of dodgy labour hire firms working on building and construction sites around Perth, paid construction workers significantly less than the minimum award rate. They also paid workers less than 50% of the Union Enterprise Agreement rates and conditions. Request Group didn't pay overtime or weekend penalties, allowances, leave conditions, income protection or redundancy pay. Systematic wage theft at its worst.

Construction workers would be right to question where the Federal Government and ABCC were hiding whilst Request Group ripped off thousands of workers over the past decade. Cash, Turnbull and the ABCC have clearly been too busy launching industrial jihad against workers and unions to deal with thieving labour hire companies.

The employment cocktail of temporary visa workers, casual employment and a thieving Labour Hire company provides workers with a rolled gold guarantee that they are going to be ripped off and underpaid. The lack of job

security and knowledge of work place rights put the Request Group workers in the same bracket as the workers at 7-11, Caltex and Dominos. Request workers on the Hanssen Pty Ltd/Finbar sites have been ripped off tens of millions of dollars over the past decade.

Despite the enormity of the rip off of workers on the Hanssen Pty Ltd/Finbar sites, Michaelia Cash has been too busy standing over workers and unions to investigate wage theft on their building sites. Unfortunately, this isn't the worst of it.

Just over 12 months ago, Marianka Heumann a young backpacker employed by Request Group on Hanssen Pty Ltd/Finbar's Concerto Apartment's site in Adelaide Terrace, was killed after falling 13 floors to her death.

The CFMEU will not forget or forgive the companies concerned for what occurred. How does a worker get to be unharnessed above a 13 story service shaft with no fall protection? Where was Request Group's duty of care to a young, inexperienced construction worker? This is why we desperately need Industrial Manslaughter laws and fines that act as a genuine deterrent to companies who ignore their OHS obligations.

It is just so convenient that Request Group went into voluntary administration several months after the latest tragic fatality on a Hanssen/Finbar construction site. Watch this space!



CFMEU GENERAL RDO

2018



STOP THE WAR ON WORKERS

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BE PAID UP AND PROUD EVERYDAY!

CFMEU

WESTERN AUSTRALIA

Trades Hall, 80 Beaufort Street Perth T: 9228 6900
E: cfmeuwa@cfmeuwa.com W: www.cfmeuwa.com

 Follow us on Facebook: CFMEUWA

Life Problems? Need help?

MATES in Construction 1300 642 111, for workers struggling with everyday life issues and need support



JULY

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 **EBA RDOs (26)...23 Fixed**
+3 Extra RDOs
Accrued & Banked for use during the year.

 **Award RDOs (13)**
 **Public Holiday**
 **WA School Holidays**

 **Members Monthly Meetings @ 5:00pm**
Trades Hall 80 Beaufort Street Perth

 **Delegates Meeting @ 7:30am**

 **Construction /FIFO WA ALP**
Branch Meetings @ 5:00pm
Trades Hall 80 Beaufort Street Perth

Career Boss or Just another Stinking Labour Hire Company?



'Career Boss'. Just the name of this labour hire firm makes you want to throw up. WTF? Career Boss?? More like a kick in the guts!

Career Boss are now advertising formworker positions for Probuild's \$200 million NV Apartments Project. The labour rates and sub-standard conditions undercut Union standards by over 30%. GN Construction (which have won the formwork package) are using Career Boss as their 'Labour Hire company of choice'. Western Australian construction workers have been belted relentlessly by dodgy builders and sub-contractors over the past five years, as builders compete in a race to the bottom. The actions of Career Boss are a further kick in the guts. It is time for WA construction workers to get behind the CFMEU in its fight against Labour Hire firms, insecure jobs and dodgy non-union Enterprise Agreements. We will have an opportunity in 2018 to be involved in the ACTU 'Change the Rules' campaign, to rip up bad workplace laws and restore workplace rights. It is time to fight back.

THE WA CCI AND SALINI IS GAMING THE SYSTEM – GOVERNMENT MUST ACT TO CHANGE THE RULES

In a nutshell, with the assistance of the WA Chamber of Commerce and Industry, Salini have 'gamed the system' by registering an Enterprise

Agreement with the Fair Work Commission that was voted up by just 3 workers. The Fair Work Commission system is being knowingly rorted. None of these workers were actually working on the project at the time of the vote.

When increases to average weekly earnings are factored in, Salini are paying workers \$1,000 per week less than the rates paid to workers on the City Rail Project in Perth in 2005 built by Leighton-Kumagai JV. The difference is that in 2005 the City Rail Project workers were covered by a Union negotiated Enterprise Agreement.

To make matters worse, Salini have been caught red-handed underpaying wages (even under their dodgy non-union EBA), ripping off Labour Hire workers on just \$23.50 per hour, and having sub-standard safety. They have now resorted to exploiting 457 Visa workers operating the Tunnel Boring Machine at a time when many local workers are out of a job in Western Australia. This is going against the wishes of the McGowan Labour government to employ WA worker's first.

LABOUR HIRE FORUM COMING SOON – YOUR CHANCE TO CHANGE THE RULES – SAY YOUR PIECE!

No one can say your union is doing nothing when it comes to Labour Hire. Here's your chance. We will have a special Labour Hire Forum, convened by us, in the new year giving members the opportunity to tell state and federal politicians 'face to face' what is wrong with Labour Hire, and more importantly what needs to be done to change and FIX it. It's important that the grass roots have their input as new policies are shaped to change the rules.

Stay tuned for more details early in 2018. Be there when it happens!

DODGY TRICKS TO VOTE UP AGREEMENTS HAVE TO END NOW!



CFMEU Delegate steering world class Multiplex Museum Project



CFMEU Delegate Alan Luke far left with Bob Benkesser and the Perth Museum crew.

The WA State government has come to the view that it's no use investing in tourism infrastructure if no one apart from the locals come to see it. Perhaps that's why the government has had negotiations for more SE Asian airlines to fly direct into Perth.

In 2020 locals and tourists will be greeted by a world class Museum and anyone who has visited the Victoria & Albert Museum in London will tell you that a place full of dead things can bring a city to life.

The CFMEU is happy to report that it has a delegate structure in place on the project, with Alan Luke as Delegate. So, as the record shows, this project will be 'Union Built Quality Built' meaning on time and on budget. And you can bet there will be good safety procedure, unlike other major civil projects in WA in recent times. The PCH by John Holland being one disastrous example along with BGC's squashed beer can, the Perth Entertainment Centre, which along with the PCH cost taxpayers millions extra than it should have.

Brookfield-Multiplex, builder of numerous Perth Landmarks, will be pleased as punch

to add this project to their extensive portfolio of world class projects.

Peak workforce should be achieved on the site mid next year. Here's what local Architects Hassell had to say about the project.

Principal and Board Director Mark Loughnan, and OMA Managing Partner-Architect David Gianotten stated: "Our vision for the design was to create spaces that promote engagement and collaboration, responding to the needs of the Museum and the community. We want it to create a civic place for everyone, an interesting mix of heritage and contemporary architecture that helps revitalise the Perth Cultural Centre while celebrating the culture of Western Australia on the world stage. The design is based on the intersection of a horizontal and vertical loop creating large possibilities of curatorial strategies for both temporary and fixed exhibitions.

"At the heart of the design is a public space that is the central point of the new museum, in terms of both location and programming. It is a spectacular outdoor room framed by

refurbished heritage buildings and intersected by new buildings and virtual platforms, enabling the diverse stories of Western Australia to be told."

A large new temporary gallery space will complement the extensive permanent collection of the museum that includes renowned collections including the much-loved Blue Whale skeleton. The Museum will host a diverse range of cultural, retail and dining experiences, increasing visitor numbers especially after hours."

The New Museum for WA will be almost four times bigger than the existing WA Museum - Perth, featuring nearly 6,000 square metres of galleries, including a 1,000 square metre space to stage large scale, special exhibitions. It will also feature learning studios, spaces to experience the behind the scenes work of the WA Museum as well as exciting retail and café spaces. The Museum project is due for Completion in 2020

If any members would like more information about the Museum project and quality subbies on the job, please contact Phil Kennedy on 0427 244 141

SKS: The half-star builder damaging a 5 star brand

Any company or entity whose business, brand, livelihood and cash flow depends on development projects being completed on time should steer well clear of SKS.

The Australian Business Traveller website excitingly proclaims that the Hilton's new Double Tree Hotel in Northbridge is opening in 2017. Those looking to make a booking will be extremely disappointed. 2017 is all but finished, which is more than we can say about the hotel. More like double trouble than Double Tree. Old Conrad Hilton would be turning in his grave to think his famous chain is going to miss out on a bumper Christmas and New Year tourist trade. So what's gone wrong?

Hilton's Double Tree Hotel is just another example of developers trying to do an important civil project on the cheap. SKS is a half-star builder responsible for this 5 star hotel chain brand being behind. Their use of labour hire and the way they treat workers has brought no continuity of workforce quality to the site, let alone any workers believing they have a stake and pride in the project. It's just become another shit kicking site run by head kickers who think they know best, when they don't.

Workers on the SKS Northbridge site have had to endure poor flat rates with no holiday, sick leave and public holiday pay. The union found they were being paid under the award, a breach of the Building and Construction Award, and we were able to negotiate a \$6.78 per hour increase. Labour hire workers were ostracised and treated as second rate citizens. After working on the job for nearly 2 years, workers had asked to be put on full time, but SKS rejected their plea. This is management at its worse. And the client (Hilton) is being made to suffer, as well as the workers and their families.

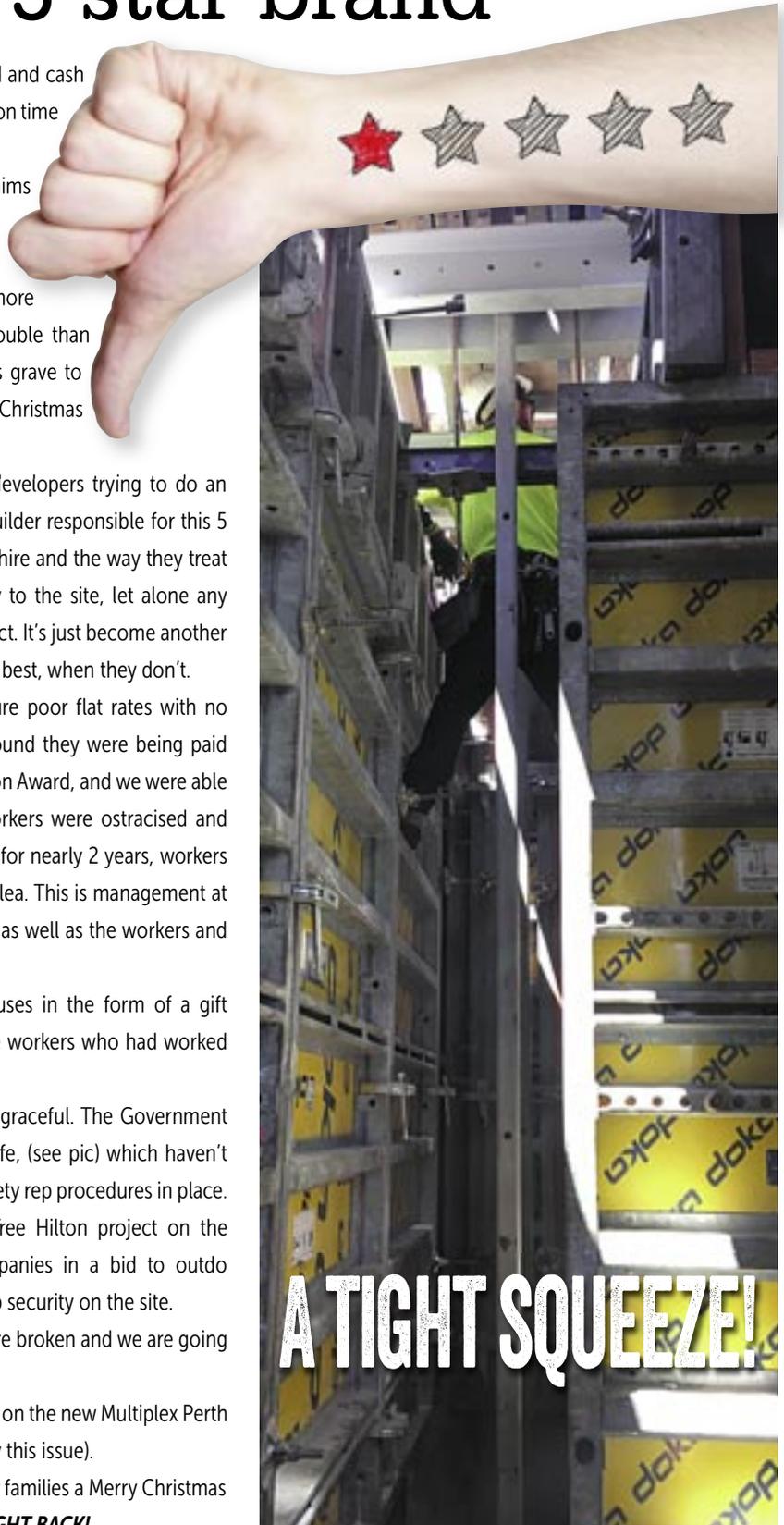
On the site, two full time workers got Christmas bonuses in the form of a gift voucher, which was presented in full view of labour hire workers who had worked their guts out for months, they got nothing.

This is what the employer calls CONTROL, we call it disgraceful. The Government should call it against the law! Safety issues have been rife, (see pic) which haven't helped the situation – there are no proper delegate or safety rep procedures in place. Things aren't that much better at the other Double Tree Hilton project on the waterfront at Elizabeth Quay, where labour hire companies in a bid to outdo themselves have destroyed any worker continuity and job security on the site.

Watch this space for changes to Labour Hire!! The rules are broken and we are going to change them – with your support!

Meanwhile the good news is we have a delegate structure on the new Multiplex Perth Museum site with Alan Luke the union delegate (see story this issue).

I would like to thank all members and wish them and their families a Merry Christmas and a Happy New Year. **STAY STRONG AND PROUD – FIGHT BACK!**



2018

WILL BE A CALL TO ARMS FOR CHANGE

Nationally we are a fighting union. I look forward on a daily basis to work with our federal comrades to fight for our workers and their rights. Touch One Touch All!

Having said that, I want to thank all the paid up members of the union receiving this edition of the journal, as you are the backbone of the Union!

You're the reason I get up every day to struggle to make the changes required on behalf of the working class!

You're my motivation!!

Well again the end of another year, how fast has it passed? My first reflection is "just keep your mind on the job and stay focused", make sure your safety and your work colleague safety is number one priority.

Best wishes to you and your family for Christmas and the festive season and into the New Year. Hopefully it's a safe and happy time. Looking forward to your ongoing support into 2018. Next year is another big one, we can't win the working class struggles as individuals, but we can win by standing as one!!

The tide is turning and successful change is coming. Right wing conservatives and big business are showing signs of running scared. We do need your ongoing support and effort,

the campaign for changing the rules is gaining momentum.

The conservative politicians are trying to attack our political campaigning – Why you ask?

The answer is simple, our community values, our working class values are second to none – we understand the ALP was born of the Union movement to represent working people. Outside of working rights they are in fact also the community, therefore the ALP must get back on track!! Removing the ABCC and installing the ILO right for workers to withdraw its labour is a must!! We are not slaves!!

Changing the rules to address the imbalance of power of the employer's and unnecessary visas for overseas workers is another.

Changes to the so called Fair Work Commission have to happen.

This is reflected by facts – 3 people can vote up agreements that cover thousands of workers, applied nationally and covering every state in Australia and almost 200 classifications. Wages share of total income, and real unit labour costs, have declined to their lowest levels in recorded history. Big increases in profit recorded by Australian



Graham Pallot with CFMEU VIC secretary John Setka at the CCI rally – Touch One Touch All!

companies in the past year "are definitely not trickling down into workers' pay packets".

The right wing agenda is clear: obtain deunionisation, convince workers to not be politically active.

Next year is definitely not about the individual (or what outcomes an individual can get out of the union). Next year is about a "call to arms" to rewrite Australia's industrial laws and politics. It's about changing the rules, it's about you as rank and file workers protesting and attending rallies, it's about putting in the effort – I WILL BE THERE, WILL YOU??

Have a great break because you are going to need to it.

A busy year dealing with NW issues

2017 is all but gone. This year has had its ups and downs. Wage claims on behalf of Union members are always refreshing to win. Unfair dismissals are stressful for members concerned, but when our Lawyers get that win it makes it all worthwhile. General dispute resolutions surrounding bullying and harassment are a challenge but it should not be tolerated by anyone. All workers should be treated with dignity and respect. Although we cop a few bruises along the way, gaining those wins make it all worthwhile and spurs us on to continue taking up the fight. This is what the CFMEU does best.

Our Legal Department have had a busy year with cases. Some Unfair dismissals have been won. We were waiting on a judgement on the Notice of Termination (NOT) case that was heard on the 10th August this year, but unfortunately we have lost the case. The CFMEU Legal team are now reviewing the case to see if there is any other legal avenues available to pursue the matter.

Continued over

Continued from previous

Another case our legal eagles would like to pursue is for those working night shift and the issue surrounding the first day of R&R. Effectively it revolves around where a night shift worker finishes his shift on his last day of his swing in the early hours of the morning and then fly's out on R&R. Our legal team believe that the fly out day should not be counted as the workers first day of R&R. If any night shift worker is affected and would like further information feel free to call me on my mobile.

UPCOMING PROJECTS – ALSO SEE OUR JOBS & PROJECTS FEATURE!

UCJV and MGJV have been given further contract extensions at the Karratha Gas Plant (KGP) Life Extension Project. Monadelphous have been re-awarded the maintenance contract KGP. Monadelphous seems to be winning a heap of work up the North West, but they are also leading the way with the race to the bottom. You just have to look at their current agreement that covers On Shore and Off Shore works around Australia called, MWOG PTY LTD Enterprise Agreement.

The Wheatstone Project is slowly but surely starting to gear down, with the commissioning of Train 1, with the focus now on Train 2. RCR are also in the commissioning phases with their Silvergrass and Cape Lambert Projects.

2018 hopefully will see projects kicking off with the \$3.6 billion BHP South Flank due to start in the second half of 2018. Also the \$2.2 billion Rio Tinto Koodaideri is due to kick off next year with the camp accommodation currently being put together. The Balla Balla Project is still awaiting final go ahead with the WA State government sealing the next 50 kms of the Karratha to Tom Price road which will allow Drive in / Drive out for the construction of the mine. Hopefully the Balla Balla construction will start by the second half of next year.

If you would like more information on the Balla Balla Project feel free to email me at PFerreira@cfmeuwa.com.

If you're not a member and reading this, please sign up. It's only a few easy steps to join online and remember, all union dues are tax deductible. You can join online at www.cfmeuwa.com where you can also check out a range of terrific member benefits. Benefits are like a Gym Membership if you don't show up and participate, you don't get stronger.

Finally I would like to wish all CFMEU members and their family a Merry Christmas and safe New Year. Hope to see you all in 2018

Get a head start for new projects in 2018



There's some major projects starting up in Perth and the North West during 2018, so make it a new year resolution to update your skills and tickets to increase your job opportunities. Remember CFMEU members get a discount of at least 20% off all courses. See our website for course details at www.cstc.com.au

CSTC SCHOOL LEAVERS SPECIAL:

DON'T MISS OUT

The School Leavers Special is running from November 2017 to the end of January 2018. A Fantastic opportunity available to all 2017 school leavers who would like to go into the Building and Construction Industry.

CSTC is giving school leavers the opportunity to enrol into a number of introductory level courses for both under and over 18 years of age, at half the full course cost.

Contact CSTC today about course availability and prices via email training@cstc.com.au or phone (08) 9358 6501.

SUMMER SPECIAL

A great special discount is running throughout December on Work Safely at Heights and Confined Space Course:

****Special Members Price \$200 and Members eligible for the CTF Subsidy will only pay \$60.***

CSTC HOLIDAY CLOSURE

CSTC will be training up until Christmas closure at 4pm on the 20th December and re-opening for training Monday 8th January at 7:30am.

Any queries regarding courses over the break need to be sent through to training@cstc.com.au. Emails will be checked periodically over the break or instant message through to our Facebook page.

All CSTC Staff wish CFMEU members a Merry Christmas and Happy New Year.

We look forward to seeing you at the CSTC in the New Year.

*Note: Eligibility criteria applies for CTF Subsidy, contact CSTC for more information. Offer ends soon.

Streets licked by Solidarity



The message is simple: Be in the union – 100% IN 100% WIN!

STREETS WORKERS WIN AGAINST A 46% WAGE CUT BY UNILEVER

"Christmas has come early for Streets workers and their supporters in the Australian community," Australian Manufacturing Workers Union (AMWU) NSW Secretary Steve Murphy said.

"This is an enormous victory for fairness. We are pleased that Australians can get back to enjoying these iconic Australian-made ice creams."

The agreement sees workers receive a five percent wage increase over three years, among other entitlements.

At the end of last month, more than 140 factory workers voted to run a campaign calling for an official boycott of Streets Ice Cream over summer, headed up by the AMWU, after Unilever applied to terminate its Enterprise Agreement with staff.

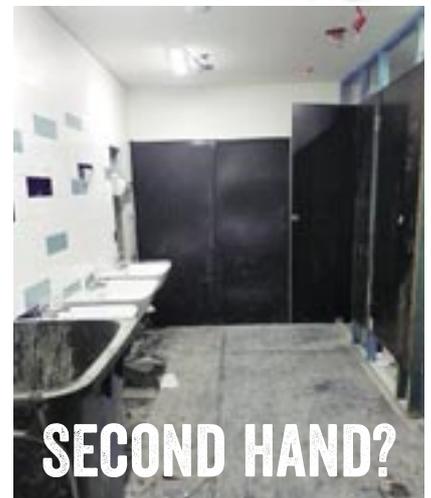
Unilever, the multinational owner of Streets, was attempting to terminate a Collective Agreement for workers at its Sydney factory. Streets workers faced a 46% pay cut if the agreement was terminated.

Employers like Streets are taking advantage of a cop out clause in legislation that lets them terminate agreements that have been negotiated between workers and their employer. Employers are using cop out clauses all over the country to terminate agreements that have been fairly negotiated. If this is happening to you – let the union know.

The Streets and VB boycotts goes to show what can happen when workers stand up with their union. **Be paid up and proud. Touch one! Touch all!**

WHAT'S NEW? Not guest toilets on SKS Hilton job!

News goes from bad to worse on the SKS Double Tree Hilton job in Northbridge. We wonder what the Hilton would think about their guest amenity toilets being used daily by workers who should have a shed and toilets on site of their own (like most well run jobs have) . You can't blame the workers, the builder SKS should have installed proper workplace amenities on the site. So, when the keys are handed over, the guests will be getting second dibs at using plush Hilton quality toilets and bathrooms. We wonder if management will be sleeping on the job in any of the rooms. The job is currently way behind schedule (see story this issue). Meanwhile if you are down in Northbridge and need to go somewhere in a hurry, see SKS management, unless they are otherwise ENGAGED!



New Stadium comes to end as other projects begin



Vinnie Molina with Les Wylie – well done to our delegate Les, and the CFMEU crew for doing their best in conditions that weren't always easy

As we can see, people are getting ready to compete for a seat at the new stadium which has achieved practical completion well ahead of schedule. Our members are joining the army of unemployed earlier than expected. Well done to all on the great job done; something money alone can't achieve. Bosses need you to get a build done.

Since the last report several small and medium jobs have kicked off in the eastern area. The Age Care industry seems to be booming with several Aged Care Villages currently being built. Despite many baby boomers having to sell their homes to end their days in the care of the multinational corporations running these expensive retirement villages, they are creating some critical jobs in the area.

Cooper & Oxley has 12 more months ahead on the Meath Aged Care job in Como using subbies such as Beyond Bricklaying, Adamini Formwork, Everest Scaffolding and GMF.

Absecon is building the Amherst Aged Care in Canning Vale using similar subbies as well as C&F Concrete, HMS Formwork and others. PACT is building the Rossmoyne Age Care with Adamini Formwork as well. PACT also has the Burswood Tavern well underway and the Faith Community Church, in both sites using Northcoast Concrete and Formwest. CPB Construction, formerly Leighton, is building the Nicholson Road Bridge in Canning Vale with D&Z doing the major works. Carousel Shopping Centre is charging ahead with the new carpark nearing completion before Christmas. Cooper & Oxley has also

begun construction on the new Curtin University Busport with Crown Construction and other subbies.

Pindan and Georgi continue to build residential units, hand in hand with Hanssen Constructions in South Perth. The DORIC Midland Gate Shopping Centre has SVG Concrete, Westcoast Reo and Murphy Civil. We get several complaints by workers not getting supplied PPE by employers and labour hire ripoffs. Guys, you have the right to get your PPE supplied, put your old boots and outdated helmets in rubbish bins in demand for safety.

NO LIGHT AT THE END OF SALINI TUNNEL – TURN ON THE LIGHTS AND JOIN THE UNION

Finally, the biggest headache has been the biggest government project in Perth – the Forrestfield Airport Link. Apart from the substandard non-union sham Enterprise Agreement, the safety on the job is typical of a third world builder. The safety culture brought in by Salini Impregilo to Western Australia is one of productivity ahead of safety. Workers have reported numerous safety breaches, from crushed fingers, fractures, fatigue issues (from stupid 12 hour day rosters) to serious incidents involving cranes, power lines and acid spills.

Subcontractors and suppliers have also complained that bills are not getting paid in a timely way, so it is not only workers getting short changed every fortnight, but subbies and suppliers are also being shafted. Morale on the job is low. This will only change if the workers get organised and demand respect for WA tunnel workers.

64 YEARS TOGETHER AND STILL GOING STRONG

Still on the job and still in the union. Painters Dennis and Trevor have been CFMEU members collectively for 64 years. Dennis for 44 years and Trevor 20. We would like to thank them both for their Solidarity and commitment



to union values over so many years. They are both currently working with Vandenberg's Painting at the PACT Burswood Tavern next to the New Perth Stadium. Well done fellas!

I wish you all and your families a safe and happy season holidays, see you all in 2018!

Turning your Issues into Action

When CFMEU members fight on both a political and industrial front MORE can be achieved.

**FIGHTING
ON BOTH
FRONTS**



WHAT IS FIGHTING ON BOTH FRONTS?

We need to deliver 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. Since the Howard Government, right wing governments have attacked workers' rights wages and conditions by developing draconian policies and laws.

We have to meet conservative forces on their own battleground and win. **To achieve this we need to act 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 make them. Do you agree?

WE HAVE ALREADY MADE A START...

Since our CFMEU WA Construction /FIFO branch has become more active we have passed motions at state conference to become policy which include:

- Changes to labour hire. Regulation, licensing and penalties
- Civil 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 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
- To make Worksafe WA more effective
- To ensure fairer worker's comp laws for construction workers

And we can keep adding more to the list to become policy with your support.

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 and real pressures that have to be fixed. The time for talk is over, let's action them.

Your membership in or WA ALP Branch is vitally important in our fight to win against conservative forces, who will only continue to take everything away, we have all fought for. And from only \$25 per year, it doesn't cost the earth but WILL make a world difference.

BE A CHANGE MAKER...PLEASE JOIN NOW

Join the fight! Call CFMEU Political Organiser Steve Catania on 9228 6900 or email scatania@cfmeuwa.com for an application form to join now.



Construction FIFO Members can now join our new facebook page at WA Labor Construction & FIFO Branch.

Stay in touch for work coming up in 2018

Things in the Crane Yards should pick up next year, with hopefully better deals and agreements to get the industry back on track throughout 2018. Stay tuned. Remember they can't lift it without you!

On the project front Stage One of a massive new Medical Centre Complex in Murdoch is due to start mid next year keep in touch with me regarding start up, jobs and subbies etc. See our story in this journal about new projects (and Job Opportunities) on the go in 2018 for more details.

The Lithium Plant in Kwinana is on the go. Lithium seems like the new wonder mineral in WA, as we are a leading world producer for export to China and Tesla. Let's hope we see some downstream processing, and WA start to make its own lithium based products. Create jobs instead of just digging stuff up out of the ground and shipping it.

Shopping Centers are the rage next year with several major developments starting.

AMP Capital Shopping Centre's Managing Director, Mark Kirkland, has said "Garden City and Karrinyup expansion projects would create 2500 construction jobs and 2500 on completion. We are long-term investors and long-term believers in the Perth market," he said. "We like to be part of a successful local economy."

The development of Garden City will increase the size of the centre from 72,000 square metres to approximately 120,000 square metres and once completed, will be WA's largest fashion and leisure destination.

Once again keep in touch with your union for news updates in relation to this and other projects.

Make sure you attend the monthly members meetings to find out what is going on as we move through the year.

The renewal of Kings Square is a joint project between the City of Fremantle and project partner Sirona Capital with a total value of

\$270m. It includes redeveloping the former Myer building, replacing the Queensgate Building and upgrading the Queensgate Car Park. There will be new offices across the two buildings and new prime retail and entertainment that will add to the Freo retail culture. Ground works have started, so call me for details as the job progresses.

I know we are fed up with Labour Hire and its implications for workers and their families. Your union is working extremely hard on both fronts, industrially and politically, to initiate policy changes to Labour Hire. Next year we will be holding a special forum where members will have their chance to have input into changing rules. Rules which are broken. Stay tuned.

Finally I'd like to thank all those members who stuck fat in 2017. I truly believe we can all look forward to a brighter 2018 and beyond.

Have a Merry Christmas and stay safe.

Stick fat in 2018

I'd like to thank all those members I was proud to serve in the Northern Suburbs. I look forward to helping where ever I can to improve wages, safety and conditions for all our members in 2018. Next year will see some major projects happen in the Northern Suburbs area. We have all heard about the multi-million redevelopment of Innaloo and Karrinyup and they are closer now to getting started. I am sure we will see good union quality subbies and jobs on site because union built is quality built and that means on time and budget...our workers do that best.

I ask everyone to support the members meeting throughout next year (the second Wednesday of every month at 5pm) – we want to hear your voice and you need to be informed of what's happening. See you there.

Have a great Christmas with your family and friends and keep safe out there over the holiday period. we want to see you back in 2018. Most of all stick fat and be paid up and proud!

Keep up to date over the break on our Facebook page @ CFMEUWA



Fighting on Both Fronts

CFMEU HOSTS LABOR INDUSTRIAL RELATIONS FORUM

The CFMEU proudly hosted the Labor Party's Future of Industrial Relations Forum. Guest speakers were Labor members of Parliament, Brendan O'Connor (Shadow Minister for Employment and Workplace Relations) and Lisa Chesters (Shadow Assistant Minister for Workplace Relations) as well as Meredith Hammat (Secretary of UnionsWA).



Federal MP Lisa Chesters speaks with Brendan O'Connor and Meredith Hammat

The speakers discussed the need to reform our workplace and industrial laws and get rid of industry and union regulators, like the ABCC.

Brendan O'Connor and Labor have committed themselves to making the laws fairer for working people and Unions. "Australians deserve a government that understands that the challenges in Australia's labour market and workplaces are real, and puts people's wellbeing above corporate profits" Brendan said.

The fact is that the rules that made our country fair are broken. Wage growth is at its lowest while profits are rising, inequality is at a 70 year high, 40% of people are in insecure work and the richest 1% own more wealth than the bottom 70%.

The Abbott and Turnbull governments have done nothing but attack Unions, workers and families. At the next election, we need to kick them out. It's time to change the rules. It's time to stand up and fight back!

Employers take advantage of injured workers



Alex Illich - Eureka Lawyers

The Workers' Compensation system exists to provide a safety net for workers who are injured at work, through no fault of their own. However, employers and insurers will often try to take advantage of workers by denying their entitlements, or in some cases by sacking them because they have been injured.

In the case of Wayne, a CFMEU member, it was Cape, his employer, and CGU, the insurer that took advantage of him. Wayne was working as a scaffolder on the Wheatstone Project when he injured his shoulder. Cape and CGU initially accepted his claim, but instead of allowing him time to recover and have the necessary medical treatment, he was made to return to site, on restricted duties.

When he arrived on site he was taken to his supervisor's office and given a letter from CGU's lawyers which told him that his payments would cease. He was then stuck on site for two weeks, without being able to do anything about his payments.

CGU ceased Wayne's payments and stopped paying for his medical treatment, leaving him without an income and unable to recover from his injury. When Wayne contacted the Union for assistance, he was referred to Eureka Lawyers and an application was immediately made to WorkCover.

NEED HELP FROM EUREKA LAWYERS?

To make sure that you are not taken advantage of by employers and insurers, you should contact your Organiser or the Union on 9228 6900 as soon as you are injured. They will be able to provide you with advice and guidance on what you should do to protect your rights. If necessary, the Union can also refer you to Eureka Lawyers, who can help you with any workers' compensation or workplace issue.

Cbus – Built with Purpose



With over 750,000 members, Cbus is the leading Superannuation Fund in the building, construction and allied industries.

We have a unique heritage and ongoing links with the construction and building industry that employs many of our members.

Cbus Property is a wholly owned subsidiary of Cbus, and manages all Cbus direct property developments and investments. Cbus Property contributes to the built environment through their focus on a quality, sustainable portfolio. Through Cbus Property, Cbus invests in development projects across the country and has created employment for an estimated 75,000* people since its inception in 2006.

With a focus on fostering innovation and creativity in the built environment, Cbus Property strives to achieve a minimum 5-star NABERS Energy rating for completed commercial properties.

Through improvement in building management, including better usage of energy and smarter technology, this rating has been achieved for seven properties in the portfolio at June 2017. Residential apartment developments target owner occupiers with a focus on liveability and quality, close to urban infrastructure and transport.

Being focussed on sustainability does deliver returns with Cbus Property achieving a return** of 24.3% for the year 2016/2017 financial year, compared to an industry average of 12.05%^ . Returns averaging 15.9%

a year have been generated by Cbus Property since it was established in 2006.

Cbus Property developments continue to receive industry recognition with awards including:

171 Collins Street, Melbourne

- Best Victorian Development Award 2017, Property Council of Australia
- People’s Choice Award 2017, Property Council of Australia

140 Williams Street, Perth

- Best Commercial Building Energy Efficiency Project 2016, Energy Efficiency Council

Assembly, North Melbourne

- Victorian Architecture Award for Residential Architecture – Multiple Housing 2017, Victorian Chapter of the Australian Institute of Architects

Looking forward, Cbus Property has a substantial pipeline of projects worth approximately \$4.5 billion, including prime office, mixed use and residential developments that are well-positioned in the current market. A snapshot of some properties currently under development include –

Collins Arch – 433-439 Collins Street, Melbourne, Victoria

Collins Arch comprises 200 luxury residential apartments. It is part of a luxury mixed use development which incorporates the 5 Star luxury hotel, W Melbourne and approximately 49,000sqm of PCA premium

grade office accommodation.

The residential apartments occupy components in both the East and West Towers and includes the Skybridge at level 34. Due for completion in 2019.

443 Queen Street, Brisbane, Queensland

443 Queen Street heralds a new generation of design for subtropical living.

Set to be Brisbane’s first premium subtropical residential tower, consisting of 264 high quality residential apartments with unprecedented views over Brisbane and back towards the city.

Newmarket - 1 Young Street, Randwick, NSW.

Newmarket is located in Randwick, which is 6 kilometres south-east of the Sydney Central Business District, and located within the sought after Eastern Suburbs.

The development is over 5 hectares in size and will be an unprecedented offering in Randwick, providing 642 residential dwellings and approximately 2,300sqm of commercial/retail accommodation.

The master plan comprises 17 residential apartment buildings ranging from 3 to 8-stories to be developed in three stages.

** Estimated employment since inception in 2006 to June 2017 based on inductions for completed and committed developments.*

***Cbus Property investments are part of the property asset class in the High Growth, Growth, Conservative Growth and Conservative investment options and these returns form part of the crediting rates allocated to accounts invested in these options.*

^ The industry average is the Mercer/IPD Australian Property Pooled Fund Index.

Women Standing Up, Fighting Back

The largest ever union conference of Australian Women in Male Dominated Occupations and Industries (WIMDOI) was held in Brisbane on 21-23 November 2017.

WIMDOI is a network of union women that has been operating nationally for 24 years, and holds a conference every two years. The 2017 conference was attended by over 130 unionists from every Australian state and New Zealand. Women attended from a broad range of occupations and industries – including construction and forestry workers, seafarers and wharfies, electricians and firefighters, bus and tram drivers, miners and meatworkers, manufacturing and metal workers, gardeners and paramedics – and many, many others.

The CFMEU WA Branch was well represented by 3 rank and file members – Julie Knighton (Forestry), Sharon Keating and Michelle Sheehy (Construction).

The conference was jam packed with information, action and inspiration. We learnt about current priority union campaigns to Change the Rules, win universal access to 10 days paid domestic violence leave and combat gendered violence across our industries. We heard about the First Nations Workers Alliance, the campaign for better retirement income for women and the impact of inequality on working women. We also learnt about the successful work being done across our movement to organise, encourage and mentor women members in male dominated industries.

We heard from many inspirational leaders including Ged Kearney and Sally McManus – ACTU President and Secretary. We also heard from many trailblazing women union leaders from our Unions like Jane Calvert, National President CFMEU (FFPD), Michelle Myers, National Women’s Officer MUA, Luba Grigorovitch, Victorian Secretary Rail Tram and Bus Union (RTBU) and Patricia Fernandez, Victorian Secretary of the Meat Workers Union (AMIEU) – and many others.

On the second day of the conference we gave our support to our comrades in Queensland campaigning for a return of the ALP government in the lead up to their state election. We marched loudly and proudly through the centre of Brisbane, and not only got our message across to shoppers and workers in the city, but also attracted widespread media coverage in Queensland.

We have returned home armed with lots of ideas, information and inspiration to take back to our workplaces and share with members to help build a strong and active CFMEU membership, where women and men stand together to defend our rights at work.

If you would like more information on WIMDOI or if you would like to get involved in the growing network of active CFMEU women members, please contact Michelle on 0401 011 982.



Top: Michelle Sheehy and Sharon Keating.

Centre: Julie Knighton, Sharon Keating and Michelle Sheehy.

Bottom: Sharon Keating, Sally McManus and Michelle Sheehy.

Reddifund assists over 2000 workers

ReddiFund is your WA based redundancy fund who provides security for worker's redundancy entitlements.

The Fund, over the past financial year, has assisted over 2,000 workers with redundancy entitlement claims totalling in excess of \$9,000,000 in payments.

The number of claims by workers reduced from the previous year of over 2,500.

In addition to protecting the workers redundancy entitlements, the Fund also offers great benefits to its Members as follows:

- **Up to 12% Discount on Health Insurance policies with HBF.**
- **12% Discount on all Health Insurance policies with HIF.**
- **Great discounts on safety wear /equipment at Pacific Safety Wear based in Malaga.**

The Fund continues to be a great supporter of **MATES in Construction WA**, this year providing **sponsorship of \$440,000** bringing the total over the past 5 years in **excess of \$2,000,000.**

MATES provides invaluable support to all workers and families in the Building and Construction industry in WA and the Fund has committed



to sponsor MATES for a further 2 years.

We would like to thank all our members for their continued support and wish you all a very Merry Christmas and a Happy New Year.



Be safe and enjoy yourselves over the festive period on behalf of ReddiFund Staff and Directors.

Notice on R&R – Decision handed down

The Federal Circuit Court handed down its decision, on 2 November 2017, on the question as to whether workers can have their notice period and their R&R run concurrently. Judge Smith found that section 117 of the Fair Work Act does not prohibit an employer from telling a worker that he's finished up just as he's about to fly out on R&R and that his notice period and R&R will run at the same time.

The CFMEU had argued that this denied the worker the right to his R&R that he was entitled to as a result of an extended swing. In his decision the Judge disagreed that the worker was in any way disadvantaged by this practice and that the employer had applied the law correctly. Rather bizarrely at one point in the decision, the Judge suggests that a worker would have no opportunity to seek future employment if he was forced to work his notice. It seems as though the use of the internet and the mobile phone is not the way you find work in the legal world!

Ultimately the Judge found that R&R is unpaid leave and treated the same way as weekends are for those not working on a FIFO basis. Although we disagree with the decision we have reached the point where we will have to accept it and turn our focus to changing the rules in order to make sure that the current legislation is not continually used to pick the pockets of workers. The Fair Work Act, the wording of which forms the basis of this decision, is a discredited and dishonest piece of legislation that needs to be consigned to the dustbin of history. In its place we need legislation that puts workers first, and the rights of those workers, as its main objective.

If we are to avoid Courts continually handing down decisions that disadvantage workers, then we need rules that are designed to protect. It is important that we all jump on board with the ACTU 'Change the Rules' campaign and make sure that when we next have a Labor Government in Federal Parliament we have industrial legislation that is designed by, and acts for, the working class of this country.

A big thank you needs to go out to the workers that helped us with this court case, you know who you are. Without members having the courage to stand up and be counted we'd never be able to challenge these practices in court, never be able to highlight the inadequacies of the laws and never be able to get them changed. Good Trade Unionists change laws by standing up and being counted.

Your MATES are here to help at Christmas

CHRISTMAS IS A TIME THAT CAN STIR UP A LOT OF EMOTION. HERE ARE A FEW TIPS THAT CAN HELP.

For a lot of workers, Christmas and school holidays can be quite a stressful time of year.

The added pressure to be *happy and joyful* just because its Christmas, can sometimes make things worse when you, your family or another workmate is doing it tough.

Being aware of what you are feeling, or recognising that things might not be as easy for your workmate will go a long way in helping to head-off unpleasant experiences and events.

TIPS TO NAVIGATING CHRISTMAS

Forget Perfection: Christmas after all is just another day. The stress of trying to make it 'perfect' is sometimes the very thing that pushes everyone's buttons.

Learn to Say NO: Keep it simple and plan just a couple of things to do. It's Ok to say "no" and make other choices. Spreading visits out so they are not all packed into the one day may also help.

Avoid Family Conflict: Stay long enough to be friendly and considerate, but try and leave before the conflict starts. If conflict does start, have some neutral response ready, like *"I can see how you would feel like that"*, *"Sorry to hear you feel like that"* and *"Let's talk about it another time"*. Then escape.

Stick to your Budget: Set a budget for how much you can afford to spend, engage the family into doing a "Secret Santa", or agree to only buy for the children. Let people know in advance what your limits are.

Limit Alcohol: Christmas and alcohol are not always a good mix. Drink plenty of water, choose low-strength alcohol, limit how much you drink and who you are drinking with (their behaviour).

Do something good for others: Plan some activities with a mate who may also appreciate some company.

Taking the focus off ourselves and onto those who are doing it tougher than us can make us more grateful for what we do have.

Plan Ahead: Put some thought into what you will do and who with. Last minute plans may lead to some poor choices. If you don't have anyone you can spend time with, be especially kind to yourself. Do something



that you really enjoy, exercise to release your "feel good" endorphins and distract yourself with some good movies, fishing, music or a book.

If You Are Grieving: Christmas can be a painful reminder of those we've loved and lost. In the lead up to Christmas dedicate some time to acknowledge your loss so that you can approach the day feeling free to enjoy it as best you can.

From all the Staff at MICWA, we wish you a Safe and Peaceful Christmas and New Year.

Feeling a bit Blue at
Christmas time?
Your MATES are here
to help.

MIC Helpline is Available 24/7 INCLUDING
Public Holidays 1300 642 111



Solidarity is the tenderness of the people. Often, we wonder why solidarity is a bit of an empty word for many of our workmates. For many union members and non-members alike, the concept of taking care of others does resonate as normal. However, the concept of solidarity has been under attack by the mass media, the school system and we have been slowly deconstructing a caring society and in its place building a society of individuals that care only about themselves. A fear has been perpetrated that we are all in competition with one another and we must put ourselves first.

Solidarity has been broken, translating into workplaces with workers refusing to join their unions. Several excuses are used, for example often workers tell me "I can't afford to join" or "I am my own union", or "what have unions ever done for me?" When the sense of community is lost often we don't know or forget the achievements of workers organised in solidarity.

Together we can win as those others did before us. All the wages and conditions such as superannuation, annual leave, penalty rights, sick leave, 40-hour week and RDOs, even time off for a lunch break, were won by union members.

We have seen, in the past 30 years, since the movement came under heavy attack our conditions also come under attack.

Together we can win as those others did before us. All the wages and conditions such as superannuation, annual leave, penalty rights, sick leave, 40-hour week and RDOs, even time off for a lunch break, were won by union members.

If we cannot reverse the situation it is not hard to envisage sometime in the future conditions for construction workers in Australia resembling those in the third world. It is only with solidarity that our wages and conditions can be defended as well as deepened.

Solidarity is a two-way street; we help and we get helped. International solidarity for example has had a big impact in our lives. Unions in Australia helped end the Vietnam War, conscription and apartheid. Union members fought for peace here and abroad. Likewise, during the Patrick's lock out of MUA members in 1998, union members around the world refused to load or unload ships in solidarity with Australian workers. Meanwhile MUA members have recently rallied in solidarity with sacked dockworkers in Spain, Indonesia and PNG.

What else has international solidarity done for us? Back in October 2017 the Building Workers International BWI visited us in Perth to participate in a rally against the War on

Workers. The CFMEU rallied against sham enterprise agreements like the Salini Impregilo currently building the Forrestfield Airport Link. Salini registered an Agreement signed by 3 workers which has been imposed on over 400 workers who were not able to exercise their right to have a say about their wages and conditions in their workplace.

The fact that it is even possible is just one of the reasons ACTU leader Sally McManus says the rules are broken and must be changed. Keep your eyes open for opportunities to help out in that campaign. The BWI officials visited the Salini site but were not allowed to speak to the workers on site. The CFMEU and BWI are taking the fight internationally to ensure we put the FAL Project on track. Most importantly we need to build solidarity on the job and enlist every worker as a member of their union.

Enjoy your break, recharge your batteries because 2018 will be our year of struggle for our rights on the job.

USE YOUR HEAD?

The next time any BGC supervisor is in a construction zone they would do well to set an example for good safety and wear a hard hat. We have plenty in our office if needed. Just call 9228 6900.



VINNIE'S CHRISTMAS APPEAL THANK YOU

We would like to thank all our staff, workers and subbies across various Perth Sites for donating to our Vinnies 2017 Christmas Appeal. Your kind donations will help to make Christmas a lot brighter this year for families and their children who are doing it tough. Well done.

VALE JENNIFER HARRISON



We are sad to report that one time Industrial advocate and lawyer for the CFMEU, Jennifer Harrison passed away in Mid November after a long and brave battle with cancer. A lot of you will know Jennifer from her early days with the Painters Union as it merged with the BLF and then on to become the CFMEU. Jennifer left us in the early 2000's to become a Commissioner at the WAIRC. She was a pioneer for women in the industrial landscape and we were so glad she was able to attend the opening of our May Holman Room just a short time ago – a room dedicated to the role of strong progressive women in the labour movement of which she was certainly one. Our sincere condolences to her son Tom and all her family. We will always remember Jennifer with fondness and respect. R.I.P.

PET'S WINNER

the Winner of our Pet Pics competition from last issue was Glen Wellington for his pic of Tully. Congratulations!

CHRISTMAS CRACKER



HEY KIDS

Enter our Christmas holiday coloring in Competition to Win a \$50 K-Mart Voucher. See the back of address cover sheet with this issue.

Where's Scaffy?

Scaffy was hiding on page 37 last issue. This issue Scaffy is hiding with his Xmas hat on. See if you can find Scaffy and wish him a Happy Christmas. **Look Closely!**



Wishing all our staff and members a very Happy Christmas and Holiday Season
Our office will close at 12pm 21 December 2017 and reopen at 7am on 2 January 2018