

# Hardhat EXPRESS

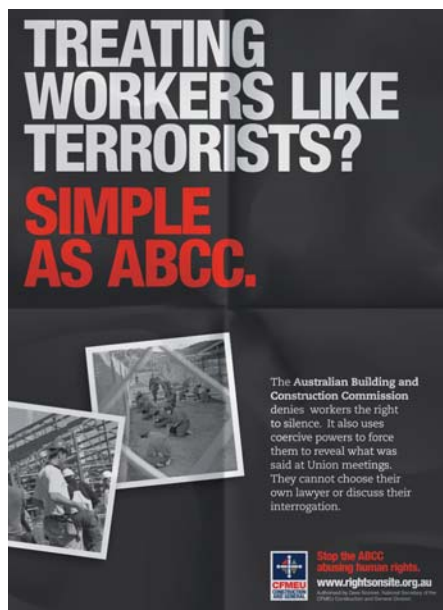
**CFMEU**  
CONSTRUCTION  
AND GENERAL



ISSUE 12 / November 2011

THE NATIONAL NEWSLETTER OF THE CONSTRUCTION AND GENERAL DIVISION OF THE CONSTRUCTION FORESTRY MINING AND ENERGY UNION.

## Time to end the ABCC Time for EQUAL RIGHTS on site



**As Parliament debates the ABCC Abolition Bill in coming weeks, construction workers have one message for the Labor Government: abolish the ABCC and its coercive powers in one hit, don't move those powers to another organisation.**

The CFMEU says the legislation, introduced in the House of Representatives on November 3, is a good start. But it does not go far enough to end the ABCC's attack on workers' rights.

Coercive powers – which give the ABCC the right to secretly interrogate workers – have no place in a free society.

The ABCC's admission that it illegally interrogated 203 people up to November last year should be the final proof that this organisation is a blight on the Australian landscape.

Construction workers want to be treated the same as all other workers, not subject to the stress of arbitrary interroga-

tions which can hang over their heads for months.

Any replacement body for the ABCC has to focus on the real issues affecting the industry, like sham contracting, which costs the Federal Government billions of dollars each year in lost tax. It must also work with unions and employers to improve safety in construction.

### Hysteria and misinformation

The impending end of the ABCC has produced the usual outburst of misinformation and baseless allegations from the anti-union zealots who were behind it being set up in 2005.

Claims that the ABCC is needed to combat alleged thuggery and corruption in our industry are getting another airing.

The fact that the ABCC never had powers to deal with criminal activity is conveniently overlooked – *again*. Their job was only to deal with industrial disputes, which they couldn't even do fairly.

The ABCC had gobbled up \$135 million in taxpayers' dollars for just 93 investigations from October 2005 to June 2011. 86 of those investigations were against unions and workers. Just 5 were against employers; and 2 were against unions and employers.

"No industry has been as thoroughly investigated as the construction industry, and for so little result," said CFMEU Construction National Secretary Dave Noonan.

"No other workers have had important civil rights, including the right to silence removed by legislation.

"The ABCC is a failed ideological excess of the Howard Government, and this Parliament should scrap it."

• **Tell your Labor MP to end the ABCC's coercive powers: log on the Rights on Site website at [www.rightsonsite.org.au](http://www.rightsonsite.org.au) and send a message to your MP today.**

## Less FIFO, more rights for workers, communities



Long distance commuting to work, generally known as FIFO, has been a fact of life for remote projects in Australia for years. The bottom line for the CFMEU has always been to ensure workers' rights and conditions are protected.

The CFMEU is also concerned that adverse impacts on families and communities affected by major resource projects are mitigated.

The growth in employer demand for long distance commuting in the resources sector has prompted a Parliamentary Inquiry into the issues.

CFMEU Mining and Construction have made a joint submission to the Inquiry.

### Union recommendations

The Union's key recommendations to the Committee are for:

- An impact assessment process, whereby corporations must prove the need to use FIFO arrangements and communities can have a say in this process
- National standards for accommodation, including access to digital technology for family communication
- All workplace rights on camp, including access to union assistance and advice
- Worker consultation on rosters
- Travel-time as work hours.

FOR MORE / GO TO

[www.cfmeu.asn/message](http://www.cfmeu.asn/message)  
from Dave Noonan

## Women in construction

The CFMEU encourages women to take up careers in the construction industry, and become members of the union, fighting for good wages and conditions alongside their male workmates.

Skill shortages now, and the lure of those good wages, are drawing more women into the industry. Those the union has met tell us they 'love construction' just as much as men.

To help boost their numbers, CFMEU Construction has created a dedicated **Women in Construction** page in our website **Member Benefits** section.

Visit that page to hear more of women's stories and links to other websites that may be of use or interest.

**FOR MORE / GO TO** [www.cfmeu.asn/memberbenefits/women-in-construction](http://www.cfmeu.asn/memberbenefits/women-in-construction)



**“The union’s there for everybody. They’re always just a phonecall away.”**  
Natalie, WA



## Demand defibrillators on site

**The tragic death by cardiac arrest of 48 year old worker, Trevor Cox, once again highlighted the reason we demand high quality Automated External Defibrillators (AED's) on all sites.**

Trevor was working on the Hunter Expressway project in NSW, when he suffered a cardiac arrest. There were only two defibrillators on site: one at the main first aid shed and the other supposedly in the back of a vehicle that couldn't be located. The first response was an ambulance that eventually arrived.

Figures provided by the Cardiac Arrest Survival Foundation show that each minute after a cardiac arrest, the chance of survival decreases by 7-10%.

In a hot, dirty and physically stressful industry such as ours, it is essential that a defibrillator is available for immediate resuscitation.

The defibrillator must be of the Automated External Defibrillators style that automatically delivers a shock (if

required) and is externally monitored to ensure serviceability on a daily basis. The unit must have written and illustrated instructions on it to ensure an operator can use it without comprehensive training. These defibrillators must be located in the first aid shed on building sites and available at strategic locations (that facilitate prompt response) on jobs that are spread out over large areas or over long distances.

Safe Work Australia has recently released a batch of codes for comment. One of these is the First Aid Code that currently states (2.2): “for example, if life threatening injuries or illnesses could occur and timely access to emergency services cannot be assured, a person trained in more advanced first aid techniques (including the use of defibrillators and oxygen provisions) may be needed”.

The CFMEU comment on this Code demands that there are **mandatory requirements**, not just *suggestions* for best practise.

**Have your say, the cover sheet and response form for Codes of Practise is available at [safeworkaustralia.gov.au](http://safeworkaustralia.gov.au).**

## SAFETY ZONE

### EWP incidents warning

Two incidents in VIC (one tragically resulting in the death of a worker) remind us of the dangers of EWPs. Members are reminded to observe all safety instructions when using an EWP and to not move one while it is in an elevated position. Read CFMEU OHS Alerts about safe use of EWPs.

**FOR MORE / GO TO**

[www.cfmeu.asn/Safety Zone](http://www.cfmeu.asn/Safety Zone)

### WA stairwell collapse Alert

A concrete stairwell collapsed on a WA site posing potential risks to workers. Investigations discovered that the steel reinforcement framework of the stairs had not been tied into the slab, causing it to fail and that a pre-pour checklist had not been completed. Download the CFMEU WA Alert.

**FOR MORE / GO TO**

[www.cfmeu.asn/Safety Zone](http://www.cfmeu.asn/Safety Zone)

### Safe clean up of mercury spills

Dramatic images of foot injuries, in an alert about mercury spills from energy-saving light bulbs circulating the email networks, have prompted the CFMEU to post some guidance on our website re clean-ups of mercury spills. Note the amount of mercury in these light-bulbs is very small, but precautions still need to be taken.

**FOR MORE / GO TO**

[www.cfmeu.asn/Safety Zone](http://www.cfmeu.asn/Safety Zone)



SA CFMEU delegate, Scotty has no doubt about how important defibrillators are on site, having seen the OHS rep and a first aider revive a worker with one on his job in July this year. Read all about it: [www.cfmeu.asn.au/SAnews](http://www.cfmeu.asn.au/SAnews)

**JOIN THE CFMEU**  
[www.cfmeu.asn.au](http://www.cfmeu.asn.au)

# CFMEU women — making the Union proud



Over 50 women turned out for the CFMEU National Women's Committee Conference in Sydney on November 8, to give the Union suggestions for removing the barriers for women in our industries.

The delegates came from around Australia and all Divisions of the Union. There were trades-women, union organisers, officers and a couple of elected officials. Some were already rank and file delegates; all were keen to play a more active role in the union.

It was a 'great initiative by the Union', said Rita Mallia, President of the CFMEU National Women's Committee and Senior Legal Officer at CFMEU NSW. It was the first time a large number of women from all sectors were having input into policy and making recommendations for the Union's consideration, adoption and implementation.

And expectations ran high for the event.

Throughout the day, the women put their heads together in small workshops and the larger forum to work through the issues they face in their industries and come up with suggestions that could be implemented by the Union.

High among those raised were:

- Opportunities to share experiences and network, regionally and nationally
- Spreading the word that women 'can do' all jobs, with experienced

**“It's great to meet women with the same experiences as yourself - for once, to not be the only one.”**

workers providing role models and mentoring and support for new entrants.

- Mapping successful initiatives – such as the Women in Plumbing Project in QLD – so that similar strategies could be adopted elsewhere.
- Educating male organisers and delegates on their responsibilities to deal with discriminatory behaviour.
- Creating a critical mass of women in all sectors, so that systemic change can be brought about in all industries.

Receiving the list of suggestions from the Women's Committee, CFMEU National Secretary Michael O'Connor said it would be the task of the Union's Executive to turn these into an achievable plan of action over the coming year.

Read more and listen to participants' views on this Conference & Women In Industry Conferences on April 9:

**FOR MORE / GO TO** [www.cfmeu.asn/news](http://www.cfmeu.asn/news)

**Photos:** [cfmeu.asn/photo-galleries](http://cfmeu.asn/photo-galleries) Events

## NEWS BRIEFS

### Australia must push for global ban on asbestos

That's what the CFMEU is telling Government after revelations about huge promotion of asbestos in India. Watch ABC Foreign Correspondent: share workers' outrage, take action.

**FOR MORE / GO TO**

[www.cfmeu.asn/news](http://www.cfmeu.asn/news)

### Impact of insecure work

The ACTU is inviting union members to share your stories about the impact of insecure work, as part of the Unions' **Secure Jobs. Better Future** campaign. Workers can share stories in writing or by phone from Nov 2 until Dec 16 or at public hearings in each state in February and March.

Submissions may be lodged on the campaign website [www.securejobs.org.au](http://www.securejobs.org.au) or by phoning a special insecure work hotline on 1300 362 223 (toll free).

**FOR MORE / GO TO**

[www.cfmeu.asn/news](http://www.cfmeu.asn/news)

### SA Picnic 30 Years

CFMEU SA marks the 30th anniversary of the annual BTF picnic this year with celebrations on Monday Dec 5 from 10.00am at Bonython Park. Members in NSW and Victoria also enjoy Picnic Day on Dec 5. See those Branch websites for details. For SA's anniversary Picnic:

**FOR MORE / GO TO**

[www.cfmeusa.asn.au/news](http://www.cfmeusa.asn.au/news)

### 2012 RDOs now on website

RDOs for 2012 for all Branches have now been posted on the national construction website. Hit the button below on the home page to download your Branch RDO Calendar and start planning your holidays for next year.

**FOR MORE / GO TO**

[www.cfmeu.asn/Find your RDOs](http://www.cfmeu.asn/FindyourRDOs)

**FIND YOUR RDO'S**



[www.cfmeu.asn.au](http://www.cfmeu.asn.au)

## Pay Dues online winners



**CFMEU Construction is pleased to announce that members, Shane Rix and Stefan Nilsson have won Bosch Power Tool kits for paying their dues online by October 1.**

The promotion was open to CFMEU members from the ACT, NT, NSW, SA and VIC Branches which have facilities to pay union dues via the website. 2598 members used the service by the due date.

Congratulating Shane and Stefan, CFMEU Construction National Secretary, Dave Noonan reminded them this was just one of the benefits of staying financial with the CFMEU.

The promotion winners were randomly selected from the union database.

Shane took out first prize, winning the four-piece Bosch 18 V-Li Freedom Power Tool Kit and choosing a Circular Saw, Grinder, a Destroyer Drill Driver and a Powerbox Worksite Radio/Charger. Stefan took the second prize of a 2-piece 18 V-Li Freedom Kit and also chose a Destroyer Drill and a Sabre Saw.

### Thanks to their wives

Both members were elated by their win and grateful to their wives who paid their dues online for them.

Shane, who is a foreman at Meridian Concrete, felt his luck was really in, having won second prize at a work function the weekend before and a meat tray a few weeks before that. "I'm on fire!" he told the CFMEU.

Steeffixer Stefan had only started paying bills online five or six months previously and had no idea his wife had paid his dues via the CFMEU website. "I got such a nice surprise, when I heard the message on my answering service. I thought, Wow! How good is this!"

Both have been members of the CFMEU for a long time. "It's good to always stay financial," Stefan says.

CFMEU Construction is grateful Bosch Australia for sponsoring this promotion. For more information on Bosch Power Tools: [www.boschfreedom.com.au](http://www.boschfreedom.com.au)

**Paying Union Dues Online** is, as the two winners commented: "Very convenient and easy." With a computer at home, members can pay their dues at a time that suits them and have the benefit of knowing they are financial straight-away. Click the **Pay Your Dues** button on the CFMEU Construction home page for more info or to give it a go.

Photo from left: Claudia Kawalski, Bosch Australia, CFMEU Construction President Tom Watson, Stefan Nilsson, Shane Rix, Dave Noonan, CFMEU Construction National Secretary.

[www.cfmeu.asn/news](http://www.cfmeu.asn/news)

## TRAINING & COMMUNITY BRIEFS

### Ray's Ride for Asbestos Awareness

Starts on Nov 21 for 5 days from Toowoomba to Brisbane. If you haven't already donated, do now as below.

[FOR MORE / GO TO](http://www.cfmeu.asn/news)

[www.cfmeu.asn/news](http://www.cfmeu.asn/news)

### Claire brings home GOLD

CFMEU WA sponsored Claire Ghabrial did herself, the union and her boxing profession proud by bringing home gold at the prestigious Presidents Cup tournament in Indonesia recently. Good luck to Claire now for her fight to represent Australia at the Olympics

[FOR MORE / GO TO](http://www.cfmeuwa.com/go/news/the-journal-Pete's-page)

<http://www.cfmeuwa.com/go/news/the-journal-Pete's-page>

### Happy Holidays - go safely in to the New Year!

CFMEU Construction wishes all our members a happy Christmas and New Year holiday break - take a well-earned rest and enjoy some great times with family and friends.

Most importantly, in the lead up to the break, as employers rush to finish before shut-downs, remember we all work hard to go home safely at the end of the day. Safety before profit, always.

[FOR MORE / GO TO](http://www.cfmeu.asn/news) [www.cfmeu.asn/news](http://www.cfmeu.asn/news)



**PAY YOUR DUES**  
[www.cfmeu.asn.au](http://www.cfmeu.asn.au)

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