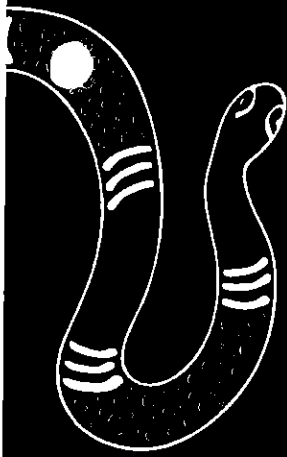


CFMEU CONSTRUCTION WORKER

www.cfmeuwa.com

Summer 2016 Issue 4



VINCENT LINGIARI ROOM OPENS



Minor Parties play a major role
in reintroduction of the ABCC



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Get your 2017 RDO Wall and Pocket Calendar

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2017 and beyond is shaping up to be a good year, as just about every major builder has signed on to our new EBA. Subbies are also coming on board. It augers well for the New Year.

Make NO mistake the union is back in town! BE A PART OF IT.

THE ABCC – CROSS BENCHERS LED BY ONE NATION DOUBLE CROSS WORKERS AND THEIR FAMILIES

Your union and others worked extremely hard over many months to make politicians, especially the cross-benchers aware of the pitfalls, injustice and dangers of re-introducing the ABCC with their one sided coercive powers.

The cross-benchers representing minor parties Like One Nation chose to ignore our representations.

There is NO one law for all Under One Nation.

Some stood their ground like Jacqui Lambie as well as the Greens and the ALP fought against it all the way. But a handful of people traded off workers' rights, your rights and your children's future for their own 30 pieces of silver. In short hundreds of thousands of construction workers and their families have been 'sold down the river'. We have lessons to learn from this with the WA state election upon us in March next year, where the LIBS led by Mike Nahan want to introduce similar ABCC and Building Code laws in WA. See story this issue.

LINGIARI ROOM OPENING



From little things big things grow. On Saturday December 3rd it was an

honour to have Senator Pat Dodson open our new Vincent Lingiari Room.

The room honours Vincent Lingiari, the Gurindji people and the 50th anniversary of Wave Hill walk off.

In August 1966, Vincent Lingiari, a Gurindji spokesman, led a walk-off of 200 Aboriginal stockmen, house servants and their families

from Wave Hill, as a protest against the work and pay conditions. For over 8 years they stayed on strike fighting for their rights and their land. It was a fight Vincent and his people won against all the odds.

The CFMEU is proud to acknowledge and honour our indigenous brothers and sisters. Dare to Dream. Dare to Win. See story this issue.

PAY RISES LOCKED IN

Our new EBA has now been signed by all the major builders, with subbies progressively coming on board. At a time when there is almost zero wages growth in WA, I'm pleased to say that your union has negotiated good pay rises totalling 12.5%, compounding each year over the 4 year term, off a good base which will see \$41 per hour with allowances on major projects (not including any overtime). 2017 will see a lot more major projects, with good union jobs getting out of the ground. Keep in touch with your area Organiser for startup times and attend the regular monthly members meeting for updates. Union built is quality built.

WORST SAFETY

We have had a shocking year with safety on sites here in WA. Within 12 months we had 2 young workers die, crushed by concrete slabs, a girl plunge to her death on a Finbar site and countless near misses.

NO thanks to Worksafe WA who have become an impotent instrumentality and arguably the cause of the worst safety conditions ever seen in WA.

We do our best every day to improve safety, unfortunately, the same cannot be said for Worksafe. Things have to change. See our Safety Shockers of the Year and who won!

STATE ELECTION – JOBS AND TRAINING

As we look forward to the state election in March 2017. I ask ALL our members to help out where they can. Every effort counts to rid WA of one of the most inept governments we have ever seen.

Labor has a REAL jobs plan to get WA back on track. The Libs have no plan. Apprenticeship

take ups have fallen dramatically, local manufacturing continues to go overseas to cheap, second rate operators, unemployment and under-employment is at record highs as is state debt. Barnett has also decimated TAFE training for our kids. Let's make 2017 the year that the LIBS pay for all their lies, broken promises and gross mismanagement of our state and its future.

WHY WAS CLINTON TRUMPED – A LESSON FOR ALL OF US

Who would have thought that we'd have President Trump?

The lesson out of the US, Brexit and, to a certain extent, our last Federal election is that you ignore the working class, under employed, disadvantaged and young people at your peril.

Politicians need to listen and ACT on the concerns of those not connected with the ELITE. Otherwise, they leave a huge number of disengaged people open to the populist propaganda of far right groups – who stand for nothing and say they can fix everything, which they can't – all they do is pray of people's fears and insecurities.

Worse still, many young people don't even bother to vote because feel the 'system' offers them nothing. If you feel disaffected, not represented, get involved. Have your say, take action and effect positive change through your union or the ALP as your voice. If you sit on the sidelines, you will be sidelined. Take up the mantle and lead the way, most of all VOTE!

SEASON'S GREETINGS

I would like to wish all our members and staff a happy festive season, we can all look forward to good union jobs coming out of the ground in 2017. We will do everything we can to ensure our members have a prosperous new year. Until then stay safe and be paid up and proud



Mick Buchan
State Secretary, CFMEU WA

Patrick Dodson opens the Vincent Lingiari Room at Trades Hall

Senator Patrick Dodson opened the Vincent Lingiari Room at CFMEU WA's offices at Trades Hall, Perth with local elders, Mick Buchan and other distinguished speakers and guests on December 3, 2016. The room honours Vincent Lingiari and the 50th anniversary of the Wave Hill Walk Off. It commemorates a Gurindji man, a leader of action on behalf of exploited and marginalised workers in our north.

This is an edited extract of Senator Dodson's speech.

This story, the Wave Hill Walk Off, is something I grew up with. I was a kid in Katherine in the Northern Territory at the time when Vincent and the Gurindji people walked off the station at Wave Hill. There was a lot of talk about Aborigines getting mobilised and walking off the stations and how it would lead to disaster and that doom and gloom was going to befall the industry.

I didn't understand that at the time, but I knew something significant was happening in the political and social landscape and that it was about power distribution and how we, who hadn't even been citizens, were being led by a man who had never been to school.

As a young fella I stood outside the Katherine Town Hall, inside the Town Hall was a meeting billed as the Rights for Whites.

The organisers had bussed people up from Adelaide to protest at this outrageous behaviour of Aboriginal people who dared to seek equality with the non-Aboriginal people of this country, particularly when it came to land and an opportunity to be independent of government management systems.

The people outside were saying to me 'go in there and tell them they're wrong' and I said I have to live through another day to fight this fight because I won't beat them today.

From that moment on, Vincent Lingiari was defined as a man of great integrity. On the trips he undertook, the unions would always welcome him. He would go to the Trades Hall and they would organise a place for him and his colleagues to speak, to have their voices heard. That's a legacy that is embedded in the justice landscape.

When Gough went up and poured the soil into Vincent's hands, Vincent said now we can be mates together. It was a simple gesture Gough performed on that day and the Gurindji people believe this – that we should walk together as friends and brothers and comrades.

I want to mention the pride that came through at the ACTU meeting in the Territory at the time of the 50th anniversary. A wonderful resolution passed to work towards the justice Vincent had visualized when he walked off the properties; for equal wages, for proper conditions, for dignity, for the return to country, for a future for their children.

I had the privilege of going to Kalkarindji when Vincent was a very old man and he was lying there in the creek bed, where we had the 50th anniversary ceremony, on an old foam mattress.

I worked for the Central Land Council at the time and the Minister was Clyde Holding. This was a time when the title deeds from the leasehold to inalienable freehold was handed back to the Gurindji people and on the very same day there was an amendment to the Land Rights Act which prohibited the conversion of leasehold to inalienable freehold on pastoral leases, so this struggle about land and the tension with lands and the security for Aboriginal people seems to go on forever and ever.

The old man was a very old man and obviously he had earned his entitlement to lay in peace on that day. He thought it was just another piece of paper.

I want to end on the fact that, as we heard from the Elders this morning, we can't do these things on our own and it's always with good comrades, good allies that we've been able to shift mountains to achieve change.



See all the pics and video of the opening on our Facebook page @CFMEUWA

SOLD DOWN —THE— RIVER

'She's one of us',
'She'll stand up for
Aussie jobs.'
'She speaks like me.'

These were typical responses
from people who voted for
Pauline Hanson's One Nation
at the last Federal Election.



With the passing of the ABCC legislation in the federal senate, championed by One Nation and cheered on by the Murdoch press, thousands of people, many of them working class battlers, can quite rightly feel they have been sold down the river. Pensioners too also edged towards One Nation and others without fully realising the ramifications of their policies on their grandkids.

The minor parties, led by Hanson's One Nation with the largest voting block, have sided with the Liberal 'ELITES' of Turnbull, Cash, Brandis and co.

If nothing else, Pauline Hanson is a walking contradiction, partly truth and partly fiction. The ABCC legislation and the new Building Code attached to it are in total breach of One Nation's own employment policy, which states they support more apprenticeships and skills training as well as secure 'local' jobs.

Under the Code there is no onus for contractors on federal government projects to employ a quota of apprentices. The code does NOT allow EBA clauses to limit casual workers. Secure jobs where workers are employed full time on a project after time will be open to exploitation. The code allows room for employers to use 457 or similar visa workers as part of a casualised workforce to foster cheap labour (and to drive down wages and conditions).

The code can undermine the Fair Work Act by in effect black banning employers who have agreements that comply with the Fair Work Act.

One Nation's Industrial Relations Policy states that it will pursue 'fairness and equality for all Australian employees and employers'. There is nothing fair or equal about this legislation. The fact is, there is not one law for all under One Nation.

As we've seen there is always little or no compliance, even with laws in place, to go after anyone except unions and workers.

While the ALP, the Greens and Jacqui Lambie opposed the ABCC every step of the way to their credit, many voters have been blind-sided by the likes of One Nation, NXT, Liberal Democrats and blow-in minor parties.

There will be many working families who feel betrayed by One Nation and others supporting Turnbull's ABCC legislation. Over 1 million of them are employed directly and indirectly in the construction industry. They will feel that propaganda to win votes is more important than principles.

Of course it wasn't only One Nation that carried this bill. Chief populist and fence sitter Nick Xenophon's NXT and others have a lot to answer for.

One Nation, NXT and Liberal Democrats horse traded their votes at the expense of ordinary Australian workers. They fell for the trap that somehow construction workers are different and deserve a different set of laws against them. Strangely, NXT who fought to save the Whyalla steel works (a vote winner in SA) has now gladly put in place laws that will sting the very same blue collar workers and their families.

For some of these 'minor parties' wishing to have a larger say in the political landscape, you have to really question their motives. It seems they are just manufacturing angst and dissention on purpose, to push many Australians to the far right.

This is the danger. Already we have seen the likes of Trump say what he needs to win power, only to back away once in. Make no mistake – Hanson's One Nation, NXT and others rely on the fact that people just soak up their populist remarks only to get their vote and then spurn you.

It all sounds good. Someone comes along and says what a lot want to hear, but in the end we are all played and screwed. These minor parties that voted in the ABCC gave no deference to the fact that under the last incarnation of the ABCC, deaths rose

massively in our industry. The ABCC does not investigate or punish those responsible for unsafe work practices. They don't give a stuff about sham contracting, shonky labour hire, low wages and conditions or unpaid subbies – nor do the Libs or cross benchers like One Nation, it now appears.

In July this year the Turnbull government called a Double Dissolution over the issue. Battlelines were drawn and we knew (or thought we knew) who the common enemy was.

Fact is, we knew the Libs and Nats would vote for the ABCC, but the minor parties have had the major role in creating a segregated set of laws against construction workers and their families. It's nothing more than industrial apartheid.

Mike Nahan, a product of the IPA (Institute of Public Affairs) an extreme right wing think tank set up by Murdoch and draconian Mining companies, has stated that he wants to introduce a similar code and laws to apply to WA State government funded projects. The lesson we can learn here is to vote the likes of him and the entire WA Liberal/Nat government out of office in March 2016.

Hanson's One Nation and other minor parties will be out to attract your vote, don't fall for them. They are political narcissists at best and double crossers at worst.

We all need to be vigilant, it can come unstuck if we believe and swallow the populist rhetoric of parties such as One Nation and others. They are not the answer. Their actions prove they are not worthy of your vote.

We will overcome this latest incarnation of the far right; we have been around for 160 years surviving The Masters & Servants Act, Penal Powers, WorkChoices, FWBC, Royal Commissions, ABCC (twice) and we are still here fighting and always will be – for workers safety, their rights and a better way of life!

**Dare to struggle dare to win.
If you don't fight, you lose!**



Worker Death: Bizarre

From: Gerry Hansen
 Sent: Friday, 14 October 2016 7:10 AM
 To: [Redacted]
 Cc: [Redacted]
 Subject: Marianka

Dear family of Marianka
 Our sincere condolences for the sad loss of Marianka
 Be assured we will accommodate any water and financial needs that you wish to have in Perth
 Marianka was a lovely
 wife, a dedicated worker and a valuable member of our company
 Very often in moments of concentration and dedication to do the right job she tended to bypass up and secure herself.
 She did this job for 13 years impeccably and a 30 second lack of concentration caused this fall
 Only God would know the answer.
 All 100 people on site these thoughts and prayers are with her
 Mick had a Buddhist monk bless her spirit on the place of the accident next day
 He said to all of us that she could talk what would she say to all of us, his answer was, Marianka would say I AM SORRY FOR LETTING YOU DOWN to my
 mum, dad, family, friends and workmates.
 We all wish you lots of strength and sympathy at this time of this sad loss.
 With all sincerity
 Gerry Hansen
 Managing Director
 Hanssen Pty Ltd
 Sent from my iPhone

It's all here in black and white. The bizarre email letter that Gerry Hansen sent to the relatives, workmates and friends of Marianka Heumann who died after falling down an open shaft on the Concerto site in Adelaide Terrace.

CFMEU State Secretary Mick Buchan slammed Mr Hanssen for the letter.

"An absolute insult and a disgrace that a letter like that got sent out to the family," Mr Buchan said.

"I got sent that myself from Gerry, as well as other people that I know.

"What's going on? He needs to go and see his doctor."

The letter referred to a Buddhist monk who visited the construction site the day after Ms Heumann's death, saying he had "blessed her spirit":

"[The monk] said to all of us, if her spirit could talk what would she say to all of us, his answer was, Marianka would say I AM SORRY FOR LETTING YOU DOWN to my mum, dad, family, friends and workmates". Mick Buchan said it was a very bizarre statement.

The letter was more like an insurance 'cover note' to try and deflect any responsibility from the builder, by laying blame on the victim. However when you look at the incident report prepared by the CFMEU immediately after the accident, the builder has plenty to answer. The tragedy was completely avoidable.

Marianka Heumann tragically fell from the 15th to the 2nd floor leading to her death at the Finbar / Hanssen Pty Ltd, Concerto Apartments Project in Perth on 10/10/2016. According to the employer, Marianka was

applying sealant to panels surrounding the air duct and was working off a plastic bucket at the edge of a 13 floor open penetration with no fall prevention system in place at the time. She had to lean in over the penetration to fully seal the panel joints.

Like many other workers on the job, Marianka was not experienced in construction work. This is a high risk industry that presents life threatening situations to the untrained and inexperienced.

The employer should have risk assessed the task and applied the hierarchy of controls to determine adequate fall prevention controls. Ideally a scaffolding work platform could have been installed so that the worker could work safely at the appropriate height and ergonomic position to perform the task. Instead, by the employers own admission, they chose the last line of defense being

letter defies decency

personal protective equipment (PPE). Even that is questionable as there was no obvious anchor point available. When questioned by the CFMEU, the company representative stated that she should have been wearing a harness (blame the worker). No good wearing a harness if there is no anchor point to attach to. A hole drilled in the floor is not an anchor point.

Occupational Safety and Health (OSH) legislation states "the employer must provide and maintain workplaces, plant, and systems of work such that, so far as is practicable, the employees are not exposed to hazards and provide such information, instruction, training and supervision of the employees as is necessary to enable them to perform their work in such a manner that they are not exposed to hazards."

This preventable tragedy raises a number of questions;

Why are inexperienced people allowed to work in a high risk industry?

Did the employer conduct a proper documented risk assessment of the task?

What training was provided to the employee?

Is adequate experienced supervision available on the job?

Why did no one in the area intervene or raise concern about the way the task was being performed?

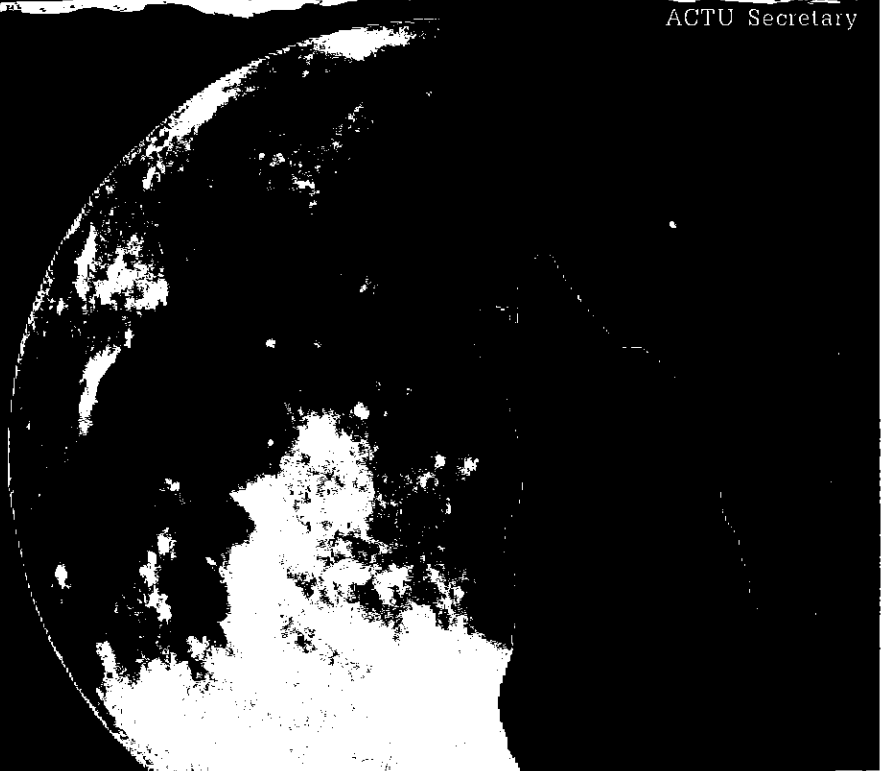
Have workers previously raised concerns about this task?

Why have WorkSafe allowed Hanssen Pty Ltd to continue to operate the way they have for so many years now when they are fully aware of the unsafe practices on the Finbar projects Hanssen Pty Ltd build?



SEE page 14 for a couple of shocking life threatening examples of how safety operates on a Hanssen site.

In the dead of night they came for our rights



Turnbull let attack dogs loose while you were sleeping.

Something very wrong happened in Australia on November 22nd. All union supporters need to know about it.

A little after 2am November 22nd the Turnbull government passed the Registered Organisations Bill, which is designed to hamper the work of unions.

The bill sets up a whole new commission, headed by whoever the Liberals appoint, that can impose huge fines on volunteers and their unions.

Right now corporate power is out of control in Australia, and across the world. Working people can't get decent pay rises, there is mass exploitation of workers at places like 7-Eleven and inequality is rapidly on the rise.

Rather than tackle these issues, the Turnbull government is hell-bent on attacking union members – the very people who can help get wages growing and end exploitation.

Creating a Registered Organisations

Commission will not create a single new job for anyone but the Liberals' mates. This new, expensive, body also won't improve the pay of a single ordinary worker.

In fact, it will make it much harder for working people to stand up to corporations and win a fair share for the time and effort we give to our bosses every day.

Australians expect our government to be writing the laws that make our country more equal, not tying the hands of the organisations that do the heavy lifting to get there.

The Liberals' new commission is all about draining the resources union members would rather spend fighting worker exploitation, organising and campaigning for Medicare, schools and a better life for all.

Instead, they want our unions to be subjected to a restrictive regime of regulations and fines that could bankrupt ordinary union volunteers just for downing tools if their workplace is unsafe.

This law, and its bunkmate the ABCC, is all about the Turnbull government's drive to

attack the living standards of working people on behalf of the big businesses that back them.

They want to silence voices for fairness on the job and in the community.

We can't let the Turnbull Government notch up another attack on working people and pass that toxic ABCC law which will take away the rights of all workers whose jobs touch the construction industry.

A second anti-union commission would do nothing to fight corruption, but it will ban EBAs that require minimum numbers of apprentices on site, and any caps on temporary migrant workers in construction. It will open the floodgates to a limitless number of casual labour-hire positions.

Now more than ever is the time to stand up and fight back.

In his great rush to diminish the rights of working people, Malcolm Turnbull seems to have forgotten something very important: We are the Australian union movement, we are not going away, and we will never stop being united in fighting for what is right.



MAKE THEM PAY WA.

IMPORTANT STATE ELECTION ALERT

ARE YOU ENROLLED TO VOTE?

There will be a State Election on 11 March next year. To have your say, you must be enrolled to vote. Have you checked your enrolment recently?

You can update and check your enrolment is correct at www.elections.wa.gov.au – click on the CHECK YOUR ENROLMENT button or if you need to enrol for the first time go to the WAEC website: www.aec.gov.au/enroll/.

You can also call the WAEC on 13 63 06 or ask your union organiser for an enrolment form.

This election, we need to fight to protect our industry, our jobs and our kids' future. This is your opportunity to send a strong message to Colin Barnett and his cronies, that you won't support a State Government that wants to sell off our assets and has no plan for jobs.

WE NEED TO ASK OURSELVES, WHAT DO WE WANT IN THE FUTURE?

Do we want a Liberal National Government that is increasing TAFE fees, cutting opportunities for our kids and attacking our right to a safe working environment by cutting WorkSafe funding? They are also trying to introduce harsh laws that attack your right to peacefully protest or take action.

We have seen this from Liberal National Governments before and we have stood together and fought hard against their cuts that threaten our way of life and hurt workers and their families. But we need to make our voice heard. Don't miss your opportunity to have a say, make sure you are enrolled to vote and make your voice count!

CAN YOU HELP DURING THE STATE ELECTION?

This Liberal Government has:

- **Overseen massive job losses;**
- **Cut WorkSafe;**
- **Increased TAFE fees;**
- **Decimated the training budget;**
and
- **Failed to act on the issues impacting the construction industry.**

This election we need to fight back, but we can't do it without **YOU**. Let's fight back together.

If you can spare some time and can help or you would like more information, call Mia on 0407 628 996.



BLACK ARM BAND DAY

A day we wish we



Black Arm Band Day on November 3rd saw construction workers and communities all over Australia pay their respect to those recently killed at work on construction sites.

It was great to see so many workers from big and small sites in WA get behind this commemorative event.

5 construction workers were killed in October in just 3 weeks, taking the total deaths so far in 2016 to 23. Our industry had 29 in 2015 and 31 in 2014. It needs to stop.

Black arm bands worn silently by workers and the wider community sent a loud message that enough is enough, safety has to be treated as a priority and without the hindrance of draconian laws and those that police them at the expense of lives.

That aside, the day was about the victims and their families, those who won't get to hear, kiss, play, hug, share a meal or laugh with their loved ones, one last time. RIP.



Please report unsafe sites: The life you save maybe you own.

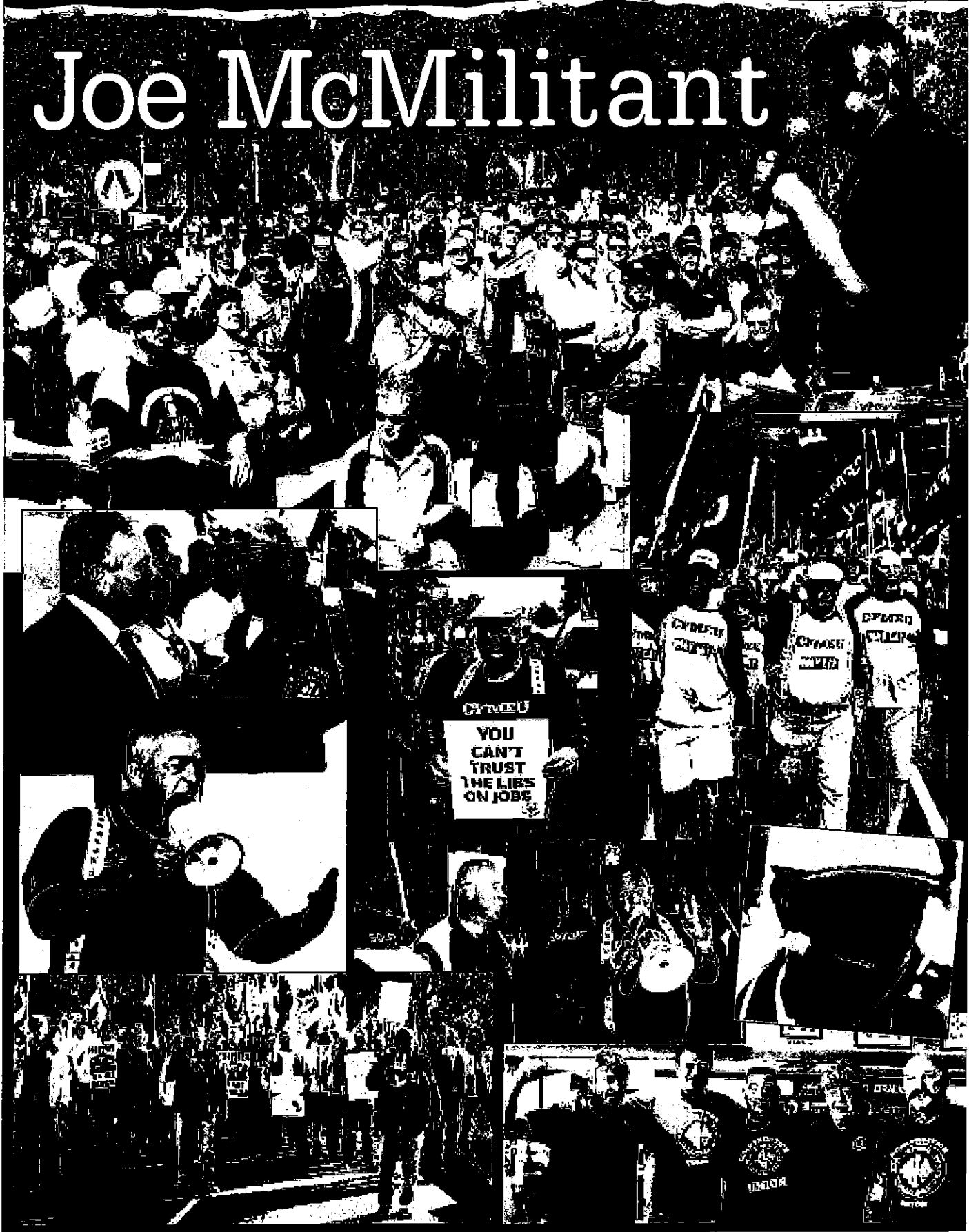
with Mick Buchan

didn't need to have



Call us on 9228 6900 or email safety@cfmeuwa.com

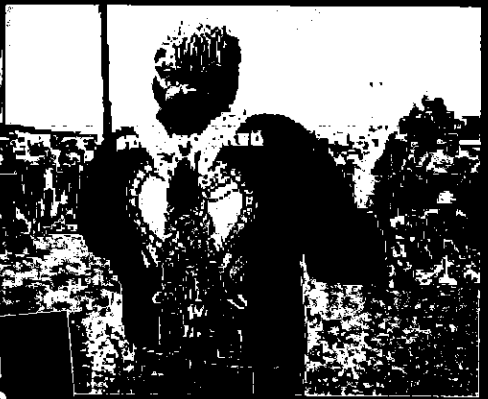
Joe McMilitant



Joe McDonald was born a proud militant. This pictorial tribute is a walk down memory lane for some and a nightmare for the many bosses whom Joe Mac has taken up the fight to every day of his working life. Joe has been an outstanding union official and assistant secretary. He vacates the position on January 1st but will remain involved as National President until ironically Black Friday October 13th 2017. By which time he hopes he would have at least outlasted Colin Barnett (Bad luck for Barnett?)

This quote from a hero of Joe's, James Connolly, perhaps sums up his commitment to the union cause the best:

"If you strike at, imprison, or kill us, out of our prisons or graves we will still evoke a spirit that will thwart you, and perhaps, raise a force that will destroy you! We defy you! Do your worst!"



THANKS JOE!





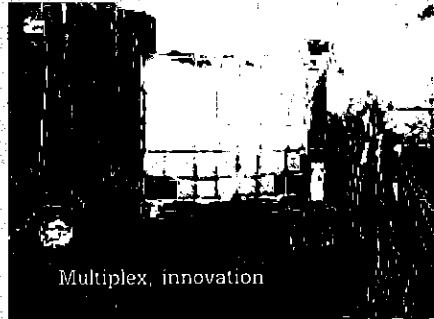
GOLDEN TURD AWARD

THE CONTENDERS ARE...

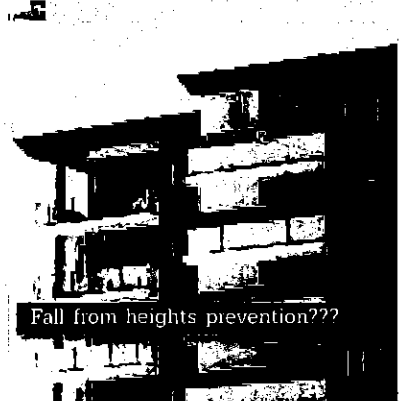
John Hollands. Not only did they import cheap roof panels from China containing asbestos they exposed workers to the potentially life threatening asbestos fibres. Then during remediation of the roof panels it rained and water leaked into the ceiling causing ceiling panels to soak up the water resulting in panels falling eight levels to the Atrium below. Luckily no one was injured. It doesn't stop there, JH somehow managed to contaminate the water supply with lead again hushing it all up. They knew about the problem in early July but it did not become public until September when the CFMEU tried to investigate. The Government, WorkSafe and Comcare have protected John Holland all the way through this project.

Hanssen Pty Ltd. This builder persists with a building model that has resulted in 2 fatalities in just over five years. They risk the lives of workers every day by employing minimum safety standards, non compliance to OSH regulations in relation to high risk work, employing unskilled inexperienced workers, not providing adequate training and intimidating and sacking workers who dare to speak up about safety issues. The Industry including the Government and WorkSafe know how Hanssen Pty Ltd operate but won't do anything to bring them to account.

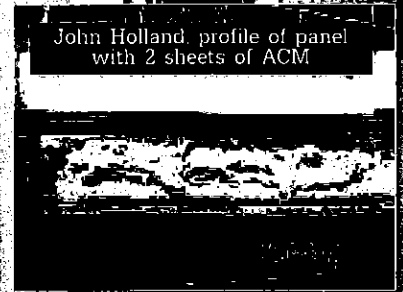
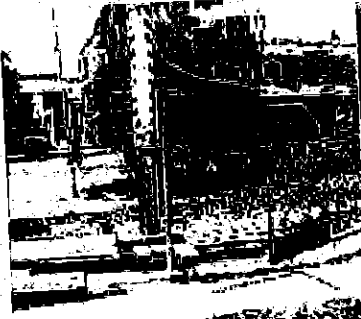
Multiplex. What can you say about a company that was once considered the industry leader when it came to establishing safety standards and working conditions? Unfortunately Multiplex have slipped to what can best be described as a tier 2 builder, by joining the race to the bottom and employing the cheapest subcontractors who tender the job, minimum safety standards and work practices. The industry has witnessed Multiplex's decline over recent years. We can only hope that other builders take on the responsibility of setting an industry standard that everyone can aspire to.



Multiplex, innovation



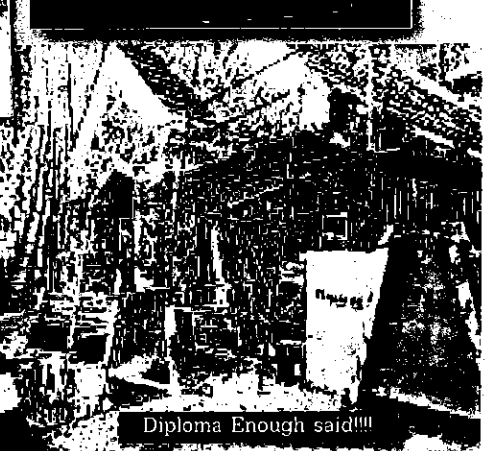
Fall from heights prevention???



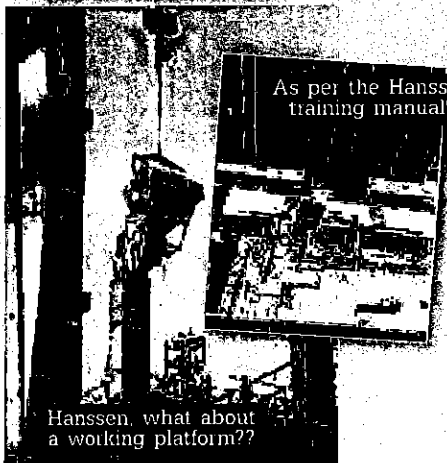
John Holland, profile of panel with 2 sheets of ACM



EMCO quality

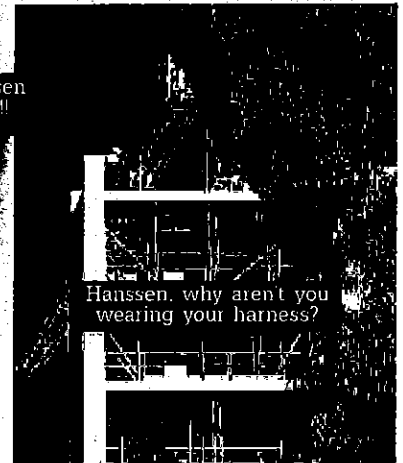


Diploma Enough said!!!



As per the Hanssen training manual!!

Hanssen, what about a working platform??



Hanssen, why aren't you wearing your harness?

2016

Multiplex who needs a crane?

Multiplex, minimum standard dangerous chain angle and using a forklift, not a crane

Typical Hanssen Pty Ltd site - complete mess - NO safety controls!

John Hollands is that asbestos?

John Hollands Asbestos won't hurt you!!

John Holland, asbestos sample

Diploma, edge protection???

Pindan fall prevention systems

This is why we need traffic retardant barricading

EMCO examples of safe work platforms

...AND THE WINNER IS



...and the WINNER is...

WorkSafe Western Australia!

Unfortunately for workers, in this state WorkSafe Western Australia are not a proactive body. Inspectors do not go out and enforce compliance to the OHS Act and Regulations, they rely on complaints from unions, workers and the public before they take action. On rare occasions they will conduct targeted inspection programs in the construction sector.

When they receive a complaint they prioritise the complaints and may or may not follow up on it. If they do follow up they may issue notices or verbal directions to the employer or a worker, however they don't necessarily go back to ensure the issues have been rectified. They actually follow up on about 5% of the notices issued. Instead they rely on the employer sending back compliance slips for all the notices that were issued, stating that the notices have been complied - with meaning everything has been fixed. WorkSafe do not provide feedback on a complaint unless you apply through the Freedom of Information process.

WorkSafe operate on a model that allows builders to self-regulate their own work places. They rely on the honesty of an employer who is not complying with the law in the first place.

WorkSafe are the major reason the level of safety in Western Australia has deteriorated to the current low levels we work under and they need to be overhauled before we will see any improvement in safety standards in the construction industry in this state. If they did their job like we are expected to, these situations wouldn't happen. **Congratulations WorkSafe... Winner of the 2016 Golden Turd Award!!!**



**REPORT UNSAFE PRACTICES TO YOUR UNION,
IF WORKSAFE WON'T PROTECT YOU THE CFMEU WILL**



BARNETT GOVT: Another project delayed.



IT WOULDN'T HAPPEN IF IT WAS MADE LOCALLY

Where have we heard this before? DELAYS are plaguing the much-vaunted \$54 million footbridge linking East Perth to the new Perth Stadium at Burswood. Which has now gone \$17 million over budget - **another disaster under the watch of Mike Nahan!** The Barnett Government has quietly pushed back its time frame for opening the bridge, which will span the Swan River, to possibly the middle of next year.

That would be up to six months later than first announced and comes after criticism that the bridge was being manufactured in Malaysia instead of WA. It's understood the timetable for completion has been put back by months because of delays in Malaysia, where the bridge is being fabricated using Chinese steel. The Barnett government has failed local jobs at a time of record unemployment in WA.

Transport Minister Bill Marmion yesterday confirmed the bridge would not be "operational" until "early to mid-2017", rather than the previously announced "early 2017".

Remember this at the state election. Delays + cheap imported products, maybe he should name it the 'John Holland Bridge'!!! And Surprise! Surprise! Speaking of John Holland the Barnett Government has come out and said that the NEW Perth Children's Hospital will now open next Easter 2017!

What a joke! Kick the LIBS out!

A Christmas Message to CFMEU Members

from Mark McGowan
Leader of the Opposition WA Labor

My family, my Labor colleagues and I send our very best Christmas wishes to CFMEU members and staff. Christmas is a time when we give special thanks to our families and reflect with gratitude on the opportunities this great State has afforded us. In this special season I hope your homes are filled with joy and laughter, as you enjoy the time spent with family and close friends. I also recognise the FIFO workers across WA, who will not be able to spend this Christmas with their families.

I would like to take this opportunity to acknowledge the role of the union movement in advancing workplace safety in this State. The CFMEU has a long history of achievement in making sure workers come home safely to their families, just as there is a long tradition in the Labor Party of working with unions to safeguard workers' health.

This Christmas will be a difficult time for many Western Australian families. Too many have lost loved ones in the workplace this year in circumstances that could have been prevented. Conditions have improved in this State but we must recognise that there is still more to do. We must do more to support WA's FIFO workforce and ensure their mental health and wellbeing is placed above all else. A McGowan Labor Government would work with resource companies to provide choice and support for FIFO workers, create strong regional communities and long term employment opportunities in regional centres.

As we edge closer to the March State election, let me offer this assurance to CFMEU members -A McGowan Labor Government will be committed to a joint safety agenda with the unions in WA.

WA Labor was founded by the union movement and improving circumstances for workers will always be central to our core values. We also share with the union movement the belief in fairness and a fair go for all, not just certain sections of our society.

With that in mind, we must also acknowledge that many families are doing it tough. Too many people have missed out on the benefits of the boom and we've somehow emerged from the biggest period of wealth creation in WA's history with little to show for it.

Unemployment is at the highest levels in recorded history. Communities are struggling and many Western Australians will rightly be asking, 'how did it come this?' We should have been more prepared for the changing economy and worked harder to diversify and create new jobs.

Perhaps the greatest commitment I can give to you is that I will get our economy back on track. There's no easy fix to the mess created by the Barnett Liberal Government. It will take years of good financial management and discipline.

Getting our State back on track is not impossible. But it's crucial to come up with innovative, smart and, most importantly, affordable policies to create a more diverse and sustainable economy and jobs for the future.

That's exactly why WA Labor has developed a Plan for Jobs. It's an affordable and achievable plan that will create 50,000 new jobs in a range of industries across WA. Industries like manufacturing, tourism, innovation and ICT, agriculture, science and technology. The construction industry has been hit hard by job losses and our plan will create more opportunities, particularly on government projects.

I am committed to helping young Western Australians find work. Under the current government, the training sector has been decimated, with a massive decline in apprenticeships and traineeships. Helping young Western Australians to get the skills they need to get decent jobs will be a priority of a government I lead.

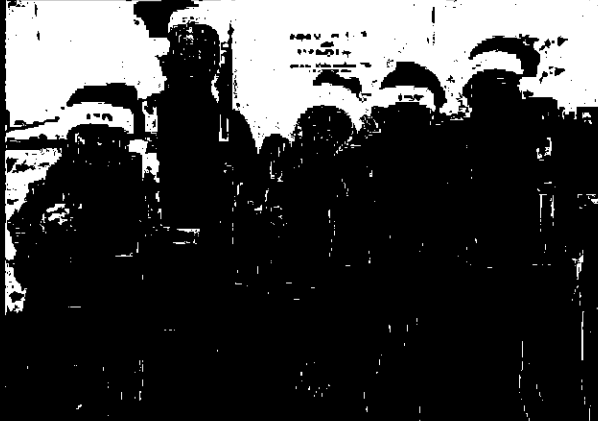
We are serious about building a stronger economy and creating new jobs. Focusing on enduring Labor values, like giving a helping hand to those who need it and looking after the most vulnerable people in our community.

This is what Labor is all about.

Let me assure you that my team and I will be doing everything we can to elect a McGowan Labor Government in March. Thank you for all your efforts this year. I wish all members a Merry Christmas and a safe and prosperous New Year.

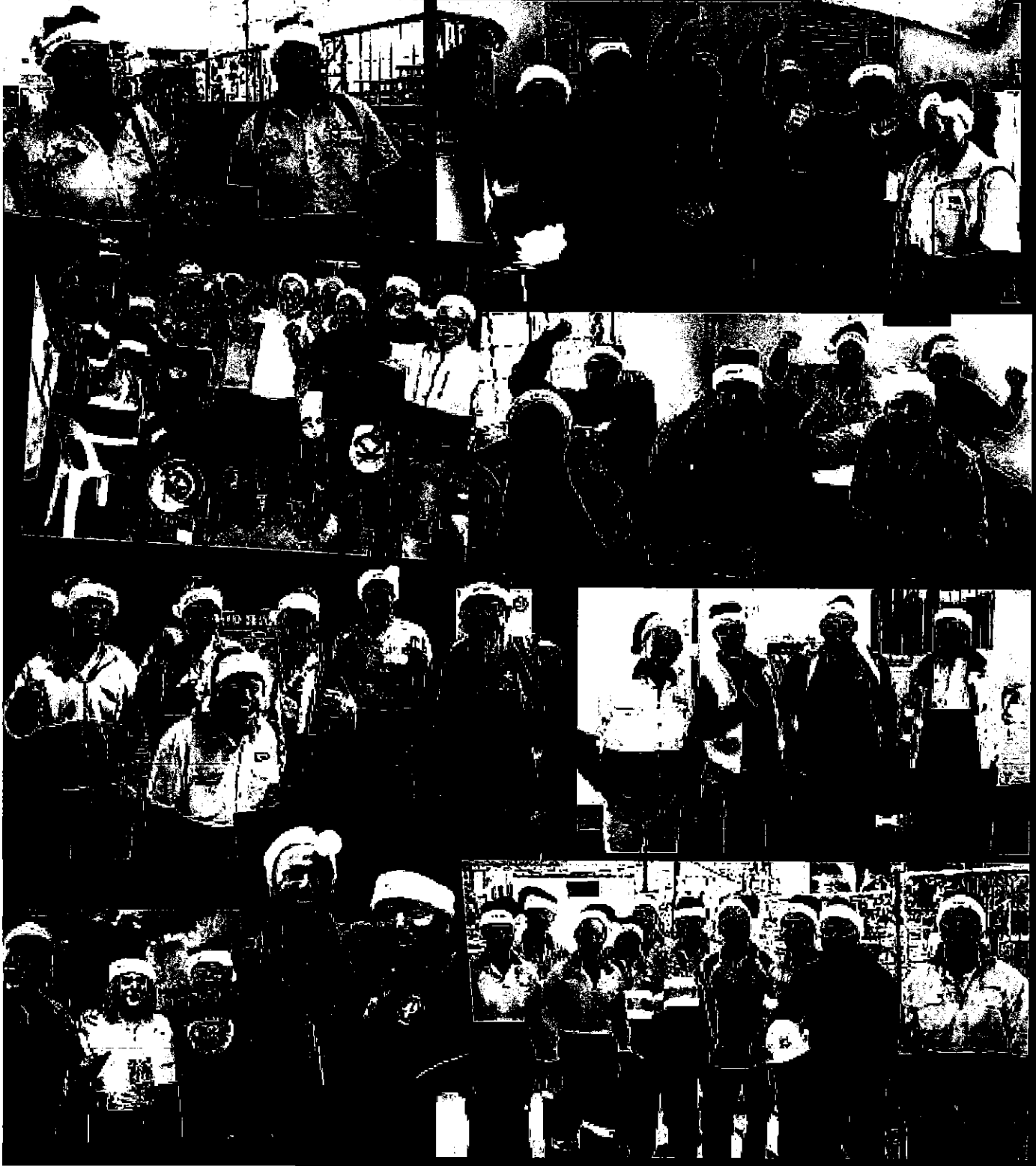


MERRY CFMEU



with Mick Buchan

CHRISTMAS



STOP THE ABCC

ABCC SPELLS CONTEMPT FOR WORKERS

Anne Aly stood strong with the CFMEU to fight against the advent of the ABCC. This is her assessment written prior to the ABCC Bill being passed. Anne was spot on. People like Anne and others including ourselves will continue to remain vigilant in the face of these draconian laws.

The government called an election over this controversial law, but what does it mean for Aussie workers?

First we were told that young people couldn't afford to buy into the housing market because they didn't have rich parents.

Then, last week in Parliament, Scott Morrison tried to tell Australia that young people couldn't afford housing because of the CFMEU.

In trying to mount its argument for the ABCC, the government has blamed the CFMEU for everything from increasing housing prices and building costs, to intimidating and bullying, to over inflating workers' wages. The latter is particularly bizarre, considering that the Attorney General's Department employed no less than 37 new appointments just before the election at salaries of over \$300,000 each with no checks, no processes and no examination of possible conflicts of interest. But then again, this is the government of 'do as I say, not as I do'.

According to the Liberal government, the ABCC will not only increase profits, it will also decrease prices, and it will stop excessive wages while also increasing wages. Confused? You should be. The argument for the ABCC is not built on reason, logic, need or

even economic rationality. Instead, it is about drawing political battle lines between Labor and a Liberal government that is undeniably anti-worker.

While the government continues to attack the CFMEU with accusations of thuggery, workers continue to die. When Malcolm Turnbull was scrambling together the anti-worker ABCC legislation, the CFMEU was protecting workers from asbestos-containing material in Perth's Children's Hospital. Every worker deserves to get home safe to their families, and the ABCC will put that safety at risk.

During the Howard era when the ABCC was first introduced, construction worker deaths were at a 10 year high. The proposed ABCC 2.0 threatens the safety and security of every single worker and their fundamental human right to a safe workplace. It would also undermine other workers' rights because it could introduce extraordinary powers of law enforcement that only apply to a single industry including:

- forcing workers to give evidence and produce documents without representation of a chosen lawyer;
- allowing ABCC representatives to enter premises without a warrant and impose extraordinary fines reserved only to the building and construction industry;
- reversing the onus of proof onto workers; and
- Most disturbingly, introducing penalties for picketing and industrial action effectively silencing workers and their Unions.

Another one of the government's erratic arguments is that the re-introduction of the ABCC will resolve unlawfulness and illegal activities on worksites. It beggars belief that the government doesn't know how the judicial system or existing law enforcement agencies could work to rectify these concerns.

These false arguments put forward by the government that somehow the ABCC will boost productivity while solving problems of corruption and excessive costs have been disproven time and time again. Make no mistake, the ABCC will not improve productivity, create new jobs or stamp out corruption. What it will do is make construction sites less safe and strip away workers' rights.

This is Australia. This is 2016. A fair and equal society – the kind of Australia I am proud to be a part of and the kind of Australia the Labor Party wants to see – does not compromise the rights of its workers for the sake of a bitter and contemptuous political war against Unions.

These workers are not just collateral damage in the government's war against Unions. They are real people with families and children who deserve to have their voices heard, who deserve a decent wage, and who deserve to get home safe.

And let me tell you this: if my boys were working on construction sites, I would be damn glad the CFMEU was there looking out for them.



Dr Anne Aly is the Federal Member for Cowan and a world-renowned counter terrorism expert. Dr Aly is a WA Women's Hall of Fame inductee, has received the prestigious Australia Security Medal, and in 2016 was nominated for Australian of the Year.

Don't let Barnett off the hook!

During his reign as Premier (Emperor) of Western Australia, Colin Barnett and his Liberal coalition government have taken WA from being Australia's leading economy to now being in last place, behind even Tasmania.

That's no reflection on our Tassie cousins, in fact we take our hats off to them. For years they have been diversifying their economy from an apple isle to arguably being Australia's leading state for aqua-culture, fresh food exports, world famous whisky distilleries, super-fast ferry construction and tourism among other things. It's also good to see the great work the CFMEU is now doing representing workers in Tasmania.

The Barnett government on the other hand failed to plan for any life after the resources boom. They have also wasted billions of dollars and the opportunities that go with it. Sure, we have some nice buildings but the majority of those have gone over budget under their auspices. For instance, the new Children's Hospital, the Perth Arena, water problems at Elizabeth Quay, which put children's health at risk.

Who knows how the new stadium will end up?

There are those who say Barnett wanted his legacy to be that of the 'Great Builder', the one who changed the face of Perth, with him perhaps believing that in 100 years no one would remember the mismanagement and the extraordinary waste, only the monuments to himself. How wrong they are. While our state was experiencing a once in a generation resources boom, the Barnett government was overseeing its own boom. A boom in debt, as WA accounts reached 'Great Depression' proportions. A boom in unemployment, especially among young

'The WA Liberal Government is like a full nappy and must be changed.'



people and a boom in service cuts.

Emperor Barnett and Nitwit Nahan like to argue that it's an unfair GST Revenue System that has made our revenue intake worse, but remember, it was a Court Liberal Government (with Barnett) that signed off on the GST deal, with many at the time forecasting that it wasn't in WA's best interests. GST has nothing to do with it.

In simple terms they spent more than they made. They acted like pigs at a trough that stretched from Parliament House in West Perth all the way to China.

Blind Freddy could've seen the resources boom coming to an end, nothing lasts forever. But not an arrogant Barnett and his band of 'head-in-the-sand Ostriches'.

Along the way they have put up costs for just about everything, power, water, motor vehicle licenses and TAFE courses which have economically locked out those who need it most. TAFE enrolments have fallen for the last 2 years since Barnett increased costs, with some course costs trebling. Indeed, costs have gone up and blown out by so much, the Barnett Government should pay the ultimate cost and be thrown out of office at the State election in 2017.

The Barnett Government all but decimated our local manufacturing industry with their lack of support for local content during the 'boom'. Entire skill sets were lost as workers were left to join dole queues as companies got rich off the back of imported, and in most cases, inferior products.

The Barnett government kowtowed to the multi-nationals, as if they were 'Mother England' upon which WA was dependent before discovering massive resources. It's our rocks, our gas, and our resources! The Barnett led government should have stood strong and demanded a better deal.

Putting all that aside, we have endured a State Government which has also made lying an art form.

We have seen broken promise after broken promise. In the process, trust has become a victim in their pursuit to retain power at any cost. If honesty is the first chapter of the book of wisdom then the Barnett Government may as well tear up the manuscript.

To paraphrase Mark Twain, 'the WA Liberal Government is like a full nappy and must be changed.'

Dodgy Labour Hire has become a scourge

Far too many companies still perceive labour-hire workers as a cheap, disposable labour force. In some cases this approach has contributed to poor safety attitudes, serious injuries and even death... but that's not all!

Labour hire seems to have become a law unto itself. At best they help companies find the right workers for the right job. Unfortunately, many are involved in scurrilous deals that see workers hired out and being paid way under the award, with no protections and little regard for workplace conditions. If there is one 'Industry' that needs stringent government regulation, labour hire is it!

It is time to weed out all the dodgy players, backyard operators and those labour hire companies set up as a front by builders themselves as a means to employ cheap labour on ABN's and/or to exploit visa workers at the expense of local jobs.

Labour hire is a practice that, amongst other things, sees billions of dollars a year in tax avoidance and no compliance of community standards in the workplace, such as sick leave, holidays, overtime, redundancy, SUPER etc.

Labour hire does not provide job security. They deal in insecurity and use that to further exploit workers. Many workers don't know if they have work until the day before. They can't plan, build a future, they are left hanging in the wind. They take advantage of those in need of work and simply say 'take it or leave it', paying extremely low flat rate per hour wages (often under the award) with no entitlements

Many labour hire companies don't care and

END 'SLAVOUR' HIRE NOW!

don't even bother to check if the workers they place have the proper 'tickets' to work in construction and related industries.

They may seek to ensure their placements have a 'White Safety Card' but as we know, White Card safety applications are open to mass rorting, where answering questions on a computer can be done by anyone and for as many people as needed, often by the same person 10 or 20 at a time.

It can be effectively argued that Labour hire leads to an unproductive workforce. Productivity is not achieved by kids doing jobs out of their depth, apprentices being used as slave labour or worse, thrust into supervisor roles. Workers are being forced to work long hours – up to 10 12 hours a day, including weekends.

Unscrupulous builders take a 'no care, no responsibility approach'. They don't see themselves as a host which needs to provide adequate supervision and conditions, all they care about is enough bodies on site to do the work for a cheap as possible, and collect a big fat fee.

They treat workers as commodities, not participants. Inductions are a joke. Good labour-hire agents should ensure safe workplaces for their workers, and also influence host employers to provide a safe work environment for labour-hire staff, or withdraw them. However, Labour hire agents are reluctant to bite the hand that feeds them. If they won't or can't do it, then LAWS need to be in place to ensure it.

Worksafe or the Fair Work Ombudsman do not have the resources to police such a massive widespread problem. The ABCC doesn't give a stuff. The FWBC doesn't either. Workers call it 'slavour hire' and it's hard to argue against that. For many unqualified workers, such as backpackers, Labour hire companies are often their first port of call, when looking for work.

Gumtree is usually their drug of choice when looking for cheap underpaid labour.

In a lot cases Labour Hire Agents with exorbitant fee structures make more than the workers they place.

It's time for politicians and law makers to ACT! Labour hire companies who place or employ people without proper qualifications and pay below the award or enforce dodgy ABN's and Safety Cards should face the full force of new legislated laws. Better still, have laws in place to close them down.



TIME FOR A CRACKDOWN ON 457 VISAS

Is your occupation on this prized Turnbull government list? Are you or someone you know out of work? Do you have kids that can't get an apprenticeship?

Well, you won't be happy to know that these occupations are on the Turnbull Liberal Government's priority list for workers from overseas in 2016-17, to be given access to a range of special visas to come here and work. The Barnett government is also a big fan of bringing in visa workers too. All at a time of record unemployment and NO investment in real training opportunities to develop future skills sets.

You have every right to be angry, but how do you get even?

How do you change it? Vote for a party that can make decisions and introduce legislation for workers, not radical populist parties, only LABOR will take up the fight together with workers and their unions for local jobs and to train our kids so they have a future.

APPARENTLY THE ELITE LIBS THINK THERE'S **NO** LOCAL WORKERS TO FILL THESE POSITIONS!

Sheetmetal Trades Worker	Panel beater	Solid Plasterer
Metal Fabricator	Bricklayer	Wall and Floor Tiler
Pressure Welder	Stonemason	Plumber (General)
Welder (First Class)	Carpenter and Joiner	Air-conditioning and Mechanical Services
Fitter (General)	Carpenter	Plumber
Fitter and Turner	Cabinet maker	Drainer
Fitter-Welder	Joiner	Gasfitter
Metal Machinist (First Class)	Painting trades workers	Roof plumber
Locksmith	Glazier	Electrician (General)
	Fibrous Plasterer	



**Fight back for local jobs and a future for our kids.
Support your union and kick out Barnett and Nahan's WA LIBS!**

How many deaths will it
take 'till we know that too
many people have died?

WA Work death rate rising

UnionsWA has commented on the recent release by SafeWork Australia of the latest data on work fatalities in Australia, including WA. These are the most reliable figures available on work fatalities and provide data on work fatality rates per 100,000 workers over thirteen years to 2015.

They show the fatality rate in WA worsened from 1.6 in 2014 to 2.6 in 2015. WA is the only state or territory in Australia where the work fatality rate actually worsened between 2014 and 2015.

Meredith Hammat, Secretary UnionsWA said: "WA is the only state or territory in Australia where the work fatality rate actually worsened in 2015 compared with 2014.

Just as worrying is that the long-term trend for work fatalities in WA is not improving.

SafeWork Australia found that WA's average work fatality rate over the period 2003 to 2015 was 2.6 fatalities per 100,000 workers." In 2015 the work fatality rate in WA was found to be exactly the same at this thirteen-year average, at 2.6.

Any fatality, at work or otherwise, is a tragic loss for family, friends, co-workers and communities.

Time and again West Australians read media reports of horrific work fatalities.

Sadly, this data does suggest that those reports are indeed more frequent than they have been in the past.

The West Australian economy relies on industries that are inherently dangerous – construction, mining, transportation and agriculture being among these.

Everyone – working people, unions, employers and governments – have a role in preventing work fatalities.

However, the Barnett Government lags behind others States.

There have been funding cuts to WorkSafe, including a cut in funds for WorkSafe Inspectors. WA has among the weakest penalties for workplaces that break work health and safety laws.

Law reforms needed to address WA poor record have been tied up in endless consultation without decisions by government.

There is an urgent need to ensure that the WA Government does more to prevent work fatalities.

Safety is union business. CHIMATI
Stand up. Speak out. Come home.

101 reasons we didn't need the ABCC reintroduced

After more than 3 years, the decision handed down by Justice Barker identifies everything that is wrong about the insidious way that Nigel Hadgkiss's FWBC goes about its work.

INNOCENT WORKERS ARE VICTIMS

The randomness of their fishing net approach to scoop up 101 workers has seen almost 50% of those charged have their case completely dismissed or discontinued. Why were they charged in the first place? It has been a complete waste of taxpayers' money and an abuse of the justice system. It's been a farce and an embarrassment to the Federal Government.

If it were not for the support of their Union, the 48 workers charged and not convicted, would have had to engage lawyers, at great cost, to defend their reputation. Where is the justice in that?

The few that have been convicted did nothing more than attend a meeting at the infamous State Government Children's Hospital project to be informed of the workplace issues that the Union identified more than 3 years ago.

NO project was delayed or went over budget as result of those workers who attending a meeting, unlike the new children's hospital.

We have seen over time how our concern and those of the workers on that project has been vindicated.

CFMEU WA state secretary Mick Buchan says; "What we have seen here is a witch hunt orchestrated by Nigel Hadgkiss head of the FWBC and the federal government to manufacture dissent against our union and its members to be used as propaganda to push the Government's anti-union agenda. Especially to the cross benches in the federal senate as they considered the reintroduction of an even more coercive and draconian ABCC.

Unfortunately, they voted to reintroduce the ABCC.

We call upon Mr. Hadgkiss to apologise to those workers who, based on the Judge's findings, should never have been prosecuted.



The randomness of their fishing net approach to scoop up 101 workers has seen almost 50% of those charged have their case completely dismissed or discontinued. Why were they charged in the first place?



Qatar's government will receive \$26.6 billion in royalties from the multinational companies exploiting its offshore gas fields. According to Treasury estimates, Australia will receive just \$800 million for the same volume of gas leaving its shores.

Fairfax media broke this story and the pressure is now on the Turnbull government to fess up. Where is our share? Where's OUR money gone? Why is Australia giving away OUR natural resources for free?

It's a story of two resource-rich countries with two very different ways of harnessing the wealth they are blessed with.

By 2021 Australia will eclipse the Persian Gulf state of Qatar to become the world's biggest exporter of liquefied natural gas.

LONG WAIT FOR LNG ROYALTIES...

Malcolm Turnbull approved the massive LNG project in 2007 - but it won't pay the Commonwealth a cent for another two decades.

In that year, when both countries are forecast to pump and ship roughly 100 billion cubic metres of LNG each, Qatar's government will receive \$26.6 billion in royalties from the multinational companies exploiting its offshore gas fields.

According to Treasury estimates, Australia will receive just \$800 million for the same volume of gas leaving its shores.

The massive disparity first revealed by Fairfax

Media, that Australia will receive no significant take from LNG for "decades" – has sparked calls for a public inquiry into the petroleum resource rent tax or PRRT.

In April, Fairfax Media revealed documents prepared for the WA Treasury that warned the Commonwealth would wait "decades" to receive any significant revenue from Gorgon, Chevron's other giant project Wheatstone and Woodside's Pluto gas field.

When it was lobbying for approval, Chevron promised \$338 billion would flow from Gorgon to government revenue by 2040.

Diane Kraal, an expert in resource taxation from Victoria's Monash University, said she doubts that the multinational LNG companies will pay a dollar in PRRT "in her lifetime" unless the system is toughened.

In 2005, the federal government collected \$1.9 billion in PRRT, mainly from oil operations in Bass Strait. Last year, despite the explosion in LNG projects, revenue fell to \$1.4 billion and the 2016 budget projected that to wilt to \$800 million a year by 2020 when Australia becomes the world's biggest single exporter.

A revenue comparison done for the International Transport Workers' Federation by Tax Justice Network member Jason Ward

using Qatar government data and forecasts by the International Monetary Fund, found Qatar, which boasts the highest per capita income in the world, either negotiates a flat royalty rate on production or takes an economic stake in, an LNG project before approval.

Qatar levels a 35 per cent tax rate on companies in the petroleum sector.

On average, the Arab state receives about 23.5 per cent of the value of export revenues and is using that wealth to subsidise the diversification of its industry.

In 2015 alone, Mr Ward found, Shell, which is a one-third partner in one of the eight biggest LNG projects, paid \$1 billion in taxes and fees to Qatar.

Australia gets SFA in comparison.

Think about this.

By 2018 Australian's will three times as much tax on beer as the oil and gas industry will pay in Petroleum tax.

UNIONS TO TAKE UP THE FIGHT.

The CFMEU, MUA, other unions and concerned organisations will be leading the way for a full parliamentary enquiry into the PRRT. It's only fair that Australian's get their share.

IT'S OUR RESOURCES. OUR JOBS. OUR FUTURE. OUR MONEY!

Libs create massive drop off in apprenticeships

The number of people starting a construction apprenticeship across the State fell an average 25 per cent in 2015-16, according to the State Government's Construction Training Fund.

Concreting apprenticeships were the worst hit with an 83 per cent fall, while bricklaying was down 56 per cent

CFMEU WA State Secretary Mick Buchan says: "We are concerned that this report shows a 28% dramatic decrease in apprentice commencements in the construction industry.

Despite having a mining and construction boom, WA has one of the lowest apprentice training rates in construction trades in Australia.

Training our young people with the skills that they need in the future should be a priority of government, yet the WA Government has sat on its hands while young Western Australians have been hit hard by the post-boom downturn.

Instead of training our young people, the WA Government has made it harder for young Western Australians to get a start by cutting millions in training funding and increasing TAFE fees. *The 2016/17 WA state budget confirms that in this term of government the training budget has been reduced by \$120 million, with an additional \$50 million forecast to be cut in the next financial year.*

This is a slap in the face for young Western Australians.

WA is facing a worsening of the current youth jobless crisis and future skills shortage if we don't act now. We need to plan for our future. Loose laws that allow industry to turn



“WA is facing a worsening of the current youth jobless crisis and a future skills shortage if we don't act now”

CFMEU WA SECRETARY MICK BUCHAN

CFMEU

overseas labour on and off like a tap should not be used as a substitute for training young Western Australians. "

The dramatic rise in the cost of TAFE fees under the Barnett Government has also put the cost of training out of the reach of young people and their families who would like to financially support them but can't due to the hefty increases. It has hit blue collar families the hardest.

"At the height of the resources boom we said that we have a training crisis more than a skills shortage. We warned then that unless there was a concentrated effort on training and supporting apprentices WA would lose a generation of skills." Buchan stated.

It must also be said that if the ABCC Building Code is passed, apprenticeships will be decimated even more, as pointed out in the recent McKell Report. The federal building

code attached to the Australian Building and Construction Commission bill would decrease apprentices on building projects and increase workers on 457 temporary skilled worker visas, the McKell Institute said. The report noted that at the end of 2015 there were 278,600 apprentices and trainees in training, 11.8% fewer than at the end of 2014.

It said "the only instrument that guarantees the number of apprentices to a workforce can be found in suitable enterprise agreements that mandate safety and apprenticeship ratios", a practice the code would ban.

The report argues that since the cost of training apprentices outweighs their output for the first two years, the building code will encourage employers to source skilled labour from overseas instead.

You have to ask yourself "WHAT HAVE THE LIBERALS GOT AGAINST TRAINING OUR YOUNG PEOPLE?"



Workers Compensation The System

TREAD CAREFULLY, THROUGH THE WORKER'S COMP MAZE, SEEK ADVICE AND UNDERSTAND THE REALITY.

An injury at work can have significant consequences for all aspects of your life. The theory is, the boss and the worker have the same goal, which is to get the worker back to work with as little drama as possible and with NO loss of money, job or dignity. That's the perfect world. Sadly, that almost is never the case. The reality is, like it or not, the boss's insurer has only one real job: to get you back to work as cheaply as possible.

This might involve a range of tactics to achieve their objective such as, persuading you not to claim or report the injury, persuading you that it's an Accident & Sickness claim rather than a Workers Compensation claim, providing a "Rubbish Job" for you to return to, taking advantage of your belief that everyone has the same goal and using all means fair and foul to get you off payments the minute you improve just a little bit. Any statements / comments, anything you say to your boss or the system can be used against you to get you back to work as cheaply as possible. Which may compromise your health and rehabilitation.

A recent example that came to the Union's attention was an employee of a large North West boss (whose initial is B) gave a statement filed in WorkCover, about a conversation that

the worker thought was a private chat between mates.

The bosses' representative was 'helping manage the claim'. However, the representative was using informal chats to get information to reduce the workers' compensation claim.

So a word of advice: If you are injured at work, talk to the Union first. The Union will inform you of your rights, and warn you of the tricks the employer uses to reduce the cost of the claim. It's definitely in your best interest to talk to an experienced workers' compensation person to assist with your claim. In order to better ensure that you obtain full compensation, your Union has a team of experienced workers' compensation lawyers to assist where required.

Report immediately, as the credibility of your claim can become sceptical as a result of a delay in reporting.

Bosses will encourage you to visit the company's preferred doctor, this will very often be unhelpful for the injured or ill person. Your relationship with your own family doctor is usually the best.

Remember, you do not need to prove fault to receive workers compensation. You only need to be able to show that the conditions of your employment were a 'significant contribution factor' to causing your injury,

SOME OF THE DO'S IN REGARDS TO A CLAIM:

Talk to the Union first. The Union will inform you of your rights and warn you of the tricks the employer may use to reduce the cost of the claim.

See your own doctor (if you don't have one find one). Don't see the company Doctor without speaking to your union first.

Ask your doctor to complete the Doctors Section of the Workers Compensation Form.

Always report an incident and complete any employer reporting paper work.

- Keep a copy of the report;
- Talk to your OH&S representative / employee representative;
- It is wiser to inform your superior immediately;
- Make a record any witnesses and their contact details;
- Always make a record no matter how minor you think it is, right away preferably! (Reporting at a later time is not as effective as immediate reporting)
- Be very thorough and disclose every part of your body that seems to be aching or injured as a result of the accident. If you fail to report a minor injury and only focus on the main injuries, then the claim for compensation for the minor injury could be denied.

SOME OF THE DON'TS IN REGARDS TO A CLAIM:

- Don't be persuaded not to submit a claim or report the injury;
- Never not report an injury because you think that the damage and/or pain will pass;
- Don't be persuaded not to exercise your right to see your own doctor;
- Never visit the company doctor for medical treatment (Just imagine if the claim is disputed you will be relying on the employers doctors for your evidence – go figure that!);
- Never assume that any managers / employers will place your interest and rights before the Companies – Speak to your Union;
- Never agree to your employer and doctor discussing your medical condition unless you are present;
- Never agree to your employer and doctor discussing your return to work unless you are present;
- Never agree for your employer to attend your medical treatment advice – they can set up a double appointment for discussing your condition or return to work with you present;
- Never provide any type of formal or informal recorded statement, without first seeking your Unions advice;
- Never listen to Pub advice, Talk to your Union.



EUREKA LAWYERS

MEMBERS: if you need to make a workers compensation claim talk to EUREKA Lawyers, just call the CFMEU office on (08) 9228 6900 for a referral

▶ INTERNATIONAL NEWS

with Vinnie Molina

BHP Billiton greed destroys Brazilian lives



Since the tragedy at the Samarco iron ore mine – which belongs to two of the worlds wealthiest mining companies, Vale and BHP Billiton, little has been done to clean up and help compensate the future of local residents and families whose lives were destroyed by one of the biggest environmental disasters in history.

The collapse of the Fundão tailings dam killed 19 people and polluted the entire 441-kilometre (441-mile) length of the Rio Doce with 40 billion litres (over 10.5 billion gallons) of toxic mud tailings. It is the worst environmental and mining disaster in Brazil's history.

At the end of October, federal prosecutors charged 22 executives and four companies (Samarco, Vale, BHP Billiton and VOGBR Consultancy) for their role in the disaster that occurred in Mariana town, Minas Gerais state. The dam held back a giant pond of mine waste which broke open, unleashing a tsunami of mud that killed 19 people, buried entire towns and polluted hundreds of miles of rivers, streams and forest land.

The CFMEU supports the local people in their fight for justice. Let it be a lesson to all to not take the word of big multi-nationals at face value.



Workers Have Been Conned

Nothing Fair About the Fair Work Act



When the Fair Work Act was introduced by the Rudd Government in 2009, we were promised that the new Industrial Relations Legislation would provide for a fair balance between the interests of workers and employers. Nothing could be further from the truth. Dodgy bosses and their even less scrupulous employer representatives have learnt how to rot the legislation. Once again, it is the workers who are copping it in the neck.

It is clear that too little scrutiny was applied to the new industrial laws when they were introduced 7 years ago. Workers had just been battered by John Howard's Work Choices laws where employers used sub-standard individual contracts to wreck long-standing conditions of employment. It is

clear that those charged with the responsibility of putting in place fair workplace laws were simply satisfied to have something in place that was 'better than Workchoices'. This is nothing short of a sell-out of Australian workers. The Fair Work Act has replaced Workchoices but Australian workers are still being screwed.

Enterprise Agreement after Enterprise Agreement has been lodged and approved by the Fair Work Commission despite the Agreements not being better than the underpinning Award rates of pay and conditions of employment. There is something seriously wrong with the administration of justice when dodgy Enterprise Agreements and false statutory declarations become par for the course.

PERTH ACCESS SCAFFOLD ENTERPRISE AGREEMENT – A CASE STUDY OF WHAT IS WRONG WITH WORKPLACE LAWS

In September 2016, the CFMEU was made aware that Perth Access Scaffold (PAS) had made application to the Fair Work Commission for approval of a sub-standard Enterprise Agreement. Part of the PAS application to FWC included a signed Statutory Declaration stating that there were no reduction in workers' Award entitlements. A quick read of the PAS Enterprise Agreement was proof enough that you wouldn't wipe your arse with the bullshit Stat Dec that had been signed and lodged with the Fair Work Commission.

In making application to FWC for a sub-standard Enterprise Agreement, PAS used a shadowy employer representative outfit called Strategic Human Resources (SHR) or as some call SHR – 'Shit House Rights!'

Despite the Fair Work Act clearly requiring SHR to draft an Enterprise Agreement that was better off than the Award, SHR took the blowtorch to long-standing Award entitlements. This included ripping off the meal allowance after 1.5 hours overtime, the crib allowance, multi-storey allowances, overtime penalties, inclement weather and redundancy provisions – all for a 2% loading on the Award hourly rate of pay.

In total, SHR drafted an Enterprise Agreement that potentially ripped \$1000 per week off scaffolders. And then asked PAS to sign a false Stat Dec to say that their employees were going to be better off under the proposed Enterprise Agreement! Isn't that illegal?

Who is kidding who? If a trade union official signed a dodgy Stat Dec, his or her name would be plastered on the front page of the Murdoch gutter press and vilified by the right wing Tories. His or her right of entry permit would be torn up. An employer who (clearly mistakenly) signs a false Stat Dec prepared by SHR is given the green light by those who are charged with the responsibility of enforcing laws in this country. A double standard if there ever was one.

SHR have been responsible for a stack of sub-Award Enterprise Agreement applications being lodged with the Fair Work Commission. Their actions clearly don't align with their bullshit corporate values:

- **Integrity:** "We value our client's reputation as much as we value our own" – I am unsure how SHR's clients would feel about being asked to sign false Stat Decs by SHR!
- **Independence:** "Our solutions are tailored to client needs, independent of

external influences" – It's interesting to see how SHR believe that destroying Award conditions and putting in place below-Award standard Enterprise Agreements is actually in the interests of WA building and construction contractors or our members. The race to the bottom is wrecking our industry.

- **Pragmatism:** "We always ask ourselves "what would we do if this were our business". The answer to that is that SHR would clearly be signing false Statutory Declarations – not just preparing them!
- **Quality:** "Our solutions must withstand the most detailed scrutiny." This must be a joke. Even a Tory politician could work out that the SHR documentation just doesn't stack up.
- **Honesty:** Our solution may not always be what's wanted, it will however, ALWAYS be what's needed. Ummmm. Not sure about this one. How the f*** does this outfit seriously think people could believe this bullshit. SHR's track record of dodgy Stat Decs and Enterprise Agreements speaks for itself...

IT IS TIME FOR THE FAT-CATS, COWBOYS, THIEVES AND CHEATS THAT ARE INFESTING OUR INDUSTRY TO BE HELD TO ACCOUNT.

The Fair Work Act clearly doesn't protect Australian workers and has allowed the parasites to erode conditions that have been fought and won over many decades of industrial struggle.

I wish members and their families a great Christmas. Let's make 2017 the year that WA construction workers fight back and start regaining lost conditions (including for many WA construction workers, payment for Christmas public holidays).

with Brad Parker

National Safety Meeting

The National CFMEU OH&S Committee met in Perth on Thursday 13th and Friday 14th October.

The meeting brings the best safety minds in the CFMEU Construction & General Division together to discuss safety strategies and share information beneficial for our member's well-being. Some of the issues discussed included an update on the CFMEU National Impairment Policy, Asbestos imported building products, an update on High Risk Work Licencing, Lost Time Injuries and whether they are an impediment to site safety, Industrial Manslaughter and whether a new reinvigorated national campaign is needed.

Other topics dealt with were Crane Committee Reports and State and Territory Reports, including the recent tragic fatalities in Queensland and WA. Guest Speaker at the meeting was Robert Vojakovic AM – President of the Asbestos Disease Society of Australia. Robert is a pioneer of Asbestos litigation and an exceptional advocate for Asbestos victims. Robert's insightful history and knowledge in this area is immeasurable.

The meeting adjourned to pay our respects to Marianka Heumann who fell to her death on the 38-storey Finbar and Hanssen development on Adelaide Terrace in East Perth.

The meeting resolved a number of recommendations to be presented to the CFMEU Divisional Executive.



CFMEU GENERAL RDO

JANUARY

M	30	2	9	16	23	
T	31	3	10	17	24	
W		4	11	18	25	
T		5	12	19	26	
F		6	13	20	27	
S		7	14	21	28	
S		1	8	15	22	29

FEBRUARY

M		6	13	20	27
T		7	14	21	28
W	1	8	15	22	
T	2	9	16	23	
F	3	10	17	24	
S	4	11	18	25	
S	5	12	19	26	

MARCH

M		6	13	20	27
T		7	14	21	28
W	1	8	15	22	29
T	2	9	16	23	30
F	3	10	17	24	31
S	4	11	18	25	
S	5	12	19	26	

APRIL

M		3	10	17	24
T		4	11	18	25
W	5	12	19	26	
T	6	13	20	27	
F	7	14	21	28	
S	1	8	15	22	29
S	2	9	16	23	30

MAY

M	1	8	15	22	29
T	2	9	16	23	30
W	3	10	17	24	31
T	4	11	18	25	
F	5	12	19	26	
S	6	13	20	27	
S	7	14	21	28	

JUNE

M		5	12	19	26
T		6	13	20	27
W	7	14	21	28	
T	1	8	15	22	29
F	2	9	16	23	30
S	3	10	17	24	
S	4	11	18	25	

JULY

M	31	3	10	17	24
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AUGUST

M		7	14	21	28
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CFMEU

WESTERN AUSTRALIA

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PROUD EVERYDAY!

Trades Hall, 80 Beaufort Street Perth T: 9228 6900

E: cfmeuwa@cfmeuwa.com W: www.cfmeuwa.com

 Follow us on Facebook: CFMEUWA



Life Problems? Need help?

Please call Mates In Construction on 9463 6664
or 24/7 help 1300 642 111

T	4	11	18	25	
W	5	12	19	26	
T	6	13	20	27	
F	7	14	21	28	
S	1	8	15	22	29
S	2	9	16	23	30

SEPTEMBER

M	4	11	18	25	
T	5	12	19	26	
W	6	13	20	27	
T	7	14	21	28	
F	1	8	15	22	29
S	2	9	16	23	30
S	3	10	17	24	

T	1	8	15	22	29
W	2	9	16	23	30
T	3	10	17	24	31
F	4	11	18	25	
S	5	12	19	26	
S	6	13	20	27	

OCTOBER

M	30	2	9	16	23
T	31	3	10	17	24
W	4	11	18	25	
T	5	12	19	26	
F	6	13	20	27	
S	7	14	21	28	
S	1	8	15	22	29

NOVEMBER

M	6	13	20	27	
T	7	14	21	28	
W	1	8	15	22	29
T	2	9	16	23	30
F	3	10	17	24	
S	4	11	18	25	
S	5	12	19	26	

DECEMBER

M	4	11	18	25	
T	5	12	19	26	
W	6	13	20	27	
T	7	14	21	28	
F	1	8	15	22	29
S	2	9	16	23	30
S	3	10	17	24	31

**EBA RDOs (26)...20 Fixed
+6 Extra RDOs**
Accrued & Banked for use during the year.

Award RDOs (13)

Public Holidays

WA School Holidays

Members Monthly Meetings
@ 5:00pm

Trades Hall 80 Beaufort Street Perth

Delegates Meeting @ 7:30am

Youth Meetings @ 5:00pm



Feeling BLUE this Christmas?



If you are doing it tough this Christmas, remember you're not alone.

Call the Mates in Construction Helpline on 1300 MIC 111 (1300 642 111) to speak to a trained counsellor.

This service is available 24/7 over the Christmas and New Year period and is FREE for all building and construction workers and their families.

Christmas is traditionally a time of cheer, togetherness, good food, drinks and gifts. But for a lot of people that isn't the reality at all. In fact for many people, this is the toughest time of year: particularly those experiencing:

- Financial problems
- Separation / divorce
- Child custody / access issues
- Grief
- Depression, anxiety and/or other mental health problem
- Isolation / Loneliness

To help get you through this tough time, we have a few tips:

Forget Perfection: Don't expect everything to be perfect just because it's Christmas. Despite the expectation of "merriness" and "togetherness" it is really just another day. And, with all the added stress and pressure: it often ends up being less than perfect.

Learn to Say NO: All too often we spend Christmas trying to please others and have a terrible time ourselves as a result. Plan to just do 1 or 2 things: including something that you and those closest to you enjoy most. Remember it's ok to say "No" and sit some things out. Spreading visits out so they are not all packed into the one day may also help.

Avoid Family Conflict: Plan an exit strategy for any family gatherings at which you are likely to get into conflict and try to avoid touchy subjects. If conflict begins to arise have a neutral response ready, like "I can see how you would feel like that", "Sorry to hear you feel like that" and "Let's talk about it another time". Then escape.

Set Limits on Money: Christmas shouldn't be all about presents: it's about doing the things we enjoy with the people we care about. Reign in the stress and cost by deciding on a limit you will spend on each person and/or plan a "Secret Santa". You can also plan to do simple things that you and your family enjoy that don't cost a lot of money, like a BBQ by the river.

Don't Binge on Alcohol: It's easy to drown out our stress, anxiety and depression with alcohol, but alcohol is a depressant. In the end it makes us feel worse. It can also magnify problems we are having with others, lower our inhibitions, and blow up into full-scale conflicts and other negative situations we regret later. Drink plenty of water, drink low-strength alcohol, set a limit on how much you will drink, and have an escape plan ready for when you have reached that limit.

Visit a friend who is alone or struggling or even volunteer: Start a tradition of doing something for people that are less fortunate. Taking the focus off ourselves and onto those who are doing it tougher than us can make us more grateful for what we have. It can also help to lessen our own depression.

If Alone and/or Doing it Tough, Plan Ahead: Even if you don't feel like celebrating, don't isolate yourself. Plan ahead to spend the day with someone else who is in the same boat

as you over Christmas or drop into a Community Christmas Event in your area. If you don't have anyone you can spend time with, plan to look after yourself on the day and embrace the solitude. Treat yourself by doing something you really enjoy, get plenty of rest, eat your favourite food, exercise to release your "feel good" endorphins and distract yourself with some good movies, fishing, music or a book.

If You Are Grieving: Whether recent or some time ago, Christmas can be a painful reminder of your loss. Many people feel a range of conflicting emotions like sadness, enjoyment and guilt. It's OK to take time out and allow yourself to feel. It's also ok to relax and enjoy yourself: it doesn't mean you love or miss the person any less. No matter how you feel, try to surround yourself with people who can support you and share your memories. Other things that may be comforting are finding a quiet a quiet place to remember the person, writing the person a letter and/or going to places or doing things that you used to do together.

Importantly, if you are struggling, don't hesitate to call the MIC helpline on 1300 MIC 111 (1300 642 111). You will be put straight through to a trained counsellor who can help.

You don't have to do it alone!



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



NAHAN attacks construction workers' wages

MIKE 'NITWIT' NAHAN - MEMBER FOR RIVERTON. VOTE HIM OUT!

WA Treasurer Mike 'Nitwit' Nahan has threatened to ban big WA building companies from government contracts if they agree to new wage demands being sought by your union.

Nahan sent a letter to major builders saying: I further advise that a key component of the WA construction code will be a prohibition on collusive tendering for WA Government work. I have a responsibility to the taxpayers of WA to ensure value for money in the construction of those projects. Value for Money! Look at the disastrous value for money the State government has given taxpayers on

its NEW Children's Hospital. The stuff ups and cost over-runs at Fiona Stanley, the footbridge to the AFL Stadium now believed to \$17 million over budget – the list is endless! If Nahan wants value for the taxpayer dollar there is ample evidence that union built is quality built – on time and on budget.

For Nahan to introduce an ABCC building type code applying to WA government funded projects is ludicrous. Perhaps he should take a pay cut himself as one of the chief architects who has plunged this state into massive debt, with Australia's highest unemployment and its worst performing economy. Vote Nahan and the entire Barnett government out of office - that would be the best thing for WA Taxpayers.

Vote Nahan and the entire Barnett government out of office – that would be the best thing for WA Taxpayers.

Emerald FC gain promotion with the support of the CFMEU team

Emerald FC was founded in 2013 and has achieved immediate success with promotion three seasons in a row. The core members of the team come from the Irish and Scottish community. The club add huge value to the local suburb in Vic Park where they are based and have an open door policy and welcome all new members. Emerald have been pro-active in assisting charities and non for profit organisations over the three years.

Emerald FC received an introduction to the CFMEU from their sponsors at Cairde Sinn Fein. The CFMEU is highly regarded within the Irish community for the support they have given to numerous Irish related groups over the year. Many Irish citizens have been supported by the Union across many areas including workers' rights, tragedies that have occurred both within and outside of the construction area, sponsorship of Irish related and cultural events. It was no surprise they supported Emerald this season.

Emerald FC Chairman, Tommy Murphy, said "The CFMEU have been involved with Emerald over the last four months. We appreciate the support from Luke and the wider team at the union. They have supported the club at our events and it's great to have an organisation that has given so much down the years to the Irish community across Australia involved with ourselves as such a young club".

Emerald presented the Union with a Cairde Sinn Fein jersey from their founding year which was kindly donated by Sinn Fein Vice President, Mary Lou McDonald. A hugely successful year for Emerald FC with promotion for both teams to Division 3 and many new friends made over the 12 months. ***If anyone would like to play or support Emerald FC please contact Dean Keating at dean.keating68@gmail.com***



Emerald FC presents CFMEU Organiser Brad Upton with a special Jersey

CFMEU WA Member Benefits Club a HUGE success

CFMEU WA
MEMBER BENEFITS 2016/17

Mr J Sample
Member number A123456
Valid to 30/12/2017

Frequent Values
entertainment



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...and it's
about to get
even better!

See how much you could save in a week!

Description	Normal Price	Your Special Price
Hotel for one night	\$249	\$100
Grocery shopping	\$200	\$150
Movies for two	\$28	\$25
Cinema for two	\$89	\$64
David Jones shopping	\$200	\$220
Gym membership	\$200	\$15
	\$507	203
Total Potential Weekly Savings:		\$174

As a Member, you can enjoy more than 4,500 exciting offers!

SAVE NOW

THE RESULTS ARE IN....

The CFMEU WA Member's Benefits Club is kicking off again for 2017. All financial members will be issued with a new RED Benefits Club Card.

Since we kicked off the CFMEU WA Member Benefit Program back in December 2015, there has been a great take-up from our members. How do we support this information?

MEMBERS TAKE TO CARD

From data analysis we know that 5,716 members have at least once accessed the CFMEU WA branded discount website at <http://cfmeuwa.frequent-values.com.au/> incredibly 4,918 members have accessed the discounts from their mobile phones. Going forward accessing the benefits via electronic media is the way to go. These figures do not include all those members who used their card to save when paying their bills at over 4,500 locations

Australia-wide including WA restaurants, cafes, bars, etc. Many members also saved on entertainment, movies, holiday accommodation, show/concert tickets, leisure activities and more.

To put the above into perspective, over the past 10 years our benefits provider, 'Entertainment Values' has worked with some of the largest Union organisations in Australia and in New Zealand. These include the SDA local branches here in Oz, Unite in NZ, all rail associations and others.

Typically, they have found that union members initial uptake of a benefit or discount program is relatively low, particularly one that is an online solution.

A good result has been in the order of around 25 to 35%. Our CFMEU WA Benefit Program has seen an uptake of well above this, at an incredible 66%!

Further, another key indicator that determines the merit and overall success of a member discount program, is the on-going

engagement.

When our union recently ran a 2 week Facebook promotion, we had a total of 499 NEW users visit the Discount Frequent Values site. So not only did this get those CFMEU members to the site for the first time, it also managed to get them to stay on a page on the website for over 2 minutes and got them to look at a total of 4 pages during their session (visit to the site).

This is a bloody good result!

GET ON BOARD...IT'S ABOUT TO GET EVEN BETTER

The Benefits Club for 2017 will feature a vastly new and improved website – easier to navigate and to search.

Other participants have also become involved including Coles, Super Cheap Auto, Rebel and BCF.

Be paid up and proud to get your CFMEU Member Benefits Card to save heaps!

We honour our newest Life Members

These are the workers who built our city and regions. All of them are True Blue CFMEU Life Members after 25 years of continuous membership. Each and every one of them are winners, not whiners. We owe everything to their battles, for sticking fat with their union in good times and bad times. Both on the worksite and on the homefront with the support of their family. They may be retired but their legacy lives on. Respect!





We've got your back!

This is the team that stands by you through thick and thin. They're 100% on your side. From dawn to dusk your CFMEU organiser is working hard for you on the job, listening to your issues, solving your problems, doing their best to protect your wages, conditions and to help you come home safe every day.

HOW YOUR CFMEU ORGANISER CAN HELP YOU:

- Superannuation
- Unfair dismissal
- Protected Action
- Recovering unpaid wages and entitlements
- Explaining your rights at work
- Explaining political policies
- Check if you are being ripped off
- Long service leave
- EBA negotiations and agreements
- Accessing union benefits and discounts
- Redundancy information
- Mediate disputes
- Current industry wage rates
- Site and other allowance information
- Worker's comp support
- Legal advice
- Tax guide information
- MATES counselling services for help in times of stress
- Industrial advocacy advice
- Occupational health and safety issues – safer worksites
- Skills training centre courses (Discounts for members)
- Jobs and work info: Current sites and upcoming projects
- Double check information given to you by the Boss
- Union work gear

WE'RE HERE TO HELP YOU

Contact your CFMEU WA Organiser for any help you need or to arrange a site visit or chat after hours.

Organisers pictured left to right, Back Row:

- **Brendon Kerkvliet** Eastern Suburbs
0499 900 570
- **Troy Smart** Crane & Rigging Organiser
0419 812 871
- **Paul Ferreira** North-West
0419 812 864

Front Row:

- **Peter Joshua** Southern Suburbs
0433 410 596
- **Phil Kennedy** City Block
0427 244 141
- **Bob Benkesser** OH&S Safety Officer
0419 812 875
- **Darren Roberts** Organiser
0419 812 867
- **Aaron Mackrell** Off-site Areas
0403 432 221
- **Luke Collier** Labour Hire and Youth
Organiser 0407 817 413
- **Brad Upton** Northern/Western Suburbs
0488 770 857
- **Vinnie Molina** Eastern Suburbs
0419 812 872
- **Doug Heath** EBA Agreements
0403 432 225

G'Day to all the City block crews from Phil Kennedy. I am now organising the city block with assistance from time to time with Troy Smart, our Crane and Rigging organiser.

The city is on the way back and the union will be out there every morning before pre-start until the last grinder has been turned off for the day. So, for any recalcitrant bosses out there our message is simple: **'we are going to keep turning up.'** Which is also good news for our members who need issues addressed and for those who want to join our great union.

Whatever happened to the well-built Australian? Brookfield Multiplex is just not up to standard.

After a fatality on a BMX site in Canberra, you would have thought they would learn a few things, but no. Poor safety and equipment is almost third world. Multiplex say their equipment is innovative! But this was soon discounted when they tried to introduce a mobile crane with water ballast counter weights on Capital Square. What of joke!

BMX is happy to splash water but not cash for correct equipment. It was soon dumped when we pointed out what a disaster this could be operating a lift.

Why do the workers put up with this? Message is – you don't have to! And to BMX – Lift your standards!



THIS IS WHAT MULTIPLEX CALLS INNOVATIVE...

A HOME MADE CRANE!

Down at Betty's Jetty, ProBuild has started the Ritz Carlton with Hughie and Shane doing a great job as Delegate and Safety Office. It's good to see ex Salta rep Hughie back in town, he's never taken a backward step or run away from a hard task.

On site, Earthworks is being conducted by GMF with CASC appointed to do the Formwork. As a site with a full union agreement we look forward to this project taking shape and being Union Built Quality Built. We still build this City!

ProBuild has another job on the go with the TRIBE Hotel in Hay Street OSE and GSC are on site with ProBuild Direct lads Deano, Ron and Jay organising good safety procedures.

Built is doing the QT hotel a 20-storey project with earthworks by GMF and Formwork by G&N.

At Yagan Square the site manager reports the boys are incredibly happy, while at the revamp of the Old Melbourne Hotel by Doric, HD Projects are doing the ASF walls, with Crown doing a top job also.

As the city takes shape with more projects and work, it's time to get behind the new EBA as it rolls out with decent rates of pay and conditions.

Have a great Christmas and remember to be safe over the New Year. See you in the City in 2017! Keep in touch for jobs on the go in the New Year!

UNION MEMBERSHIP

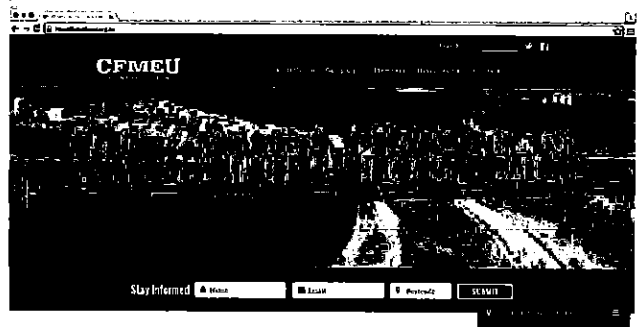
Join the CFMEU WA or renew your dues on-line.

It's so easy, just go to www.cfmeuwa.com it takes no time at all. Look at the Fast Find Menu.

Renew your dues or join as a fully paid member or direct debit from as little as \$20 a week, that's less a coffee a day.

Check out all the Top Member Benefits on our website too that you and your family can get as a paid up member.

Plus all our members get the CFMEU Member Benefits Club discount card.



www.cfmeuwa.com



What's happening now in the Northern Suburbs is the tip of the iceberg compared to what's coming in 2017. Heaps of multi-million dollar Shopping Centre and Apartment development is on the way. So, now it's time to get behind the new EBA for decent wages and the return of hard fought for conditions for EVERYONE. The union is back in town and so are our members.

Around the traps Jimmy Pool our new Delegate and Ceilcon Delegate Michael Ernst at ProBuild's Apartment Project in Innaloo are doing a great job.

We are already seeing improvements and hope that with the productive and safe work being done out there, that ProBuild will be appointed to do stages 2 and 3. Union built is Quality Built!

The SAS Barracks at Swanbourne, with Lend Lease, is coming along – who dares wins!

With a new agreement in place it hoped that we will see this site progress better in 2017.

Work has started at Joondalup Arena, an impressive new sporting hub in the Northern Suburbs. The \$20 million dollar project will be home to the Falcons Football Club and the Wolves Basketball Club. Work is

expected to be completed in September next year. Universal Rigging and LT Bricklaying is on site.

Stage 1 of the Whitford's City Development is in full swing with Scentre. A new cinema and food hall is going up with Crown and FCL on site. A lot of members looking for work have been asking me about the new Karrinyup Shopping Centre Project with BMX. I expect to see sheds on site by about March next year. This is a Scentre Project with a union agreement, so keep in touch.

More Leightons Beach Apartments have just started with BUILT, advance formwork is on site – keep in touch for further news.

I expect to see a lot of bridge work coming up next year as the start to the Innaloo Shopping Centre Redevelopment.

In between some of the bigger projects coming along there's a host of smaller jobs and we will get around to see all of them in due course.

The main thing heading into next year is to all get behind the new EBA – with decent wages and conditions for all including holiday pay, sick leave, redundancy, annual wage increases and more.

I've got a say, I've enjoyed my first few months back down in Perth after being in Karratha for nearly a decade. After seeing what was achieved up there, especially at Gorgon with better rosters, has shown me what can happen when ALL workers sing the same song!

Let's sing LOUD in 2017. In the meantime have a happy and safe Christmas and a bloody good New Year.

2017 is going to be a good one.

Workers united will NEVER be defeated!

ASBESTOS ANNUAL SERVICE

Asbestos victims remembered

The Asbestos Diseases Association of WA (ADSA) recently held their Annual Ecumenical Service in Perth, attended by the CFMEU, to commemorate victims of Asbestos. This year's service also coincided with 50th Anniversary of the Wittenoom Mine closure.

More than 40,000 Australians are expected to die of asbestos-related diseases over the next 15-20 years, according to the federal government, as a direct result of mining, manufacturing and close contact with the material. More than 10,000 have already died.

Of the estimated 20,000 people who lived and worked in Wittenoom during the life of the mines and town, more than 2,000 are believed to have so far died of asbestos-related diseases. Some estimates put the figure at around 3,000.

Asbestos Diseases Society of Australia President Robert Vojakovic – who himself worked in the Wittenoom Colonial Asbestos Mine in 1961, and has been involved in more than 200 legal claims – estimates more than 4,000 have died, citing those who were never officially diagnosed, and the hundreds of migrant asbestos miners who returned to their native countries to pass away.

The CFMEU supports ADSA because so many of our members and their families have died from this insidious disease. You can understand why we are so vigilant about asbestos on building sites, unlike the State government and John Hollands when asbestos rained down on workers at the new Children's Hospital.



STANDARDS & CONDITIONS GOING SOUTH

Hi all. For those of you in the southern suburbs that don't know me, my name is Peter Joshua. I've recently started organising in this area and what an eye opener it's been. It seems to me, that despite the substandard level of builders in the city, once you get past Mount Henry Bridge all hell breaks loose! From shocking safety breaches to the worst of the worst employment conditions, it would appear that the poor working class are again subsidising the builders incompetence to be able to price jobs with adequate amenities, safety and above award employment conditions.

Work at the Dockers Stadium is 80% complete, as the crew there start to put together the water slides. It's going to be great for all who get to use it and really is a first class facility. Too bad we can't say the same for some of the employment

conditions down there, third to no tier would be more appropriate when describing them. The Aubin Grove Train Station is also progressing fast, with all the structural packages complete and car parks almost finished. It won't be long before it opens but sadly again, some of Georgiou's subcontractors think that it's OK to pay below award wages and either force people to be employed as casual or set up bodgy ABN arrangements.

Down at the Mandurah Forum the crew are smashing it out with the structural package of Stage 1 and 2 probably finished by early December and Stage 3 not due to start demo till early March.

Sadly again, employment conditions don't seem any better in Mandurah either. It's a shame that in a time where cost of living is at an all-time high, greedy bosses, developers

and politicians think that by attacking the working class's conditions they will fix everything, when the fact is it's the middle/working class of our country that do all the work and have to subsidise the incompetence at the top.

There seems to be a bit of work coming up in Kwinana, with the Waste to Energy Plant due to kick off mid December, and work commencing on the new Lithium Plant.

We'll keep you posted on the contractors as the info becomes available.

Thanks to all the crews who stood tall for Black Arm Day. It was great to see so many dedicate their time and effort for those workers who have been tragically killed on construction sites. Let's keep it safe out there! Finally, I'd like to wish everyone a great festive season and all the best for the New Year and please, STAY SAFE.



Alexis crew at Invia Apartment - commemorating Black Arm Day - Thanks fellas

Workers miss out on Crown jackpot



Some of the jobs in the Eastern Suburbs are coming to an end but the good news is that the Westadium will have around 10 months of fitout, bringing a number of finishing trades on board. The new compound is ready to go with a capacity for 1200 workers at peak time.

The Crown Towers, the first 6-star hotel in Australia, unfortunately delivered only 2-star wages and conditions to the workers on site, with many workers like tilers and cleaners getting second class treatment.

These multimillion dollar projects are the ones in which workers should end up happy and loaded but it certainly was not the case for those at the Crown Towers.

Standards are slipping at BMX, and so were workers during a massive thunder storm over the new stadium. Just have look at their rain management plan! NO sheds? (see pic)

The York Civil Pedestrian Bridge Project has been in the news as the Barnett government

abandoned fabrication workers in the state. The bridge has been manufactured in Malaysia to be shipped to WA. Unfortunately, this left local fabrication companies without a job and workers without a future – NOT that Barnett cares about it. So in March vote the Libs OUT!

BCG is also finishing off the Rivervale Projects, but workers at the Aloft Hotel Project on 25 Rowe Avenue complained about toilets being set up only on the ground floor. This made it particularly gruelling when working on the upper levels where the lack of toilets meant a long hike down to the ground floor or forced to piss in bottles or buckets which some workers resorted to. Stinky rooms on the levels where workers found their own solutions meant some workers had to refuse to work with the odour and opt only to work of levels where they could avoid the disgusting smell. The issue was easily addressed later by opening some

of the toilets at every second level.

The winner in this piece is the Parsons Group who are building the National Storage site at the International Airport. Workers were allowed to work at heights without fall protection or harnesses, collar shirts and coming off scissor lifts and cherry pickers.

The good news a number of jobs are coming up with the 2 billion Forrestfield Link and the Carousel Shopping Centre starting in the New Year.

I wish you a safe and happy time over the season's holiday.

GERALDTON REPORT

This trip reinforced what we reported in the last issue, that things are quiet. However, apart from the existing CBH Project with Stella Industrial handling the spray painting, there are 2 other jobs starting.

One is the Woolworths Wandina site being built by ADCO, kicking off for a 12-month program. The other is the refurbishment of the Town Towers in the Geraldton CBD by SPF Projects.

Disappointing for local people is that both projects went to Perth based companies who are bringing in sub-contractors from Perth and their own workers ahead of local people. And the company doing the ceilings at Town Towers is Bravo C & R who uses Chinese ceiling fixers from Perth.

A local recently emailed the union to alert us to an ad placed in the local Geraldton newspaper by one of these sub-contractors advertising a labourer's job with the criteria of being a Chinese speaker. We consider this is wrong for a job in Australia.

No other jobs are on the horizon at the moment except for a shut down at the Port. While we were there we visited the crane yards and found all was quiet.

Let's think outside the Box



Well, I have been in the North West for over 5 months now, and day by day I'm never surprised by the lengths employers and their representatives (Employer Unions) go to in doing what they can to limit and restrict my access to workers.

We as a collective need to use other ways to communicate and keep our networks strong. Like us on Facebook – CFMEUWA. Using modern technology as a tool in organising, catching up with members on scheduled days off and out of hours.

We need to think outside of the box when we engage with members.

Unfortunately we cannot just rely on meeting within meal breaks to engage with our members. Recently I spent a Sunday with Mick Buchan, CFMEU WA State Secretary in Onslow. It was a casual social catch up with members which seems to have gone down well, so we organised another weekend catch on the 19th and 20th November with Graham Pallot, CFMEU WA Assistant Secretary. If these weekend visits are taken well by members we will look at doing more in the New Year.

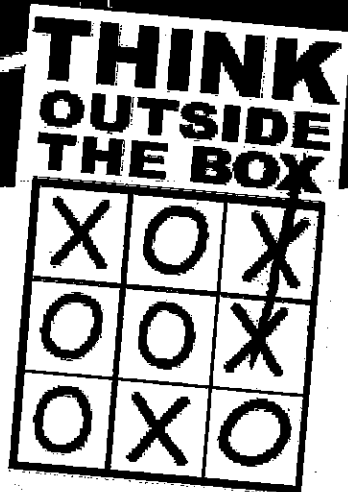
On the work front, things are still ticking away at Wheatstone with the project behind schedule. It's no wonder that Chevron and Bechtel have not tried to blame the CFMEU.

It would also appear that they have smartened up from Barrow Island with any contractor that has an EBA due to expire having no more work on site. Only time will tell if we will have a contractor on site with an EBA that expires. We need to continue to organise ourselves until that day comes.

The Karratha Gas Plant has no shortage of issues with MGJV and UCJV. UCJV have set the standard with a Ridgebay Holding Baseline Agreement topped up with a contract of employment. While MGJV thinks it's okay for workers to spend a week doing training and VOC's at their own expense. It's like a race to the bottom and both MGJV and UCJV have jumped on board to outdo each other.

Our members at Flour Rail Services have started negotiations, with management starting their usual tricks in trying to intimidate the bargaining reps. The CFMEU have had some off-site meetings at camp in Karratha and Tom Price. It's just a reminder that workers who stick together win together.

Next year sees a few jobs coming up with RCR at Nammuldi SilverGrass. Also Rio Tinto have a small upgrade at Yandi, potentially looking for 300 workers and BHP are looking at upgrading their mine at Yandi with the



possibility of 3000 construction workers.

In Port Headland we have a new wharf about to be built at Finucane Island for BHP as well as a boat harbour in Port Hedland having been given the go ahead.

If you have not seen or heard from me, please feel free to ring or email me so we can either arrange a site visit or catch up out of hours. My mobile is 0419 812 864. Email PFerreira@cfmeuwa.com

If you're not a member of our Union please sign up. It only takes 6 easy steps to join up online, and all union dues are 100% tax deductible. I have also been informed that you can sign up on direct debit <https://wa.cfmeu.org.au/join>

There is a range of Union benefits that members can use, just follow the attached link for further information. <https://wa.cfmeu.org.au/member-benefits>.

Have a safe and happy Christmas and New Year. Stay safe.



Strength to Strength

2016 has seen the off-site area continue to go from strength to strength with members either negotiating new agreements or getting wage increases from their existing EBAs.

The brothers and sisters over at Programmed Property Services are gearing up for a long summer of maintenance projects all over the metro area. They're out there repainting schools, apartment buildings, retirement villages and more with a brush in their hand and a CFMEU ticket in their pocket.

Over in Burswood the opening of Crown Towers has seen an increase in the numbers of maintenance staff which in turn has boosted the number of CFMEU members on site which now sits at 25 with a few more still to sign up.

The City of Perth building trades employees are not only a staunch and fully unionised bunch, they're also in the process of negotiating their new EBA. It could be a long process this time around due to the unknown agenda of the new management team. Another Council Agreement on the go is at



the City of Stirling, but at the time of writing there's only been one meeting with nothing to report.

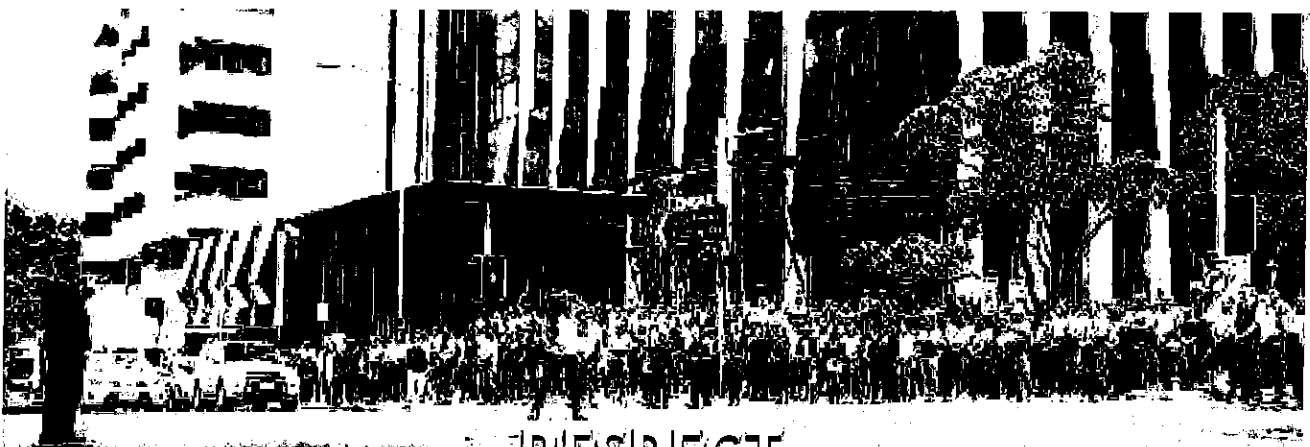
The trade's employees at the City of Joondalup have all but completed the negotiations for their EBA, which will see them get an increase of 1.5% per year for three years, back-paid to 1 July 2016, and no reduction or removal of any existing entitlements. All our members living in the City of Joondalup should be proud to know that the City buildings are being maintained by union labour.

An agreement that's done and dusted is over

at WA Newspapers in Osborne Park. A long and drawn out negotiation process, that ended up involving the Fair Work Commission, resulted in an overall wage increase of 2% per year for the life of the agreement but more importantly the CFMEU members kept their 36-hour week which they fought hard to get and the company wanted to take off them.

There's a lot more going on around the off-site area and even more to come in 2017.

I wish every member and their family a happy festive season and a safe and prosperous new year.



RESPECT

On the 11th day at the 11th hour on the 11th month we remembered them! Construction workers and CFMEU members in the city block downed tools and paid their respects to honour those brave diggers who died during the so called "Great War" of 1914-1918. For Australia, as for many nations, the First World War remains the most costly conflict in terms of deaths and casualties. From a population of fewer than five million, 416,809 men enlisted, of which over 60,000 were killed and 156,000 wounded, gassed, or taken prisoner. Let's hope we never see another World War again.

▶ YOUTH REPORT

with Luke Collier

If you don't stand for something you'll fall for anything

Throughout the year our meetings have grown in size and participation has been on the up, and with more jobs coming in the New Year I expect turnouts to double, which in turn means we can actively do more for our union moving forward.

Next year brings a lot of new challenges, especially with the pending ABCC legislation looking like it'll be passed in the Senate.

Financial members are going to be the key to us winning the battles that lie ahead. Along the way exciting things are happening too, we have the State election in March (ok, not so exciting), the inaugural Joint State Conference of the CFMEU and MUA in April with a 'Battle of the Unions'.

YOUTH MEETINGS FOR 2017

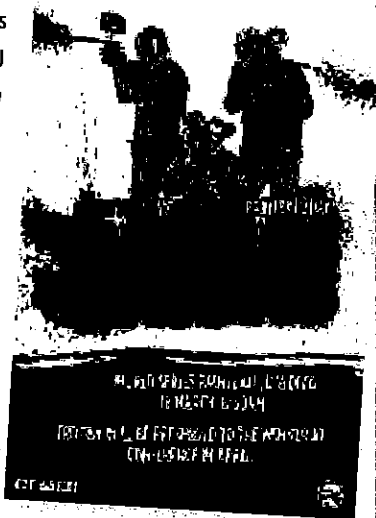
I am pleased to report that all our CFMEU Youth meetings dates are part of the new RDO Calendar for 2107. So, keep the pocket RDO card handy and make a note of the dates. Meetings will place regularly on the third Wednesday of each month (not during December and January). December will be the annual Christmas get together.

PAINTBALL DAY, BE IN IT!

Throughout the year we are planning on holding various events exclusively for CFMEU youth members. If you have any ideas please let me know or bring them up at our next CFMEU Youth meeting.

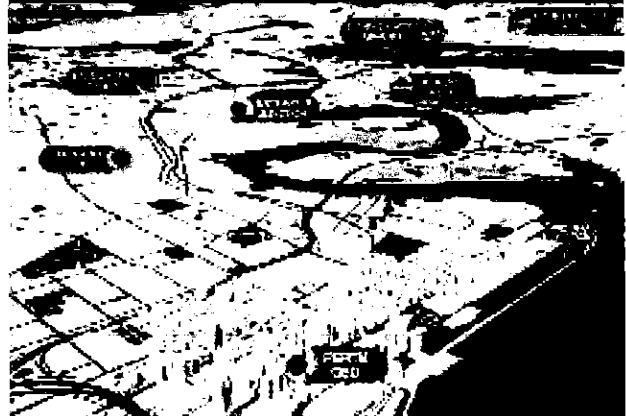
Join us for UNIONS CFMEU v MUA paintball day in March, call me for details. The winner to be presented with a trophy at the Joint CFMEU/MUA State Conference in April, and then May Day 4 weeks later.

Any young members looking to become more active within the union can call me on 0407 817 413 or email youth@cfmeuwa.com.



▶ EASTERN SUBURBS REPORT

Massive rail link begins – hop on the jobs train



NRW has started the Forrestfield Rail Link and at the moment are rerouting Dundas Road around where the train station is going to be. A Joint Venture led by Italian industrial group Salini Impregilo has been selected to build and maintain the \$1.96 billion project which is jointly funded by the State and Federal governments, with the Commonwealth contributing \$490 million.

Lots of tunnel work! An 8.5-kilometre rail line will run off the Midland Line east of Bayswater, and then head down to two underground stations at Belmont and Perth Airport, before emerging to an above-ground station on Dundas Road in Forrestfield.

Site works for the start and end points of the tunnel will begin by the end of the year, with drilling to get underway in mid-2017. Keep in touch with the union on what's happening.

An incident on a PACT site, Momentum Apartments in Cannington, where a lack of regard for workers safety, could not be more clearly evident. The CFMEU had asked about the Emergency Evacuation Procedure and where was his stretcher cage was. On each occasion it was coming. Well the cage didn't come, but an incident did with paramedics arriving on site just 5 minutes from calling in the Medivac chopper. The CFMEU finds it unacceptable to place lives at risk and use first responders as an emergency plan when they could have got a cage thrown in with the hire of the crane. Weak as piss.

With a new year we are all looking forward to better things on the work front. During Summer, safety is and must always be on top of the list especially as the weather gets warmer, catching up with friends and family become more frequent and we can take our minds off the task at hand when we are at work. This can be fatal, so look after yourself and your mates out there. Merry Christmas and happy holidays to all.

New Year needs to have us all unite

Comrades,

Leading into the Christmas break it's a time that we reflect on the year and set goals for next year.

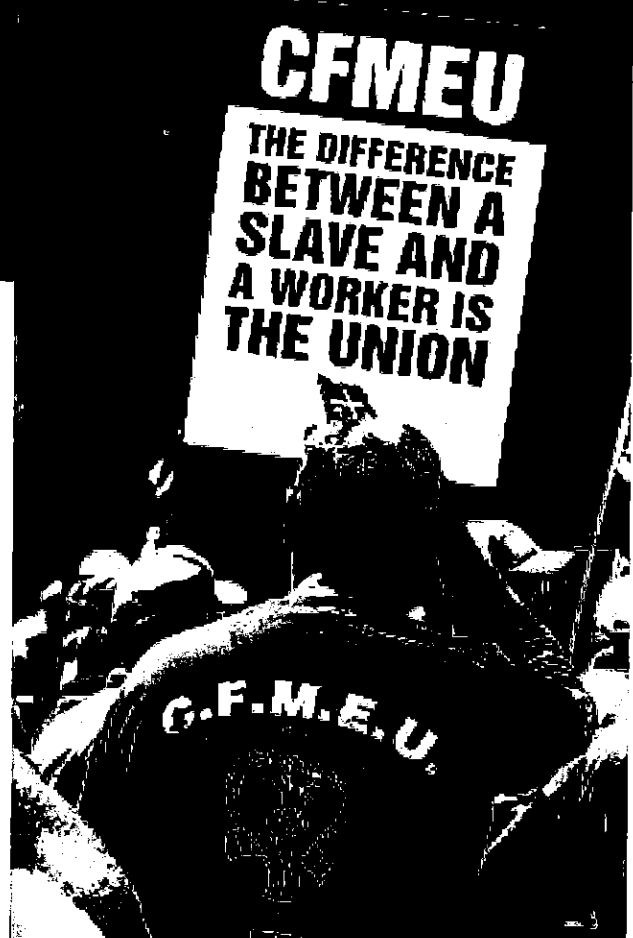
A new year brings new opportunities, a fresh start in a new job, or on a fresh site, for some going back to an old site with a new attitude, whatever the circumstance you are in, we can achieve more as a collective.

As a collective we can bring about change in our industry, as we have done many times before, because with "workers united, we will never be defeated".

We are looking for stability and a firm foundation and that's what a CFMEU Agreement will provide, a level playing field for all, to stop this continual race to the bottom, where workers at the direction of current Federal Government, Developers, Builders and certain Subbies are bearing the brunt of the attack on wages and conditions.

It seems odd that the Liberals running this country, all believe in a free market and a "let the market decide the outcomes" attitude, but when it comes to workers' rights and workers conditions they place so many restrictions on how workers can achieve the outcomes they are seeking.

As workers we have to unite in our effort to achieve these outcomes, because at the moment we have a united enemy against us and the conditions that have been fought for over many years and generations. Construction workers in the past had the vision and strength to work with the discipline required to achieve, maintain and pass on many of the conditions that are now either being threatened or have been taken away. Rather than workers having to go with less, isn't it time we started to demand that the true value of projects get shared around with those



that create the infrastructure that our society requires?

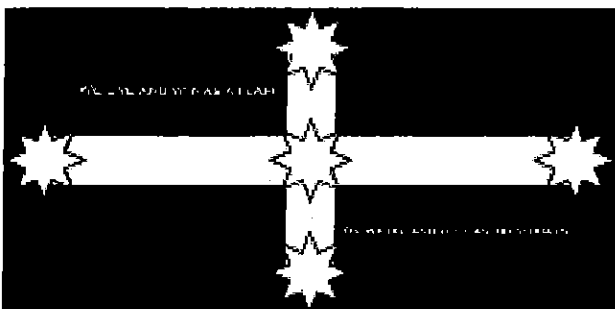
Workers who make the sacrifices, put in long days and longer weeks so that the ribbon can be cut ahead of schedule and budget, only to see the 'thank you' being the cycle starting again to get the next project completed in a shorter time with less money.

Workers need a strong, balanced and complete CFMEU Agreement in place that protects workers conditions, so the attack cannot continue to come project after project. Only then will workers be able to take a breath and enjoy the rewards that come from this industry.

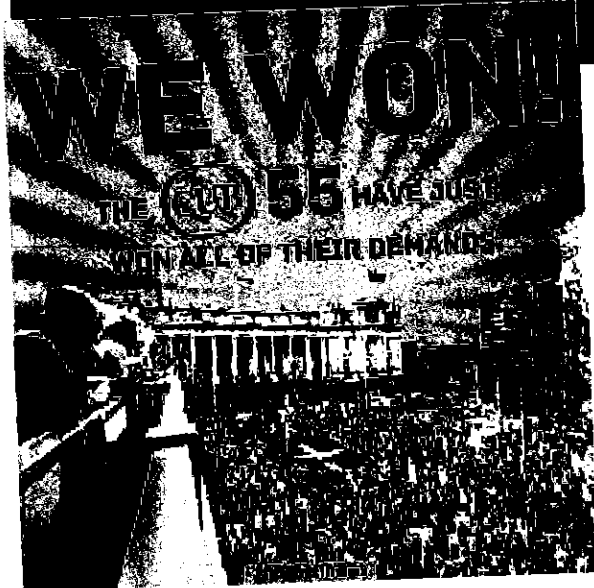
Comrades, hopefully the year has been rewarding enough that you will have a break over the Christmas New Year period and come back fresh and focused, with the goal in mind to ensure that next Christmas those who have had to struggle this year, can unite with us to ensure that all who contribute to this great industry enjoy its rewards.

I hope you have a relaxing and enjoyable break, spending time with those you love and care about, because comrades if we are not doing that, what is the reason we do it for?

Comrades, to you and yours from me and mine, Merry Christmas and a Happy New Year. Be safe and lets come back ready to unite and achieve for all.



We congratulate CUB workers on their magnificent Victory!



"You can get it picketing, you can get it fighting, matter of fact I got it now, a full days pay for a full days work."

The bitter 180 day battle is over. The 55 workers who were sacked, have returned to work at their previous positions at the CUB Abbotsford Brewery on fair and decent union terms and conditions, which provide job security to the workers. The workers were all sacked and invited to reapply for 42 positions at CUB, through a different labour hire company, but faced pay cuts of up to 65 per cent. This is a huge win for the union movement and the thousands of people who participated in the boycott of CUB products right across Australia. The CFMEU is proud to have supported their efforts all way.

Cheers to all! Workers united will never be defeated.

COMMENT

with Mick Buchan

Worksafe WA investigation into Jaxon fatalities taking too long

WHY ARE FAMILIES STILL WAITING FOR ANSWERS?

12 months on from the tragic deaths of 2 Irish workers, Worksafe WA is no closer to releasing any findings or issuing any possible charges based on the outcome.

Joe McDermott and Gerry Bradley were tragically crushed to death by concrete panels at a Jaxon Construction apartment in Bennet Street East Perth last November.

According to Australian safety rules there should have been an exclusion zone around the area where the panels were being off-loaded.

It's an utter disgrace that the families of both Gerry and Joe are still waiting for answers.

WorkSafe told the families it may take 3 years to complete the investigation? How is it that the Queensland regulator has already pressed charges against the builder in the Eagle Farm fatalities where 2 workers were crushed to death just 6 weeks ago?

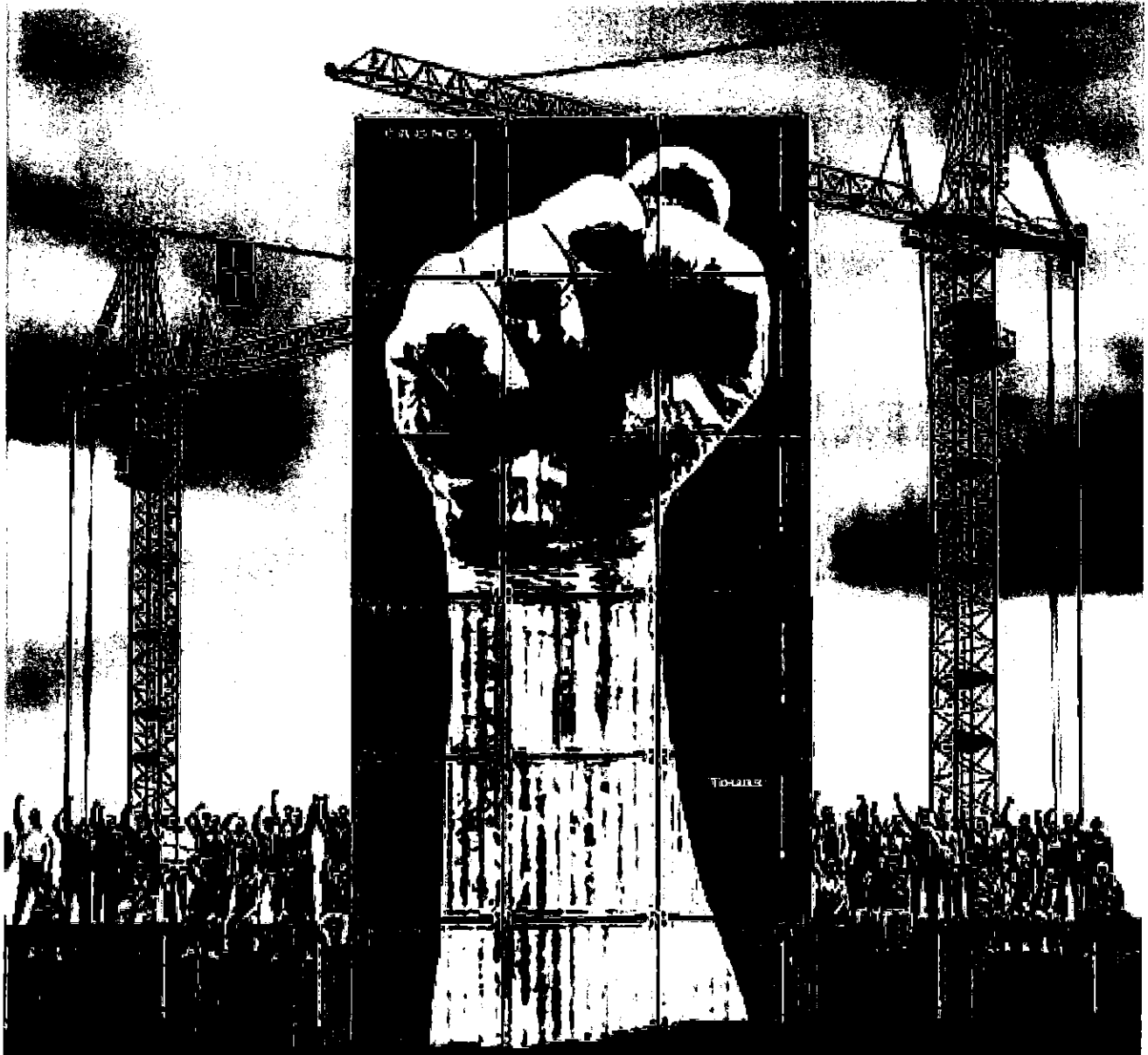
In Brisbane within 6 weeks of two workers being killed by falling concrete walls being lowered into a hole in the ground, at Eagle Farm racetrack, a construction boss faced a Brisbane court charged with their manslaughter.

Murder cases are dealt with in less time, it should NOT take this long to arrive at a conclusion as to what happened and what the consequences should be with a final outcome.

The process is also not helped by the Barnett/Nahan Liberal Government who have stripped away resources from Worksafe WA. They have cut funding, including funds for inspectors, and WA under the Libs has some of Australia's weakest penalties for workplaces that break work health and safety laws. As a result, the latest figures show WA is the only state where the workplace fatality rate worsened between 2014 and 2015, and it's not getting any better. **It's not good enough. Too many lives are being lost.**



Why are families still waiting for justice?



SAVE *THE* DATE

The inaugural joint state conference of
the CFMEU and MUA - **2017**

Conference: April 4-7 | Gala Ball: April 7



FAREWELL LIZ

Elizabeth Hill, our IR Assistant, has decided to head back to Melbourne for family reasons. It's been an absolute delight to have Liz, a hardworking dedicated professional on board. We wish her and her family all the best in the future.



WELCOME TO SKINS BAR

'Skinner' sent us a pic of his Bar at home. Stickered up to the hilt with Union stickers. Onya Skin! If you have any shots of sticker in your place send pics to editor@cfmeuwa.com



It's ok, they will just think Santa ate them.



Merry Christmas from all the officials and staff at the CFMEU WA branch... have good time over the break and come back safe and sound in 2017.

Where's Scaffy-?????



Scaffy hid really good last issue! He's now in the Christmas spirit with a Santa cap on, can you find him inside this issue? First person to find him and email us at editor@cfmeuwa.com will WIN A \$50 COLES MYER GIFT CARD

Can you spot him?

EUREKA LAWYERS

Eureka Lawyers now have a new website - check them out at www.eurekalawyers.com.au



EUREKA LAWYERS

CFMEU OFFICE HOURS OVER CHRISTMAS/ NEW YEAR

The CFMEU WA office will be closed from midday 22 December and will re-open on Tuesday 3 January 2017. If you are looking for any specific information during this time, our website may have the details you need.

www.cfmeuwa.com