



The Tasmanian

Bluey



The Tasmanian newspaper of the CFMEU

Construction & General Division, Mining and Energy Division

Dec 2011 Issue 31

Stay strong, stay union in 2012

All the scare tactics that big business has thrown at the Mining Tax and Carbon Pollution Pricing has not reduced investment in the resources industry.

On the contrary, there has been a record surge of 34% in committed capital investment, with \$231.8 billion invested in the six months to October.

But that hasn't stopped the resources sector from crying foul over the tax and using every excuse in the book to try to avoid training and employing local workers, while importing materials that could be manufactured in Australia.

WA workers and their families, unions and some employers have been out on the streets in Perth again on November 29 to give the likes of Chevron, Woodside and Sino Steel a clear message: "You can sell our resources, but you are NOT selling our future".

Over the past several months, CFMEU leaders have also been telling Government they must deal with the distortions the mining boom is having on other parts of the economy, including manufacturing and construction.

That affects Tasmania too. The resources boom is driving up the dollar, syphoning skilled labour from other sectors and damaging manufacturing, tourism and agriculture. It is also putting pressure on mining communities and families.

The CFMEU says one way of dealing with this would be a Sovereign Wealth Fund, which, if properly managed, would invest in off-shore assets, putting downward pressure on the dollar and providing a legacy from the boom for future generations.

In the meantime, workers and your Union must ensure that any fallout for our industries does not jeopardise the future skills base and employment standards in this State.

Pulp Mill prospects

The commencement of earth works at Gunns' Pulp



Mill in Bell Bay holds much promise for Tasmanian construction. If finance is secured, the 2 kilometre by 800 metre site will employ over 2500 workers during the construction phase. The earth works have got off to a promising start, with all seven local tenderers working on the project in some capacity, under the winning joint venture between John Holland and Hazell Brothers.

CFMEU negotiations with Gunns on a site agreement for the project have also ensured that workers on the initial stages are already earning \$34 an hour base rate, with built-in relativities, and a site allowance of \$4/hr, which makes it one of the best paying jobs in Tasmania.

The CFMEU is continuing to negotiate with Gunns to ensure high standards of rates, training and conditions are built into the whole job.

CFMEU members have a key role to play in this process, by staying strong and staying union. Encourage your mates to sign up and stay financial so your Union has the support of a committed membership and the resources to secure the best deals for members. (stories pp. 6-7)

Beware Liberal nonsense

As this journal was going to print, the CFMEU heard reports of an astonishing attack on our industry and its employees by the new Shadow Minister for Infrastructure, Mr Rene Hiddings. Take a look at his proposals for abolishing our long service leave scheme in Secretary Tony Benson's editorial – page 2. If this is the kind of leadership we could look forward to, under a future Liberal government, no investment dollars would benefit us, no matter how significant.

- For more on the WA rally & Sovereign Wealth Fund go to: www.cfmeu.asn.au/news archive

INSIDE: SHAM CONTRACTING UPDATE; PULP MILL PICS; SAFETY SHOCKS NYRSTAR; RDOs 2012 & JOBS.

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



Proud to be CFMEU

Concrete pump operators at Noble were proud to don their CFMEU t-shirts for a photo for the **Bluey**. "I'm proud to be a member because if it wasn't for unions we'd all be slaves. They stand for our rights," said Geoffrey.

"You've got your stickers on your hat and everyone asks about them, so now you've got the t-shirt, it lets all the boys know that you're union and proud of it," added Christian.

To buy CFMEU t-shirts on line go to: <https://fed.cfmeushop.com.au/> VIC vic.cfmeushop.com.au/ & WA www.cfmeuwa.com/go/cfmeu-shop also have great CFMEU gear.



The Secretary, Officers & Staff wish all members a happy and safe Christmas and a Prosperous New Year. See you in 2012!



Disclaimer

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CONSTRUCTION WORKERS BEWARE!!!

"Long Service for Building Construction workers should be wound up in the next 12 months," says Liberal MP and Shadow Minister for Infrastructure, Local Government, Road Safety and Fisheries Mr RENE HIDDING, who is also the Leader of Opposition Business.

Mr Hidding made his astonishing attack on the Building and Construction Industry and its employees in Parliament in November.

Mr Hidding tries to hide behind a committee report that noted: "The scheme is making it difficult for local businesses to compete with interstate builders' and expresses deep concern that TasBuild 'appears to be a requirement for new players'".

However, for his information, *all employers* across the nation are required by law to be registered with their respective constructive industry long service schemes. Long Service in the Building and Construction industry in Australia is nationally portable.

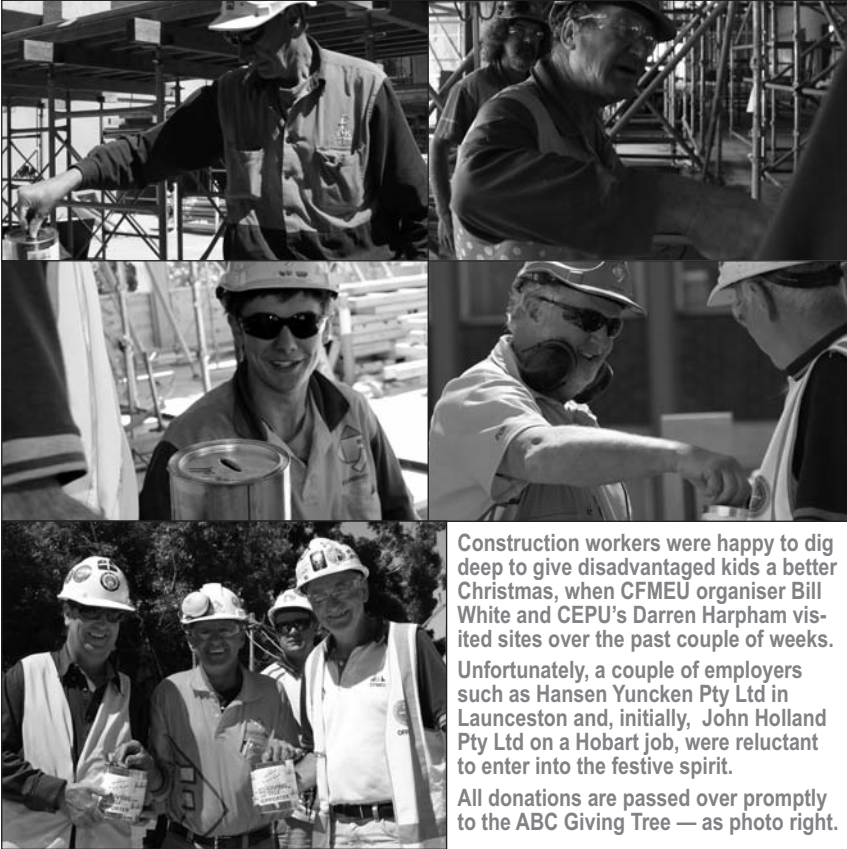
It is not difficult to see that Mr Hidding has only recently been given the shadow responsibilities for Infrastructure.

We suggest that rather than run off at the mouth, Mr Hidding should acquaint himself of the facts, including that the Master Builders Association (MBAT) fully supports TasBuild and industry long service.

Tony Benson
State Secretary CFMEU C&G Tasmania

Digging deep for the ABC Giving Tree 2011

CFMEU and CEPU members have again been donating generously to the ABC Giving Tree this year. The construction site collection usually raises about \$2,000 - \$3,000 to give disadvantaged children a decent Christmas.



Shams Update

The CFMEU is pursuing a number of wage claims with Tasmanian employers over sham contracting arrangements.

It is common to find blokes on an ABN and being paid a flat hourly rate under these sham arrangements.

Bona fide contractors are expected to price a job, supply materials etc. Simply working week after week on an hourly rate makes it more likely to involve an employer/employee relationship, especially if you are being directed as to how the work is done, as is so often the case.

If you are being paid a flat hourly rate, called a 'contractor' and missing out on benefits and entitlements, call the Union. Your 'contracting' arrangement may also be a sham.

Employers using sham contracting arrangements need also be aware that they could face future claims for payments that they will not be able to recoup from project managers. Allowance should be made for proper payment of workers at the tender stage.

Stop Sham Contracting NOW!

Is your boss doing the right thing on RDOs?

The CFMEU is also pursuing a claim against another employer over substantial amounts of unpaid annual leave and accrued RDOs.

The employer claims he gave annual leave and RDOs but didn't record it. The worker's time sheets show that overtime was paid incorrectly at time and a half for the first 3 hours; instead of first 2 hours as under the Award.

The employer does not have a registered agreement with workers over banking of RDOs, which allows for time worked to be paid at ordinary rates. Instead he was assuming this arrangement and not paying workers overtime rates for working RDOs.

Former employees of this company have told the Union their boss said they'd be sacked if they joined up. If the company was doing the right thing, they'd have nothing to fear from their workers being members of a trade union.

Remember it always pays to belong!

Back complaint no cause for sacking

A worker at Hazell Brothers Pty Ltd has been successfully reinstated, after the union took up his case for discrimination under the Fair Work Act (FWA).

The worker had been dismissed by the company after he admitted he was having treatment for a back complaint. A medical report indicated he couldn't lift more than 20kg; twist while lifting; walk up and down stairs carrying heavy loads; do work involving repetitive movements over long periods.

Of course, the National Code for Manual Handling makes similar recommendations for all workers. Manual handling of 40 kg cement bags, for instance, went out many years ago!

At the Commission it was pointed out that if the employer was found to have discriminated against the worker under the FWA, it could attract significant penalties. However, the matter would have to go to court for a decision.

The CFMEU believed the worker had a very strong case. Perhaps the employer did too (after the Commission conference) because the worker was reinstated and back-paid most of the wages lost over the 5 week period he was unemployed.

Shocking safety

Workers at Nyrstar's Hobart smelter have been exposed to electric shocks, as the company prefers to risk manage rather than repair safety problems in the Cell Room.

At least fourteen employees received shocks in 29 days in August/September. And many more may have been affected, as Nyrstar admitted not all workers reported shocks received. One worker was quite seriously injured.

WorkCover General Manager told the Union that one shock incident is too many. But the Union remains concerned that safety measures taken by Nyrstar are still inadequate.

The company's emphasis on managing risk by alerting workers and supplying PPE, rather than first repairing or engineering out the cause, remains unacceptable.

Meanwhile, we understand a tractor to replace the decrepit manitou in the Cell Room is on its way from Japan ... at 6km an hour!

Gunns' interim agreement pays \$34/hr +

The CFMEU has spent many months negotiating a site agreement for the massive Pulp Mill project at Bell Bay.

Agreement on a number of issues, including wage rates has yet to be finalised. But negotiations are ongoing.

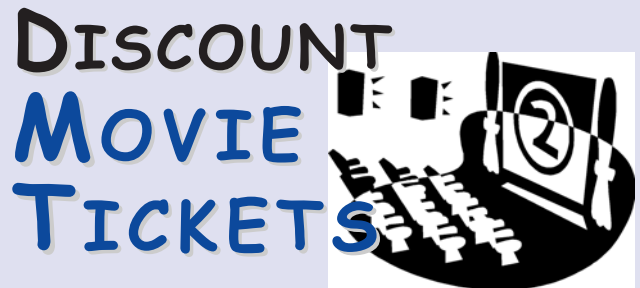
However, because the job needed to start in late August, the Union and Gunns agreed on an interim wage rate of \$34 per hour, as base rate, with relativities built in, and a \$4/hour site allowance.

That means most workers on the preliminary earth works stage are receiving at least **\$7 or \$8 per hour more** than what is usually paid on Tasmanian jobs; **plus** the \$4/hour site allowance.

Workers on the Pulp Mill are getting those extra rates and benefits now, thanks to the Union negotiating with Gunns; not from any effort by their individual employers.

That's the value of CFMEU membership for Tasmanian construction workers.

The CFMEU will continue to negotiate a more comprehensive agreement for the next construction phase of the project. If finance is secured, the project has the potential to be one of the biggest and best jobs in Tassie.



For CFMEU Members

Adult tickets \$10 Kids \$9

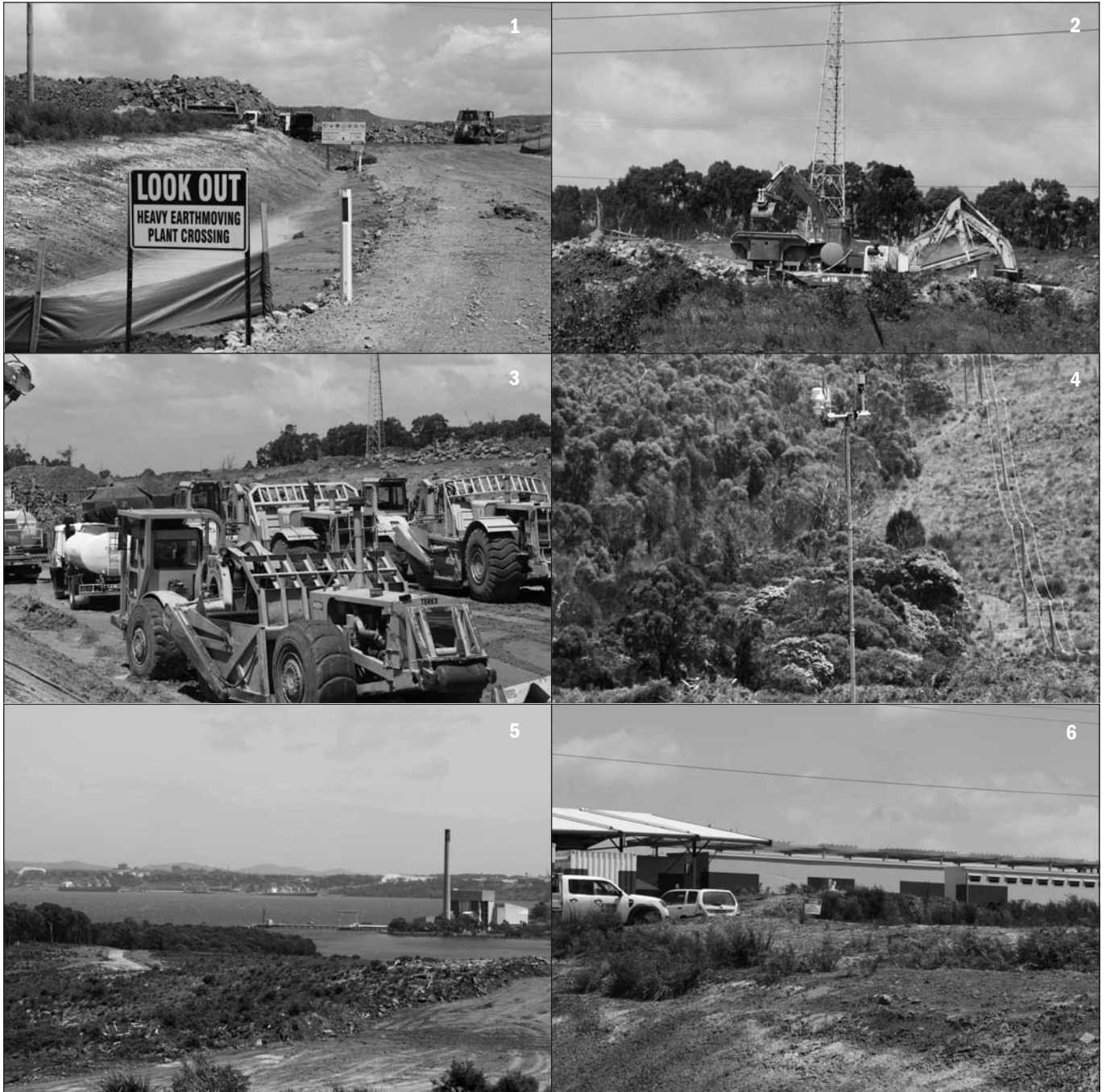
Tickets valid for one year

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

Our Job: Pulp Mill, Bell Bay



Earth works have commenced on Gunns' Pulp Mill project in Bell Bay. John Hollands-Hazell Brothers are managing the project in a joint venture, with all of the other seven Tasmanian tenderers engaged in the works in some capacity.

The massive, 2 kilometre long by 800 metre wide site will centre on two buildings making the pulp and a fibre line: everything else on site supports those operations, including a dedicated wharf on the riverfront, from which the product will be shipped to market.

Strict environmental controls are in place to minimise the impact of the project. The Aboriginal Heritage

Foundation is also assisting with protection of artefacts.

The CFMEU is currently negotiating a site agreement for the full \$2.5 billion Pulp Mill. But an interim rate has been struck to cover earth works — see story page 4.

1. Site entrance.
2. Earth works around the Telstra tower - for the Recovery and Bio-fuel Boilers (the latter which will generate enough power for the site and to feed back into the grid).
3. All seven local tenderers are operating on site.
4. Weather, wind, noise, dust and stormwater movement is strictly monitored onsite and from equipment across the river.
5. Site of the wharf in busy Bell Bay. 6. Crib huts - over 2500 workers will be employed in construction of the whole project.

More photos on: www.cfmeu.asn.au/photo-galleries/our-job

Apprentices of little consequence in Govt's effort to generate savings

The Tasmanian Government made a budget decision to end the Tasmanian Trainee & Apprentice Incentive Scheme (TTAIS) on 30 June 2011.

Under the TTAIS, a payroll tax rebate is paid to employers in relation to wages paid to trainees and apprentices:

- who are under a training agreement, at or above Australian Qualifications Framework level 2, and are under a contract of training for a period of 12 months or longer; and
- for which State Government funding is being provided by Skills Tasmania to a registered training organisation.

The Scheme provided employers of trainees and apprentices with a rebate equal to the payroll tax paid in respect of those trainees and apprentices.

Impacts of the Rebate Removal and Business Environment

1. This decision imposes an immediate 6.1% increase in the apprentice wages bill of the medium and large size businesses in the industry. Those companies would be paying an additional estimated \$1.9 million extra in payroll tax on apprentice wages per year.

2. Based on award wages this adds nearly \$1000 to the cost of a first year apprentice, rising to nearly \$2000 in the fourth year. On the assumption of even spread of years, the average cost is \$1438 per year or \$5752 over the life of the apprenticeship.

3. This additional cost is comparable to the incentive payments currently offered to employers of apprentices of four thousand dollars (Commonwealth Government), six thousand dollars (TBCITB mature age trainees) and eight thousand dollars (TBCITB selected apprenticeships).

4. The apprentice employing businesses make a critical contribution to skills supply. The building and construction industry has an ageing workforce and the continuing supply of new skilled labour is essential. Employees in training now are a necessary replacement for the accelerating retirement rate, yet alone any leakage to the resources sector.

5. It is generally anticipated that building and construction is entering a quiet phase following the record activity levels generated by the Building Education Revolution funding. As at 30 June 2011, the industry employed 22,100 workers completing construction work worth \$2.5 billion in twelve months. However, the estimated number of approvals was around \$2 billion (20% less) and work yet to be done was about \$1.3 billion

(12% less). [less than previous years?? or when??]

6. The expected downturn may lead to job losses, including redundancies amongst apprentices as businesses will now save 106.1% of every apprentice salary.

7. It is unlikely that contractors will benefit from the second Employment Incentive Scheme (Payroll Tax Rebate) EISPR2 for new employees as they focus on retaining staff for the foreseeable future and are already struggling to keep all apprentices and trainees employed.

8. Due to higher pay rates, the removal of the payroll tax exemption may adversely impact the employment of mature age apprentices. There has been a marked increase (i.e. 6.4 % to 21.3% from 1995 to 2009) in recruitment of apprentices aged over 25 years in Australia (NCVER Report 1 Overview of the Australian apprenticeship and traineeship system, 2010). This is a positive trend as it reflects continuing upskilling of the workforce and provides another source of recruits for areas of skill shortage. This group also represents a genuine opportunity to fast track an apprenticeship as they already have the practical experience, maturity and many of the skills required. Many of these recruits remain on adult wages during their training rather than dropping to apprentice wages. However, the levying of payroll tax may have a disproportionate effect on this source of recruitment due to higher wages.

9. As not-for-profit group employer companies remain exempt, we could see apprentices moved from direct employment to host employment with the subsequent loss of above award wages, marginally lower completions (hence wasted money) and a lowering of the apprentice

continued page 7.



First year apprentice Jimmy admits he has heaps to learn about construction, but he's in safe hands, working with Gary one of Fairbrother's most experienced employees.

Gary has worked for 45 years in construction and been with Fairbrother more than eight years. He suggests the best thing any young person entering the industry can do is: "listen and learn".

Training

experience. If paying a fee for hosting, employers will be more stringent about their needs, i.e. they won't need to carry them during quiet weeks.

10. It is also important to consider the structure of the industry. It is fiercely competitive and skilled labour is commonly supplied by sub-contractors, many of whom fall below the threshold for payment of payroll tax. This decision has the very real potential to negatively influence direct employment in favour of greater use of subcontractors and group companies and consequently reduce the payroll tax take overall.

11. Shifting from employment to contracting as well as importing less skilled people for less pay will also be a risk.

12. In the long term, the removal of this tax exemption will promote breaking down the 'trades' because skill sets will have become a less costly option. With that, industry standards will wear down. The building and construction industry's preference for direct employment will be challenged.

13. In the meantime, this decision will reduce apprentice employment in 2012 in what was already shaping as a low intake year, may mean a shift from employment to group hire (nobody wins) and will reduce future supply when aging population is calling for increased replacement.

CFMEU Secretary, Tony Benson is a Director on the Tasmanian Building Construction Industry Training Board (TBCITB)



Top - 4th year apprentice Dylan making frames for the Retirement Village units. Dylan will qualify as a carpenter in January.
Below: Marty - who has just started his 4th year.



There are not many women working in the Tasmanian construction industry but the Bluey met two of them while visiting sites in November, both working for Fairbrother.

Rheanna Chenhall (above) — known as Raza on site — has just finished her apprenticeship and been awarded Master Builders Australia National Apprentice of the Year.

Rheanna is working on the new Coles supermarket at Mowbray in Launceston and has been with Fairbrother for five years. She told the **Bluey**, she always wanted to do something like this and loves everything about the job.

Carissa Carpenter (pic below) is a leading hand on the Verve Retirement village in Hobart and also an award winner, taking out the Skills Institute Tasmanian apprentice of the year award in March. The **Bluey** met Carissa when she was starting out on 122 Collins Street five years ago. She'd recommend the career choice for other girls too: "If you're willing to have a go and like a challenge there's a great opportunity. And at the end of the day you've got the skill and the trade to go anywhere in the world or the possibilities of building your own home like I have," Carissa says.

The CFMEU is building networks for women in industries covered by the Union: **See story page 9.**



Member Profile — Mick Hayes

Fairbrother construction foreman Mick Hayes had no family in the industry when he decided it was what he wanted to do. More than 25 years later, he still loves the job.

Mick Hayes grew up in Hadspen, near Launceston in northern Tasmania. His father was an accountant, and no-one else in the family was in construction, but that didn't deter Mick. While he was still at school, "probably in my final year, I just decided that was what I wanted to do," he says. It was something different to take on, but "I was always outside, couldn't see myself stuck behind a desk".

And he has no regrets about that decision. Mick has never been without employment in the industry and still has work. "It gives you satisfaction when you can go back and see something that you've done, whereas if you're pushing paper all day, you don't actually see the result of what you've been doing."

Even though now as foreman, he concedes with a laugh, he also spends a lot of time on paperwork as well. Still, as he gets older, the rise to foreman from carpenter has also been welcome. It means he's not doing as much physical work, but is still in charge of building sites: "that's what I like doing, I like building".

Mick completed his carpentry apprenticeship with the Department of Main Roads, then travelled to Queensland where he did shop fitting for the best part of a year. However, he missed Tassie, so came back again to work first for himself for a couple of years, then at LHS constructions for three years, then on to Fairbrother. "So I've been 23 years now with Fairbrother and probably 15 of that as a foreman."

Union member 25 years

Mick has also been with the union for 25 years. He believes the union has an important role to play in the industry and encourages young entrants to join. "I'm lucky to be with a very good company, so I don't need to use the union as much as others might. But I think it's a good thing."

Fairbrother workers have the benefit of a union EBA, which the CFMEU has assisted workers to negotiate. The company also has a strong track record on recruiting apprentices, with four or five new entrants taken on in December each year.

Mick believes the industry has become more open and



safer for young people, including women. "Nowadays there are more opportunities for women too," he says. (see 'Women in Construction' page x)

Mick is quite relaxed about predictions of slow-downs in the Tasmanian industry.

"The way I see it is, that it's been too good for too long. At the moment it isn't a slump, we've been through harder times than this in the past. I really think that the industry needs to weed some people out. I think it's probably a good thing so long as it doesn't get too bad!

"I'm not worried about it, I've been building for this long now, and never had a problem with employment and I don't think that's going to change."

Keen fisherman and bike rider

Unsurprisingly perhaps, given his love of Tasmania, Mick's favourite past-times are fishing and riding his four-wheel motor-bike – on the beach at Tomahawk or on the tracks around Mount Cameron.

Living on the banks of the south Esk, "I can go fishing anytime really," he says. But he's also got a place at Tomahawk on Ringarooma Bay that he likes to go to as much as he can, in his spare time.

That's when, of course, his son's sport and three grandchildren are not keeping him busy. Mick has five children with his wife Tracey, two each by other relationships, and one between them, the 14-year-old son who still lives at home. "So I have a very busy life!" laughs Mick.



The new Coles supermarket at Mowbray in Launceston, on which Mick is foreman is due for completion in September. The Fairbrother team of about 7 workers were just finishing off the footings stage of the project when the *Bluey* visited on November 21. The 3700 square metre supermarket project will also create work for about 30 sub-contractors when the job gets going.

ABCC sham contracting sham

The ABCC's long awaited report into its investigation of sham contracting in the construction industry has turned into another great sham: the ABCC has come up with no useful conclusions about the problem. And its list of 10 recommendations reads like a job application for a future role for itself in the industry, rather than a real plan of action.

The ABCC claims there is not enough evidence to prove extensive sham contracting in the industry — even though they have successfully prosecuted two companies, have four cases before the courts and another 32 investigations ongoing into allegations of sham contracting arrangements.

This also ignores the work of the Australian Bureau of Statistics, the Australian Tax Office, the Ralph and



Henry reviews into the tax system and the CFMEU's own "Race to the Bottom" report – which agree sham contracting represents a major rorting of the tax system.

The ABCC criticised "Race to the Bottom" – based on a few employer objections to it – but failed to produce its own independent figures, despite having had 12 months to do so.

All the ABCC could come up with was a plan for more research and 'education' for employers and

employees on the appropriate use of ABNs and what is sham contracting.

CFMEU members have had that kind of information now for almost a year, in multiple languages. CFMEU National Office has produced a variety of information materials on Sham Contracting in Construction. Do more taxpayers' dollars need to be spent reinventing the wheel?

CFMEU Construction National Secretary Dave Noonan said the report was a "fiasco" and a "sham, sham contracting report". "Everyone knows the extent of the problem but apparently the ABCC doesn't."

STOP the SHAM!

CFMEU National Office has produced a variety of information materials on Sham Contracting in Construction.

Check out the website: [Stop the Sham Campaign page for Facts, flyers, and our Race to the Bottom Report.](http://www.cfmeu.asn.au/Campaigns)
www.cfmeu.asn.au/Campaigns



CFMEU women - 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.

They came from all sectors of the union: construction, forestry, mining and energy; and from all States,

including Tasmania.

High among the priorities raised was the need for strong networks, at both regional as well as national levels, for women to share experiences and solutions to problems.

Proposals from the Conference are being turned into an achievable plan of action by the Union over the coming year.

CFMEU Construction launched a 'Women in Construction' page on our website to mark the event. The aim of the web page is to highlight women members achievements and stories and to provide a source for links and information about CFMEU Women's Committee activities.

CFMEU Forestry and Mining Divisions have similar web pages.

- To find out more about the CFMEU Women's Committee Conference, see the photos and hear those women in construction's stories go to: www.cfmeu.asn.au/member-services/women-in-construction

"It's great to meet women with the same experiences as yourself — for once, to be not the only one."

Esther, at the Conference.

Safety Shockers



Unprotected drain hole in sports ground of the school. The ground is used at weekends for primary school sports. A young child fell down this hole injuring his leg. Wilkins Construction Pty Ltd St Alysios School Huntingfield.



Same Wilkins Construction Pty Ltd site as photo 1, water about 1/2 meter deep – enough to drown a toddler.



Unsafe scaffold lacking hand rails, erected on unstable muddy ground with a step ladder used as access. Wilkins Construction Pty Ltd site.



Dirty toilet – not even a seat on the bowl for a redback!



Overflowing rubbish bin in same toilet. Again from Wilkins Construction Pty Ltd St Alysios School site



Apple Construction Pty Ltd shopping complex site – access area surrounding excavation lacking proper fall protection.

Demand better safety now.
More safety alerts and incidents
[www.cfmeu.asn.au/ Safety Zone](http://www.cfmeu.asn.au/SafetyZone)



Kerry Vince Pty Ltd car park, offices etc site – poor housekeeping and leads contacting metal.

RDOs and Public Holidays 2012

Mon January 2	PH New Years Day	
Thu January 26	PH Australia Day	
Fri January 27	RDO	in lieu of 9/1
Mon February 6	RDO	Nth/ N West only
Mon February 13	Hobart Regatta Day	South only
Tues February 14	RDO	South only
Mon March 12	Eight Hours Day	
Tues March 13	RDO	in lieu of 5/3
Fri April 6	PH Good Friday	
Sat April 7	PH Easter Saturday	
Mon April 9	PH Easter Monday	
Tues April 10	RDO	in lieu of 2/4
Wed April 25	Anzac Day	
Thu April 26	RDO	in lieu of 30/4
Mon May 28	RDO	
Mon June 11	PH Queens Birthday	
Tues June 12	RDO	in lieu of 25/6
Mon July 23	RDO	
Mon August 20	RDO	
Fri September 28	RDO	in lieu of 17/9
Fri October 5	PH Burnie Show	Nth West only
Mon October 8	RDO	Nth West only
Thurs October 11	PH Launceston Show	North only
Fri October 12	RDO	North only
Thurs October 25	Hobart Show	South only
Fri October 26	RDO	South only
Mon November 5	PH Recreation Day	Nth /N West only
Tues November 6	RDO	Nth /N West only
Mon November 12	RDO	South only
Fri November 30	Devonport Show	Nth West only
Mon December 24	RDO	
Tues December 25	PH Christmas Day	
Wed December 26	PH Boxing Day	

Pocket-size calendars are available to members from your CFMEU organiser. Contact the office today. For more info on member benefits go to: www.cfmeu.asn.au



Jobs on the Go

Fairbrother Hansen Yuncken Hazell Bros.	Launceston Gen Hospital Redevelopment	\$97.6m
Qanstruct	Breadalbane Food Distribution Centre	\$85m
VEC	Rail Infrastructure	\$244m over 4 years
Fairbrother	Mersey Hospital, Latrobe Barossa Aged Care, Glenorchy	\$22m
JMC	Royal Hobart Hospital Cambridge Production Kitchen	-
Stubbs	Romaine School Upper Burnie Hadleys Hotel Extension Hobart Latrobe Aged Care Units Smithton School	\$12m \$12m
Vos	Campbell St Units Hobart Bridgewater High School Clarence Super Clinic Bellerive Hadleys Hotel Extension Low Cost Units, Brisbane St Mersey Hospital Redevel, Latrobe Service Station/Shops Cambell Town Museum Hobart (not yet commenced)	\$30m \$40m \$16.5m \$12m \$10m - - \$200m
John Holland Fairbrother JV	Menzies Centre Hobart Institute Marine Science Wharf Hobart	\$58m \$45m
Hutchinson	Huon Valley Trade Training Centre Community Centre Clarendon Vale	\$5m -
Hansen Yuncken Hazell Bros	Royal Hobart Hospital Redevelopment	\$365m over years
Hazell Bros	Musselroe Bay Windfarm NE Coast (to recommence shortly)	\$100m+
+J Holland JV	1st stage Bell Bay Pulp Mill	\$25m
Thiess/VEC JV	Brighton Bypass	\$176m
Giameous	Redevelopment Harrington St Hobart	-
Southern Water	West Derwent Pipeline	\$7.5m
Kerry Vince	Bathurst Street Car Park/Shops & units	\$50m?
Fairbrother	Port Sorrell School St Anne's Compton Downs	\$10m \$30m
Macquarie	UTAS Accommodation Units Sandy Bay Brisbane St Units, Hobart	-

Jobs Yet to Commence — TBA

- Probuild Parliament Square Project \$100m
- Devonport Aquatic Centre \$13m
- Myer Central Hobart Development \$100m
- Victoria Street Development Hobart \$6m
- Risdon Prison Upgrade Stage D \$30m
- Harvey Norman Devonport --
- Flinders Island Multi Purpose Centre \$5m
- Trade Training Centre St Helens \$4m
- Trade Traininig Centre Burnie --
- NRAS Students Affordable Housing \$90m
- National Foods Cheese Factory Burnie \$100m
- Royal Hobart Hospital \$590m
- Hobart Airport Shopping Centre \$100m
- Milk Factory Smithton --
- Melville Street Carpark --



Local assistance when you need it

At Cbus, we want our members to have someone they can speak to face to face, to answer any questions and explain the ins and outs of super.

Dicky Post is based in our Hobart office and is here to answer any questions you may have about your Cbus membership.



Contact Dicky:

Call **6220 8255** or
0419 558 257

You can also arrange for Dicky to come and visit you on site.



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BLUEY31



Australian Builders for the past 100 years
Tasmanian Builders for the next 100 years

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WANT 13 WEEKS PAID LEAVE?

That's what construction industry workers are paid for each 10 years they work in the construction industry.*¹

Construction industry employees and labour only sub-contractors are required by law to be registered by their employer with TasBuild Limited; the Trustee of the Construction Industry Long Service Fund.*²

If you're not registered you may be missing out on a valuable entitlement.

Not sure if you are registered? Contact
TasBuild Limited by phone: **03 6233 7670**
or via email: secretary@tasbuild.com.au

*1 conditions apply. *2 subject to certain conditions



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Apprentices for hire for the time you require!

Most Building Trades Covered



*Tasmanian Building Group
Apprenticeship Scheme
175 Campbell Street, Hobart
Ph 6234 3844 Fax 6234 3775*

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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 8571 5438 or the Secretary (Steve Parker) on 03 8837 5437.

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Tasmania's most diverse construction company, Hazell Bros, now has concrete plants throughout Tasmania.

Formerly Quick Mix Concrete and Derwent Valley Concrete, Hazell Bros now also provides quality concrete to Tasmania's North-West, Derwent Valley and Central Highlands, making Hazell Bros your one-stop shop for construction, concrete, quarry and equipment services statewide.

We're proudly Tasmanian and source our own raw materials, delivering exceptional customer value.



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Our *EveryDay* Transaction Account offers 15 free* ATM transactions per month at over 3,000 locations around Australia, free EFTPOS, unlimited direct debits and credits, plus a range of MasterCard security and entertainment features.

And if you're a member of a union, you get extra benefits.

No monthly fee: the \$5 monthly account keeping fee will be waived if you deposit just \$500 a month[^] – like your salary.

No dishonour fee for union dues: set up your salary to be credited to your account, and if you're ever caught short for cash, we'll honour your union dues and you won't be charged a fee.

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*Subsequent transactions incur a \$1.50 fee. Withdraw cash at any ME Bank, Westpac, St. George, Bank of Melbourne and Bank SA ATM (except at BP Stations). [^]\$5 monthly account keeping fee will be charged if minimum monthly deposit not made. Fees and charges apply. Terms and conditions available on request. This is general information only and you should consider if this product is appropriate for you. MasterCard and the MasterCard brandmark are registered trademarks of MasterCard International Incorporated. PayPass is the trademark of MasterCard International Incorporated. Members Equity Bank Pty Ltd ABN 56 070 887 679.