

# Stick with the CFMEU





**Be paid up and 100% Union.**



On the job: Gareth and Mick with members on Abigroup's Pennlink site for another prestart meeting.

**The CFMEU has never accepted that a labourer or carpenter should earn less just because they are building a bridge, not an office block.**

'We don't make a distinction,' says civil construction organiser Gareth Stephenson. 'They're all construction workers, and what we've set out to do – with a good

deal of success – is bring civil workers up to the same wages and conditions as building construction workers.'

With principal contractors doing well out of Victoria's infrastructure boom, workers delivering vital projects worth billions of dollars should be guaranteed a fair share. Unfortunately, this is not always

the case. With help from the ABCC, some companies are trying to exploit differences between civil and commercial construction to drag pay and conditions down.

Gareth is part of the Union's civil team, alongside Mick Powell, John Duggan and Adam Hall.

Mick has spent five years in civil, and is well aware of the challenges

of the industry.

'Blind Freddy can tell you a civil site can be anything between 5 to 35 kilometres long, with 30 lots of amenities spread out along the job. So if you want to meet with the blokes, you need a bit of cooperation or a few days to get around them all. If you go to a construction site, the crib huts are in the basement of a 10 or 20-storey building and you've got a captive audience.'

#### Challenges

Other challenges are a culture of bosses' standover tactics – a hangover from earlier times when the industry was completely unorganised, plus the presence of the AWU – as Mick explains.

'The AWU are offering bosses discounts on things like RDOs, where you have to work 17 of them. The shift rates are lower, and there's no 35-degree heat policy. If gets too hot, you sit in the sheds.'

Gareth agrees, adding: 'The real problem with the AWU is that even where they are starting to sign agreements that reflect

our standards a bit more – which they are being forced to do in places – their notion of unionism is that you negotiate an agreement and your job's done.

'Whereas we negotiate an agreement and enforce it, and attend the job to make sure people's rights are being looked

after.'

The ABCC is busy in civil performing its main role: lowering pay and conditions. It is advising companies that to comply with the National Construction Code – a requirement for doing government work – all they have to pay is the minimum award rate. Currently this stands at \$16.93 an hour for a CW2. The EBA rate is \$30.39.

Despite these challenges, the Union posted some good wins in 2010, including defeating Abigroup in a big back-pay dispute. In October, Abigroup was forced to pay excess travel allowance to workers it had ripped off on the Nagambie bypass.

This year, Mick and Gareth are back in the trenches telling blokes to stick with the CFMEU and not cop being treated as second-class construction workers.



## We've come a long way

'Labour unions are not narrow, self-seeking groups. They have raised wages, shortened hours and provided supplementary benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the work place.' JOHN F. KENNEDY, 30 AUGUST 1960



**John Ayers**  
ORGANISER

**Not long after Kennedy made that little speech in Los Angeles, back here in Melbourne – up on a site in Sydney Road, Brunswick, to be exact – 'Ted' Skinner joined the Operative Painters' and Decorators' Union (OPDU).**

'It must have been round about 1963,' recalls the Darebin Utilities maintenance worker. 'I was just a kid – and bosses then wouldn't go to, say, the expense of putting up scaffolding for painting jobs or have safety as a big concern. I mean, when we were painting inside theatres, for instance, most times you had to haul around great wooden ladders over 44ft (13 metres) long – you try getting one of them up! And then you'd have to climb up, balance at the top – and paint!'

'Mind you,' adds Ted, 'it was different at the firm I joined, an

outfit called Pettigrews – one of the biggest painting outfits in Victoria. Because there was a little bloke there – Albert Littler was his name. And he was all fired up for the Union – so I joined. Jack Ellis, I think, was the Secretary then – but I'm getting on, so the memory may not be exactly accurate.

'But I do remember it was just 2/6 [25 cents] to join up – and 6 pence a quarter after that. But because I was an apprentice, I didn't have to pay at all... I mean, you couldn't NOT join up with an offer like that,' he laughs.

'And Albie was a real character – even then. But it was blokes like him who got the Union organised – Albie, Tom Slattery, people like that. Real determined men who had a vision of workers being organised and having power.

'And in the end, it's the only real power workers HAVE got; to organise a union. The only way we can have any power, any say in our lives or decide what we reckon is



safety and stuff, is to be organised and united.

'Oh, I know we have to be a bit more clever now, with all these new laws the bosses' mates in government have brought in over the years. But, in the end, it's still a group of workers uniting to improve wages and conditions. That's why I've been a paid-up member ever since.

'Like we say – "We're Here To Stay." And it's funny; all those who reckoned they'd destroy us – John Howard, Peter Reith, that smirking Costello bastard, all of them – all gone. And we're still here.

'Oh, I know I'm getting to the end now, near retirement. But, I tell you what, retired or not, I'll die a member of the CFMEU.'

**SNOWMONKEY**  
**SURFMONKEY**  
**SKATEMONKEY**

**IS PROUD TO BE WORKING WITH THE CFMEU TO GIVE YOU A BETTER DEAL GET ALL YOUR SNOWSPORTS, SKATE & SURF GEAR AT A MINIMUM DISCOUNT OF 15% IF WE HAVE BETTER OFFERS THEN YOU GET THOSE**

#### BRANDS INCLUDE:

**SNOW: ROME, FYVE, SCOTT, VANS, 32, ROSSIGNOL, STOECKLI, MAJESTY, ROXY**  
**SKATE: VANS, GLOBE, ARBOUR, POCKET PISTOLS, THEEVE, MODUS (COMING SOON SECTOR 9)**  
**SURF: OCEAN AND EARTH, FLINT (COMING SOON RIP CURL)**

Come in and make Snow Monkey your home away from home with our pleasant Sunday arvos (with mini skate ramp).

We can do special nights for your group.

Note: Discounts are given on sight of a current CFMEU membership card. Make sure you're paid up.



**MOUNTAIN SHOP**  
Jack Frost Building  
Great Alpine Road  
Mt.Hotham, Victoria  
3741, Australia  
Ph: 0433 277 551

**OFFICE / SHOP**  
464 Smith Street  
Collingwood,  
Victoria, 3068,  
Australia  
Ph: 0425 836 830

**Web:** [www.snowmonkey.com.au](http://www.snowmonkey.com.au)  
**Email:** [info@snowmonkey.com.au](mailto:info@snowmonkey.com.au)  
**Twitter:** [snowmonkeyshop](https://twitter.com/snowmonkeyshop)  
**Facebook:** [snowmonkey group](https://www.facebook.com/snowmonkeygroup)

# Game on!

## CFMEU Biggest Loser contestants are on the right track

Thanks to Windsor Management Insurance Brokers, the guys are competing for some great prizes. But more importantly, with the support of the Union and our sponsors, they are getting back into shape. The final weigh-in will be held on 16 June as part of Men's Health Week.



1st prize: A \$5,000 travel voucher  
 2nd prize: An Apple iPad hand-held computer with health and fitness applications  
 3rd prize: Two tickets to the 2011 AFL Grand Final  
 Prizes kindly donated by Windsor Management Insurance Brokers.  
 Competition sponsored by WorkSafe WorkHealth checks and Incolink.



<b>MARIO RASPUDIC</b>		<b>46</b>
Starting weight	158.1kg	
Weight 16 March	143.8kg	
Lost so far	14.3kg	
Loss %	9.0%	
Job	Traffic Control/ Labourer, VM Romano	

'The biggest hurdle so far has been having a few drinks with the boys and I'm on the waters. It's hard.'



<b>JAMES GILBERTSON</b>		<b>20</b>
Starting weight	142.1kg	
Weight 16 March	143.8kg	
Lost so far	+1.7kg	
Loss %	+1.2%	
Job	Plasterer, JNJ Plaster	

'I'm a bit disappointed in my progress, but I'm getting back into it now. I have time to turn that around.'

<b>ROB GRAUWWMANS</b>		<b>41</b>
Starting weight	107.5kg	
Weight 16 March	96.1kg	
Lost so far	11.4kg	
Loss %	10.6%	
Job	Organiser, CFMEU	



No pain, no loss: [clockwise from above] Mario Raspudic, Stu-E-Corkran and Andrew Machray in the gym.

'I'm feeling a lot better. I'm a lot more energetic, more focused on the job, and I've got more concentration.'



<b>ANDREW MACHRAY</b>		<b>46</b>
Starting weight	117kg	
Weight 16 March	109.9kg	
Lost so far	7.1kg	
Loss %	6.1%	
Job	Labourer, Brookfield Multiplex	

'I went on Feb Fast, and things have gone along pretty good since then. I've been walking and jogging, getting down to the gym once a week, and looking at what I've been eating.'



<b>STU-E-CORKRAN</b>		<b>42</b>
Starting weight	114.4kg	
Weight 16 March	101.8kg	
Lost so far	12.6kg	
Loss %	11%	
Job	Shop Steward, Hickory	

'Since February I've started doing weights and running, but I have Saturdays off, so I can still go and have some beers. I want to get to about 95kg. The weigh-in is in mid-June, so I should make it.'

<b>BOB PATERSON</b>		<b>56</b>
Starting weight	146.6kg	
Weight 16 March	138.7kg	
Lost so far	7.9kg	
Loss %	5.3%	
Job	Labourer, KPI	

'I'm feeling a lot better. My blood pressure has stabilised and is in a very healthy range. I attribute that to the weight loss and the exercise. The weight loss has made a huge difference at work.'



<b>BOB RAMSAY</b>		<b>62</b>
Starting weight	113.1kg	
Weight 16 March	110.9kg	
Lost so far	2.2kg	
Loss %	1.9%	
Job	OH&S, Kane Constructions	

'The biggest hurdle for me has been doing the exercises, because I'm getting a bit old and I get aches. I miss the cabana. But when we go down the beach, I haven't had a drink. It's been good.'





Kane Ammerlaan holds the cement that set in his eye and blinded him.

## 'I was blinded while my boss laughed'

**Sixteen-year-old Kane Ammerlaan lost the use of one eye within a few weeks of starting his roof-tiling apprenticeship.**

'I fell off a roof while carrying a bucket full of cement, and some shot into my eye,' said Kane. 'My boss just laughed and took a photo of me on his phone.'

Kane was not wearing safety glasses as required by law, there was no First Aid on the job, and employer Dean Martin from DC Roof Tiling took more than three hours before he decided to take Kane to hospital.

By that time, the cement had dried inside his eye and Kane has been left blind.

After months of trying to get money owed to him by his former boss, Kane contacted the CFMEU, which swung into action to help him.

Apprentices Officer, Liam O'Hearn said that boss Dean Martin initially refused to meet with him or negotiate with him.

### Not laughing now

'Then we got the media involved. Television cameras were chasing him, there was an article in the newspaper which also exposed all the bullying that Kane had been subjected to at DC Roof Tiling.

'Finally, because of all this bad publicity and his wife crying on the phone to me, Dean Martin finally agreed to pay what he owed.'

Kane said that 'everything was peachy' after the Union's involvement.

Although Kane has a long road ahead of him and is unable to work or play football due to his impairment, he is determined to spread the word about his case, to alert other young workers.

'Most apprentices have no idea what to do. There's no instruction guide given to you when you enter this kind of work, and you rely on the boss to know about safety and to look after you.

'My eye is knackered, but this was preventable and it shouldn't happen to anyone else.'

### Apprentice? Need help at work? Employer, need an apprentice?

Contact CFMEU Apprenticeship Officer Liam O'Hearn on [liamo@vic.cfmeu.asn.au](mailto:liamo@vic.cfmeu.asn.au) or 9341 3444



## Has your site had FREE WorkHealth checks?

**The CFMEU has secured funding for all construction workers to have their health checked at work.**

**The FREE 15 minute WorkHealth checks are quick, convenient and completely confidential. WorkHealth checks are a free and easy way for workers to find out about the state of their health and risk of Type 2 diabetes and heart disease.**

**For further information, please contact the Incolink WorkHealth Coordinator at [workhealth@incolink.org.au](mailto:workhealth@incolink.org.au) or call 9668 3067.**

WorkHealth's Taryn Sacks tests CFMEU shop steward Steve Skinner



## Slater and Gordon help injured pump operator get a new start

**A former concrete pump operator, who was injured in a workplace accident, received his compensation payout last month, giving him some financial security for the future.**

In 2007, the former leading hand and CFMEU member was hit by exploding concrete while trying to unblock a hose. He suffered permanent injuries and scarring to his hand and shoulder.

He returned to work on restricted duties after the accident, but soon realised that he would not be able to return to the job he had dedicated his career to.

'I thought things were going to be OK – and after the accident, my employer showed me and my family a lot of care and respect. But it became a sticky situation. In the end I decided to go down a separate path thanks to Slater & Gordon,' he says.

'When Slater & Gordon got in touch, I said I needed some time to work out what was happening – and after thinking about it for a while, I decided to talk to them. It was out of my league.

'My lawyer Craig showed me a lot of care and he treated me as an equal, and I'm grateful for that.'

Slater & Gordon lawyer Craig Sidebottom says the man's story was very inspiring and the case was another example of why employers could not cut corners on safety.

'Serious workplace injuries like this one have a catastrophic effect on injured workers and their families. Often they lead to a loss of career, financial hardship and untold pain and suffering for the rest of their lives.

'Sadly, most accidents in the

workplace are preventable. Employers must ensure that they always provide a safe workplace and safe systems of work. There are still far too many workers who end their working day in hospital, rather than home safely with their loved ones,' says Craig.

### A new career

The former leading hand has found work doing maintenance, and is enjoying his career change.

The husband and father of three also has plans for the future.

'I have a more informed choice

now, thanks to Slater & Gordon. I am going to put the money away for my future health and my children's future,' he says.

'Thanks again to the kindness and patience that Slater & Gordon showed me and my family.'

If you are injured in the workplace, it is vital that you seek independent legal advice from our specialist workers' compensation lawyers at the earliest opportunity.

CFMEU members injured in the workplace should contact CFMEU Legal Services on 9341 3444 for advice or to make an appointment.

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

Legal services for CFMEU members

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

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

BALLARAT  
BENDIGO  
DANDENONG  
FOOTSCRAY  
FRANKFON

GEELONG  
MELBOURNE  
MURFRESBOROUGH  
SHEPPARTON  
SURFERS PARADISE  
WARRACKLEE

[www.cfmeu.com.au](http://www.cfmeu.com.au)
[www.slatergordon.com.au](http://www.slatergordon.com.au)

1. Watpac RMIT Design Hub site: Brett, Manny, Frank, Sandy, Matt, Dom

2. Baulderstone Crown Casino: Brian, Jeff, Sam, Mark, Steven, and Craig

3. LU Simon Zen Apartments City

4a. New Melbourne Airport Control Tower

4b. Sergi Crane Crew, Brett and Steve: 'The best job in the world'

5. Baulderstone Epworth Hospital: Billy, Daniel, Phil and Rob

6a+b Hickory, Ark Apartments, Richmond

6c. Shop Steward Darrel Spivey (right) and George (Junior)

New CFMEU flag design (background) now available at the CFMEU office for \$60.

Got a good photo? Email to [queries@vic.cfmeu.asn.au](mailto:queries@vic.cfmeu.asn.au)

# Training update

**Anne Duggan**  
CFMEU TRAINING UNIT CO-ORDINATOR

**Some of the requirements and content of our courses have changed in 2011. The information below should help, but if you need further information please call us.**

**Traffic Control**

All our traffic control courses now contain a practical component to comply with Vic Roads requirements. So anyone wanting either national or Vic Roads tickets from now on will have to do the following:

- attend the one-day training course; then
  - go back on the job and complete at least 3 practical applications under different road or weather conditions;
  - complete their log book; and
  - return to us for an assessment.
- Workers who want to update their old tickets to the Vic Roads standard will need to book into a refresher and provide us with evidence (either log book or employer's letter) verifying practical experience in traffic control. They will then need to complete an assessment to the new standard.

**First Aid**

In accordance with Australian Resuscitation Council Guidelines, we will now be teaching defibrillation in our Occupational First Aid courses. Those who already have OFA tickets will be updated on defibrillation in their refresher and CPR updates.

**OH&S Refresher**

The 2011 refresher has been developed, and includes information on harmonisation of laws across the different states. We will be offering refreshers to workers who have completed our five-day course. Note that OH&S

## DARE TO LEARN

CFMEU EDUCATION AND TRAINING UNIT  
TELEPHONE (03) 9341 3444 [WWW.CFMEUVIC.COM.AU](http://WWW.CFMEUVIC.COM.AU)

refresher training is an entitlement for HSRs under the OH&S Act.

**Non-slewing Mobile Crane/ Telescopic Materials Handler**

We have just run our first non-slewing mobile crane course. Workers wanting to do this course with the CFMEU Education and Training Unit will need to hold a forklift licence. Also included in the

course is instruction and training on the telescopic materials handler. Workers successfully completing this training will be assessed for the Non-slewing mobile crane licence, and will receive a statement of training for telehandler.

**Keep in Touch**

Thanks to all our members who use and support the Training Unit. Please let us know if you change your address, so that we can reduce our returned mail and to make sure that you get your reminder notices when tickets need to be updated or refreshed.

Supporting the CFMEU

**Borgstars Pty Ltd**

Unit 2/49 Webber Parade, East Keilor, Vic. 3033  
Ph: (03) 9336 0051 Fax: (03) 9336 0069  
Mobile: 0419 563 265

**Australian Concrete Pumping Logistics Pty Ltd**

P.O. Box 786  
Sunshine West, Vic. 3020  
Ph: (03) 8311 7373  
Fax: (03) 9311 7917  
*Proudly Supporting the CFMEU*

Creating what matters

**Building Civil Engineering**

**BAULDERSTONE**

Your first selection for:  
Alliance Partners, Construction Managers, Project Managers,  
Design & Construct Contractors & Property Developers

South West Towers Level 9,  
30 Convent Place South Wharf VIC 3006  
E. 03 9684 6111 F. 03 9682 3586  
[www.baulderstone.com.au](http://www.baulderstone.com.au)

**JND Concrete Pumping Pty Ltd**

7 Casablanca Rise  
Greenvale VIC 3059  
Ph: 03 9357 5700  
Fax: 03 9333 5511  
John: 0438 388 701

# CFMEU KIDS CLUB School Holiday fun!

Hey Kids, School Holidays are here. Yeah! For this issue, send in a drawing of what you plan to do these holidays. What's your favourite activity? Best entries get a \$20 Toys R Us voucher. So make it your best!

Send in your entries by 1 June 2011 to:

CFMEU Kids Club  
P.O. Box 226 Carlton South VIC 3053

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

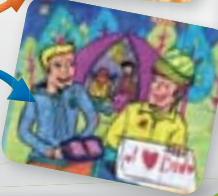


## Our winners!

We had such an overwhelming response this issue that we decided to print entries from two winners.

Congratulations to Jackson Orr aged 4 from Traralgon and Emma Ocic aged 8, from Rowville.

You will be receiving your Toys R Us vouchers soon.



For a better way to buy CFMEU gear for you and the kids, go to:  
[cfmeuVIC.com.au/shop](http://cfmeuVIC.com.au/shop)



Andrew Theodorou



Short sleeved 'grandpa' navy or black \$20, kids \$15



Fluro T shirts, yellow or orange \$20



Ryder Seadon



Carter Collier



Nicholas and Daniel Ioannidis

...bigger choice, faster order, easier payment, quicker delivery

The CFMEU Shop, 500 Swanston St, Carlton. Tel: [03] 9341 3444  
or talk to your Shop Steward or Organiser to have merchandise delivered to your site.

# Wages up 4.5%

## 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. The following rates of pay represent a **4.5% wage and allowances increase** negotiated by your Union. It is the third instalment of a 15% wage and allowances increase over the three-year agreement (2008-2011).

	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>TRADESPERSONS</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: Currently \$138.35 per week (\$144.60 from 1/7/11) 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.

Allowances are contained in the National Building and Construction Industry Award. Under the Federal Government's 'modernisation' process, this award was replaced by the Building and Construction General On-site Award 2010. As a result, the allowances listed below were not adjusted in 2010. We will address this issue during negotiations for the new EBA.

## Allowances

### ON-SITE RATES 36 HOUR WEEK

#### MULTI-STORY 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		

#### GOLD WORK

#### TOWERS ALLOWANCE

Over 15 metres	54 cents per hr	Each additional 15 metres: an extra 54 cents per hr
----------------	-----------------	---

#### 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	\$2.31 per day	Suspended perimeter work platform	83 cents per hr
Higher qualification	\$3.62 per day	Wet work	56 cents per hr
Furnace work	\$1.43 per hour	Wet work (cemetery)	56 cents per hr
Grindstone or wheel not available	\$5.75 per week	Underground allowance	\$2.34 per day \$11.72 per week

#### HEAVY BLOCKS

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	\$5700 per day	Return journey	\$19.70
Distant Work allowance	\$398.40 per week	Weekend return home	\$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.
------------------	------------------------------	-----------------------------	------------------------------	-------------------------

\* 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.



Be paid up and  
100% union, go to  
[cfmeu.com.au](http://cfmeu.com.au)