

OFFICIAL - PROTECTED

14/6/23 - Meeting with the relevant construction Unions to discuss construction of the Commonwealth Games Venues and Villages (the Project)

Attendees: Noel Washington – CFMEU; Derek Christopher – CFMEU; Troy Grey – ETU; [REDACTED] ETU; [REDACTED] – ETU; Jake Cranny – PPTU; Luke Hilakari – VTH; Brad Ostermeyer – OCG; Darren Driscoll – OCG; [REDACTED] – OCG.

Confirmed next meetings: 28 June; 5 July; 12 July; and 19 July at 10:00 at the ETU's office.

Action items for the next meeting on 28 June: OCG to table their proposed MOU and provide responses to unions' MOU.

Matters and issues raised during 14/6/23 meeting by the unions to be considered by the OCG:

- SCOPE:
 - o Unions tabled a signed copy of the 2003 Memorandum of Understanding between Village Park Consortium and VTHC Building Industry Group [REDACTED]
- SITE ALLOWANCES value:
 - o 20 years ago, site allowance value was at \$3.40 per hour.
 - o In theory any projects over \$5M may be included for the purpose of calculating site allowances.
- DISPUTE PROCEDURE:
 - o [REDACTED]
- FLEXIBILITIES:
 - o Understanding that works may need to run 7 days per week/24 hours per day; consideration of banking RDOs, working around the 36h week calendar etc.
 - o Given the 2-year timeframe, the OCG to put forward clear proposals regarding works during Easters, Christmases and RDOs (implementing a process to allow work on the restricted days).
- Other risks and matters:
 - o OHS and IR risks associated with the cottage housing builders and their ability to deliver substantial pipeline of work in limited timeframes;
 - o General timeframe and delivery; and
 - o Establishing of the Monitoring Committee (involvement of [REDACTED] etc.)

OCG to prepare and consider the following:

- Compile a list of all relevant projects, their value and estimate site allowance based on the current Enterprise Agreement site values;
- Outline governance structure for this project and set up relevant working group meetings etc;
- OCG to consider its IR strategy;
- OCG to draft MOU with a focus on continuity of works, flexibility and scope of works;
- OCG to draft and present the relevant brief and coms strategy to IRV; and
- Arrange MOU legal review.

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28/6/23 - #2 Meeting with the relevant construction Unions to discuss construction of the Commonwealth Games Venues and Villages (the Project)

Attendees: Noel Washington – CFMEU; Derek Christopher – CFMEU; Troy Grey – ETU; [REDACTED] ETU; Fiona Coull – OCG; Brad Ostermeyer – OCG; Darren Driscoll – OCG; [REDACTED] OCG

Confirmed next meetings: **5 July**; 12 July; and 19 July at 10:00 at the ETU’s office.

Action items for the next meeting on 5 June: Provide ETU with marked up copy of the MoU for review clause by clause next Wednesday.

Matters and issues raised during 28/6/23 meeting by the unions to be considered by the OCG:

- [REDACTED]
- [REDACTED]
- Noel Washington noted that the purpose of this MoU is to provide continuity to the project by establishing proactive dispute resolution process/management and agreeing to a sound safety structure;
- Unions noted that government projects were currently paying allowances in the vicinity of \$10 per hour;
- Unions position is that the MoU must cover all works in terms of OHS etc., however, they are open to negotiate where site allowances are payable;
- [REDACTED]
- In their view, the argument that regional work should attract lower costs is redundant as the cost of living (etc. fuel and groceries) is often higher in the regions;
- Noted that shifting portables to and from sites will require crane companies to operate on ‘non-union’ sites; Unions will not expose their members to do “unsafe” domestic work;
- [REDACTED]
- Once again, they referred back to 2003 where all work was covered;
- In the Unions’ view, OCG is not building homes, they are building villages;
- Unions want clauses about union representation and OHS back in the MoU;
- Emphasis on the Geelong Village;
- Proposal to meet next week to put 2 documents together and review them on screen (discuss site allowances and scope later).

5/7/2023 Meeting #3 re the Games MOU

Attendance: Darren Driscoll and [REDACTED] (OCG), Troy Grey [REDACTED] (ETU) and Noel Washington (CFMEU).

Notes:

- Unions provided hard copy marked up MOU document (soft copy to be emailed shortly).
- Following Unions comments were made (no official response from OCG was provided, noting we will need to seek instructions):
 - o Context – proposal to add 3 levels of construction work namely major works, council projects and minor works, noting they may be open to different categorisation as long as it meets their intent;
 - o Application – claim for all works to be covered including demobilisation;
 - o Dispute Procedure – want to retain reference to status quo and explicit reference to ROE;
 - o Industrial relations;
 - o [REDACTED]
 - o Hours of work – excluded work on lockdown weekends and included staggered start and finish times; referred to maximum 12-hour work say including travel and 50/100km travel limits;
 - o OHS – ROE; involvement of delegates etc. (“unions will not be impeded from entering sites”)
- Unions’ position is that this MOU relates to BIG Unions.
- Emphasised concerns regarding labour levels (again) and would like some guarantee regarding labour commitments.
- Next meeting Wed, 12 July at 9:30am
- [REDACTED]

12/7/23 - #3 Meeting with the relevant construction Unions to discuss construction of the Commonwealth Games Venues and Villages (the Project)

Attendees: Noel Washington – CFMEU; Troy Grey – ETU; [REDACTED] – ETU; Fiona Coull – OCG; Brad Ostermeyer – OCG; Darren Driscoll – OCG; [REDACTED] – OCG

Next meeting: 16th of August – next meeting 10 am – subject to confirmation

Actions:

- [REDACTED] to call Troy / given OCG confirmed [REDACTED] engagement
- Darren and [REDACTED] - discussion with [REDACTED] availability
- OCG to provide update draft MoU later this week incorporating agreed items
 - o [REDACTED]
 - o [REDACTED]
 - o [REDACTED]
- OCG to prepare position (including quantum) for the next meeting.

Notes:

- CFMEU and ETU’s expressed ongoing concerns with crossover of works occurring between sites and mismatch of conditions etc.
- Discussion about Appendix listing jobs in scope, to make it clear in terms of what’s covered – Union agreeable to that. Appendix/scope to be discussed at the next meeting.
- CFMEU’s clear position is that demountable are in; all housing (townhouses etc.) is in unless changes are implemented with other conditions (e.g., shop stewards etc.).
- Panel’s decision that will give it some justification in terms of the allowance.
- Discussion regarding demobilisation – accepted words *“immediate demobilisation, under the control of the organising committee”*
- [REDACTED]
- [REDACTED]
- Discussion around major works – union to include villages at this point.
- Unions position this MoU is:
 - o [REDACTED]
 - o Change starts and finish times;
 - o Running almost every weekend; and
 - o Pretty much working almost every day (running afternoon shifts).

[REDACTED]

- Demountable – only installation not manufacturing – on site allowance (crane crew etc); Not interested in manufacturing.
- Civil in (in CFMEU's view).
- Fence around townhouses.