

CFMEU

CONSTRUCTION UNION

6 February 2018

Geoff Purcell
Richard Frisina
Kane Constructions Pty Ltd
658 Church Street
RICHMOND VIC 3121

Dear Messrs Purcell and Frisina

FORCED REMOVAL OF UNION INSIGNIA

The CFMEU has been informed that Kane Construction Pty Ltd (**Kane**) is being requested by the Australian Building and Construction Commission (**ABCC**) to remove any union flag or union related flags from construction sites on the basis that it undermines freedom of association and is in breach of the 2016 code.

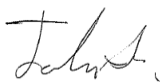
The ABCC has put out an updated information sheet explaining the 2016 code stating that no union logos, flags, stickers etc. are allowed in any capacity on site.

It is the position of the CFMEU that the ABCC is incorrect in its interpretation of the 2016 code. In fact the forced REMOVAL of an individual's right to wear union logos or to display a union flag is a blatant attack on freedom of association. It implies one cannot join a union.

We allege that this conduct is a BREACH of the 2016 code. The code contains a positive duty on the employer to put into practice policies and procedures that allow a person the individual choice to be a member of a union. Such a practice would include allowing union insignia on site.

We will take any action required to maintain our members' right to freedom of association. We request that Kane refrain from any conduct that undermines this and will not hesitate to enforce our rights through the relevant legal channels. Please confirm by 12pm on 7 February 2018 that this conduct will cease and/or not proceed.

Regards,



John Setka
State Secretary
CFMEU

