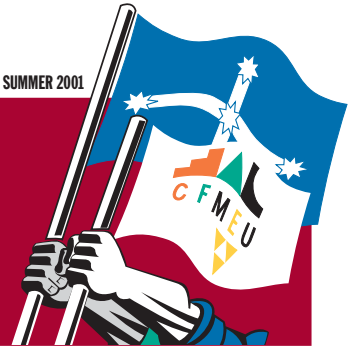




# FFTS UNION NEWS



## 35-hour week – it works for the French

**If the Howard Government was serious about reducing unemployment, it would be trying innovative ideas and policies like reducing the working week.**

In 1997, the newly elected French government began working on its election promise to introduce a 35-hour working week – with pay to remain as it had been for the existing 39-hour week.

The scheme started in February 2000 for employers of 20 or more workers. From February 2002, it will apply to all employees. The scheme allows hours to be averaged out over the year. Workers can have:

- an actual reduction in weekly hours to 35;
- days off from time to time; or
- longer annual leave.

The main aim of the French government was to reduce high unemployment.

### Fewer dole payments

Tax cuts were promised to employers who took on extra staff to compensate for the shorter week. Tax cuts were compensated for by a reduction in demand for unemployment benefits as new jobs were created.

There has been a reduction in unemployment. The scheme is popular. A survey conducted by the French Labour Ministry found 86% thought their personal and family lives had improved; 74% thought they had more time for personal development; and (very interestingly) 50% thought that workplace morale had improved.

### Australia must act

This is an important experiment for Australia to investigate. A national shorter working week is needed to tackle Australia's still very high unemployment.

# A NEW DIRECTION AT THE FFTS

It would not be an exaggeration to say that 2001 has been a ground-breaking year for the Union and its members. Many positive changes have taken place – not all of them without a fight – but one thing is certain: the FFTS is now well-placed to deliver the sort of service and representation that our members deserve.

The much-publicised internal dispute at the Union has finally led to the departure of Lou Kyriacou, and the complete expulsion from the FFTS of Michael Haritou.

For the first time in 25 years, the FFTS has undergone a complete change in leadership, which will help to revitalise

and rebuild an organisation whose history stretches back over 120 years. A stale, out-of-touch and small-minded leadership has been overthrown. It has been replaced by a much younger, more aggressive and committed team who have pledged themselves to deliver real gains for members, and be part of an open and accountable Union.

Gone are the days of a union run by three faceless men; the FFTS is an inclusive, modern-day union that welcomes input from all of its members. In fact, without the active participation and involvement of our members, the Union's future is bleak. To all members, the message is quite simple: Don't hold back, get involved and be part of the new FFTS. The new leadership team is taking up the



fight and won't be backing down on our commitment to you – the members – and it is with great pride that the Union moves forward to a new, exciting era. The agenda for a union in the 21st century is huge, and the FFTS is no exception to this fact. In response to the many challenges that are ahead for our members, we are going to leave no stone unturned in making sure that you have the best

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# Asbestos threatens workers everywhere

Asbestos has been identified in over 3000 products or uses. Because the use of asbestos was so extensive, it is almost certain that anyone over the age of 25 years would have had exposure to asbestos in some form.

Tradespeople are at greater risk of having been exposed to asbestos by working in environments polluted with asbestos dust, sometimes without their knowing. Even today, careless exposures to asbestos continue to occur.

In the past, it is possible that you could have been exposed to asbestos



**Frank Vari: many workers aren't aware they have had contact with asbestos**

by working on sites where other trades were working with asbestos, or by working within factories and buildings where maintenance work

was undertaken on asbestos materials, thus releasing fibres into the atmosphere. There are now increasing numbers of people who are being diagnosed with asbestos-related cancers who do not know where they had contact with asbestos. Investigations generally indicate that the affected person may not have been working with asbestos themselves, but rather was working along side someone else who was disturbing asbestos.

## MOST COMMON CAUSE OF CANCER

Asbestos exposure is the most common, as well as the most readily accepted occupational cause of cancer. Asbestos exposure is generally associated with diseases affecting the respiratory system, such as asbestosis,

mesothelioma and lung cancer. Smokers who have also been exposed to asbestos are at greatly increased risk of developing lung cancer. Medical and scientific investigations also indicate that asbestos exposure may also be associated with cancers affecting the gastro-intestinal tract, the tube from mouth to the anus.

## LONG TIME FOR SYMPTOMS TO DEVELOP

Asbestos-related diseases take a long time to develop, sometimes up to fifty years from the time the exposure occurred until a disease manifests. The risk of developing asbestos-related disease increases with increased exposure. Fortunately, not everyone who has been exposed to asbestos will develop an associated cancer.

# How to survive wood dust and asbestos

Did you know that wood dust is the main known occupational cause of nasal cancer, and cabinet making, or furniture making, is the industry most associated with an increased risk of paranasal sinus cancers?

Excessive exposure to wood dust has also been associated with cancers of the lung and stomach.

Wood dust has been recognised as the main occupational cause of nasal cancer since about 1965, although an association with exposure to wood dust and occupational asthma had been recognised well before that time. Fortunately, regulations are now in

place which stipulate an acceptable safe level of wood dust that should not be exceeded.

## WHAT CAN YOU DO NOW?

1. Limit any potential for asbestos exposure or ongoing exposure by wearing a mask or respirator recommended by the Occupational Health and Safety authorities.
2. If you think your workplace contains asbestos which is in poor repair, or is being disturbed through maintenance or repair work; or  
If you think that your workplace is producing excessive dust, and you are not being provided with proper protection; contact us without delay, so that we can arrange a health and safety inspection to ensure the appropriate regulations are being complied with.
3. Make your doctor aware of your past exposures, so that he/she may be alerted to this if you present with symptoms which require investigation.
4. If you have had an excessive exposure to wood dust in the past, and/or a known exposure to asbestos, register those exposures on databases established specifically for that purpose. For details on how to register, contact Dave O'Brien at the Union Office on 9529 1577.
5. If you have been diagnosed with a nasal or respiratory



**For more information contact Dave O'Brien**

cancer or condition which may have been caused or contributed to by your occupation, contact us for a referral to our solicitors.

# Workplace deaths – looking after those left behind

Mary Bantoss is a resolute woman determined to achieve her goal of assisting partners and families through the grief of having lost a lifelong partner in an industrial accident.

She has cast off the mask of tragedy and sometimes self-pity, to dedicate her waking moments to the counselling of grieving families left behind when industrial deaths occur.

Mary lost her partner John Papa in a building accident in 1997. You can see the love she still carries for him in the work she does for IDSA – Industrial Death Support and Advocacy – the commitment in her voice and the enthusiasm she displays when talking about the work of the whole IDSA Team.



**The Workers' Memorial outside the Victorian Trades Hall in Melbourne**

Deanne May still carries the images of her 21-year-old son Gary, snatched from this life well before he could reach his full potential. He died

in avoidable circumstances in the infamous Simsmetal explosion in 1986. Her memory of Gary lives on in her work for IDSA – offering telephone grief and emergency services, assistance with the organisation of funerals, and liaison between government and emergency service workers. This is only a small part of the exceptional work carried out by the IDSA Team.

IDSA offers practical and emotional support for grieving families and workers left behind after an industrial death. Its services are provided at no cost to families or workmates.

## INTERNATIONAL ACCLAIM

IDSA receives requests from around the world from others

touched in the same tragic way that Mary and Deanne were. Overseas callers seek advice about how to go about setting up similar services in their own countries.

## FUNDING THIS VITAL SERVICE

IDSA is predominantly self-funded through sales of Liz Mobayed's book *Till Death Us Do Part* and the video *Mary's Message*, combined with the support of the trade union movement.

Thanks to the generous support of sympathetic unions and organisations, IDSA has been able to continue its vital work. The IDSA Team deserves the admiration and support of the working class for the first-class service that it provides.

Phone IDSA on (03) 9309 4453.

## NEW DIRECTIONS

From page one

representation possible. Already we have assembled an aggressive new team of organisers and industrial staff. Added to the likes of two of the FFTS' finest officials - Rick Maher and Mick Doran - the influx of new, committed officials such as Darren Hamisch, Dave O'Brien, Adam Wallace, Denis Evans and Steve Chrisoulis means that, for the first time in a long time, members will get a higher level of representation.

### New EBA victories

We have not wasted any time in notching up a few scalps. Along with the EBA victories that our members are making - Geelong Windows workers deserve a huge pat on the back for their resolve in the face of being 'locked-out' by the company, and then ultimately winning a 20% EBA increase - our officials have made sure the bosses know that there's a tough, new FFTS team in town. Just ask rogues like Aussie Glass and Super Glass - to name only two of the scoundrels we've dealt with in 2001 - who've both reconsidered their plans and scampered back to their rat-holes interstate. They won't be the last.

### Strong and united in 2002

All in all, there's much to be proud of in 2001. But we can't afford to rest on our laurels - there are many battles still to be fought. Co-invest, the VBIA and the Cole Royal Commission guarantee a very hectic time in our on-site involvement. The economic downturn will place added pressure on our members in the off-site area, where the issues of redundancies, plant closures and workers' entitlements are never far away.

On behalf of the 'Taking Up The Fight' team, thanks to all members for your patience and support. We look forward to 2002 with great anticipation as we continue to build a strong, united and formidable organisation, capable of taking it up to all our enemies and representing the interests of our entire membership.

## What's your boss doing with your money?

**Looking at how many companies have had administrators appointed recently, including some of the redundancies taking place, it's time you asked your boss what he does with the money for your accrued entitlements. It's not a good feeling to lose everything you have worked for over the years - including your job, if the company you work for goes broke!**

## Regency rumble

**Approximately 90 members of the FFTS at Regency Shower Screens voted unanimously to take industrial action recently, protesting against the company's proposal for twelve redundancies**

The redundancies consisted of:

- (a) Two truck drivers made redundant, leaving commercial on-site fitters to transport their daily workload to sites themselves;
- (b) Three members made redundant when the securities business, which fabricated fly-screens and security doors, was closed down; and
- (c) Three FFTS members in the commercial glazing department, following a downturn in work.

Fifteen other members at Regency lost their jobs three months earlier. Ten of the twelve jobs lost this time around were on a voluntary basis, but the other two were forced out.

The case ended up in the Industrial Relations Commission, where on four occasions the FFTS suggested alternatives, but the company refused to employ just two truck drivers.

Members at Regency knew well that any increased workload, as a result of redundancies, would fall back on to the existing workforce.

The commissioner requested that a four week trial period to take place in relation to the fitters materials onto site as the practicabilities are under question.

In the end, two members decided to accept their redundancy packages, for fear of long-term victimisation.

The FFTS is currently investigating the possibility of launching a discrimination case against Regency for one of the two truck drivers. The FFTS is now seeking legal advice.

By standing up for their rights, the 90 Regency members challenged the company's decision to force redundancies.

While the jobs were still lost in this case, the employer now knows that they face a united workforce and a union that will fight job cuts all the way.

**Darren Hamisch**  
BRANCH ORGANISER



### Howard's Royal Commission

## We won't appear

The Howard Government's Royal Commission into the Building and Construction Industry commenced preliminary hearings in Melbourne on 10 October 2001, before Commissioner Cole.

At this hearing, the Commissioner made an opening statement and issued quite onerous directions on the parties who sought to appear, including our Union.

Counsel acting on our behalf, Robert Ritcher QC, openly challenged the Commission branding the conditions 'Stalinist'. His view was that the conditions were '...outrageous, unprecedented and provocative, and would lead to his clients being turned into involuntary informers.'

As a result, we have withdrawn our application seeking leave to appear.

In our view, the Howard Government's establishment of this Royal Commission, which will cost millions of dollars of taxpayers' money, is nothing more than a political witch-hunt designed to undermine hard-won wages and conditions by attacking the representative voice of working men and women - the unions.



CFMEU members protesting against the Cole Royal Commission.

## Nations are entitled to peace

Yet again, people are experiencing the tragedy of bombing raids, hunger and exile.

The United States and the countries associated with its war of aggression are already talking about long-term intervention in Afghanistan; the hunt for terrorists is even being used as justification for considering military intervention in other countries in the Middle East.

The political and economic implications are becoming ever clearer behind the escalating war activities.

The hard-won agreements on disarmament and the Kyoto Protocol on the environment are already being pushed into the background. Military action will be carried out to the detriment of social considerations all over the world. The United States is reinforcing its dominant position in an increasingly unipolar world, and is determined to impose its control by blood and fire on an important part of world oil resources.

Nations are entitled to peace and justice. They have the right to decide on their own development and to secure, recognised borders.

### HOW TO BEAT TERRORISM

War cannot do away with terrorism; on the contrary, it engenders it, being in itself an act of terrorism.

For terrorism to be abolished, far-right dogmas must be challenged and agreement must be reached to cancel the foreign debt of poor countries.

It is high time to guarantee the Palestinian people the right to nationhood.

It is high time to take control of the multinationals, especially those dealing in weapons, and to impose respect for social and human rights.

### TRADE UNION RIGHTS

It is high time to win recognition for trades union rights everywhere and to raise the level of social rights. We can hardly hope such measures will emerge from talks in the WTO, European Union, G8 or other economic structures being established on other continents.

It is the people themselves, of whom the trades unions are a part, using every means at their disposal, who must take action to create a new situation of peace and social justice.

# Taking up

## Revitalisation through democratic participation of the Rank & File

Throughout the first few months of this year our Union has been faced with challenges on a number of fronts. At the forefront is our struggle to bring to account a number of ex-officials who appear to have breached union rules and laws of the land, and to isolate the opportunists who seek to prop them up. This is continuing successfully in the Federal Court and in industry. This has required, and continues to require, a more regular and a more intense interface with the CFMEU National Union leadership and willing Secretaries of other State Branches of the FFTS. Our Branch officials, with the united support of our Committee of Management, have implemented what we believe to be one of the most thorough investigations conducted internally by an Australian union in recent times. A report has been issued to the field, and at the conclusion of the Federal Court case, a further summation will be forwarded to our members.

### 1. Open and accountable leadership

- Pursuit of recalcitrant officials without fear or favour.
  - Code of Conduct to provide a philosophical guidance to all union officials – elected or appointed. This is to operate beside:
  - Job descriptions and duty statements to accompany all positions in the organisation and should reflect requirements in relation to specific admin briefs.
  - Reinstate the democratic forums within the Union.
2. PROACTIVE INDUSTRIAL AND LEGAL REPRESENTATIVES
- Additional organisers with revitalisation of the industrial officers position and legal support team.
  - Committed to democratic trade unionism and full rank and file participation.

- Will be working in respect to the developments of rank and file committees.
- Regionalised working areas – regional model assists organisers to develop a better relationship with the rank and file. The model promotes the consistent development and maintenance of shop stewards. OH&S, First Aid training and industry policy development in the field.
- Allows for efficient uses of specialist resources.

### 3. Steward and OH&S network development

- Every workplace needs a steward and an OH&S representative
- We require genuine trade unionists to step forward for the task
- We place a priority on training, organising of such stewards networks:
  - for representation in the workplace
  - for the distribution of propaganda
  - to inform union policy and in practice
  - to increase material unity and members in the field by association
  - to popularise the democratic forums of the union such as branch meetings etc.

### 4. Industry committees revitalised

- Democratic committees will oversee steward and OH&S network operations, and will promote mutual support between members and workplaces under union coverage.
- They will assist the union organisation in fine-tuning industrial policy and campaign work on a membership stream basis and operate in unity with other sections of our membership where warranted. They must contribute each year to prepare an overall program of action in their area of industry for the following year. This will provide a measure of the Union's performance.

### 5. Training

- We have a clear mandate to provide training to our shop stewards so they can do their job with confidence and effectiveness.
- In lifting the conditions in the workplace and to ensure the provision of proper health and safety standards, training needs to be made available to OH&S representatives and First Aiders that suits the context. We aim to achieve this alongside the development of our networks.
- Training offers the opportunity to install common values across the representative network.
- This serves to strengthen union unity.

### 6. Members' Branch meeting reinstated

- Members' Branch meetings are a sacred institution. It is every member's right to attend Branch meetings and to take the opportunity to have input into the cultural and political life of their union. Branch meetings should be attended by all officials so that members may ask questions of any reports. This reporting process is vital in connecting union officials in a union with their rank

and file.

### 7. Communication

- We must re-establish a connection with the rank and file through the Union's printed material.
- Every union organiser and shop steward has a role to play in popularising the ideas of unionism through printed material but also has a role to play in contributing to it, through shop reports, workplace photos, meeting reports, etc.
- The Union journal must act as a mirror for the membership to identify themselves as part of the broader union movement.
- We must attempt wherever possible to develop the skills of public speaking and meeting procedure amongst our delegates, in order to give them greater confidence and to be more effective in representing the Union and their members.
- Industry committees must develop relevant materials for distribution in their trade areas, must co-ordinate relevant materials for distribution in their trade areas, must co-ordinate appropriate distribution of printed publications



# to the fight

by agencies such as WorkCover, Incolink etc.

- Every organiser and shop steward must ensure that all members receive all relevant membership materials through effective distribution, through shop stewards' networks and on the job.
- The timelines of printed publications is extremely important, particularly in the situation of workplace debate or dispute. All members must be secure in the knowledge that our organisation can swiftly and accurately produce printed publications as required.
- It is the principal medium of communication of ideas during all important campaign movements, next to public speaking.

## 9. Improving country organising

In the current economic climate in particular, country regions are an area which require greater consideration. The social impact on employment, wages and conditions in rural areas over the past period highlights the need for unity between country and city members.

Regionalisation will significantly

bolster our ability to service these members and to recruit in each area.

The industrial committee model will assist in providing a greater opportunity for these members to participate in union policy development and decision-making.

## 10. Building better relations with other unions

- Our Union has always been required to work beside other unions particularly in circumstances where a number of unions, represent elements of a large commercial workforce which may take in labour from a variety of areas.
- It is also our experience that other unions may also seek award coverage in workplaces where more than one award may be in operation.
- It is our position that wherever possible unity will be maintained around workplace objectives which provide the best industrial conditions for our members without sacrifice of industrial identity.
- We seek to provide better representation by working side-by-side with other unions in allied industries in order to ensure the highest benchmark of agreement standard, and to ensure negotiated strength through unity.
- We will resist attempts by any union to white-ant workplace

organisation by co-operation with an employer to the detriment of our members' workplace conditions.

- We aim to play a more effective role in the trade union community in our affiliation to Trades Hall Council, joining with other unions sharing common membership interests to set THC policy and campaign agendas on a state and national basis when necessary.

## 11. Strengthening unity amongst membership

- We believe that through the combined elements of the 'Taking Up The Fight' Team's program that on the job and off the job the union structure provides a means of mutual and fraternal support. Each sector of our membership – onsite or offsite, commercial or domestic, city or country – will have access to forums and services which serve to integrate the Union's collective strength.
- By developing and mobilising an activist base of the rank and file through these forums, a greater collective understanding can be raised of the tasks involved in the lifting of the wages and working conditions of our members. This in turn will result in co-ordinated and co-operative efforts by all elements of the organisation.

## 12. Increasing our awareness of NESB membership

A clear focus on membership issues can only be achieved if all union members are resourced to contribute to workplace change. The 'Taking Up The Fight' Team is committed to examining the make-up of our membership to ensure that culturally relevant resources are made available to members who require them. This is especially pertinent in the area of publicity and documentation produced by membership schemes. Future policies may be directed towards developing NESB union representatives in the workplace as needs are identified.

## 13. WOMEN

The 'Taking Up The Fight' Team recognises that there are a significant number of women members, especially in the area of domestic furniture manufacturing. As such, we

will ensure that women are encouraged to participate in all the Union's forums and that issues relevant to our female members are pursued vigorously in the field.

## 14. Youth

We recognise that a strong union and furnishing industry is dependent on the participation of the young in all aspects of the Union's structure. Further we understand that the Union has a role to play in industry training matters and apprenticeship issues. We will pursue both with diligence.

## 15. Building the union's membership

A crucial part of our revitalisation strategy is membership growth. With this in mind, we will ensure that workers in non-union establishments are visited by officials with a view to encouraging them to join and access the benefits of being a part of a union that's committed, vigilant and prepared to take up the fight.

A growth in membership increases our resources both at a state level and nationally. In turn, services to members are improved and the level of protection increased. We will be renowned for the common cry, 'Join us in taking up the fight!'

Our service to members has continued, with all officials indicating that members support the strategies we have employed. We have also sought membership opinion on a range of matters relating to the operations of the union. The new leadership team has used this opportunity to discuss openly and frankly with its members the challenges ahead. Accordingly, we have formulated an industrial strategy based on these consultations. It is designed to increase membership participation in the affairs of their union. We believe that a strong union organisation requires active involvement by the rank and file both on the job and in the union organisation itself, increasing accountability amongst those who hold official positions.

The new leadership team believes that a strong union organisation requires active involvement by the rank and file. The revitalisation of our stewards committee and members' Branch meetings are a key priority in protecting and extending the



# Furnishing Industry National Award 1999

Listed below are the minimum wage rates for all employees covered by this Award, effective from the first pay period to commence on or after 21 June 2001. The increases are as a result of the Full Bench decision of the Australian Industrial Relations Commission, which increased the wages by the following amounts:

Wage per week	Increase per week
1. Up to and including \$490.00 per week;	\$13.00
2. Above \$490.00 and up to \$590.00 per week;	\$15.00
3. Above \$590.00 per week.	\$17.00

These rates apply in respect of the minimum amount payable under the Award for each classification.

## WEEKLY WAGE RATES ADULTS

	Excess payments	Total Weekly Rate	Hourly Rate
	\$	\$	\$

### PRODUCTION EMPLOYEE

Level 1	413.40	13.60	427.00	11.23
Level 2	430.10	2.60	432.70	11.38
Level 3	452.60	-	452.60	11.91
Level 4	473.50	-	473.50	12.46

### FURNITURE TRADESPERSON

Level 1	507.20	-	507.20	13.34
Level 2	528.10	-	528.10	13.89
Level 3	567.80	-	567.80	14.94

## APPRENTICES FOUR YEAR TERM

	% of adult weekly rate for Tradesperson Level 1		Hourly Rate
	Juniors	Adults	
1st Year	42%	213.02	5.60
2nd Year	55%	278.96	7.34
3rd Year	75%	380.40	10.01
4th Year	88%	446.33	11.74

	% of adult weekly rate for Tradesperson Level 1		Hourly Rate
	Juniors	Adults	
1st Year	83.5%	431.12	11.34
2nd Year	88.0%	446.33	11.74
3rd Year	93.0%	471.69	12.41
4th Year	98.0%	497.05	13.08

## COMPLETED PRE-APPRENTICESHIP CERTIFICATE

	% of adult weekly rate for Tradesperson Level 1		Hourly Rate
	Juniors	Adults	
1st Year	55%	278.96	7.34
2nd Year	75%	380.40	10.01
3rd year (first 6 months)	88%	446.33	11.74
Thereafter	100%	507.20	13.34

	% of adult weekly rate for Tradesperson Level 1		Hourly Rate
	Juniors	Adults	
1st Year	88%	446.33	11.74
2nd Year	93%	471.69	12.41
3rd year (first 6 months)	98%	497.05	13.08
Thereafter	100%	507.20	13.34

## JUNIORS

Production employee	% of adult rate for Level 3	Weekly rate	Hourly rate
		\$	\$
Under 17 years	45%	203.67	5.35
17 years and under 18 years	55%	248.94	6.55
18 years and under 19 years	65%	294.19	7.74
19 years and under 20 years	78.5%	355.29	9.34
20 years and under 21 years	93%	420.09	11.07

## ALLOWANCES LEADING HANDS

	Per week
In charge of not less than 3 and not more than 10 employees:	13.30

In charge of not less than 10 and not more than 20 employees: 24.20  
 In charge of more than 20 employees: 34.60

## TECHNICAL TRAINING

An apprentice who obtains and produces to the employer a certificate or statement of competency or proficiency issued for any year of his/her technical education by an approved college or school providing technical training shall be entitled, for the ensuing twelve months, to the following extra payment.

If in the first year \$1.55 per week  
 If in the second year \$2.05 per week  
 If in the third year \$2.60 per week

## DISABILITY

\$16.80 per week or 43¢ per hour.

## SWING SCAFFOLD, BOSUN'S CHAIR

\$2.80 for the first 4 hours or any portion thereof and 53¢ per hour thereafter.

## MULTI-STOREY ALLOWANCE

Floors levels		Rate
4 to 10		36¢ per hour
11 to 15		40¢ per hour
16 to 20		45¢ per hour
21 to 25		53¢ per hour
26 to 30		69¢ per hour
31 to 40		74¢ per hour
41 to 50		82¢ per hour
51 to 60		93¢ per hour
61 onwards		\$1.03 per hour

## CONFINED SPACES

39¢ per hour

## DIRTY WORK

30¢ per hour

## HOT PLACES

Between 46-54 degrees celsius 30¢ per hour  
 54 degrees celsius and over 39¢ per hour

## WET PLACES

30¢ per hour

## TIME AWAY FROM WORKSHOP

82¢ per day

## SLAG WOOL

39¢ per hour

## FIRST AID ATTENDANT

\$7.95

## URINALS AND LAVATORIES

+25%

## COLLECTION OF MONIES

\$3.30 per week

## WEEKLY WAGE RATES ADULTS

	Excess payments	Total Weekly Rate	Hourly Rate	
	\$	\$	\$	
Level 1	450.90	9.60	460.50	12.11
Level 2	463.50	9.80	473.30	12.45
Level 3	484.30	10.90	495.20	13.03
Level 4	507.20	11.70	518.90	13.65
Level 5	528.10	-	528.10	13.89
Level 6	548.90	-	548.90	14.44

## APPRENTICES FOUR YEAR TERM

	% of adult weekly rate for Tradesperson Level 4		Hourly Rate
	Juniors	Adults	
1st year	40%	207.56	5.46
2nd year	50%	259.10	6.81
3rd year	71%	367.92	9.68
4th year	85.5%	443.06	11.65

	% of adult weekly rate for Tradesperson Level 1		Hourly Rate
	Juniors	Adults	
1st year	83.5%	432.69	11.38
2nd year	88.0%	456.01	12.00
3rd year	93.0%	481.92	12.68
4th year	98.0%	507.83	13.36

## JUNIORS

	% of adult rate for Level 1	Weekly rate	Hourly rate
		\$	\$
Under 17 years of age	31%	142.75	3.75
17 years and under 18 years	43%	198.01	5.21
18 years and under 19 years	61%	280.90	7.39
19 years and under 20 years	83%	382.21	10.05
20 years and under 21 years	100%	460.50	12.11

## ALLOWANCES

### LEADING HANDS

	Per week	\$
In charge of not less than 2 and not more than 10 employees:		11.40
In charge of not less than 10 and not more than 20 employees:		20.20
In charge of more than 20 employees:		28.70

## DISABILITY

### STOCK GLAZIERS

\$18.95 per week or 50 cents per hour.

### OTHER GLAZIERS

50 cents per hour

### SWING SCAFFOLD, BOSUN'S CHAIR

\$3.10 for the first 4 hours or any portion thereof, and 64 cents per hour thereafter.

### CONFINED SPACES

52 cents per hour

### MULTI-STOREY ALLOWANCE

Floor levels		Rate
4 to 10		39 cents per hour
11 to 15		43 cents per hour
16 to 20		49 cents per hour
21 to 25		63 cents per hour
26 to 30		77 cents per hour
31 to 40		82 cents per hour
41 to 50		94 cents per hour
51 to 60		\$1.03 per hour
61 onwards		\$1.13 per hour

### HOT PLACES

Between 46-54 degrees celsius 43 cents per hour  
 54 degrees celsius and over 52 cents per hour

### SLAG WOOL

52 cents per hour

### COLLECTION OF MONIES

\$3.90 per week

### SILICON

37 cents per hour

### FIRST AID ATTENDANT

\$8.85

## WAGE RATES

**These are minimum wages rates only. Members with enterprise agreements or covered by site agreements will be paid above these rates.**

## CFMFEU - FFTS union division on-site rates from 1 March 2001

**Hourly Rate \$19.90  
 Weekly Rate \$756.20  
 All classifications also receive \$21.00 fares allowance.**

**For information on the other applicable allowances, ring the union office on 9329 1577.**

# Glass Merchants and Glazing Contractors Victoria Award 1998

Listed below are the minimum wage rates for all employees covered by this Award, effective from the first pay period to commence on or after 1 June 2001. The increases are as a result of the Full Bench decision of the Australian Industrial Relations Commission, which increased the wages by the following amounts:

Wage per week	Increase per week
1. Up to and including \$490.00 per week;	\$13.00
2. Above \$490.00 and up to \$590.00 per week;	\$15.00
3. Above \$590.00 per week.	\$17.00

These rates apply in respect of the minimum amount payable under the Award for each classification.

## 38 HOUR WEEK RDOs 2002

Tuesday 29 January
Tuesday 12 March
Thursday 28 March
Friday 26 April
Monday 18 February
Monday 20 May
Tuesday 11 June
Monday 1 July
Monday 5 August
Monday 16 September
Monday 7 October
Monday 4 November
Friday 20 December

## ONSITE CONSTRUCTION RDOs, PLDs, PUBLIC HOLIDAYS 2002

Tuesday 1 January	New Years Day
Wednesday 2 January	PLD (Fixed)
Thursday 3 January	PLD (Fixed)
Friday 4 January	PLD (Fixed)
Monday 7 January	Annual Leave
Tuesday 8 January	Annual Leave
Wednesday 9 January	Annual Leave
Thursday 10 January	Annual Leave
Friday 11 January	Annual Leave
Saturday 26 January	Fixed Long Weekend
Sunday 27 January	(No overtime)
Monday 28 January	Australia Day (substitute)
Tuesday 29 January	RDO
Monday 18 February	PLD (Flexible)
Monday 11 March	Labour Day
Tuesday 12 March	RDO
Thursday 28 March	RDO
Friday 29 March	Good Friday
Saturday 30 March	Fixed Long Weekend
Sunday 31 March	(No overtime)
Monday 1 April	Easter Monday
Tuesday 2 April	PLD (Fixed)
Thursday 25 April	Anzac Day
Friday 26 April	RDO
Saturday 27 April	Fixed Long Weekend
Sunday 28 April	(No overtime)
Monday 29 April	RDO
Monday 20 May	PLD (flexible)
Saturday 8 June	Fixed Long Weekend
Sunday 9 June	(No overtime)
Monday 10 June	Queen's Birthday
Tuesday 11 June	RDO
Monday 1 July	PLD (Flexible)
Monday 22 July	PLD (Flexible)
Saturday 3 August	Fixed Long Weekend
Sunday 4 August	(No overtime)
Monday 5 August	RDO
Monday 26 August	PLD (Flexible)
Monday 16 September	RDO
Monday 7 October	RDO
Saturday 2 November	Fixed Long Weekend
Sunday 3 November	(No Overtime)
Monday 4 November	RDO
Tuesday 5 November	Melbourne Cup Day
Monday 2 December	Picnic Day
Friday 20 December	RDO
Monday 23 December	RDO
Tuesday 24 December	RDO
Wednesday 25 December	Christmas Day
Thursday 26 December	Boxing Day
Friday 27 December	Annual Leave
Monday 30 December	Annual Leave
Tuesday 31 December	Annual Leave
Christmas closedown/return to work	
2001/2002	
21 December 2001 to 11 January 2002 (incl)	
2002/2003	
20 December 2002 to 10 January 2003 (incl)	

## Dishonest employers abuse the award

One in three employers, mainly in domestic furniture, abuse the classifications system in the Award. Employees who are on Level One should only be on this level for three months. There have been cases of employers that have left employees on this level for up to two years.

Even Level Two is for a person who does not perform trade work, this is abused constantly. Another major problem is that most employers don't pay crib time. You should be getting twenty minutes crib if you work 1.5 hours overtime or more.

If you believe any of the above is happening to you, give the union a call. We can only help you if you help yourself.

Joe Patti



**'If you know of any bosses not doing the right thing, contact the union immediately,' said Joe Patti.**



## HOW DO YOU LIFT PLATE GLASS SAFELY?

The recent death of a worker at Pilkingtons Glass in Dandenong reinforces the need for safe work practices when working with lifters.

Recently two workers on the probuild job at Flemington Racecourse were very lucky to have escaped injury while lifting a 420kg glass panel from a wooden crate. Luckily the glass was not far off the ground, so that they were not seriously injured.

The lifter (model number XV 5 RT) was rated and marked to 500kg safe working limit (SWL).

The investigation into this incident is still not completed, but it appears that a pivot pin may have sheared off because of poor design or welding.

Until more is known of this model, this model should not be used under any circumstances. Eight lifters are known to have existed in Victoria, all of which should now have been withdrawn. The WorkCover Authority has put a prohibition notice on the model at least until the cause of the failure is known.

Until then, any members working with glass lifters should do so with extra care.

### WorkCover

## How to make a claim

1. When you injure yourself, you must write down the details in your workplace injury book. (All companies must have an injury register book, and it must be made available if you need to enter an injury. Penalties may apply if it is not made available.) Entries in the injury report book should include minor injuries even if they don't require treatment. Injuries often get worse over time, and the entry will assist in the case of submitting a WorkCover claim down the track.
2. For injuries that require medical treatment and/or time off work, you must fill out a WorkCover claim form as soon as practicable. Claim forms are available from your employer or post offices. It is also necessary at this stage to contact the FFTS Union Office so we can register your details in our WorkCover claims book.
3. If time off is needed, you must visit your GP to get an initial WorkCover medical certificate, and it must be submitted with your WorkCover claim form. Medical certificates are only valid for fourteen (14) days.
4. Hand back to your employer the WorkCover claim form, medical authority and the initial medical certificate.
5. Your employer is required to date and sign the claim form, and you should keep copies of any documents handed over to your employer. If your employer will not accept the claim form, you can send it directly to the WorkCover Authority.
6. If for any reason your claim is rejected during the period of your injury, you must contact the FFTS Union Office, for possible referral to a legal firm, nominated by the FFTS. Legal fees are paid by the FFTS as a part of your membership in nearly all cases.

## BECOME ACTIVE IN YOUR UNION



**NORTHERN AND WESTERN**  
Joe Patti  
0417 557 136



**EASTERN SUBURBS AND CONSTRUCTION SITES**  
Mick Doran  
0417 031 662



**SOUTHERN SUBURBS AND PENINSULA/GIPPSLAND**  
Darren Hanisch  
0419 506 276



**CBD CONSTRUCTION**  
Adam Wallace  
0409 183 771



**NORTHERN DISTRICTS**  
Steve Chrisoulos  
0409 967 679



**EASTERN AND SOUTHERN**  
Denis Evans  
0419 201 466



**INDUSTRIAL/SPECIALIST OFFICER**  
Dave O'Brien  
0409 182 048



**GEELONG AND WESTERN DISTRICTS**  
Rick Maher  
0409 966 626

**It's every Union member's duty to protect and maintain the wages and conditions that we enjoy.**

Your RDOs, public holidays, superannuation and protection against unfair dismissal are just a few of the conditions we enjoy. None of these conditions would have been won without the Union and the strong support of its members. It's your duty to become a member to increase the industrial strength of the Union.

If you need advice on wage rates, working conditions, overtime rates, public holidays and RDOs, contact your organiser.

### Contact your union

Construction, Forestry, Mining and Energy Union  
F.F.T.S. Union Division  
(Victorian Divisional Branch)  
For all membership and industrial enquiries, contact your Furnishing Division:  
130 Errol Street  
North Melbourne VIC3051  
**TEL** (03) 9329 1577  
**FAX** (03) 9328 2228  
**EMAIL** [ffts@ffts.cfmeu.asn.au](mailto:ffts@ffts.cfmeu.asn.au)

## Greens are against war and for refugees

**The Australian Greens have just come off an amazing election result, which can be attributed to many things. Their vote was much more than a protest vote against the two major parties policies on refugees and the war in Afghanistan.**

It has more to do with the fact that the Greens are a grassroots party that works at the community level and has been slowly building over the last 10 years. They are currently growing like never before, with overwhelming support coming for their support on environment and social justice issues.

### ON WAR

The Greens believe that backing and being involved in a 'war on terrorism' will not stop terrorism. The Greens support the use of diplomatic options and working through the United Nations and the International Court of Justice. This current war has little consideration for the women and children who live in poverty in Afghanistan; innocent civilians should not bear the brunt of this war!

The real war should be on global poverty, human rights violations and the rising third world debt.

### ON REFUGEES

The Greens believe that the refugee problem is an international and, more importantly, a humanitarian problem. The majority of the burden should not be placed on lower income countries such as Pakistan who are hosting millions of refugees. We believe that Australia should be taking more of the global responsibility - there are 22.5

million refugees worldwide; Australia takes only 12,000 a year.

Australia is signatory to many of the United Nations conventions relating to refugees, yet it still continues to undermine the conventions. The Greens reject the virtual imprisonment of asylum seekers, and support the establishment of reception centres and community release for new arrivals, with all

community-based asylum seekers provided with adequate support services.

The Greens reject the labelling of asylum seekers as 'illegal immigrants' and 'queue jumpers', and affirm the right guaranteed under the UN Convention for any person seeking asylum to enter the country without authorisation.

If you want to know about the Greens' policies, visit their website at: [www.greens.org.au](http://www.greens.org.au)



Lee Skourdombis and Frank Vari discuss electoral tactics with the Greens' Eleisha Mullane.

### Superannuation

## Working hard for your retirement

FIRST Superannuation (Furniture Industry Retirement and Superannuation Trust) was established in 1987 by the Union and the Guild of Furniture Manufacturers to provide the most effective retirement savings vehicle for employees in the furnishing and associated industries. With nearly 30,000 members and close to \$180 million in funds under management, we are in strong position to ensure your successful retirement.

FIRST Super and the CFMEU are embarking on a campaign to ensure that every employee in the furnishing and associated industry is given the opportunity to take advantage of the cost-effective retirement savings solutions provided by FIRST Super.

### HOW DO YOU COMPARE?

If you work in the furnishing industry and are concerned about your financial security when you retire, compare the following facts with your current super arrangements:

### FIRST SUPER FACTS

5 year average investment return to June 2001  
11.15%

	BALANCED OPTION
Weekly fee	\$1.00
Weekly Insurance fee	\$1.00
Hidden or extra fees	No
Access to financial advice	Yes
Member and employer representation	Yes
Member investment choice	Yes
Variable home loans	5.74%
Workplace seminars	Yes

We are concerned that many of our members are not being given the opportunity to join FIRST Super and receive the benefits of extremely low fees, financial services and strong, consistent growth.

If you are not currently a member of FIRST Super, compare your present fund's membership statement with the above facts. Over 35 years of working life, a small yearly saving can have a big impact on how successful the next 35 years will be.

### CALL FIRST NOW

Please contact Adam Howard personally should you require further information on how FIRST Superannuation is working for your industry.

**Adam Howard**

FIRST CLIENT SERVICES MANAGER, 9529 4700