

CFMEU flag flies over Wonthaggi

When the project agreement for the Wonthaggi desalination plant was finalised in late 2009, workers had high hopes.

Word got around quickly that the construction unions had struck a good deal, and applications flooded in.

For most of those who got a start, reality has not lived up to expectations. Sure, the pay and conditions are welcome, but the attitude of builder Thiess towards workers has left a bitter taste in the mouth of many.

Flare-ups, such as last November's blue over the use of a notorious union-busting outfit to spy on the workforce, could have been avoided if Thiess had taken a consultative approach and shown some respect.

The result has been a lot of bad blood and some tricky times for the Union's reps trying to keep things on track.



Joe Gregory's last round

Wonthaggi will probably be OHS Rep Joe Gregory's last job, and he reckons it's been his most difficult.

Major civil works occurring alongside mechanical construction as well as communication across shifts are just some of the challenges he has to manage on a site that has already clocked up 1,000,000 man-hours.

He says the future of the industry is in the hands of the young blokes.

'I'm 65 now and won't be around much longer, but I like to think I'll leave a legacy for younger ones. There's a few blokes playing a positive role for the Union who learned a thing or two under me, and I'm proud of that.'

'At the same time, a problem we've got is that a lot of young blokes don't realise where some of the benefits they've got come from, because they haven't had to fight for them. Even basic fundamentals like sitting down to eat your lunch in a clean environment,' Joe says.

Our stewards united and proud

CFMEU Senior Vice President, Noel Washington negotiated the project agreement, and has been organising the job since it began. This has involved more trips along the South Gippsland Highway than he cares to remember, and Noel too is disappointed with the way Thiess has run things.

'If they think this is the way to build a desal plant on a tight timetable – poking us in the eye with a stick at every opportunity – they're mistaken,' he says, in between meetings on a recent Friday morning.

Noel has worked closely with the 15 CFMEU shop stewards and 14 Safety Reps on the job, and understands the challenges they have faced.

'Our stewards have done a great job in difficult circumstances. The attempts at victimisation haven't frightened them. They've actually become more united. They're a very good group, and they've done the CFMEU proud.'

Tiresome Thiess

Having to deal with foremen who turn everything into a legal battle and run off to consult lawyers over the smallest details becomes tiresome after a while. A lot of supervisors seem to see their job as trying to turn workers against the Union and starting arguments.

Of course, Thiess has a long history of employing managers who push through the company's agenda at all costs. Sadly, that cost has often been paid in blood. Plenty of dead and maimed construction workers have been left in Thiess's wake.

To their credit, the stewards and safety reps at Wonthaggi have remained staunch. The network they provide and the support they give each other have prevented the company running roughshod over the workforce.

Union wins hearts and minds

Assistant Site Steward Ilija Crnac admits the situation has been stressful at times for the Reps, but ultimately made them stronger.

'They have tried to turn the boys against us in meetings, but once they find out why things are happening as they are, it's been fine. Of the five or six mass meetings we've had down here, every one has taken a stand behind the Union.'

Ilija is confident the Union has won the battle for hearts and minds, including of those who are working on a unionised project for the first time.

'Everyone knows it's the best-paid job in Australia. We've probably got two to three hundred blokes who have come off housing jobs or farms, getting \$800 a week, to coming here and getting \$2,800 a week.'

'They think it's unreal, and this company's great. You've gotta explain to them the Union is the reason they're on good money. But we've won them over.'



'There is no way the Union could organise a job this size without a good delegate structure and fortunately we've got one.' Noel Washington

Redundancies bungled

Financial CFMEU membership peaked at around 1100 members, but is now reducing as the focus shifts to mechanical and electrical trades. True to form, Thiess handled the first round of redundancies badly.

Determined to pick heads, they refused to ask for volunteers or apply any of the CFMEU's suggested criteria.

The result was another avoidable dispute that ended up in Fair Work Australia. One outcome has been

that Thiess has been forced to change its assessment criteria to include length of service.

Beat-ups

Disputes on site have been seized on by the media, who are always looking for bad news stories about the desal plant.

There has been a lot of comment about the pay rates in the project agreement. Noel Washington dismisses this as 'hysteria', and says critics are ignorant of the history of large engineering projects in Victoria.



Desal site CFMEU Stewards and Safety Reps.

'This is just the latest version of the joint unions standard agreement we've been negotiating for the last 30 years,' he explains.

'You can go right back to Loy Yang through to Mortlake power station.'

Noel's view is backed up by Thiess senior executive Simone Wetzlar, who told *The Age* that pay rates in the desal agreement had been 'sensationalised' and were similar to those on other projects.

Anyway, Noel isn't apologising for winning a good deal.

'We do a bit better every time we negotiate one of these agreements, and we're not ashamed of getting construction workers a decent day's pay for an honest day's work.'

Determined

It's been a rocky road down at Wonthaggi, and the stewards and Safety Reps should be congratulated. There is no way the Union could organise a job this size without a good delegate structure, and fortunately we've got one.

Shop Steward Fergus O'Hea's attitude is typical of the determination that keeps the CFMEU flag flying over the site.

'They push us to our limits. But we've just got to realise that's their tactic, and move forward.'

'It's going to be a slog all the way to the end. And if you realise that and you're up for it, then you just get on and do it.'



Community support

Our members donate \$300,000+

One success story out of the desal plant has been the CFMEU Community Support Fund.

Since March 2010, members have thrown in a \$10 week, although some donate as much as \$100.

Over \$300,000 has been collected and distributed to needy causes in the local area. Every cent collected is accounted for, and donations are decided on by committee. Other unions on the site run similar funds.

Site steward Fergus O'Hea helped set the fund up, and is proud of

what has been achieved so far.

'In the local community we've helped people with cancer, the local special school buy a bus, old people's homes and families who've had their homes burn down,' Fergus lists off – although these cases are just the tip of the iceberg, as the bulging file of thankyou letters shows.

The Good Friday Appeal and John Cummins Memorial Fund have also benefited from the workers' generosity.

Joe Gregory is sure this good

work has done a lot to build relations between workers and locals.

'When we got down here, there was a bit of animosity. Some locals don't want the desal plant here or were concerned about having 2000 construction workers in town for a couple of years.'

'But now they've seen we're not two-headed monsters, just trade unionists, and we don't get abused in the street or in arguments in the pub – and the community fund's had a lot to do with that.'



Peggy of the Year

Master chef Billy Shannon

At first, the stories coming up from the desal plant about Billy Shannon's Bistro seemed too good to be true.

When Bill was nominated for the 3CR Concrete Gang's Peggy of the Year award, further investigation by the judges revealed that he was doing something extraordinary down there. Despite strong competition, Bill took out this year's Golden Dunny Brush.

'I've spent 45 years on building sites, mainly as a scaffolder, and I know it can be difficult to make sure you eat right, especially when you're away from home,' Bill says, explaining what drove him to set up the kitchen. 'It's a bit of a commitment, making 14 dozen sausage rolls a night – but I think stuff it, I'll make sure everyone gets a feed.'

After doing bacon and eggs for breakfast, Bill serves up sausage rolls, pies, dim sims and soup at smoko. Lunch varies between hot beef rolls, curried sausages and

herbed chicken schnitzels, which are a favourite among the 140 blokes working on the box cut.

All this for a donation of \$2-3 per feed to cover costs, although the guys have also shown their appreciation by building Bill a kitchen that wouldn't be out of place on *Masterchef*.

Bob Mancor – who has been around building sites almost as long as Bill, and nominated him for the award – says it couldn't go to a better man.

'Bill's always been well liked and respected in the industry, going right back through his time running scaffolding and rigging companies. He approaches his cooking like he always did his work – attention to detail, and very proud of what he does. Billy's an exceptional person.'

Congratulations Bill, 2011 winner of the Golden Dunny Brush.

The Concrete Gang. Industry news, views and scallywags. Sundays 9.30am. 3CR855AM

Surfers on their knees to thank the desal crew

When a local appeal went out in March for sponsors for the Phillip Island World Kneeboard Titles, it wasn't surprising that the CFMEU crew down at the Wonthaggi desal plant stepped in.

Kneeboarding is kind of the little brother of 'ordinary stand-up' surfing, and doesn't attract the big name sponsors, according to Tim Brown, the title event organiser.

'You can imagine how grateful we were when the CFMEU guys at the desal plant stepped in to give us a chop-out in hosting the Kneeboarding World Titles down here,' he says.



Incolink: bigger and better

Improvements to Incolink negotiated by the CFMEU mean that it will continue to be the best industry insurance and redundancy scheme in Victoria.

Under CFMEU EBAs, in addition to a weekly contribution to your redundancy account (currently \$66.40), your employer pays an income protection and trauma insurance premium for you.

These benefits help guarantee you and your family's financial security in the case of an accident or serious illness.

• **Journey Cover** Weekly benefit increased from 104 weeks (2 years) to 156 weeks (3 years). Where aged 65 to 70, the benefit period remains at 2 years. Maximum weekly benefit: \$1,500. Weekly Benefit will increase by 5% from the 53rd week on a benefit (after one year).

• A schedule of payments for permanent injuries has been introduced to reduce legal arguments over levels of impairment.

• Following a death of a worker with dependants where a capital benefit has been paid, Incolink will pay child care costs up to a maximum of \$30,000.

• Other insurance and benefits – including broken bones, TAC top-up and workers' compensation top-up – are maintained at their current levels.

Get your shop steward to help make sure that your contributions are kept up to date. Non-payment by your employer or gaps in payment mean that you will not be fully covered.

Leisure Time Injury/Illness Weekly Benefits – where employer is paying both IPT and Redundancy to Incolink.

	Old	New
With dependants	\$1,000	\$1,250
Without dependants	\$780	\$1,050
Apprentice with dependants	\$700	\$900
Apprentice without dependants	\$645	\$850

Benefit period will increase from 104 weeks (2 years) to 156 weeks (3 years) – where aged 65 to 70, the benefit period remains at 2 years. Weekly Benefit will increase by 5% from the 53rd week on benefit.

Leisure Time Injury Capital Benefits (injury resulting in payable conditions i.e. death, paraplegia, quadriplegia)

Maximum amount payable	Old	New
With dependants	\$30,000	\$40,000
Without dependants	\$15,000	\$20,000

Workplace Death and Capital Benefit (Trauma)

	Old	New
With dependants	\$250,000	\$400,000
Without dependants	\$150,000	\$200,000

Incolink services

As well as redundancy and income protection/trauma insurance, Incolink provides personal counselling, critical incident response, drug and alcohol support, training, ambulance cover, apprentice support programs, and much more.

More information www.incolink.org.au

'Don't know where I'd be without it'

As if he hadn't been through enough with two operations on his hips, Tony Suffern discovered that one leg was shorter than the other. After a year of two surgeries and recovery and treatment, Tony thought he'd seen the end of that ordeal, and was ready to return to work in November 2010.

'But there were complications with the legs, and I needed more treatment,' explains Tony. 'And that's where Incolink is great. All along, I was helped by people – especially Tina from Total Claims – and I felt that I wasn't just a number.'

Tony says that if he had gone through all of this as a public patient, he has no doubt he would have had to wait for longer periods.

'At one stage, I was given the run-around by St Vincent's when the complication arose, and Incolink were a great help again.'

Tony is very grateful for the income support during the time he was unable to work.

'It was one thing I didn't need to worry about.'

He says he was on a picket line for 13 weeks supporting AMWU members who were fighting to get income protection as part of their EBA.

'I went along to support them, because it was the right thing to do,' he says. 'Now I realise how important it was.'



Part of Incolink's award-winning team. From left, Emma Green, Projects Coordinator; Tim Corney, Manager; and Laura Kaczowski, Marketing and Communications Executive.

Incolink Wins Victoria Day Award

Incolink is Victoria's 2011 Good Corporate Citizen of the Year.

Member Services manager, Tim Corney accepted the award, which is given to a business making a positive social impact on their staff, clients and the wider community.

The honour is granted annually by the Victoria Day Council on 1 July, the anniversary of the State's independence from NSW.

Losers, the lot of them

The Biggest Loser contestants did the CFMEU and themselves proud with their efforts. Between them, the boys lost 99.8kgs and are feeling much better for it.



Contestants at the final weigh-in on Brookfield Multiplex's Swanston Street site with Danny Frawley, and CFMEU officials Shaun Reardon and John Setka.

Diabetes risk reduced

As well as losing weight, the guys reduced their risk of developing Type 2 diabetes. The AusD-risk scores, calculated by competition sponsor WorkHealth, showed major improvements.

Approximately one person in every 100 with an AusD-risk score of 5 or less will develop diabetes in the next five years, compared to a one in three chance for those with scores over 20.

	AusD-risk before	AusD-risk after
Stu-e	9	9
Bob R	21	16
Andrew	19	11
James	17	10
Bob P	16	16
Rob	18	5
Mario	23	14




CFMEU Legal Services - providing advice and legal assistance to financial members and their families.

Personal Injury Services

- Workers compensation
- Asbestos claims
- Motor vehicle accidents
- Disability insurance and superannuation claims
- Other injury claims

Further Legal Services

- Free standard wills
- Probate & estate litigation
- Family law
- Commercial litigation (including Building and Construction Industry Security of Payment Act claims)
- Conveyancing
- Criminal law referrals

For further information contact CFMEU Legal Services on (03) 9341 3444

www.cfmeu.com.au www.slatergordon.com.au



Stu-e takes the cake

'You cop a lot of flak from the boys, especially when you rock up on your bike in lycra. After all the jokes, people started asking me for information about how to lose weight.'

'It was a fantastic idea and it got the CFMEU a lot of good publicity. All we ever get is really bad publicity, but to get a couple of fat blokes losing a bit of weight, and we're all over the news for a good reason rather than them just saying we're thugs who get paid a million dollars. It's a shame we can't get the same publicity for what we actually do – the work and the safety.'



Stu-e shared the glory with son Jan, who will help Dad spend his prize.

Mario pads up

'I always said I'd start next week, but the competition got me going. I want to get down to 100kg if I can. I'm hoping to buy a new wardrobe when I get there.'

Below: Mario with Steve McCann from Windsor Management.



Rob romps in

'It was great fun, and there was good camaraderie between the contestants.'

'I think the benefits will show in years to come. I feel like doing more things, I'm sleeping better and have more energy.'



Rob pictured with his new best friend.

Thanks to our sponsors:



Special thanks to Jeff Williams, personal trainer at the City Baths, for supporting our contestants and helping out with the weigh-ins.



AFTER



Winner – \$5,000 travel voucher Stu-e Corkran WAS 114.4kg IS 93.6kg LOST 20.8kg, 18.2%	Second – Apple iPad Mario Raspudic WAS 158.1kg IS 130.9kg LOST 27.2kg, 17.2%	Third Rob Graauwmans WAS 107.5kg IS 89.5kg LOST 18kg, 16.7%	Winner of Grand Final tickets Andrew Machray WAS 117kg IS 104.1kg LOST 12.9kg, 11%	Bob Paterson WAS 146.6kg IS 137.2kg LOST 9.4kg, 6.4%	Bob Ramsay WAS 113.1kg IS 106kg LOST 7.1kg, 6.3%	James Gilbertson* WAS 142.1kg IS 137.7kg LOST 4.4kg, 3.1%
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*James had to contend with turning 21 and a trip to Las Vegas during the contest. He is now down to 133kg.

BEFORE



The legacy of the Cole Royal Commission

When the Cole Royal Commission into the Building Industry began ten years ago, *The Australian* newspaper, no friend to unions, called it a 'highly political exercise'. In 2001, the Howard Government, having done its bit to dismantle and weaken the Maritime Union of Australia, turned its focus onto to the CFMEU.

Although its supposed mission was to conduct an inquiry into alleged misconduct in the building and construction industry in Australia, in reality, the Commission was only interested in finding evidence of union misconduct. Despite costing taxpayers \$60 million (a third of which went to lawyers employed by the Commission) not one union official was ever charged in relation to all the 'findings' of the Commission.

This is not surprising, given that the findings of 'unlawful conduct' consisted of union organisers attending sites without notifying the boss straight away or talking to workers outside of a break!

Grubs given a platform

Victorian CFMEU Assistant Secretary, John Setka says that the Commission gave all kinds of unscrupulous bosses an avenue in which to vent their spleen about the Union.

'There were builders who owed workers money, phoenix companies, bosses with terrible safety on jobs, people who are breaking all sorts of laws – and they wanted to go public and talk about the Union hassling them,' he said. 'Of course we're going to hassle them. We wouldn't be doing our job if we didn't.'

No attention was given by the Commission to issues of employers' tax avoidance, collusive tendering, use of liquidations to avoid paying workers their entitlements and the government tax, lack of compliance with health and safety laws, and the illegal employment of immigrant labour to drive down wages and safety standards.

Many CFMEU officials were called to give evidence, including the late Victorian branch President, John Cummins, who told Commissioner Terrence Cole that he was 'as unbiased as the Collingwood cheer squad' – a comment that earned Cummo a threat of contempt of court from Dick Tracey, counsel assisting the Royal Commission and now a High Court judge.

Training Coordinator, Anne Duggan created waves when she refused to hand over a list of names of CFMEU members who had attended courses. She declared that she would rather face the penalty than put workers at risk of losing their jobs or being blacklisted from future employment.

John Cummins told Commissioner, Terrence Cole that he was 'as unbiased as the Collingwood cheer squad'



'For me it was about the relationship we have with our members, and I didn't want to break the trust they have in us,' explains Anne. 'And as soon as I walked in there, I knew they didn't have our members' interests at heart.'

Legacy – the ABCC

The legacy of the Cole Royal Commission has been an expensive one for unions. The Howard Government used the basis of the 'findings' to set up the Task Force, and subsequently the Australian Building and Construction Commission, once it got control of the Senate in the 2004 election.

Victorian Secretary, Bill Oliver says that the role and purpose of both the Task Force and then the ABCC were to hound the Union.

'They want to make it harder for us to do our job, and we are constantly fined as a result of breaking these laws that are designed to keep us off sites and out of reach of building workers.

'It is the reason that Union dues are going up.'

Despite the war on the CFMEU, the Union is still fighting and still strong. Hopes of Labor abolishing the ABCC after the 2007 election were dashed, but there is a renewed push by the unions in their campaign to eliminate the laws that discriminate against construction workers.

'Nothing much has changed in ten years,' says Bill. 'Workers are still dying on jobs due to lack of safety, people are still underpaid and not getting their entitlements, dodgy bosses are still out to make quick bucks by cutting corners, and nowhere near enough apprentices are being trained in the industry.'

'We're still the only organisation that cares about this and is trying to do something about it.'

'The only difference is, we're being fined for it.'



THE ROYAL COMMISSION BY THE NUMBERS

\$60 million total cost

\$660,000 a year

Commissioner Terrence Cole's salary (paid on top of a \$140,000 judge's pension)

\$19,000 a week

Wages for the four top QCs working for Cole

81% time spent attacking the CFMEU

3% time spent on subjects that reflected badly on bosses

0 number of union officials prosecuted for breaches of workplace or criminal law arising out of the Royal Commission

Bill O'Neil, part of Broken Hill history

BY MALCOLM McDONALD

With the passing of Bill O'Neil earlier this year aged 81, a family link with Broken Hill's trade union and radical past has been broken.

Bill Jnr supported the formation of the CFMEU and was influential in getting Broken Hill FEDFA members to support the amalgamation. Along with Eddie Butcher, he was a joint secretary of the CFMEU Broken Hill branch when it was founded in 1993. Prior to amalgamation, he was secretary of Broken Hill FEDFA from 1974-94 and FEDFA Federal President from 1977-79.

Bill jnr was son of the town's legendary union leader, Bill 'Shorty' O'Neil, and the grandson of Michael O'Neil, who participated in the 1909 Broken Hill lockout. Along with his brother Andy, Michael also played a part in the burning of the 'Rodney', a paddle steamer that was transporting scabs along the Darling River during the great shearers' strike of 1894.

Andy O'Neil was acquitted of a charge resulting from a shearers' riot at the Mamba station during the strike, but was later given seven years jail for arson. Blacklisted, he was forced to move to New Zealand. Michael ultimately returned to Broken Hill to work underground, and died there from the terrible miner's death of dust on the lungs.

The ultimate union town

Bill O'Neil jnr held the most important trade union position in Broken Hill between 1985 and 1995, the presidency of the Barrier Industrial Council (BIC). In doing so, he followed in the footsteps of his

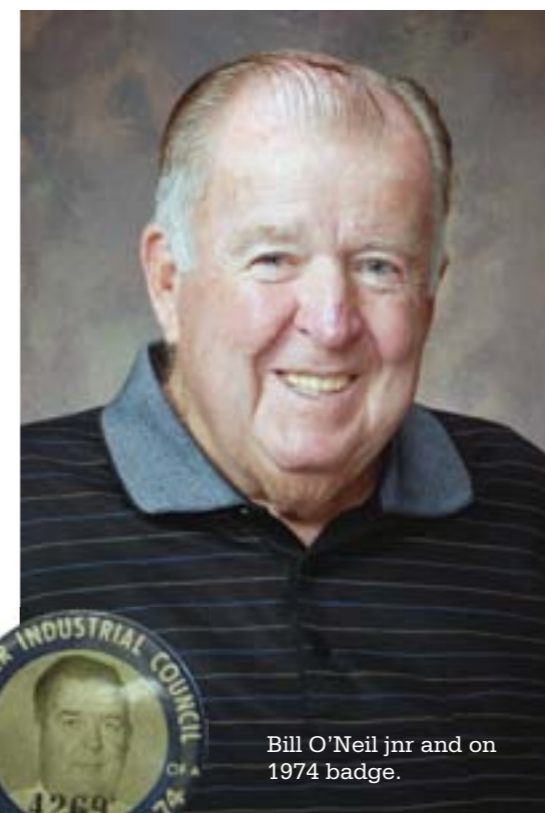
famous father, BIC President from 1957 to 1969.

The BIC was formed following the 1919-20 miners strike, at a time when Broken Hill had a degree of lawlessness caused by its isolation. At its formation and during the tenure of Shorty O'Neil, the BIC (with the unofficial support of the NSW Government) assumed powers that extended beyond industrial relations, to allocation of jobs and prices in local shops.

In 1925, the world's first 35-hour week for underground miners was introduced in Broken Hill. This and other industrial and health improvements resulted from the bitter strike of 1919-20.

A landmark BIC decree required all workers in Broken Hill to be in a union in order to hold their jobs. This was enforced through a quarterly show of union cards.

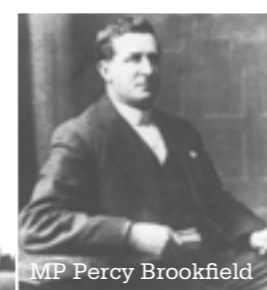
When former NSW Premier Robert Askin first met Shorty O'Neil, he told him 'You leave me alone and I'll leave you alone'. When Rupert Murdoch made an offer to buy the BIC newspaper, the *Barrier Daily Truth*, Shorty O'Neil replied, 'We will buy you out mate'. Shorty O'Neil was able to enforce a boycott



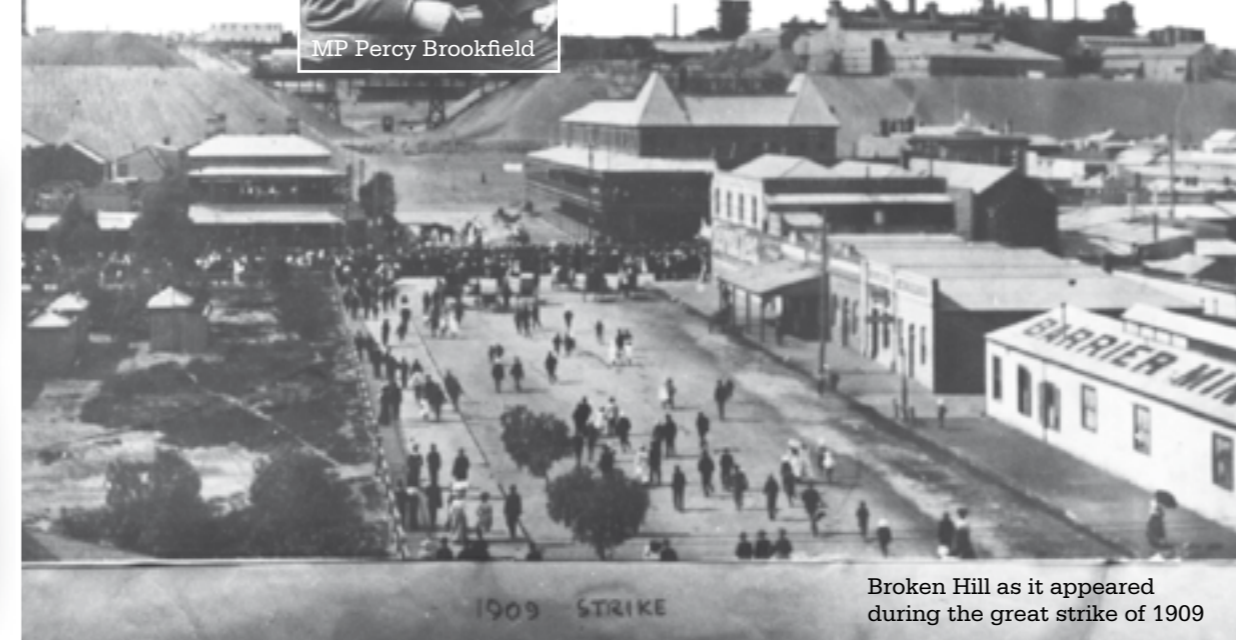
Bill O'Neil jnr and on 1974 badge.



Shorty O'Neil.



MP Percy Brookfield



Broken Hill as it appeared during the great strike of 1909



Wonthaggi's radical past

Unlike a lot of country towns, where the conservative values of farmers hold sway, Wonthaggi embraces its working-class history – and the place is no stranger to a bit of a blue.

After the State Government-owned black-coal mine opened in 1910, the Miners Union played the key role in looking after locals' welfare. Every miner paid a levy to establish medical services and a co-op store and build the Workers Club.

The Union Theatre, built in 1924, was the heart of the town's social life and also housed the Miners' Union offices.

In 1934, at the height of the Great Depression, a strike against lay-offs shut the mine for five months.

The Wonthaggi Miners Women's Auxiliary, founded in 1935, was the first miners women's political organisation in Australia.

In 1938, the miners won an award including safety standards, after a six-week strike provoked by a whitewashed inquiry into a disaster that had taken 13 lives.

Wonthaggi remained a union stronghold until the pit closed in 1968. During its years of operation, 80 workers died down the mine.



Workers continue to do it tough in The Philippines

Safety standards aren't high and unions are under constant attack. Bosses' tactics range from setting up company unions and contracting work out to blatant thuggery and murder. Attacks on unionists are carried out with impunity.

The CFMEU was represented at a recent conference of the International League of Peoples Struggles in Manila by organisers Gerard Benstead and Rob Graauwmans.

More information: apheda.labor.net.au www.kilusangmayouno.org

Allowances set to rise

Wage rates and benefits

ON-SITE RATES 36 HOUR WEEK

Operative from the first pay period on or after **1 March 2011**. 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)
TRADESPERSONS				
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
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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
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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
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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): \$66.40 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: \$11.90, 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.

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

Until you are covered by a new EBA, the correct allowance rates are those from the old National Building and Construction Industry Award printed here.

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		

LEADING HANDS ALLOWANCE

In charge of one person	42 cents per hr	6 – 10 people	\$1.17 per hr
2 – 5 persons	91 cents per hr	11 or more people	\$1.55 per hr

SPECIAL RATES

In addition to the applicable wage rates, there are provisions for payment of special rates for disabilities as outlined below.

HOT WORK

46 – 54 degrees C	54 cents per hr	Less than 0 degrees C	54 cents per hr
Exceeding 54 degrees C	67 cents per hr		

COLD WORK

TOWERS ALLOWANCE

Over 15 metres	54 cents per hr	Each additional 15 metres: an extra 54 cents per hr
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SWING SCAFFOLD – BUILDINGS

0 – 15 storeys	\$3.91 for first four hours or part thereof	and 80 cents per hr thereafter
16 – 30 storeys	\$5.05 for first four hours or part thereof	and \$1.05 per hr thereafter
31 – 45 storeys	\$5.96 for first four hours or part thereof	and \$1.21 per hr thereafter
46 – 60 storeys	\$9.78 for first four hours or part thereof	and \$2.02 per hr thereafter
Over 60 storeys	\$12.46 for first four hours or part thereof	and \$2.58 per hr thereafter

Acid work	\$1.43 per hr	Greaser carrying oils	\$9.06 per hr
Asbestos eradication	\$1.81 per hr	Hydraulic hammer	90 cents per hr
Bagging	49 cents per hr	Hot bitumen work	67 cents per hr
Certificate allowance	54 cents per hr	Insulation	67 cents per hr
Cleaning down brickwork	49 cents per hr	Laser Safety Officer allowance	\$2.25 per day
Computing quantities	\$3.91 per day	Lost Tools allowance (from 1 Oct 07)	\$14.95 max
Confined space	67 cents per hr	Pile driving (in excess of 15 tonnes)	\$12.48 per day
Cutting bricks	67 cents per hr or part thereof	Plaster or composition spray	54 cents per hr
Cutting tiles	67 cents per hr	Pneumatic tool operation	\$2.95 per day
Dirty work	54 cents per hr	Roof repairs	67 cents per hr
Dry polishing tiles	67 cents per hr	Second-hand timber	\$2.12 per day
Dual Lift allowance	\$2.71 per day	Slushing	54 cents per hr
Explosive powered tools	\$1.27 per day	Spray application (painters)	54 cents per hr
First Aid Officer allowance Higher qualification	\$2.31 per day \$3.62 per day	Suspended perimeter work platform	83 cents per hr
Furnace work	\$1.43 per hour	Wet work	56 cents per hr
Grindstone or wheel not available	\$5.75 per week	Wet work (cemetery)	56 cents per hr
		Underground allowance	\$2.34 per day \$11.72 per week

HEAVY BLOCKS		HEIGHT WORK – PAINTING TRADES	
Over 5.5kg but under 9kg	54 cents per hr	More than 9 metres up, unless adequate fixed support at least 75 centimetres wide is provided	49 cents per hr
Over 9kg but under 18kg	98 cents per hr		
Over 18kg	\$1.38 per hr		
TOXIC SUBSTANCES			
67 cents per hr		When working in close proximity	54 cents per hr

Site allowances

NEW PROJECTS VICTORIA SITE ALLOWANCES (FROM 1 OCTOBER 2010)

Melbourne inner suburbs and shopping centre projects between \$2.6m and \$201.9m: \$3.60 per hour. For projects over \$201.9 million, see chart below.
Renovations and refurbishment, Melbourne and inner suburbs: \$3.15 per hour.

NEW PROJECTS ELSEWHERE

Project value \$million	Site allowance \$ per hour
2.5m – 6.8m	\$2.05
6.8m – 16.7m	\$2.25
16.7m – 33.7m	\$2.50
33.7m – 67.3m	\$2.95
67.3m – 134.7m	\$3.50
134.7m – 201.9m	\$3.60
201.9m – 269.1m	\$3.75
269.1m – 403.8m	\$3.85

For projects above \$403.8 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 Distant Work allowance	\$57.00 per day \$398.40 per week	Return journey Weekend return home	\$19.70 \$33.40
Transportation of tools	\$19.70	Camping allowance (includes Saturday and Sunday)	\$23.50 per day
Overtime Meal allowance	\$11.90 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	

Apprenticeship rates

ON-SITE RATES 36 HOUR WEEK

Operative from the first pay period on or after **1 March 2011** [third agreement increment 4.5%]. These are CFMEU/Industry certified agreement rates of pay.

	WAGES PER WEEK*	DAILY FARE ALLOWANCE (TRAVEL ALLOWANCE)	PRO-RATA HOLIDAY PAY (INCLUDING 17.5% LOADING)
CARPENTERS/JOINERS, STONEMASONS, TILELAYER, PLASTERER ETC			
First three months**	439.80	24.25	44.83
Next nine months**	551.20	24.25	55.74
Second year	662.70	27.50	66.90
Third year	885.60	29.10	88.84
Fourth year	1052.80	30.75	105.33

BRICKLAYER

First three months*	376.00	24.25	38.58
Next nine months**	487.30	24.25	49.48
Second year	709.80	27.50	71.51
Third year	932.30	29.10	93.41

PAINTER WHO HAS COMPLETED A PRE-APPRENTICESHIP COURSE

First year	584.20	24.25	58.97
Second year	861.30	27.50	86.35
Third year	1027.50	29.10	102.74

PAINTER WHO HAS NOT COMPLETED A PRE-APPRENTICESHIP COURSE

First three months	418.00	24.25	42.69
Next nine months	528.80	24.25	53.55
Second year	639.60	27.50	64.63
Third year	861.30	29.10	86.46
Fourth year	1027.50	30.75	102.86

UNION FEES FOR APPRENTICES

First year: Free	Second year: \$20 per ticket	Third year: \$30 per ticket	Fourth year: \$40 per ticket	No joining fee applies.
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* Weekly rates includes tool allowance at 100% rate.
* Start rate for an apprentice who has not completed an approved pre-apprenticeship course.
** Start (first year) rate for an apprentice who has completed an approved pre-apprenticeship course. Further information: CFMEU Apprentice Officer (03) 9341 3444.



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Union rates for all our mates



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