

# Be alert!

The CFMEU Safety Unit issues alerts regularly. These can be found on our website at [www.cfmeuvic.com.au/downloads](http://www.cfmeuvic.com.au/downloads)

Recent alerts and notices include:

## Reusable concrete anchors

These have been used on some sites to secure harnesses. They are unsuitable for this purpose, and should not be used.

## Precast concrete panels

Issued after two accidents in which lifter inserts came loose, causing panels to drop. These incidents have led to the introduction of a new precast certificate of compliance checklist, which must be complied with before panels are sent to site (see details on the website).

## Securing glass panels

Disaster was narrowly avoided at a shopping centre when windows that had not been properly fixed blew out into the public car park during high winds.

## Guidance notices

Guidelines and specifications for the safe use of:

- Loading platforms
- Modified Elevated Work Platforms
- Adjustable base plates

## Environmental and Occupational Health & Safety Unit Safety alert! September 2011

### High winds and unsecured glass – a shattering experience!



A recent incident at a suburban shopping centre highlighted the dangers of glass installation, and what can go wrong if glass panels are left unsecured in their frames.

A sheet of glass, approximately 900mm x 1200mm, weighing around 70kg, fell 20 metres on to a car park entrance. If a car or

pedestrian had been entering or exiting the consequences would have been devastating. The glass fell because while the sheets were installed in the frame some weeks before hand, they had not been permanently secured or fixed. This is a practice that cannot be allowed to continue – especially when we are coming into the season of high winds.

No glass should be left unsecured and/or unsealed at any time – left alone overnight or

for weeks at a time! Each sheet of glass must be checked and confirmed to be fully secured and fixed into place before moving onto the next task by both the glazier and the manager of the project. If in doubt about the methods and security of any glass installation on your job, call the CFMEU OHS Unit for more information and advice.

Tel: 9341 3444  
[www.cfmeuvic.com.au](http://www.cfmeuvic.com.au)

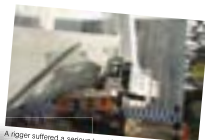


Authorised by Bill O'Neil, Secretary, Lenny Carson  
**SAFETY**

## Environmental and Occupational Health & Safety Unit Safety alert! September 2011

### Precast Panel Safety

Recent accidents involving failure of lifter inserts on precast concrete panels have exposed widespread problems. In response the CFMEU called all players in the industry together to implement more effective quality assurance measures. These will compel manufacturers to comply with the national code of practice and the Victorian industry standard. A sub-committee will report to a final meeting of safety officers and manufacturers.



A lifter suffered a serious failure and a crane operator narrowly avoided death when a precast panel fell from a site in Brisbane on 1 August.



4. Often, the technical information (including rigging diagrams) is not being provided to the builder or crane crew prior to the panels being unloaded on site.

From 1 October, panels not complying with the Code of Standard and the new QA checklist standards will not be unloaded on site.

Authorised by General Counsel, [www.cfmeuvic.com.au](http://www.cfmeuvic.com.au)  
**BUSINESS**

## Environmental and Occupational Health & Safety Unit OHS alert! October 2011

### Reusable concrete anchors? Yeah right!

An on-the-ball CFMEU OHS rep recently alerted us to be 'portable AND reusable anchorage connectors'. In our industry that's code for DISASTER!

These fittings are designed to anchor and secure harnesses to concrete. They are difficult to use and require an extraordinary degree of accuracy to be effective.

In other words, EVERYTHING has to be 100% correct, 100% of the time, for the product to work 100%. They have no margin for error.

In our industry there is always some annoying little extra or variation that can't be avoided, making such a product unsuitable for the unpredictable construction environment.

The primary reason these products are appealing is that they can be REUSED – over and over again. Some employers reckon that's going to save them time and money – but at what cost? Potentially a worker's life.



Well, we say that's not on! We must have systems of work and equipment that provide a buffer against any error or variable that is inevitably thrown our way.

Engine-designed fixing plates (with four secured bolts) and single-use fixings for static lines are just some of the safer options readily available for securing harnesses.

We'd rather see workers' lives saved, as opposed to trying to save a bit of time and a few bucks here and there. Expediency, economics and so-called efficiency all sound pretty hollow when they end up costing a worker's life.

Don't be fooled and don't sacrifice workers' safety. If these products appear on your site, contact the CFMEU OHS Unit immediately on 9341 3444 – someone's life could depend on it!

Authorised by the General Counsel, Lenny Carson, Secretary of the CFMEU OHS Unit  
**SAFETY IS UNION BUSINESS**

## WorkSafe upping penalties

In an encouraging development, WorkSafe is successfully pushing for bigger fines on companies found guilty of safety breaches.

### Australand fined \$350,000

CFMEU member John Parton died on a Dandenong South site in April 2008 when partially erected structural steel collapsed in high winds.

In passing down its judgement, the County Court found that purlins were not bolted sufficiently to brace the structure.

Australand Industrial Constructions, the builder on the site, pleaded guilty to one charge of failing to control or ensure a workplace was safe and without risks to health.

There are still questions over the guilt of the subcontractors involved and further convictions are expected.



### Scaffold collapse

It was a miracle no one was killed when scaffolding collapsed into Commercial Road, Prahran in February 2009. Three workers, two of whom rode the scaffold down, received injuries.

Cases are continuing against companies over the scaffold collapse.

So far, EGI Bricklaying has been fined \$100,000 for a 'significant and serious breach' of safety on the site. WorkSafe found that scaffolding was loaded well above its safe working load with over 6,000 bricks across 14 bays.

## Lenny Carson 1970–2011

# Another asbestos tragedy

In August, Lenny Carson realised his dream of becoming a father when his wife Kerry gave birth to their son Leo.

Seven weeks later, he passed away aged 41, another victim of asbestos.

Lenny hailed from Ballymena in the north of Ireland, and enjoyed an interesting and varied working life in different parts of the world. While in Melbourne in 2007, he met and fell in love with Kerry, a Kiwi, and they decided to put down roots here.

They bought a house in Somerville, and Lenny had a yacht that he enjoyed sailing around Westernport Bay.

In February, during a routine visit to his GP, Lenny mentioned he had lost weight and was having night sweats. The doctor sent him for tests that confirmed he had mesothelioma, the cancer caused by asbestos.



Lenny had inhaled the deadly fibre back in Ireland aged 17 while removing an asbestos roof for a boss who took no precautions.

Kerry says Lenny will be

remembered as a gentleman with a lovely sense of humour who faced his illness with great character.

'While at times he was angry about what happened to him, my lasting memory of Lenny will be his overriding courage and positive attitude,' she says. 'It meant so much to him to be able to hold Leo in his arms and I know he was very grateful for that.'

Kerry is grateful to Lenny's workmates at Toorak Formwork and Yarra Carpentry Services for their ongoing support. She also thanks the Union for our assistance.

'It was a great relief to Lenny, knowing we would be receiving payouts through Incolink, Cbus and CoInvest. I can't thank Steve Long (CFMEU Organiser) and Danny Gardiner (Cbus) enough for their help sorting all that out.'



'Lenny hadn't realised it was part of the Union's role – looking after families – but I know it gave him a lot of comfort. His family, who came out from Ireland, were really impressed as well.'

Kerry hopes that if any good can come out of this tragedy, it is to remind construction workers of the deadly nature of asbestos and to empower them to say no if anyone tries to put them at risk.

# Moving on up



Experienced tower crane driver and CFMEU trainer, Tony Minchin, at the controls of the crane.

**T**he CFMEU Education and Training Unit's high-risk work facility in Wharf Rd, Port Melbourne is now open.

The 8000-square metre complex comprises large indoor and outdoor areas, and will offer courses in all licensed and non-licensed high-risk work. A purpose-built tower can be used for rigging, scaffolding and hoist training.

Towering over the lot is a brand-new Liebherr 125HC-L6 electric luffing crane, with a dual cab designed specifically for training.

Our Training Unit is constantly improving its service and offerings to members. Next priority is equipping the existing training facility over the road in Sabre Drive as a trades centre of excellence.

For CFMEU Training Coordinator, Anne Duggan, it is vital that the unit evolves to meet the needs of members and the industry.

'A lot of training organisations haven't kept up with the pace and cost of change,' she observes. 'With the increased requirements to demonstrate competency for high-risk licences, quality training gets more important. Quickie courses are a thing of the past.'

For more information see the *Dare to Learn* booklet or visit [www.cfmeuvic.com.au/training](http://www.cfmeuvic.com.au/training)



## DARE TO LEARN

CFMEU EDUCATION AND TRAINING UNIT  
TEL (03) 9341 3444



'The CFMEU is proud of our investment in the new high-risk training centre.

We are committed to providing members with the best service possible, and you now have access to the finest construction training facility in Australia. Most courses are free to members.

I encourage you to take full advantage of our facilities and remind you it is Union policy that members undertake training through the CFMEU Training Unit.'

BILL OLIVER, STATE SECRETARY



Brendan Murphy in the workshop with future construction workers Ben Ward, Josh Alderdice and Ash Taylor.

**U**nions are always calling for more training opportunities for kids – and we don't mind putting our money where our mouth is, either.

Geelong Trades Hall Council is sponsoring students in pre-apprenticeship courses at Gordon TAFE. While they work towards their leaving certificate, the kids learn construction skills, get a bit of experience on building sites, and pick up a few bucks. They even work out a bit to get in shape for hard yakka and receive healthy eating tips.

The Union sponsorship helps struggling kids to pay for their enrolment and other costs. This is vital, as tech fees have jumped to stupid amounts in the last few years. A course like this, which is really part of schooling, can cost

kids and their parents \$1,500 a year.

The Union involvement ensures kids receive wages during their placements, are registered with Cbus, and attend Union meetings to learn about their rights and our role in the industry.

Local CFMEU organiser Brendan Murphy is enthusiastic about creating opportunities for kids, but says a lot more needs to be done.

'Places like Shell and Alcoa down here used to churn out hundreds of apprentices, but over time, we've noticed less and less,' says Brendan, 'Yet people say we've got a skills shortage – as if it's some sort of mystery that needs to be solved.'

'By taking a lead, we're issuing a challenge to employers to support young kids like these and to take on more apprentices.'

## Chris De Bolfo 1976–2011

### Thank you

To CFMEU officials and staff,  
I wish to thank you all for your offer of condolences for the sudden passing of my dear son Christopher. The notice in the Herald Sun and the help given via my nephew Bradley has been much appreciated.

I wanted you to know that the time that Christopher had been involved in the construction industry had been the happiest in his working life. He had really found his niche.

The highlight for him was the training opportunities he had access to through your organisation and he was so proud each time he gained a new ticket.

He worked hard, enjoyed the people he was meeting and proudly wore his CFMEU jumpers.

This will be an enduring memory for me, knowing how happy Chris was with his job and the union.

I am deeply grateful for the kindness shown to me and the family during this very sad time.

Kind regards,  
Susan De Bolfo

**C**hris passed away on 31 August aged 34. He had been diagnosed with the heart condition atrial fibrillation after experiencing pains in his lower chest. His mother urges everyone experiencing chest pain not to take it lightly.

Members on the Probuild site at Melbourne Uni held a minute's silence for their workmate, something Susan says touched all her family.

After many years driving trucks, Chris enjoyed the camaraderie and spirit he found among unionised construction workers.

CFMEU Trainer Mark Devereaux says staff in the unit



enjoyed Chris' presence on courses, and were shattered when they received news of his death.

'He was a gentle giant,' Mark says of Chris. 'Funny, enthusiastic and always keen to learn. We are presenting his family with the Advanced First Aid certificate Chris had nearly completed, as a memento of his time spent training with us.'

# CFMEU KIDS CLUB

## Geri's Birthday



It's Geri's birthday, and she absolutely loves cupcakes. Help me decorate these cupcakes for her party.

Be as creative as you like. You can use stickers, glitter, paint etc.



What is your favorite birthday treat?



Win a 'TOYS R US' voucher!

Simply decorate the cupcakes, send them back to Steve, and tell us what has been your favorite birthday treat.

Send in your entries by 31 January 2012 to:

CFMEU Kids Club  
PO Box 226  
Carlton South 3053

Don't forget to include your name, address and age.  
Good Luck!

Our winners from the 'Trip to the city' issue!

Congratulations to all our winners. You will be receiving your Toys R Us voucher soon.

### GET YOUR CFMEU GEAR



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STAINLESS STEEL \$120



WALL CLOCK \$55

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FLUORO T-SHIRT \$20



POLO SHIRT \$30

### Do your own compliance checks

Make sure you are paid correctly and on time

CBUS	1300 361 784 or <a href="http://www.cbussuper.com.au">www.cbussuper.com.au</a>
Incolink	9639 3000 or 1800 337 789(regional) or <a href="http://www.incolink.org.au">www.incolink.org.au</a>
CoInvest	1300 464 68378 or <a href="http://www.coinvest.com.au">www.coinvest.com.au</a>

Missing or late payments can invalidate Incolink and Cbus insurances.

### If tragedy strikes

Nothing can compensate for the loss of a loved one, but members covered by a union EBA have the comfort of knowing that, if tragedy should strike them, their family will be provided for.

Working under a CFMEU EBA means your employer pays into Incolink. Under the improvements negotiated by the CFMEU this year, the family of a worker killed on the job receives \$400,000 (\$250,000 if no children) without delay. Incolink also pays an \$8,000 dollar funeral benefit. For non-work related deaths the benefit is \$40,000/\$20,000.

Workers have insurance through CBUS, which can range from \$52,000 for one unit (\$1.95 per week) to \$520,000 (10 units). You control the number of units. Check to make sure you have adequate cover for your family.

Families receive all money in the deceased's Incolink, Cbus and CoInvest accounts. Grieving families can also count on the assistance of the union's lawyers Slater and Gordon for guidance through the Workcover system to claim all available payments.



# What is the Occupy movement?

As far as political movements go, it was a meteoric rise. Occupy Melbourne went from nowhere to front page news in less than a week when the cops shut down their City Square camp on 21 October.

Publicity was assured by the violent nature of the eviction and the distasteful conduct of the Lord Mayor. Robert Doyle led the charge smearing the protestors then seemed to get perverse pleasure watching from the town hall balcony as police kicked the mostly young crowd up and down Swanston St.

All the attention caused many to ask what's it all about?

## Capitalism in crisis

The Global Financial Crisis which began in late 2008 has seen dole queues grow around the world. The American stock market collapsed when reckless investments based on an unsustainable real estate bubble were found to be not worth the paper they were written on.

The shockwaves were felt through the global banking system and most countries experienced a sharp downturn.

Australia has been spared the worst thanks to continuing demand for our natural resources and agricultural products, mainly from China. The Federal Government stimulus also contributed to us dodging this bullet.



Many others have not been so lucky. Across the world the ruling class are in panic and responding the only way they know how: forcing cuts on the working class.

- **Ireland's** official unemployment rate is 14 per cent and public employees have suffered wage cuts of between 5 and 15 per cent. In a disastrous move, the government agreed to cover the billion dollar losses of foreign lenders owed money by Irish banks.

- **In Greece** the economic downturn caused a massive public debt crisis. To receive relief loans the government cut pensions, raised the GST and other taxes, and cut wages. The response has

## October CFMEU Branch Meeting motion

**The Branch endorses the following resolution of the Trades Hall executive:**

**'The VTHC supports the democratic right for citizens to protest. In solidarity with the Occupy Melbourne demonstration, the VTHC expresses its concerns about corporate greed and excess. The VTHC supports the goals of a fairer distribution of wealth and power throughout the community.'**

**Further, the Branch condemns the heavy handed police activity in dispersing the protest, and the actions and extreme and provocative statements of the Mayor Robert Doyle, which fuelled the confrontation. The Branch will consider requests of logistical support.**

been rolling protests and riots throughout the country.

- **Spain** has youth unemployment running at 45 per cent. Schools and hospitals have been cut as the economy stalls. A mass movement known as the *indignados* (indignants) has been calling for radical change since May including an occupation of Madrid's main square for five weeks.

- The GFC has accelerated the decline for workers in the **United States**. Job losses have led to many being forced out of their homes. The right-wing is trying to use the crisis to push through pet policies like eliminating workers' bargaining rights and privatising schools.

Inspired by Greece, Spain and the revolutions in the Arab world, a group of New Yorkers

decided to take their protest directly to people who caused this crisis with their reckless greed. On September 17 they carried tents to lower Manhattan with a plan to Occupy Wall St (OWS).

## Winds of change

They were united by outrage that, after years of right wing economic policies that redistributed wealth upward to the rich, the working class have had to bear the brunt of the recession. Calling themselves the 99 per cent, OWS, soon grabbed national attention.

Around 200 cities in the US have occupy protests going on. Unions fighting in a tough environment have worked with the new movement. Occupy protesters have backed up picket lines and a massive no vote in Ohio to a law designed to remove bargaining rights has been put down to the new mood created by the movement.

When occupiers were accused early on of not knowing what they were about they laughed and said 'that's not the point - we know what we're against - corporate greed'.

By holding their ground over the last few months they have started a conversation about their nation's future. Ideas like a Robin Hood tax on high finance transactions are all of a sudden on the table.

## Local need

And the idea has spread around the globe. Occupy Melbourne has taken up the same issue - corporate greed screwing the public - and even used the same slogans as Occupy Wall St.

While economic conditions here are nowhere near as bad as in the US and parts of Europe, the occupy movement still has a valuable role to play. Australia is becoming more unequal.

Given the inexperience of many of those involved, it is understandable that momentum has stalled following the initial euphoria and the crackdown. If those involved are serious they will come out of this stronger. They need to look at the success of their movement overseas and build links with the welfare sector, pensioners and unions, if they want to create durable political movement.

Because when the crisis hits here, we're going to need it.



## International news

### British construction workers fighting 35% pay cuts

Electricians and mechanical fitters with Britain's largest construction companies are resisting savage pay cuts.

The companies, led by Balfour Beatty, announced they would withdraw from the national wage agreement and offer a new deal that reclassified work to lower skill levels. This would result in 35 per cent pay cuts.

Any workers not signing up

to the rotten deal would be considered to have sacked themselves!

Workers have fought back with lively street demos and site occupations and there are signs this has forced the companies into a rethink.

### QANTAS' dirty Fiji link

In September it was revealed that a Qantas group company helped write laws for a vicious anti-union crackdown in Fiji. Air Pacific, 46% owned by Qantas,



bankrolled the American law firm that drew up the new Emergency Industries Decree.

The decree cancels all union agreements, bans overtime payments, does away with the minimum wage and lets companies choose who can be a union official.

Already the secretary and president of the Fiji Trade Union Congress have been locked up.

Be alert and alarmed

# Libs go to war on workers

BY JOHN AYERS, ORGANISER

Let's be honest, most of us read the *Herald Sun* and some may be tempted to vote for Abbott at the next election, following Murdoch's multi-million dollar campaign against Julia Gillard.

Well, here's a lesson on what would happen to workers and their families under a Liberal Government.

A couple of months ago, 37 maintenance staff at the Austin Hospital – many of whom had been there for 20 to 30 years – were called to a meeting with CEO, Michael McDowell and his bag carrier, a guy called John Wilkinson, and told that they were sacked.

Naturally, the CFMEU put the management straight into Fair Work Australia – and McDowell and Wilkinson knew then that



John Ayers addresses a protest against the sackings. Numbers were swelled by workers from the Olivia Newton John Cancer Centre site who came down to lend their support.



CFMEU Organiser Billy Beattie with sacked Austin Hospital workers and supporters.

they were on a hiding to nothing, not least for trashing the State Government's own Public Sector Industrial Relations Policy.

**Smash rules when convenient**

So, Baillieu's bastards stepped in to help sack the workers. They gave McDowell and Wilkinson special permission to simply dispense with the policy. Yeah, they hate workers and their families so much that they were willing to trash their own policies...

After weeks of negotiating in Fair Work Australia, the workers finally got 21 weeks extra pay on top of their entitlements – a slap in the face for the hospital management maybe, but Baillieu couldn't have given a toss.

So, just in case you're tempted to believe any of Murdoch's lying words, remember what a worker-hating Liberal government would do to you and your family.



Shop steward Larry Doyle with Fr Bob and Nick Moore.

## Keeping Bob on the job

Father Bob Maguire dropped into Abigroup's Atherton Gardens site in Fitzroy on the Friday before the Melbourne Cup weekend.

Shop steward Larry Doyle had organised for Bob to draw a raffle raising money for his work supporting underprivileged kids

in South Melbourne and Windsor public housing.

In addition to his charitable work, Father Bob is busy trying to keep his job. Conservatives in the Catholic Church aren't happy with his progressive approach and want him to retire. Bob, 75, is committed to staying as parish priest at St Peter and Paul's in South Melbourne.

He is fond of saying, 'The founder of the firm said it is better to feed the poor than install new statues in church,' and puts these words into practice.

Atherton Gardens is the large public housing estate on Brunswick St, and the new building will add another 152 apartments.



ACTU President Ged Kearney proved to be a good sport when she got out and mixed with formworkers and steelfixers on the new taxation office in Albury recently.

Area organiser Fozzie Tait says Ged is leading the push for more secure jobs, a message that hit home in the border region.

'The tax office is the only big construction job in the region at the moment but hopefully that will pick up next year, with a few decent projects on the drawing board.'



Crane Operator on the Atherton Gardens job Pato, with his 2010 Harley Davidson Softail convertible.

# FORM 700

Construction of concrete structures for multistorey office and apartment buildings; and large shopping centres. Including formwork, reinforcement supply and fix, post tensioning supply and installation, concrete supply, concrete place, concrete pumping, construction of concrete lift cores, structure safety screens and provision of other self climbing systems.

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Email: [info@form700.com.au](mailto:info@form700.com.au) Website: [www.form700.com.au](http://www.form700.com.au)

Under the 2011-2015 EBA, allowances will be paid at rates contained in the new Building and Construction General On-site Award.

For up to date allowances, go to:  
[www.cfmeuvc.com.au](http://www.cfmeuvc.com.au)

Wage sheets for apprentices and areas covered by sector agreements [Civil, Demolition, Scaffolding, Pre-Cast and Joinery] are also available on the website.



**To be paid up and 100% Union, go to [www.cfmuevic.com.au](http://www.cfmuevic.com.au)**

Wage rates and benefits				
ON-SITE RATES 36 HOUR WEEK				
Operative from the first pay period on or after <b>1 March 2011</b> . These are CFMEU/Industry certified agreement rates of pay based on the following National Building Construction Awards classifications that now incorporate the FEDFA classifications.				
	RATE PER HOUR (36 HOUR WEEK)	RATE PER WEEK*	WEEKLY PRO-RATA HOLIDAY PAY (INCLUDING 17.5% LOADING)	SATURDAY OVERTIME (INCLUDING 20 MINUTES CRIB)
<b>TRADEPERSONS</b>				
Carpenter, Shopfitter, Joiner Tile-layer Onsite Stonemason Artificial Stoneworker Marble & Slate Worker Plasterer Solid Plasterer Sign Industry Worker Bricklayer	32.34	1164.24	116.35	495.86
Painter – new work Painter – re-paint	31.62 31.57	1138.32 1136.52	113.82 113.64	484.82 484.06
Marker/Setter-out	33.66	1211.76	121.01	516.10
Signwriter Roof-tiler	32.96	1186.56	118.54	505.37
Special Class Tradesperson Carver	34.94	1257.84	125.52	535.73
Carpenter Diver	43.68	1572.48	156.33	669.74

\*Weekly rates includes tool allowance at 100% rate

LABOURERS				
GROUP ONE				
Rigger Dogman DLI Certified Operator (Boom or Tower pump) Stationary Pump Operator	31.44	1131.84	113.18	482.06
GROUP TWO				
Hoist Driver Line Pump Operator (Truck or Trailer mounted) Scaffolder Steel Fixer Concrete Finisher etc.	30.39	1094.04	109.48	465.96
GROUP THREE				
Pile Driver Aluminium Alloy Structural Erector Gantry Hand Drilling Machine Operator Dump Cart Operator Hoseman & Trainee Operator Skilled Labourer and all others	29.47	1060.92	106.24	451.86
CRANE CREWS				
Tower crane crew Operator and Dogman/Crane hands	36.62	1318.32	131.44	561.49
Trainee Dogman/Crane hand (fixed cranes)	34.06	1226.16	122.42	522.24
PLANT OPERATORS BUILDING AND CONSTRUCTION (WEEKLY HIRE)				
OPERATOR GRADES ONE AND TWO				
Mechanical plant operator Groups 1 & 2 Winch driver Mobile hydraulic platform operator	30.46	1096.56	109.73	467.04
OPERATOR GRADE THREE				
Mechanical plant operator Groups 3 & 4 Mobile crane drivers up to 15 tonnes	31.75	1143.00	114.27	486.82
OPERATOR GRADE FOUR				
Mechanical plant operators Groups 5 & 6 Mobile crane drivers 15 – 100 tonnes	33.00	1188.00	118.68	506.00
Note: If unsure if agreement applies to you, check with the Union for your company sector-specific EBA e.g. Civil.				
BENEFITS				
The Union negotiated EBA also provides for: Travel allowance: \$32.35 per day Superannuation: \$144.60 per week or 9% of ordinary wages whichever is greater, payable monthly. Incolink payments (redundancy pay): \$69 per week. Income protection, trauma insurance and portable sick leave are also available (paid into Incolink). Long service leave: 13 weeks after ten years, pro rata after seven years (paid into Colinvest). Overtime meal allowance: \$13.03, when required to work overtime for one and a half hours or more on an ordinary working day. Transfer during working hours: Where an employer requests a worker to transfer from one site to another site during working hours, with his or her own vehicle, an extra 0.89 cents per kilometre must be paid. Where a worker uses his/her car to travel to a job outside the required work boundaries, an extra 0.47 cents per kilometre must be paid. Site allowance: Check the CFMEU Allowances Schedule for more information.				

Allowances			
ON-SITE RATES 36 HOUR WEEK			
MULTI-STOREY ALLOWANCE (FROM 1 OCTOBER 2009)			
From start of job to 15th floor	43 cents per hr	Floors 46 – 60	\$1.04 per hr
Floors 16 – 30	52 cents per hr	Floors 61 upwards	\$1.28 per hr
Floors 31 – 45	80 cents per hr		

Site allowances	
NEW PROJECTS VICTORIA SITE ALLOWANCES (FROM 1 OCTOBER 2010)	
Melbourne inner suburbs and shopping centre projects between \$2.7m and \$208.6m: \$3.70 per hour. For projects over \$208.6 million, see chart below. Renovations and refurbishment, Melbourne and inner suburbs: \$3.25 per hour.	
NEW PROJECTS ELSEWHERE	
Project value \$million	Site allowance \$ per hour
2.7m – 7.0m	\$2.10
7.0m – 17.3m	\$2.30
17.3m – 34.8m	\$2.60
34.8m – 69.5m	\$3.05
69.5m – 139.1m	\$3.60
139.1m – 208.6m	\$3.70
208.6m – 278.0m	\$3.85
278.0m – 417.1m	\$4.00
For projects above \$417.1 million, there shall be an increment of 10 cents per additional \$100m or part thereof.	
On sites where no site allowance applies Award Special Rates for work in confined spaces, wet work, dirty work, second hand timbers and fumes may be payable.	

OTHER PROVISIONS (FROM 1 OCTOBER 2009)			
Living Away from Home	\$59.20 per day	Return journey	\$13.03
Distant Work allowance	\$413.78 per week	Weekend return home	\$33.40
Transportation of tools	\$19.70	Camping allowance (includes Saturday and Sunday)	\$25.57 per day \$179.16 per week
Overtime Meal allowance	\$13.03 when required to work overtime for one and a half hours or more on an ordinary working day.		
Own Vehicle allowance	Where an employer requests a worker to transfer from one site to another site during working hours with his or her own vehicle.		89 cents per kilometre
	Where a worker uses his or her own car to travel to a job outside the required work boundaries.		47 cents per kilometre



**When it comes to superannuation, you can rely on**



- Cbus:
- invests back into the industry
  - has low fees and pays no commissions to financial advisers
  - is run only to benefit members.

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