



The Tasmanian

Bluey



The Tasmanian newspaper of the CFMEU

Construction & General Division, Mining and Energy Division

No 27. December 2009

Tasmania gets union right of entry for OH&S

CFMEU members can look forward to better policing of safety on construction sites, following the passing of new legislation allowing union right of entry for OH&S purposes.

The Bill giving unions these new powers were passed by the Legislative Council at approximately 10.45pm on Wednesday November 11, 2009.

Four Members of the Legislative Council voted against the bill: Paul Harris, Ivan Dean, Greg Hall and Don Wing. Nine voted in favour.

Tasmania is one of the last states in Australia to give unions right of entry powers under their Workplace Health and Safety Legislation. Only South Australia still has no laws to this effect.

What the new laws mean

Under the new laws, union organisers will be able to enter work-sites to investigate suspected health and safety breaches, after giving reasonable notice to employers.

This means the CFMEU can again become proactive about dealing with safety issues on construction sites.



Construction remains one of Australia's top three most dangerous industries — safety on the job is a priority for CFMEU members.

The union official has to take the breach up with the 'accountable person' on the work site and refer the matter to Workplace Standards.

Union officials still cannot issue PIN notices or stop work for safety reasons. 24-hours notice is only required to hold general health and safety discussions with members.

continued page 3

McCain closure devastates families

Workers and their families face an uncertain future. Smithton is devastated, 10 extra houses are appearing on the market each day, with prices dropping at the same time.

McCain Foods announcement that it plans to cease operations at the vegetable plant at the end of the coming processing season has rocked Tasmania's North West.

The Canadian family-owned multinational told a meeting of workers on November 20 that vegetable processing would finish around the end of April 2010, with packing ceasing around October/November 2010.

Half of the workforce of 230 will be affected, according

continued page 4



Facing an uncertain future — CFMEU delegate Muscles Stanley (right) with mates Doug and Bourkey from the boiler house/ refrigeration at McCain Foods in Smithton.

Important union phone numbers

CFMEU Hobart office	03 6228 9595
CFMEU Hobart fax	03 6228 9594
Email: office@tas.cfmeu.asn.au	
Tony Benson	0417 015 258
Bill White	0418 130 624
Marshall Reeves	0417 013 373
Chris Hinds (Mining & Energy Division President)	0418 302 704



The union office is at:
33A New Town Road
New Town, Hobart

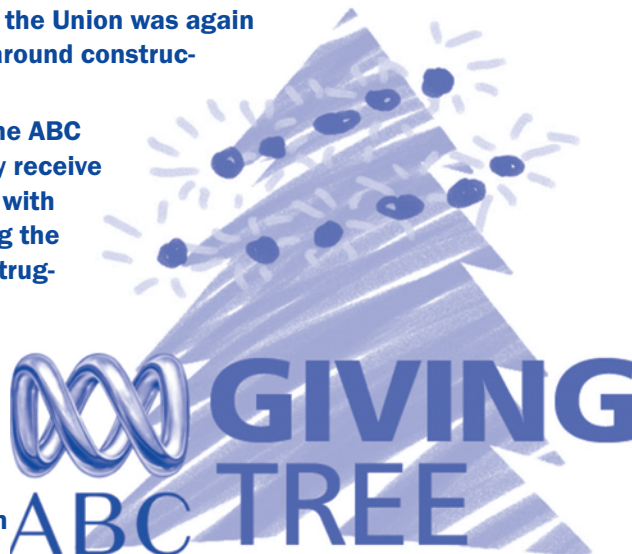
Give generously - make 2009 a winner!

At time of printing, the Union was again taking collections around construction sites for the

ABC Giving Tree. The ABC donates money they receive to various charities with the aim of improving the festive season for struggling families.

Over the previous three years, we have raised in excess of \$8,000 for the Giving Tree. Last year and again this year the ETU

joined us in visiting sites for collections.



The Secretary, officers and staff also wish all our members and their families a very merry Christmas and a safe and prosperous new year.



New hat sticker available — colour version from office!

Keep up to date with all union news and services on your CFMEU Tasmania Branch website:
www.cfmeu.asn.au/branch/tas

Disclaimer

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Security of Payment – At last!

After many years of non-stop lobbying and maneuvering by your union, the Tasmanian building and construction industry has a Security of Payment Act that takes effect from 1st July 2010.

The object of this Act is to ensure that any person who undertakes to carry out building work or construction work (or who undertakes to supply building or construction-related goods and services) under a building or construction contract, including such a contract that relates to a residential structure, is entitled to receive, and is able to recover, progress payments in relation to the work or goods and services.

For too long shonky arrangements have ruled the way that this very important industry has been forced to operate in Tasmania. In the end it has been our members that have suffered with the loss of employment, conditions and redundancy entitlements.

Many members have been left destitute after their employer has gone bust — even though they have put in many years' dedicated service. Suppliers and other industry participants have been similarly left licking their wounds and counting their losses whilst the perpetrators have escaped, unaccountable, and then set up new businesses. — No More!!!

The CFMEU hopes the new laws will bring more security to our members and stability within the industry.

**Tony Benson Secretary
CFMEU C&G Tasmania Branch**

continued from page 1

OHS right of entry — Long time coming

The CFMEU Tasmania Branch began talking to the state government about union right of entry for OHS purposes, through then Minister for Workplace Relations, Bryan Green, as far back as 2005.

As a result of those discussions, a pilot scheme was introduced giving two unions (CFMEU and AWU) right of entry powers for OH&S purposes, for the six months from September 1, 2006 to March 1, 2007.

During the trial period, the CFMEU made 114 site visits and identified 1155 breaches of OH&S laws. Workplace Standards monitored the trial period and were notified of all those breaches.

Since then, the CFMEU has played a leading role in highlighting the need for such legislation, to protect Tasmanian workers, to the state government.

Predictably, employer organisations, such as the Master Builders and the Tasmanian Chamber of Commerce and Industry have lobbied hard against the legislation.

However, Workplace Standards conceded it has not got the resources to investigate every safety breach or incident in the industry.

Tasmania's Safety regulations require workers who have any complaints about safety to first talk to their bosses before making a complaint to Workplace Standards. Not many would do that for fear of being sent down the road.

Union organisers will now be able to take those issues up with employers and assist workers to maintain decent health and safety on their jobs.

Way forward 2010

'We still have to wait for the legislation to receive the Royal Assent by the Governor,' said Tasmanian Branch Secretary Tony Benson. 'And individual union officials need to receive their authorisation from the Director of Industry Safety.'

'But we thank the Minister, Lisa Singh, MHA, and the Tasmanian Labor government for introducing the legislation to Parliament and expect to be back playing our role in looking after our members' health and safety rights at work early in the New Year.'

SCRAP THE ABCC NOW!

www.rightsonsite.org.au

John Holland seeks overseas workers

John Holland Power Pty Ltd's Lindisfarne to Waddamana Transmission Line Project is the largest infrastructure project for energy in Tasmania, valued at \$130 million. Yet the major contractor is looking overseas for employment and arguing about crib rooms and portables on the project.

The CFMEU has recently protested the lack of adequate amenities on this project. John Holland's response was that the project spreads over 90 kilometres and the employees are therefore 'highly mobile' and not in need of portable toilets. So what are they to do—defecate in the bush and eat their food in the same area?

The local subcontractors on the job, Hazell Bros, have had no problem providing the proper amenities. John Holland is a larger company with more resources and yet they have only provided one portable—after being confronted by the union.

The company has also turned to overseas employment. Maybe Tasmanian workers would demand proper crib rooms and toilet facilities on site?

When John Holland Pty Ltd constructed transmission towers for the BassLink Project, they had no problem employing local workers for the same kind of work now being done by workers from the Philippines on the Lindisfarne to Waddamana Transmission Line. There is no logical reason for importing workers from overseas when there is a large supply of local workers who could successfully complete the job.

Members of the local community are also outraged by the company's approach. Below is a letter published in 'The Mercury' on Thursday 26 November 2009 about the Transmission Line Project:

Local Jobs Fear

If the Federal Government is sincere about training workers in the new technologies, why is it that governments use contractors for infrastructure projects knowing the contractors use overseas labour? A Tasmanian case in point is John Holland Power division now doing work that locals used to do and using Filipino workers. What happened to the principle of recruitment and training of workers in Tasmania? Instead of the Bartlett Government propping up failing enterprises, they should shift their focus to where the real jobs are and how they are being filled.

Lee Smith, Hobart

The state government needs to take into consideration to whom they award contracts. John Holland is turning away from local employment and providing limited amenities, whereas local contractors such as Hazell Bros are supporting the community by employing locals and looking after their workers.



Closure

continued from page 1

to company human resources officers. This includes all 75 workers in vegetable processing. But McCains are refusing to indicate how many workers in other sections — such as engineering, electrical, boiler and refrigeration attendants — will also be made redundant.

The impact is all the more devastating as the vegetable and potato processing plant is a big employer of families. Husbands, wives, sons and daughters often work alongside each other at the company. Many of the workers have been with McCains for years.

And their concerns are not only about redundancies. If the company cuts its 24-hour, 12-hour shift operations to an 8-hour shift production, workers stand to lose up to \$500 in wages per week.

Tasmania's North West vegetable growers will also be badly burnt by the closure.

Securing the best redundancy deal

Unions in the plant's single bargaining unit are working hard to secure the best redundancy deal for their members.

'All redundancies should be classed as involuntary,' explains CFMEU Assistant Secretary, Bill White. 'This gives workers 4 weeks' pay for each year of service with no cap on the total amount. Workers who are prepared to leave voluntarily — because, for example, they can see mates with young families or with both wage earners working at the plant, facing a tougher future than themselves — should not be forced to accept the 'voluntary' rate of 3 weeks for each week of service with a cap of 45 weeks.'

If no-one accepts voluntary redundancy, the McCain EBA requires workers to be retrenched on a last-on, first-off basis across the whole operation. But McCain says the French Fry factory will be unaffected by their decision to close vegetable processing.

Workers who were reassured by the company's decision to continue operations in Smithton two years ago may feel sceptical about its current claims about the chip factory.

As they watch plant they have upgraded over the past two years being transferred to McCain's New Zealand operations, many will be asking why the Smithton vegetable operations can no longer be 'economically justified'.

'If McCain are genuine about their claims that the closure is no reflection on the performance of the workforce, they should not think twice about compensating those workers fully for this decision to move their operations to New Zealand,' said Bill White.

Ballot for action



Nyrstar employees decided to take their EBA bargaining process to a ballot this month.

The CFMEU and AWU have asked the federal Fair Work Tribunal for an order for a secret ballot run by the Australian Electoral Commission. The order will list 17 types of protected action available to the workforce.

'Nyrstar employees have sought a secret ballot because they are fed up with the company's unwillingness to genuinely bargain about their EBA,' said CFMEU Organiser for the Hobart smelter, Marshall Reeves.

'Union officials and site delegates have sat at the table for three years and through a total of 26 meetings on the EBA. But Nyrstar refuses to bargain around a log of claims and continues to push performance based pay increases, despite being told repeatedly by employees they don't want a bar of it.'

The ballot is open from Dec 3 to Dec 14. That means if the vote is 'yes' for industrial action, it will start just before Christmas.

Nyrstar Port Pirie has already taken action for a new EBA. Their main issue is eliminating performance based pay.

The Tasmanian unions have set up communications between both work-sites and it's become clear that directions to the company are coming from London.

Safety still an issue

Nyrstar employees continue to be seriously concerned for their safety after the death of a maintenance worker in the Purification Basement earlier this year and continuing explosions at the plant.

The union went to the media in October calling for a Government inquiry and more resources for safety inspections at Nyrstar following two explosions in the casting area. Since then, there has been a large explosion and fire in the cell room.

'Fortunately, no-one has been injured in these incidents but the company cannot continue to ignore the risks they pose to employees' health and safety at the plant.'

Our job: Nyrstar Hobart Smelter



They have put in hundreds of thousands of hours work between them, yet the blokes at the Hobart smelter may still have to take industrial action to secure a decent EBA. And they have continuing concerns for their health and safety, after a worker was killed and a number of explosions occurred at the plant.

As this **Bluey** went to print, Nyrstar Hobart Pty Ltd workers were voting in a secret ballot on taking protected action to secure an EBA (see story page 4). They were fed up with the company dragging its feet on negotiations and were prepared to draw the line — even in the lead up to Christmas.

Nyrstar Hobart Pty Ltd’s refusal to bargain around a log of claims and insistence on performance-based pay bonuses are key issues in the dispute.

‘We’ve got to keep well informed, otherwise we get shafted,’ said Cell room union delegate, Phillip McCarthy.

‘The unions are here to protect our rights and what we have fought for over the years, because otherwise it gets eroded.

‘A lot of the time, the younger blokes especially,

if they can see a little bit of a gain for dollars, they don’t understand that often it’s not the money, it’s the way the work is done that matters.’

Union delegates have to clearly explain the consequences of such actions, across the plant.

Over in Acid and Leach there are other strong union members also willing to have a go. ‘We’ve been in a bit of a down-time, with Howard’s laws,’ says Acid Room delegate Kevin Dunne. ‘But now with the legislation changes, we can hopefully get back to more even ground.

‘It’s good now to work together and get a better outcome for everybody.’

For news of the Nyrstar Hobart ballot outcome and other projects in Tasmania, check out the CFMEU website: www.cfmeu.asn.au Tasmania Branch page.

Photos from top right: 1. Daryl and Darren, Acid Room, Nyrstar. 2. Kevin Dunne, Acid Room delegate. 3. Phillip McCarthy Cell Room delegate.

- 4. Leach room, Paul, Chris, Craig, Perry, Jack & Paul with CFMEU Organiser Marshall Reeves.
- 5. Geoff Holmes at work in Cell Room.
- 6. Michael and Paul from Leach ‘in the field’.
- 7. Greg, Tony & Terry - services support: ‘We’re the backbone of the Cell room.’
- 8. Cell room takes a well earned ‘smoko’.



Jobs prospects looking good

Apprenticeships continue to grow in the building and construction industry in Tasmania.

In June 2008, there were 1943 apprentices employed under a contract of training.

At June 2009, there were 1,890. This figure is expected to increase and exceed 2,000 before June 2010.

There are currently 3.6 billion dollars worth of projects on the books for this industry, ensuring the retention of skilled labour and securing the future of Tasmanian families.

The construction industry in Tasmania currently employs 8% of the Tasmanian workforce and is now a two billion dollar a year industry.



Second year apprentice, John, was machining up covers to go over trusses at the Vos Joinery workshop in Moonah, when the Bluey met him.

He enjoys his work and the value of union membership.

'The union gives everyone a fair go and you know someone's behind you if you get in trouble.'

Pulp Mill to buffer downturn

With the Tamar Valley Pulp Mill proposal working its way through the remaining required permits, we are hopeful that the project will come on line in time to buffer the industry from a possible downturn in the next couple of years, with its need for 2,500 skilled and semi skilled workers.

Your union continues to support the Pulp Mill and as we have said many times, we are not development at all costs. We have been assured of world's best practice, world's best technology and a process that meets all Tasmanian and Australian environmental guidelines and we expect, and will accept and would support nothing less.

This project alone will be the biggest private sector investment in Tasmania. Together with the other projects earmarked for this industry, the future of this state seems assured for some time. Families will continue to enjoy the benefits of this beautiful place to raise their families, instead of having to pack up and pursue work elsewhere.

Our young apprentices will have the real opportunity to 'go see the world' and return to settle in a safe, secure environment with employment opportunities awaiting them.

Tony Benson

OzHelp Tasmania – Supporting Apprentices

The OzHelp Tasmania Foundation provides training and support to all members of the building and construction industry. But the Foundation wants to focus here on its particular support for apprentices and young workers.

OzHelp Tasmania's purpose is about making sure that apprentices and young workers are able to keep moving forward in their personal and professional lives and to provide them with an alternative avenue to seek help when the 'going gets difficult'.

Experience so far has shown up a number of areas where there may be difficulties, especially during that transition from school to the workplace, when young workers gain more independence and have new individual responsibilities.

They can range from problems communicating with the boss to financial stress and debt management to dealing with grief and loss or depression and addictions.

Unfortunately no one provides the answers to these sorts of problems before you enter the workforce and often our own 'egos' and 'male stubbornness' combined with the attitude 'I can deal with it and don't need any help' can result in unnecessary stress, worry and in the worst case, thoughts of self harm including suicide.

Apprentice Support

OzHelp Tasmania understands that the construction industry is known as a tough industry. However, problems find a way to affect us all, no matter how tough we might think we are. Whether it is stress at work or at home, relationship difficulties, or you've been feeling down for too long, talking to someone can help.

OzHelp assistance is FREE. Nothing is too small and we encourage you to seek guidance before issues reach crisis point. But we are also there for the crisis.

All staff are professionals and bound by strict ethics around privacy and confidentiality.

Contact OzHelp Tasmania Support Staff on 1300 OZHELP (1300 694 357), 6343 3122 or oz.help@bigpond.com to request an appointment or a visit at a time and place that suits you.



Fourth year apprentice Joe picks out the good pieces of recycled wood for a bench at Vos Joinery in Moonah.

'Being able to do lots of stuff — not always working on the same thing,' was the best part of the job for him.

Joe also likes going out on site installing kitchens, for example.

'It's good to see the finished job once it's all been installed.'

Long service boosts jobs and economy

Long service leave taken by construction workers creates the equivalent of 33 years' work and injects an additional \$2.8 million into the Tasmanian economy, Tasbuild said recently.

Employees taking their leave have created a demand for other workers to ensure the job still gets done.

Carpenters, electricians, labourers and plumbers head the list of those taking long service leave and all are paid their ordinary weekly wages while on leave.

The Tasbuild survey also uncovered the numbers taking retirement benefit. Over 21.5% of these were carpenters, 15.5% were electricians, 13.6% were labourers and 7.8% were plumbers.

'When you consider those retiring, the industry will need to employ 350 apprentices a year to replace them and that doesn't take into account those leaving the industry for other reasons,' said Tasbuild CEO Chris Atkins.

Construction highest paid

Construction industry employees are reaping the rewards of their skills and hard work and are now being paid significantly more than other industry sectors in Tasmania, Tasbuild says.

'Skilled construction workers were paid between \$90 and \$130 a week more than their counterparts in other sectors, according to recent ABC wages figures,' said Tasbuild CEO Chris Atkins.

Construction wages rose by 5.9% during the past year. From Tasbuild data, the average weekly take home pay for skilled tradespersons is between \$1,164 and \$1,206, not counting overtime. That compares to ABC ordinary time earnings for adult males of just \$1,073.20.

'No wonder careers in the building and construction industry are becoming more and more sort after due to the wages rates, long service leave after ten years, the working environment and the high level of skills transfer. A job in the building and construction industry is more than a career it's a lifestyle,' Chris Atkins said.



CFMEU national office visited Tasmanian work-sites recently talking to and photographing workers for the new national website. www.cfmeu.asn.au - check out the home page and photo galleries for your mates. Members whose interviews are up on the site will be notified by national office when their story is running. Above at work: Paul at Veridian; newly qualified carpenter, James, RJ Welsh; Wrest Point painter, Rudi; and 'the Harley Crew' (aka Mick & Greg) at Moorilla.

Cranie, triathlete and lovin' it!

CFMEU member and crane driver, Adam Coombe, has just come 15th out of a field of 67 in the ITJ Long Distance Triathlon World Championships in Perth.

The former Aussie rules player only got involved in the sport five years ago, when mates told him he could do it in Tassie.

He hadn't done much bike riding before then and was an average swimmer. But he managed to improve his swimming technique and his legs became stronger with cycling.

'And once I'd done one competition, I got the bug. Now I'm absolutely loving it,' Adam told the Bluey.

He came third in the Masters section of the Tasmanian Mystate Financial State Series last year and aims to improve on that this year.

The Bluey spoke to Adam just days before he got married. He expects to concentrate now on local races as they start a family. But his partner also likes to swim and encourages him in the triathlon.

The CFMEU wishes them both all the best for the future and Adam in his triathlon races.

**DISCOUNT
MOVIE
TICKETS**

For CFMEU Members

Adult tickets \$10 Kids \$9

Tickets valid for one year
Adult tickets can be used any time; kids' any-time except after 5pm Saturday

**Contact the CFMEU office:
33A Newtown Road, Newtown. T:6228 9595**

Member Profile — Brodie Daley

Brodie Daley turns 18 this month, but he's already half-way through his apprenticeship and has plenty to contribute to the construction industry – which he loves.

Brodie has always been fascinated by construction, even as a young child. He's not sure why – his dad is a boiler maker/ welder – 'That's not really the same, but it is a trade too'.

Brodie had already started on a pre-apprenticeship course at TAFE (now Hobart Polytechnic) when his father started building a couple of units a few years ago. Brodie could only help him at weekends, but that did give him hands-on experience of the industry which may have been a plus, when Hansen Yuncken started looking for apprentices in 2008. Brodie was one of two chosen out of 86 applicants. A young woman, Nikki Mathers, got the other.

'I was about three quarters way through the pre-Apprenticeship, Certificate 2 course then. I started work and my Certificate 3 apprenticeship in carpentry with Hansen Yuncken.'

Now he can hang doors on his own and do all the basic stuff. 'I enjoy doing things like formwork too,' he says.

Working for Hansen Yuncken gives him the variety of different jobs. 'I'm on my seventh job now – twice at Moorilla, the shopping centre at Kingston, the Redline refurbishment in Hobart, a new pharmacy at Bridgewater and now at Huonville, on the Tassal factory extension. I'm doing a lot of different work here, putting up walls; refurbishing existing parts of the factory; putting new lockers into the lunch room,' Brodie says. At Moorilla, in July, he was making the floor of the theatre pit.

Learning from his elders

Moving around different jobs means he gets to work with different tradesmen. 'It's never boring.'

He likes working with the older men because he can learn from their experience. 'They teach you the quick way to do things and what not to do and the tricks they've learnt along the way.'

There are also a number of young workers in their 20s and 30s at Hansen Yuncken. Brodie's 'plan of action' is to finish his apprenticeship there. Then he'll figure out what he'll do, when the time comes. At least there are a lot of projects coming up in Tasmania, so there should be plenty of work.

And Brodie is confident this is 'definitely a good industry to be in. I wouldn't do anything else.'

He also figures he's better off in commercial construction than his mates in housing. 'There's lots of variety in the



Apprentice carpenter, Brodie Daley at the Moorilla Museum site in July this year.

work and we earn a bit more because of the union EBAs and allowances and all that.'

A fair go for all

Brodie's not shy about speaking up at meetings with employers about pay and working conditions. 'I like to express my opinion and say what I believe in. And I know the older blokes will always back me when I do speak up.'

Brodie has learnt about the value of union membership mostly from the blokes at work. Hearing stories from those guys has helped him understand

why they are 'so passionate about the union. Some of those older blokes didn't have what we now have as apprentices.'

A union member himself, Brodie thinks it's important young people 'get on the bandwagon and join the union, otherwise there'll be no-one in it in the future.'

His expectations are quite simple. 'I just want a fair go – just that. Adequate working conditions and pay for what you've done; everyone getting a fair deal.'

The union 'covers your back' as far as he's concerned. It gives you somewhere to go if you're having trouble with your employer. 'There's someone there to help you out.'

And membership for apprentices is pretty cheap, he reckons. That should be an incentive to join. 'You get a lot back.'

Outside of work Brodie Daley likes to ride his motorbike – a Honda CRF 250 – and go racing with it occasionally. With a couple of mates from work, he also heads out to the forest trails, when he's got time.

Brodie also puts in a bit of time at the gym to keep fit, but doesn't have much opportunity for other sports.

One of the downsides of the industry, he says, is the early starts and long hours. Working 80kms from home can make that worse, 'You don't feel like doing much after work'. But he's quick to turn that into a positive as well. 'It's also teaching me to be better at time management, so I can fit more into the day.'



Brodie (centre) with mates at the Redline job in Hobart: Colin, Nikki, Geoff, Ian, Andrew and Geoff.

Rudd must keep election promise to abolish the ABCC

It has now become clear that the Rudd Government is not going to get its legislation to change the construction laws and abolish the ABCC passed in the Senate before the end of 2009.

The crucial vote was pushed off the order of business in the last weeks of Parliament.

CFMEU National Secretary, Dave Noonan, along with the leaders of the other construction unions, is now seeking a meeting with Workplace Relations Minister Julia Gillard to clarify how the Government will meet their election commitment to disband the ABCC by February 1, 2010.

'The onus is now on Labor to clarify how they will meet their election commitment to disband the ABCC. We know this is a Government that likes to stick to its promises,' said Dave.

The CFMEU believes there is no role for coercive powers in any industrial relations system, let alone one that is overseen by a Labor Government.

At its recent National Conference, your union pledged to continue fighting the use of coercive powers in our industry. Thirty-five million taxpayers' dollars are being wasted

every year on the ABCC, which is run by a political supporter of John Howard, and does nothing to make our industry more productive or safe.

Kevin Rudd and Julia Gillard have got to get rid of the ABCC and its coercive powers.

Work stops if worker jailed

Thousands of construction workers from all States, including Tasmania, rallied to support South Australian rigger, Ark Tribe, when he faced court on October 30. Ark will have his fourth court hearing on December 18, over charges of not attending an interview with the ABCC.

The December hearing will set the date for Ark's trial in 2010.

Construction workers made it clear at the October rallies that they will down tools if Ark is sentenced to jail.

If Ark is jailed, it will be on Labor's watch. No political party claiming to be a friend of working families should send a worker to jail.

2010 is a federal election year. It's



Simon Cocker, pledges Unions Tas support for construction workers at the Hobart protest outside ABCC offices, with CFMEU Assistant Secretary Bill White and organiser Marshall Reeves.



South Australian rigger Ark Tribe faces court again on Dec 18. His full trial is expected to take place in 2010.

time the Rudd Government moved on from ideological war on our industry to working with construction workers, your union and employers on useful improvements for our world class industry.

Get active in the campaign to support Ark Tribe:
www.rightsonsite.org.au
www.cfmeu.asn.au

New rights for bargaining

Some important changes in the new Fair Work laws are already having an effect on bargaining negotiations around the country.

From 1 July this year, once bargaining gets underway, all employers in the federal system are required to tell their workforce *in writing* that they are entitled to be represented in the bargaining process.

For all union members, this means the union is automatically the bargaining representative [unless a worker appoints someone else]. The employer must recognise the union and negotiate in good faith to try to reach an agreement.

Members who have received these notices have been

quick to contact the CFMEU to get an organiser involved in bargaining as early as possible.

The new umpire, Fair Work Australia has also refused to approve some EBAs where employers have not properly advised workers of their right to representation during bargaining. This shows the new laws treat workers' right to representation as fundamentally important to the bargaining system.

We have also used the system of 'good faith' bargaining to keep employers honest during negotiations. Attempts to side-step the union or refuse to take part in proper negotiations have been defeated. Even the threat of bargaining orders has been enough to pull a few employers back into line.

Safety Shockers



This photo was taken at the TCA football/cricket ground owned by Hobart City Council. The asbestos roof has broken edge with fibres visible. Workplace Standards approached HCC about the issue. Result unknown.



Wilkins Construction Pty Ltd wins lots of government school projects — but the standards of their safety on this Mount St Canice redevelopment in Sandy Bay leaves a lot to be desired. Poor quality handrails offer poor fall protection, plus hazard risk on the deck.



Poor quality handrails provide inadequate fall protection.



Poor quality handrails provide inadequate fall protection. No kick boards.



Worker standing on top rung of step ladder has no fall protection at all, as well as breaching AS/NZ standards for portable ladders.



Leads trailing in wet mud show a complete disregard of AS/NZ 3000 and 3012 standards — too often found on this builder's sites.

Demand better safety now. Keep up to date with our Safety Zone incidents and alerts: www.cfmeu.asn.au
Download the latest issue of the CFMEU's safety newsletter: 'make it safe!'

For Sun Safe info: www.cancertas.org.au



RDOs and Public Holidays 2010

Friday January 1	PH New Years Day	
Mon January 25	RDO	
Tues January 26	PH Australia Day	
Mon February 8	RDO	Nth/ N West only
Mon February 8	Hobart Regatta Day	South only
Tues February 9	RDO	South only
Mon March 8	Eight Hours Day	
Tues March 9	RDO	
Fri April 2	PH Good Friday	
Sat April 3	PH Easter Saturday	
Mon April 5	PH Easter Monday	
Tues April 6	RDO	
Sunday April 25	PH Anzac Day*	
Mon April 26	RDO*	
Mon May 31	RDO	
Mon June 14	PH Queens Birthday	
Mon June 28	RDO	
Mon July 26	RDO	
Mon Aug 23	RDO	
Friday Sept 24	RDO	South only
Fri October 1	PH Burnie Show	Nth/ N West only
Thurs October 7	PH Launceston Show	North only
Fri October 8	RDO	North only
Mon October 18	RDO	Nth West only
Thurs October 21	Hobart Show	South only
Fri October 22	RDO	South only
Mon November 1	PH Recreation Day	Nth & NWest only
Tues November 2	RDO	Nth & NWest only
Mon November 15	RDO	South only
Fri November 26	Devonport Show	Nth West only
Fri December 24	RDO	
Monday Dec 27	PH for Christmas Day	
Tuesday Dec 28	PH for Boxing Day	
Mon Jan 3, 2011	PH New Year's Day	

*Please note the Government's withdrawal of Mon April 26 as a public holiday means the RDO on April 27 has to be changed to Mon 26. The CFMEU apologise to members for resulting error in RDO cards which were printed before the Government cancelled the public holiday, the only State to do so.

For more info on CFMEU members benefits, go to CFMEU Construction Website: www.cfmeu.asn.au

Jobs on the Go

Vos

Ulverstone - warehouse
Penguin Primary
Grammar Primary School,
Littleton Street, Newstead
St Thomas Moores, Abbott
Street, Newstead
University Football Club,
Utas, Alanvale
Hospice Centre, George
Town Road, Rocherlea
Ravenswood Primary
School, Ravenswood
Kingston High School
Kingston Sports Centre
Collegiate Library
Bridgewater High School
Risdon Vale Primary
Sorell Primary
Dodges Ferry Primary
Lauderdale Primary

Fairbrother

Friends School, New Town
Menzies Centre, Hobart
RACT, Hobart
Guilford Young College,
Glenorchy
Hutchins School, Sandy
Bay
Glenorchy Primary
Transend, New Town
Fahan School, Sandy Bay
Housing complex, Sandy
Bay
Domain Tennis Centre,
Hobart
Sheffield High School
Ulverstone Central
Primary School
Rosebery School
West Ulverstone Primary
School
Latrobe Primary School
Burnie Hospital

Hinman

Queechy High School,
Launceston
Brooks High School,
Launceston
Lenah Valley Primary
School
Hadleys Hotel, Hobart

Devonport Surf Life Saving
Club

John Holland/Hazells

Brighton By-pass and
Transport Hub (Southern),
Brighton

Thiess/VEC

Brighton By-pass
(Northern), Brighton

Hazell Bros

Musselroe Bay Wind Farm
(early works)
Transend Switch Yards,
Waddamana and
Lindisfarne
Lakes Secondary Road,
Deloraine
Bruny Island Health Centre
Sorell Link Road
Bellerive Oval Lights
K&D Warehouse, Kingston
Kingborough Sports
Centre Car Park
Housing Department
Maintenance Contract
(South)
Eastmill Site, Burnie

Hansen Yuncken

Primary School, New
Norfolk
Tassal, Huonville
Moorilla, Claremont

Anstey's Construction

Legana Nursing Home
St Anthonys School,
Riverside

Scenport

Bellerive Police Station
Units, Warwick Street,
Hobart

De Jong & Sons

East Ulverstone Primary

Mead Con

Devonport Primary

Cbus is A.O.K after G.F.C.

By Cbus CEO David Atkin

Cbus' investment returns have bounced back strongly after the global financial crisis.

Cbus, which is the industry superannuation fund focussed on the construction sector, is pleased to report that our Core Strategy was returning more than 8 per cent for the year to mid-November. It is the investment option most members are in and has averaged 9.2 per cent a year since Cbus began 25 years ago (to 30 June 2009).

Some members did switch their super to our Capital Guaranteed option but the trend has since reversed with members now moving their money into our more higher-risk/growth-orientated investment options.

The Australian share market is also showing signs of recovery and Cbus is poised to reap the benefits.

These are all good omens for Cbus and our economy.

However, superannuation is about the future and the future will not look after itself. It is important that we stay

ahead of trends so that we can capture the benefits for our members and avoid the traps.

Challenges including climate change and good corporate governance are growing in significance daily. We have tackled these issues head-on.

Cbus Property, our wholly owned property development and investment arm, concentrates on developing five and six-star energy-efficient buildings.

We have always been a strong supporter of good corporate governance. Among other steps, we have signed the United Nations' Principles for Responsible Investments and I am an international director on its board.

We have also appointed an environmental, social and corporate governance manager to our investment team to encourage our fund managers to act in accordance with these principles.

In addition, we will be an active participant in the Federal Government's tax and superannuation reviews.

The reason we do this is not for ourselves but for our 580,000 members and 66,000 active employers.

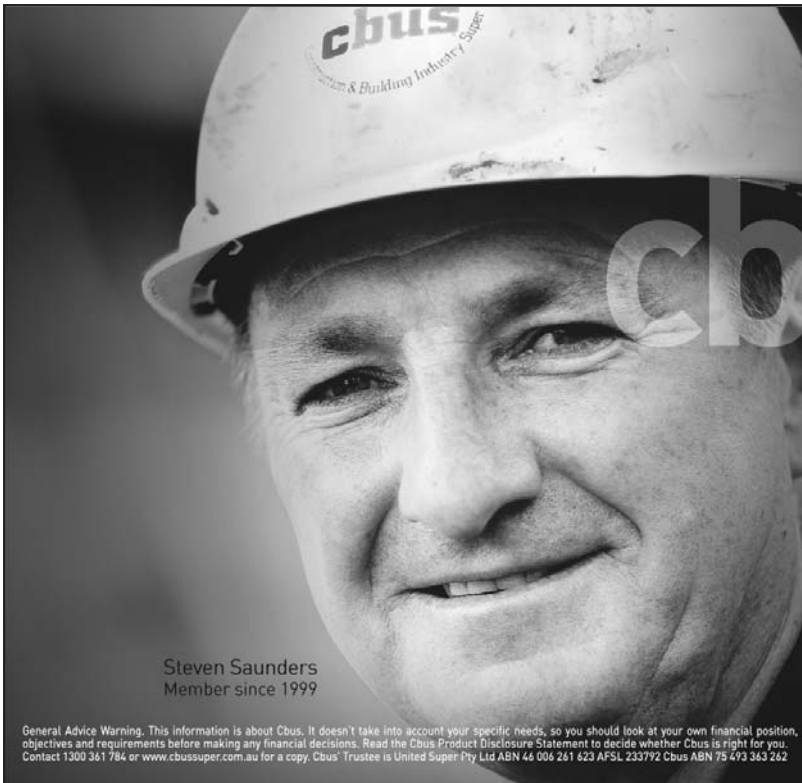
It is their future, not ours, that drives us.

For further information visit www.cbussuper.com.au or call 1300 361 784.

* This information is general in nature. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Past performance is not a reliable indicator of future performance. Cbus' Trustee is United Super Pty Ltd ABN 96 006 261 623 AFSL 233 792 Cbus ABN 75 493 363 262.



Talk to your local Cbus representative today!
Dicky Post 0419 558 257



Steven Saunders
Member since 1999

From 1984 until now, it's always been the two of

cbus

For 25 years, we've looked after the superannuation needs of our members by:

- investing back into the industry
- keeping fees low and paying no commissions to financial advisers
- being an expert in superannuation
- being run only to benefit you - our members.

Cbus. Working for you and your industry.

Call 1300 361 784 or visit www.cbussuper.com.au



General Advice Warning: This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the Cbus Product Disclosure Statement to decide whether Cbus is right for you. Contact 1300 361 784 or www.cbussuper.com.au for a copy. Cbus' Trustee is United Super Pty Ltd ABN 96 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262



What is ACIRT?

ACIRT is the Australian Construction Industry Redundancy Trust. It is a national fund established as an Industry initiative for the security of Employee's Redundancy Entitlements. The fund enables employers to fund their employees' redundancy entitlements, as provided for under the various industrial awards and enterprise agreements.

Why ACIRT?

ACIRT differs significantly from other similar funds in Australia because:

ACIRT has contribution flexibility. Employers can contribute either the minimum necessary to fund the Award entitlement or higher contributions to fund entitlements agreed to in enterprise agreements.

ACIRT is a National Fund.

ACIRT distributes all its annual surplus income to members.

ACIRT pays the full accumulated benefit to members when they become redundant within three days of receiving a completed benefit claim form.

ACIRT does not hold any direct investments. All assets are in low risk, secure investments that are managed by professional, independent managers.

ACIRT has a corporate trustee company, which is managed by a board of directors with equal Trade Union and Employer representation. Additionally, ACIRT uses external independent professionals for Administration (AAS); Legal advisors (DLA Phillips Fox); Auditors (Ernst & Young) and Investment advisers (Mercer).

ACIRT has discretion to pay a funeral benefit of up to \$6,500 for "eligible" members.

ACIRT believes in member choice. Members can transfer into ACIRT from another approved Redundancy Fund as long as they are eligible. They only need to complete a transfer request form.

You may telephone ACIRT Administration between 8:30 AM and 5:30 PM on the freecall telephone number 1800 060 467, ACIRT's National Co-ordinator (Dennis Matthews) 02 8837 5438 or the Secretary (Steve Parker) on 02 8837 5437.



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