



EBA Member Survey Report

Introduction and Contents

In June 2023 Solucio was engaged by the CFMEU Victoria Branch to undertake research to understand the issues which were of importance to members in the lead into the EBA negotiations.

An online survey was distributed via email to all CFMEU members (n=35,331) on the 29th June 2023. The survey was left open for a period of 28-days until 26th July 2023. Hard copies of the survey were also made available on site. The survey was also translated into Mandarin and Dari.

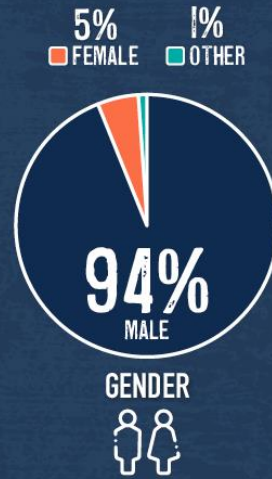
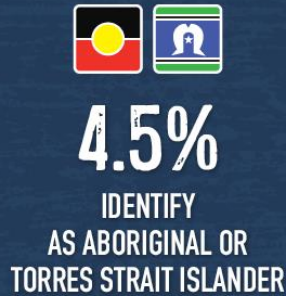
The survey received a total of 14,048 responses representing a response rate of 40%. This included 21-hard copy surveys.

The results have a confidence level of 95% with a margin of error of 5% (please see the note below defining these two terms).

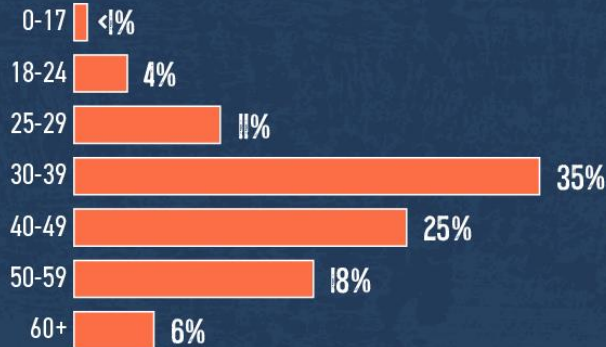
Confidence Level: The probability the sample accurately reflects the attitudes of the population.

Margin of Error: The range that the populations responses may deviate from the sample.

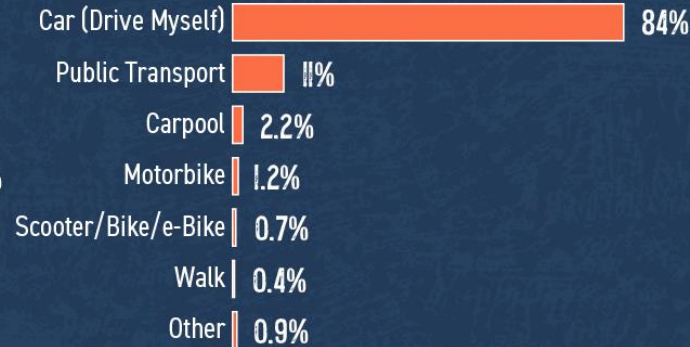
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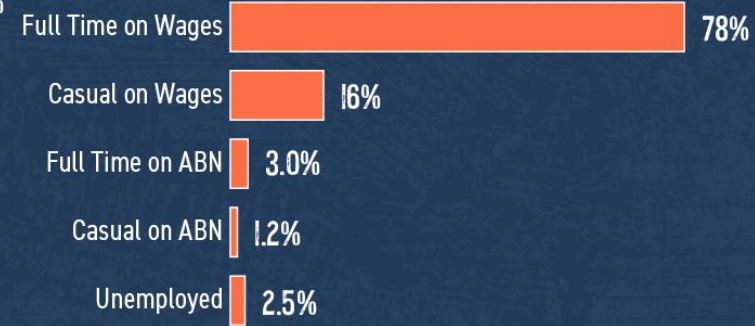
AGE



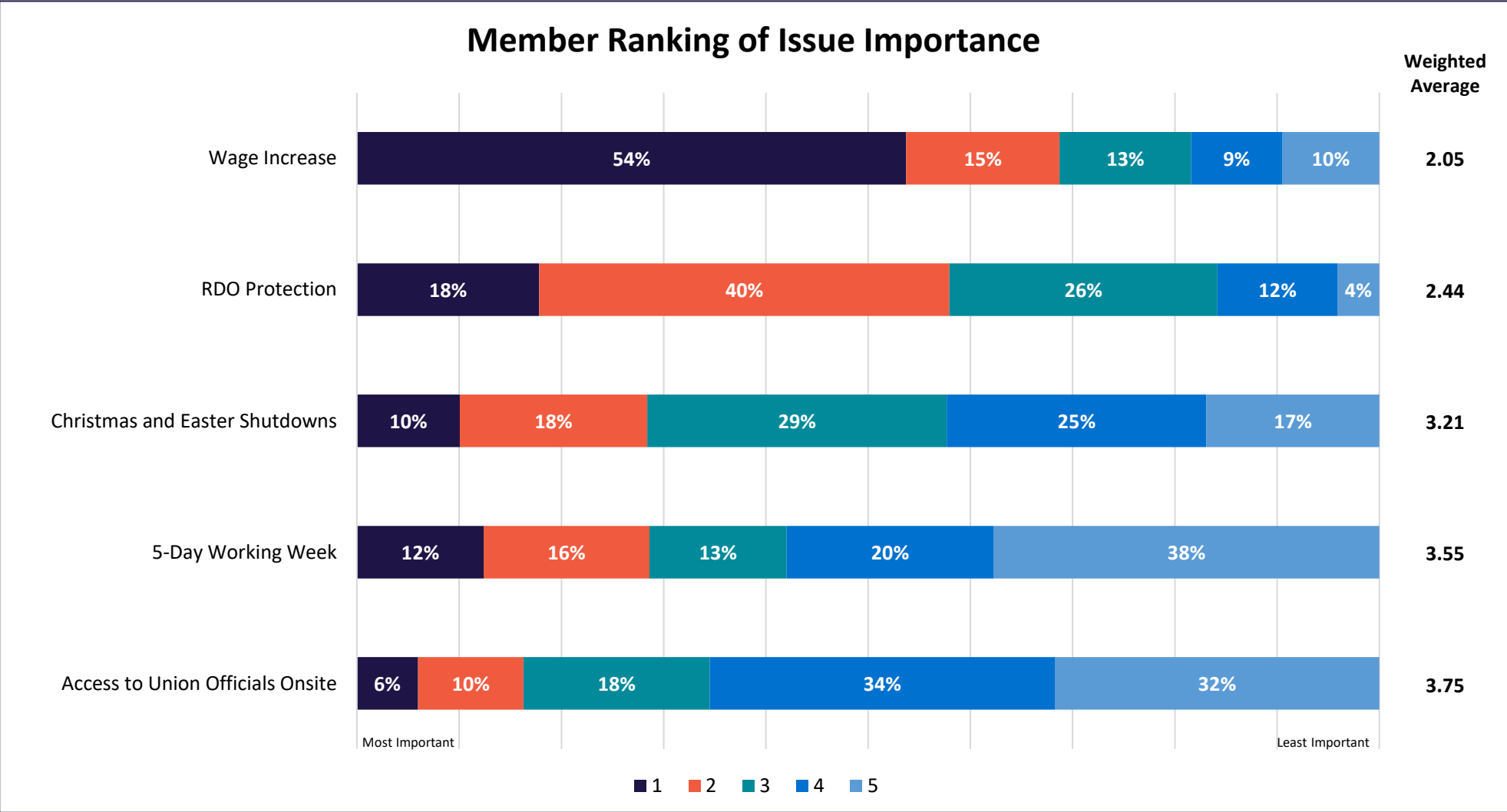
TRAVEL TO WORK



EMPLOYMENT TYPE



Importance of Issues



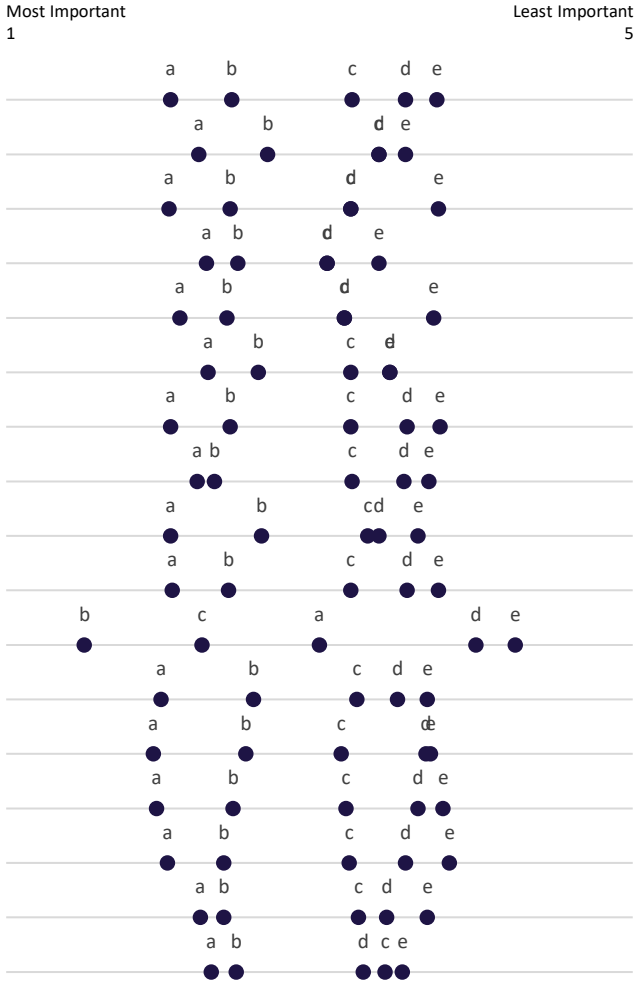
Q7: Order these issues 1-5 in order of how important they are to you (1 is MOST important)

Importance of Issues

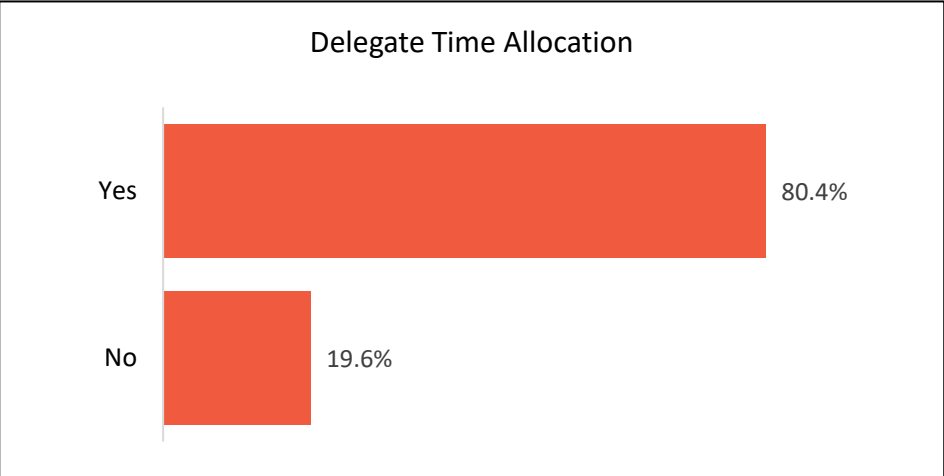
Question		Wage Increase (a)	RDO Protection (b)	Christmas and Easter Shutdown (c)	5-Day Working Week (d)	Access to Union Officials Onsite (e)
All Respondents		2.05	2.44	3.21	3.55	3.75
Gender	Female	2.23	2.67	3.38	3.38	3.55
	Male	2.04	2.43	3.20	3.20	3.76
	Other	2.28	2.48	3.05	3.05	3.38
	Prefer Not to Say	2.11	2.41	3.16	3.16	3.73
ATSI Status	Yes	2.29	2.61	3.20	3.45	3.45
	No	2.05	2.43	3.20	3.56	3.77
	Prefer Not to Say	2.22	2.33	3.21	3.54	3.70
Visa Status	Yes	2.05	2.63	3.31	3.38	3.63
	No	2.06	2.42	3.2	3.56	3.76
Age	0-17*	3.00	1.5	2.25	4.00	4.25
	18-24	1.99	2.58	3.24	3.5	3.69
	25-29	1.94	2.53	3.14	3.68	3.71
	30-39	1.96	2.45	3.17	3.63	3.79
	40-49	2.03	2.39	3.19	3.55	3.83
	50-59	2.24	2.39	3.25	3.43	3.69
	60+	2.31	2.47	3.42	3.28	3.53

* Small Sample Size

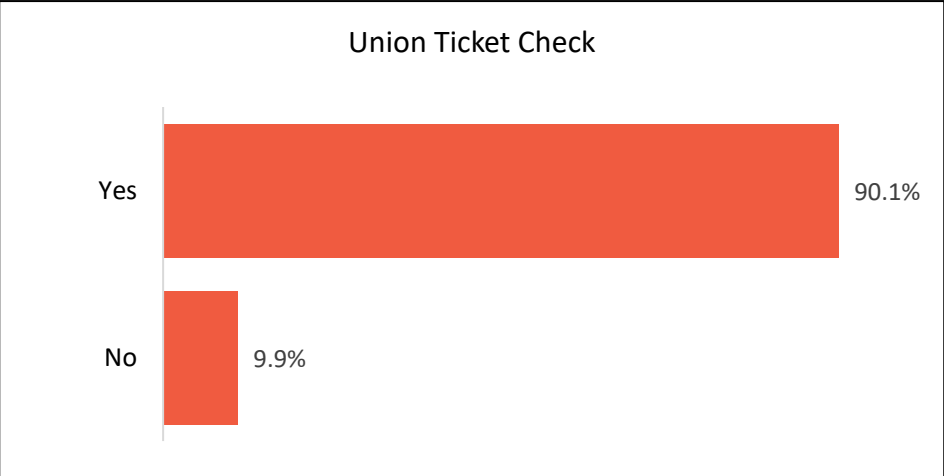
Q7: Order these issues 1-5 in order of how important they are to you (1 is MOST important)



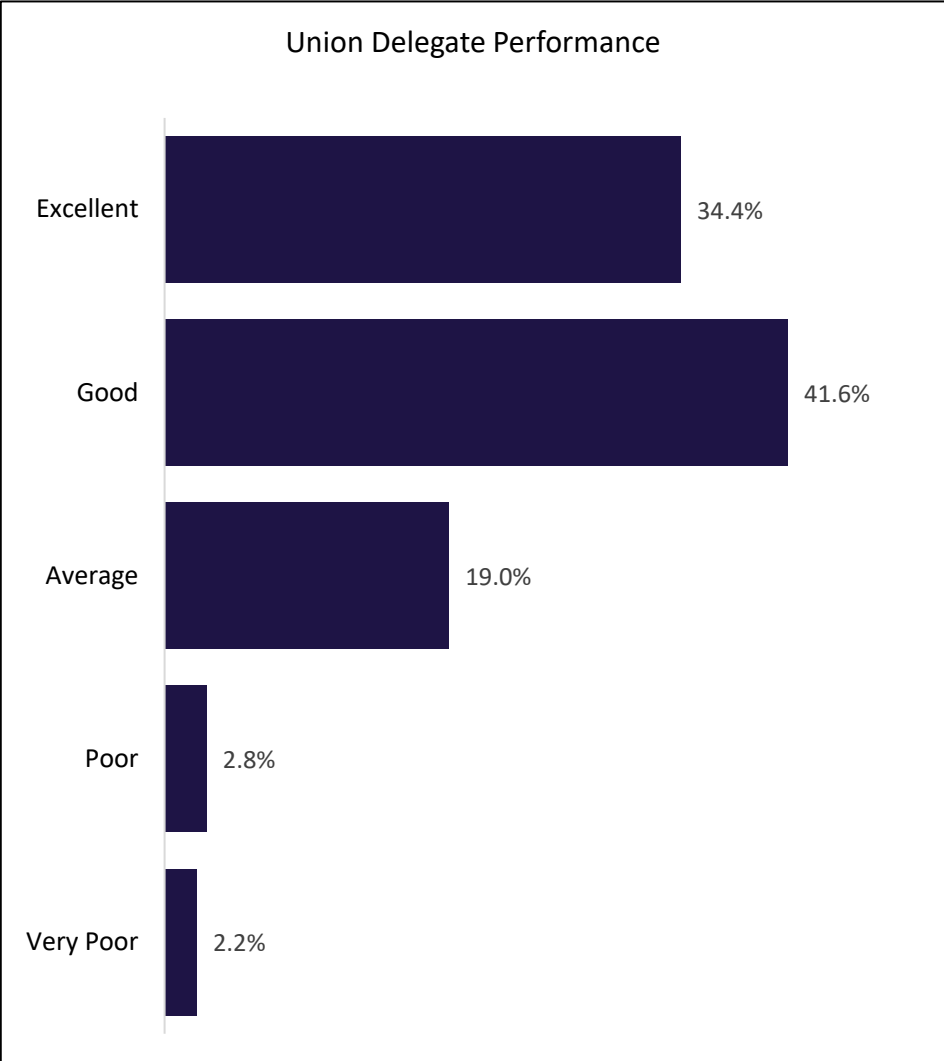
Union Delegate



Q8: Does the Site Management give your delegate enough time to carry out his/her job properly on site?

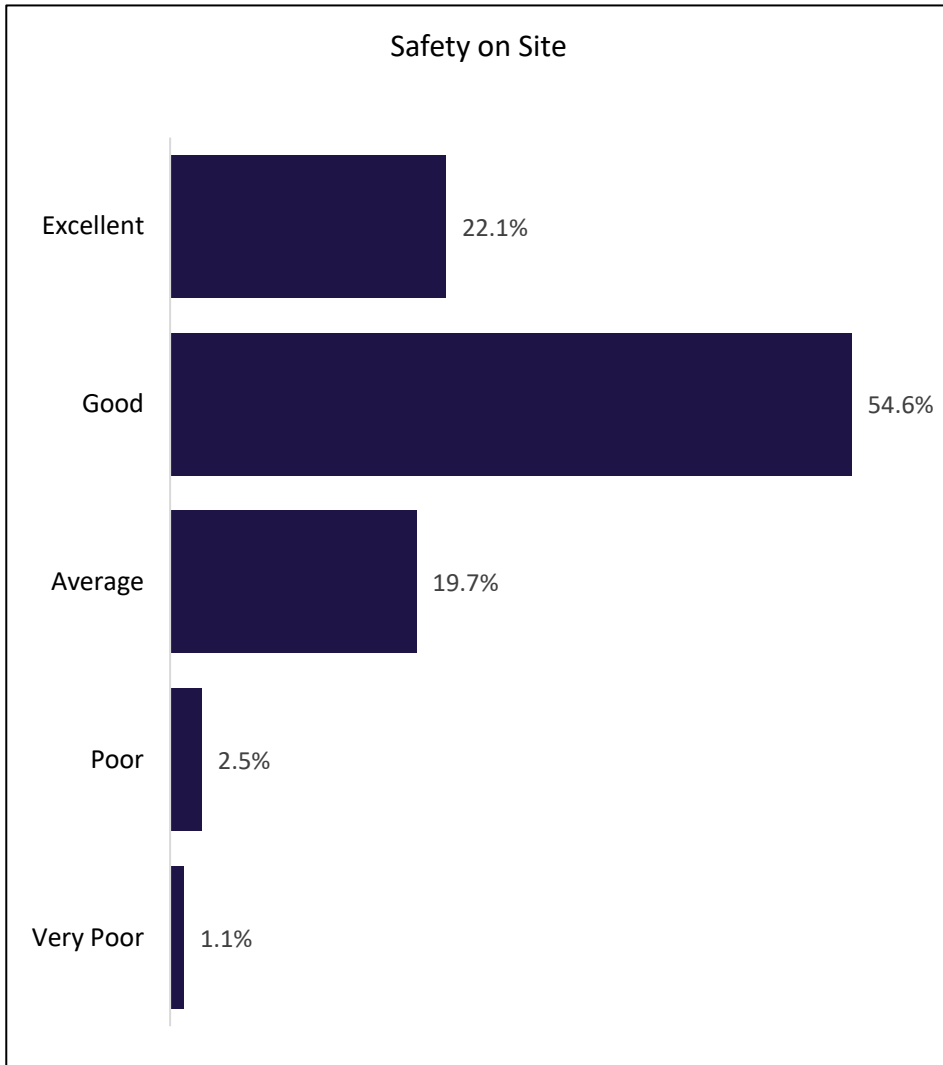


Q9: Does your delegate check your Union ticket?

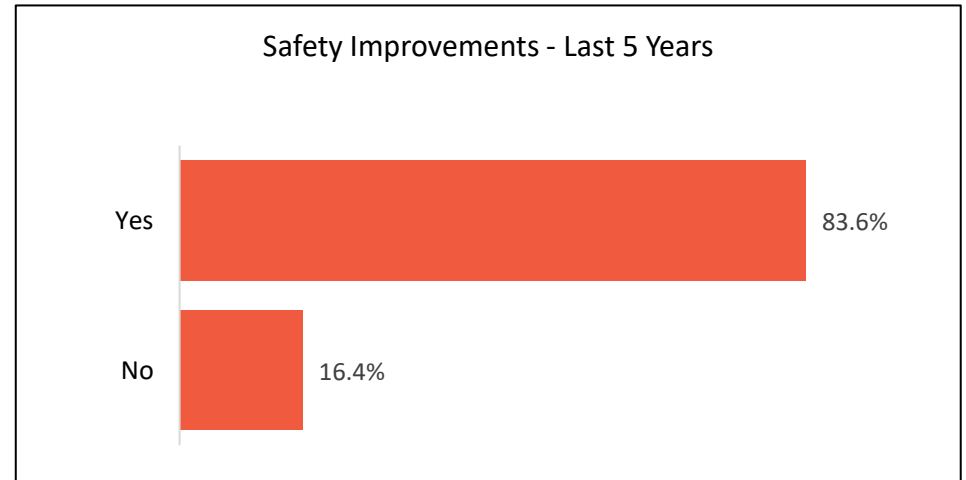


Q10: How would you rate their performance?

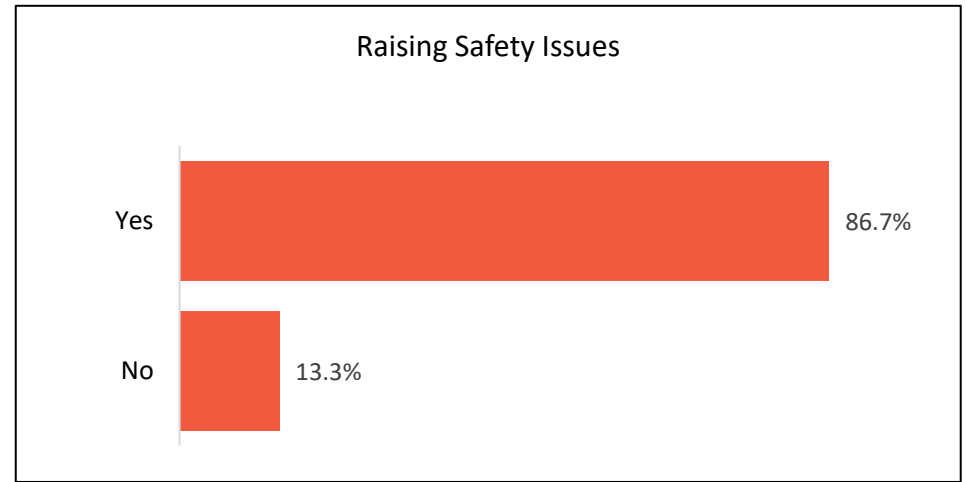
Site Safety



Q15: How would you rate the safety on your site?

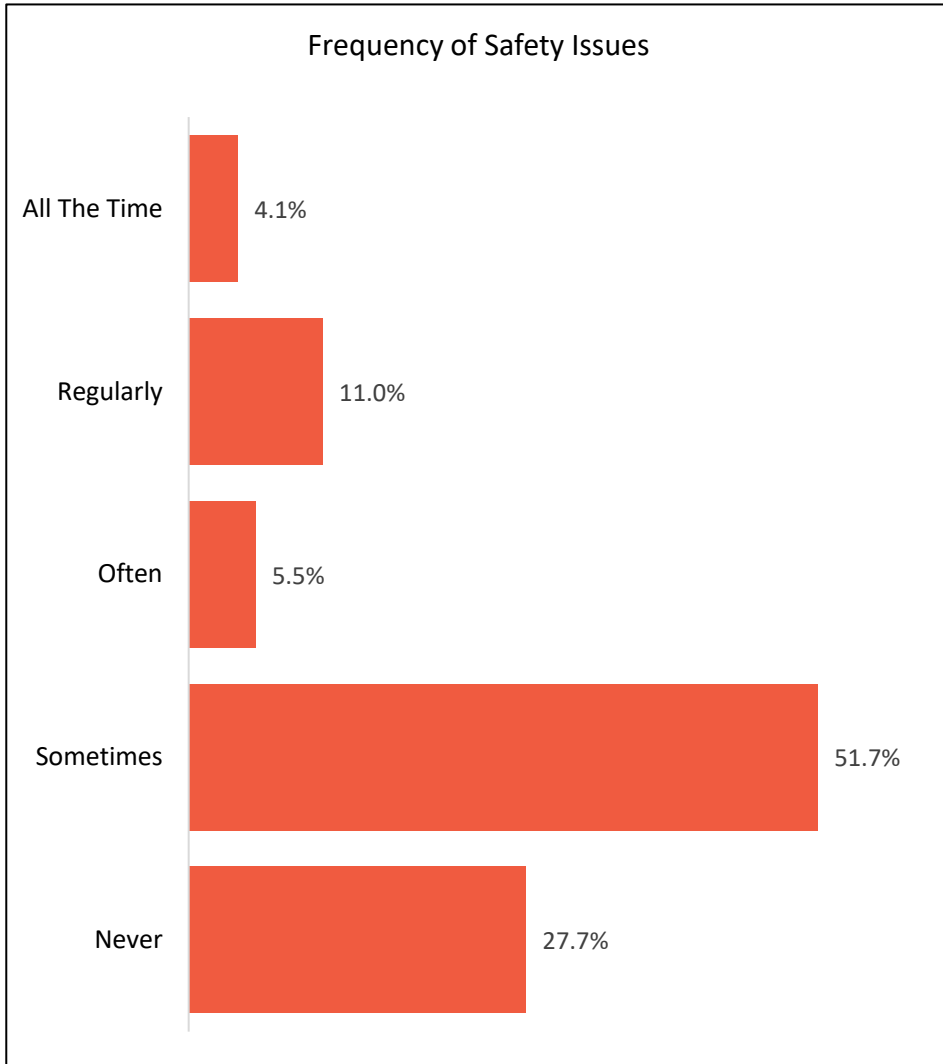


Q12: Have you seen improvements in safety on site over the last 5 years?

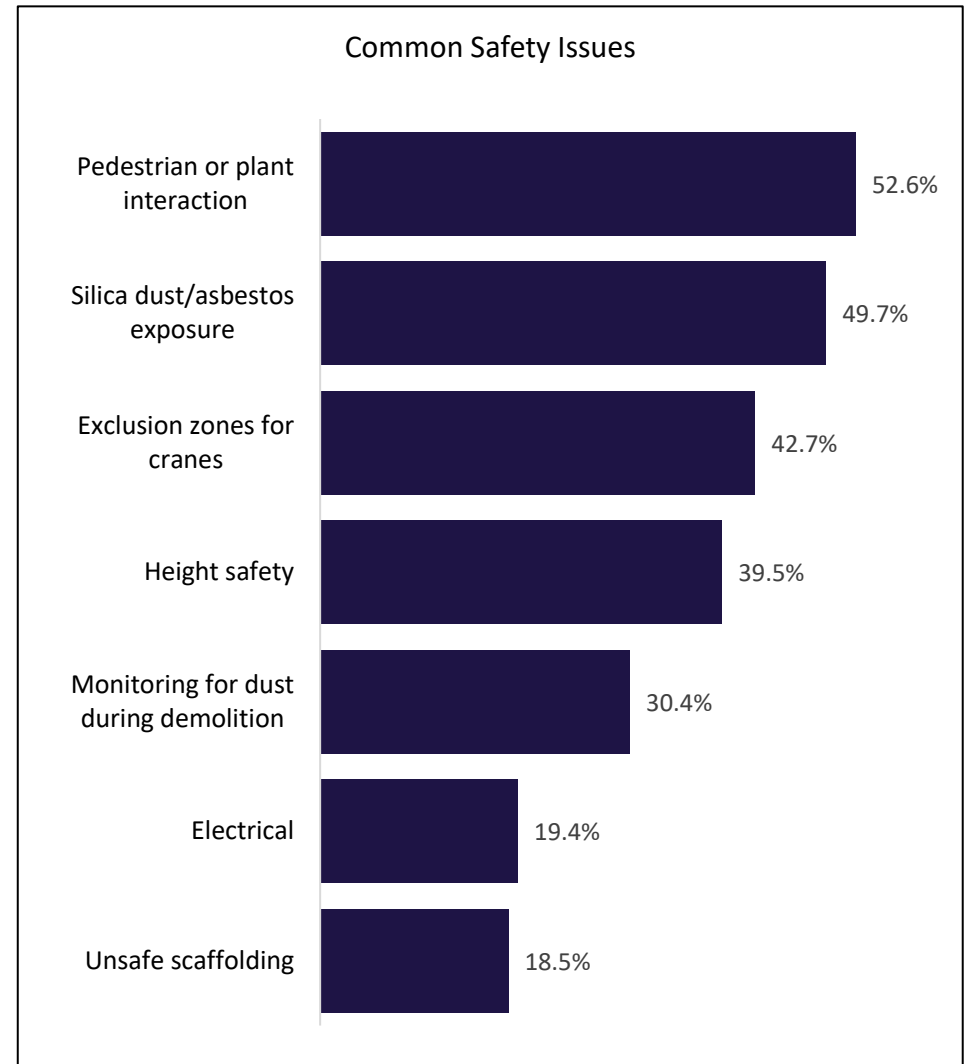


Q13: Do you feel comfortable raising safety issues on site?

Safety Representative



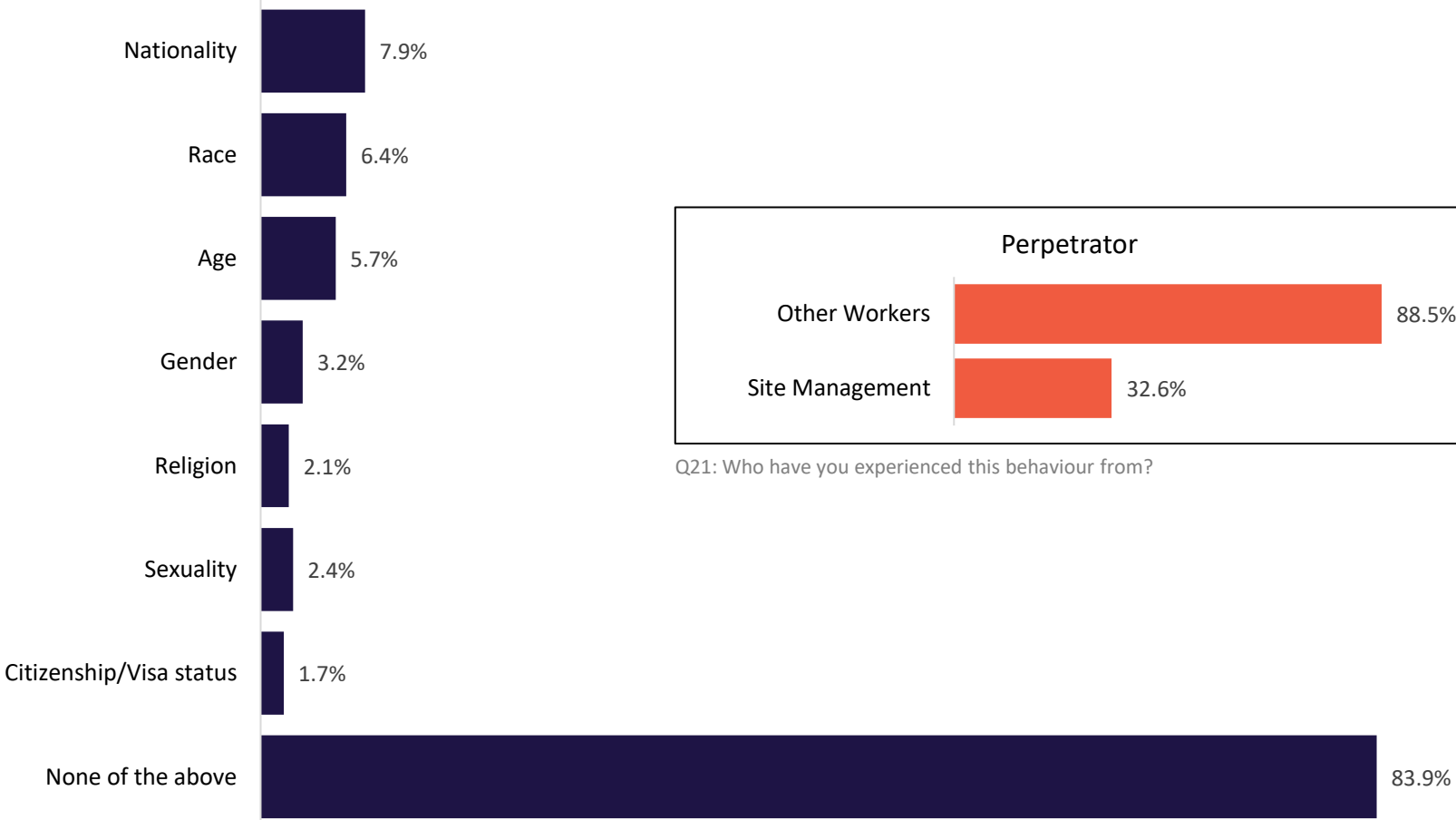
Q16: Does your Safety Rep have to argue over safety issues with the Site Management?



Q17: What are the most common safety issues your Safety Rep fought with the Site Management about? (Please select all that apply)

Bullying, Violence, Harassment or Discrimination

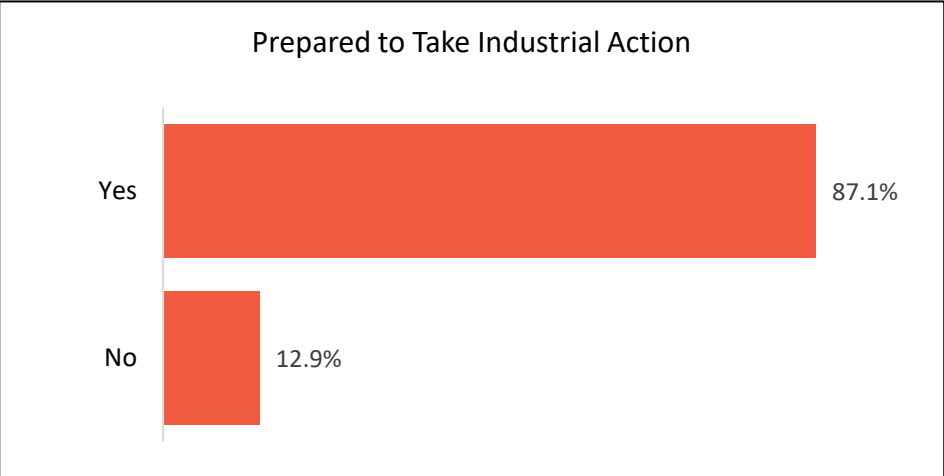
Experience of Bullying, Violence, Harassment or Discrimination



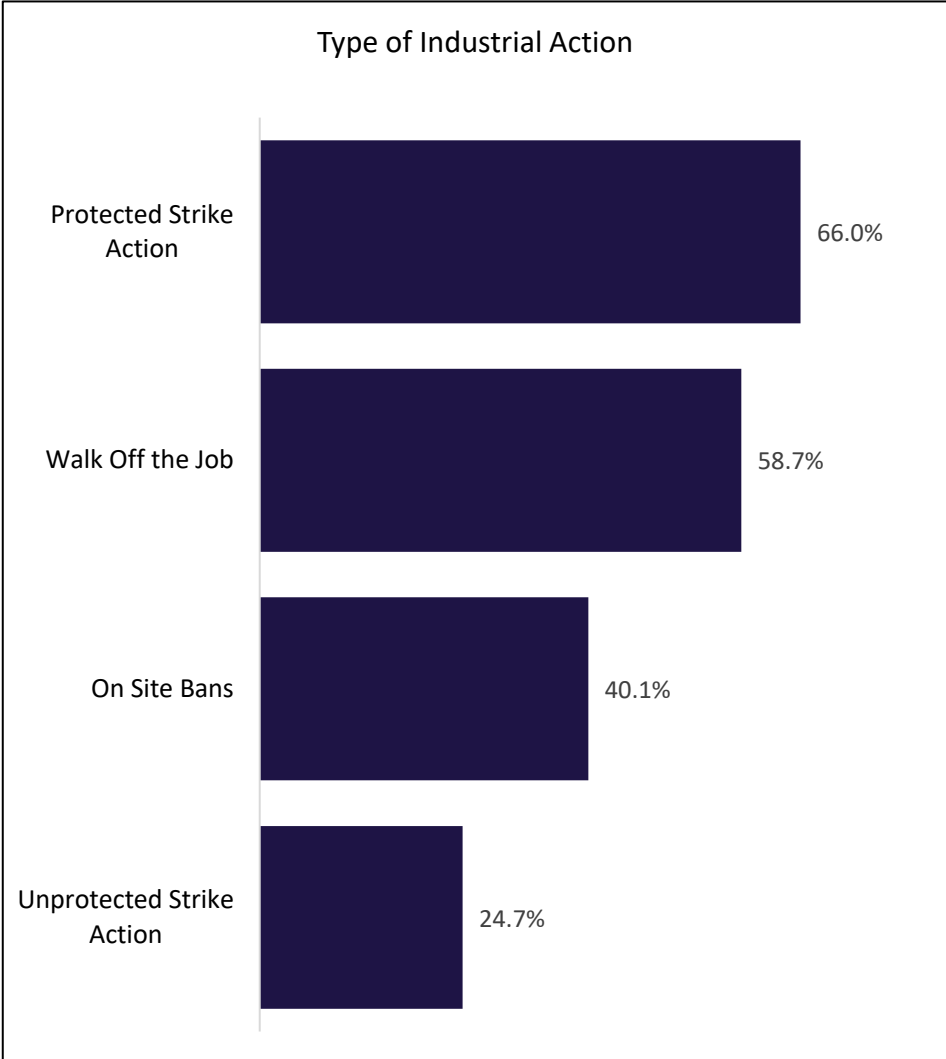
Q21: Who have you experienced this behaviour from?

Q20: Have you ever experienced bullying violence harassment or discrimination at work on the basis of: (tick all that apply)

Industrial Action

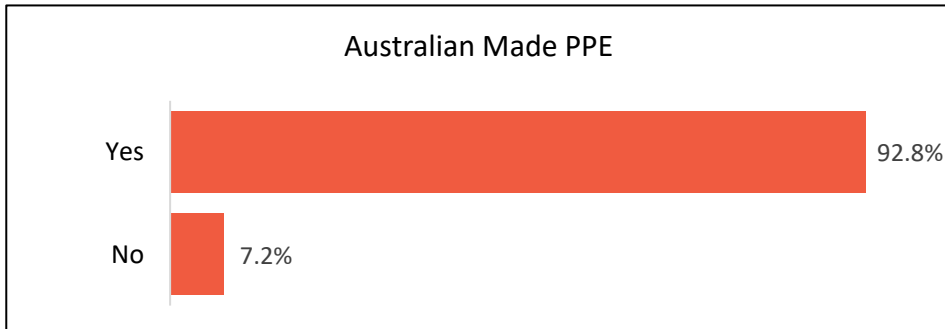


Q22: Would you be prepared to take Industrial action to achieve a pay increase of 4% or more per year?

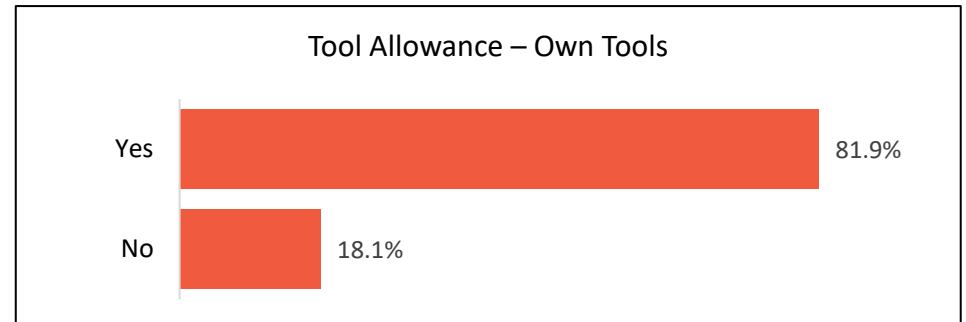


Q23: What action would you be prepared to take?

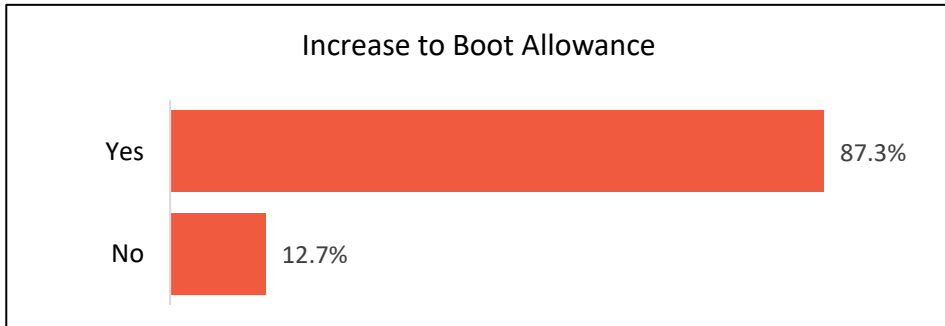
EBA Entitlements – PPE & Tools



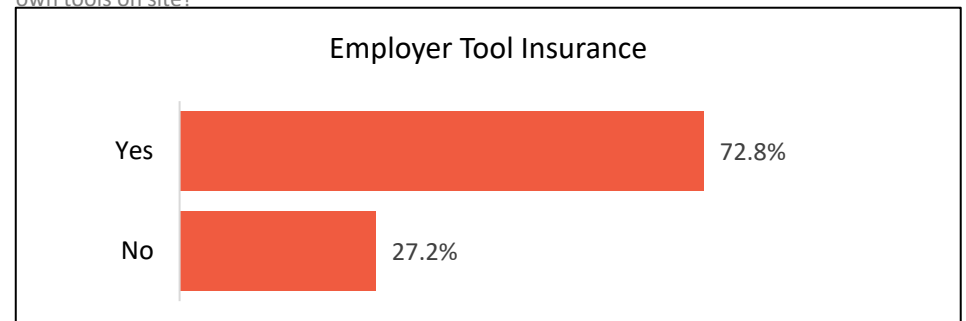
Q33: Should the EBA encourage buying PPE that is Australian made where practical?



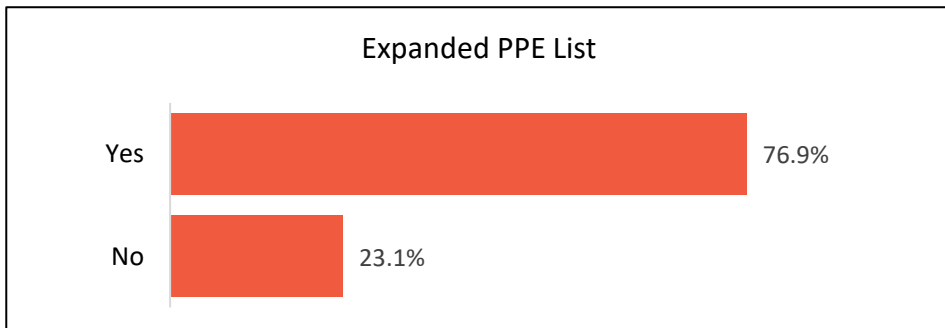
Q26: Do you believe the tool allowance should be increased for those who prefer to use their own tools on site?



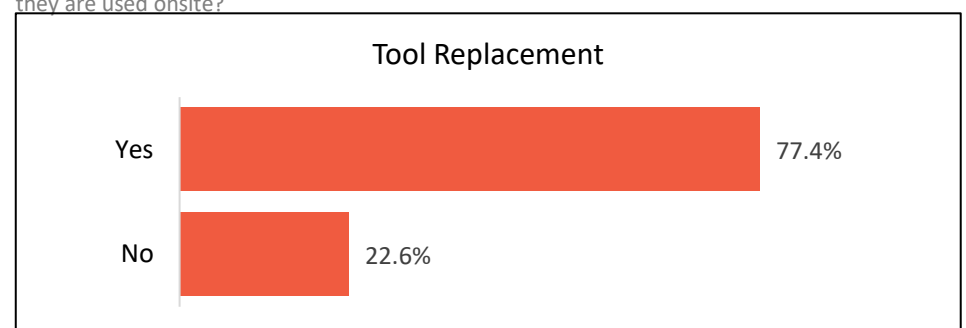
Q33: Should the work boot allowance be increased?



Q27: Do you believe that employers should pay to insure the tools owned by employees when they are used onsite?

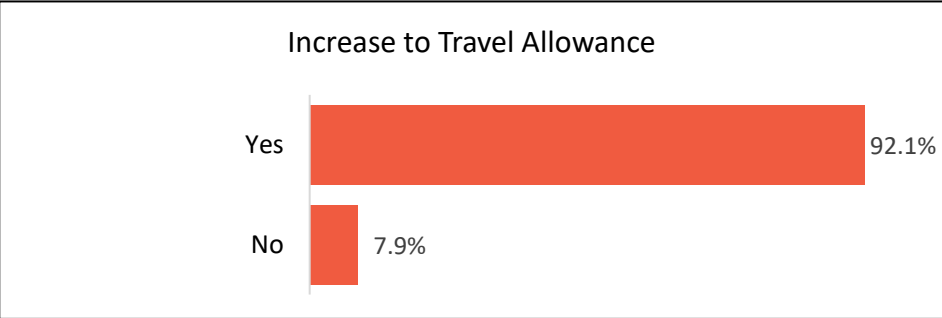


Q33: Would you like to see the list of provided PPE brands expanded?

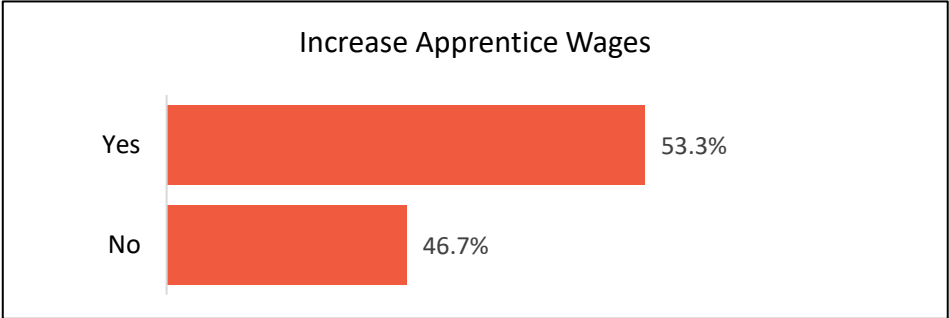


Q28: Do you believe that employers should cover all replacement costs where an employees' tools are damaged on site and/or stolen from site?

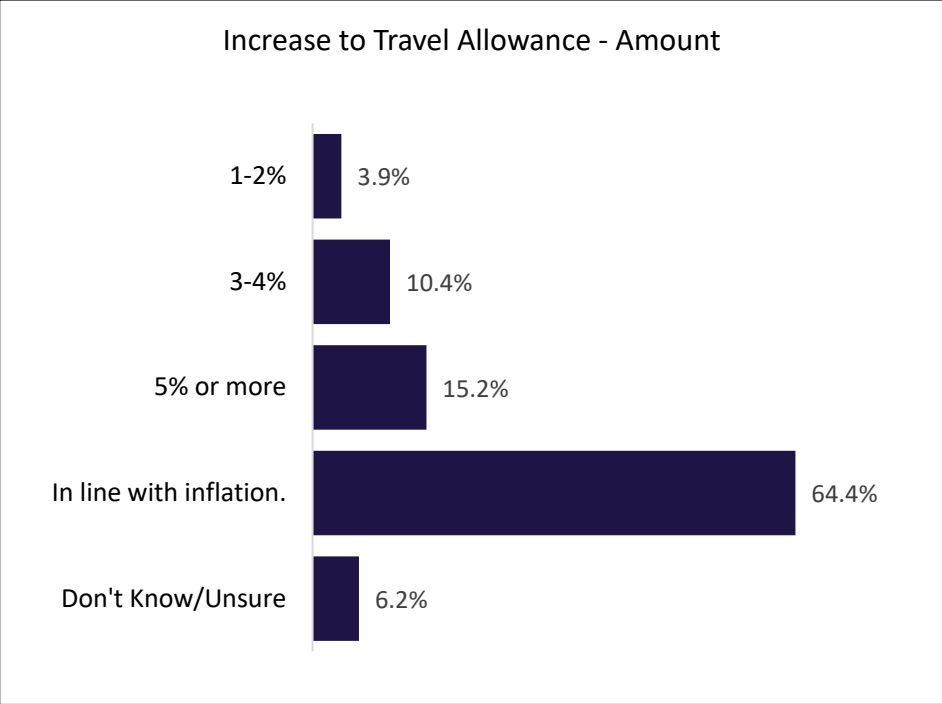
EBA Entitlements – Travel & Apprentices



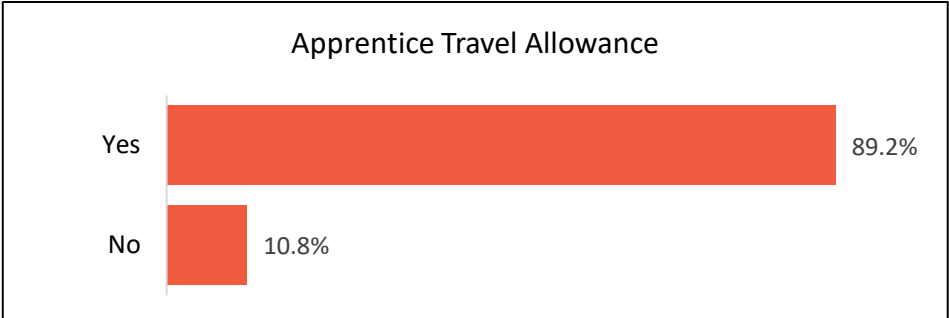
Q29: Do you believe the Travel Allowance should be increased to cover the high price of petrol?



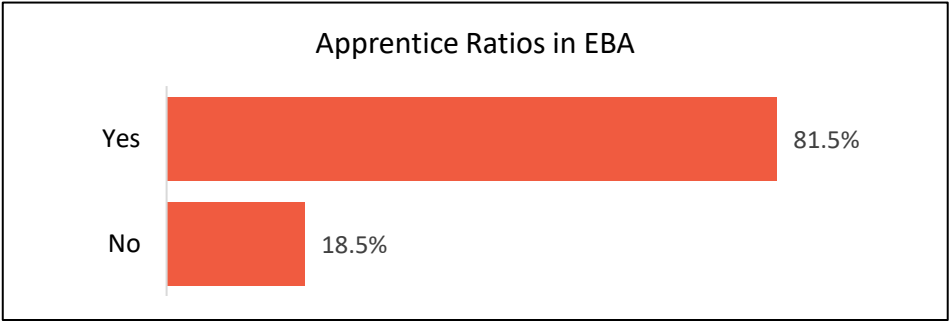
Q31-1: Should apprentice wages be higher?



Q30: By how much?

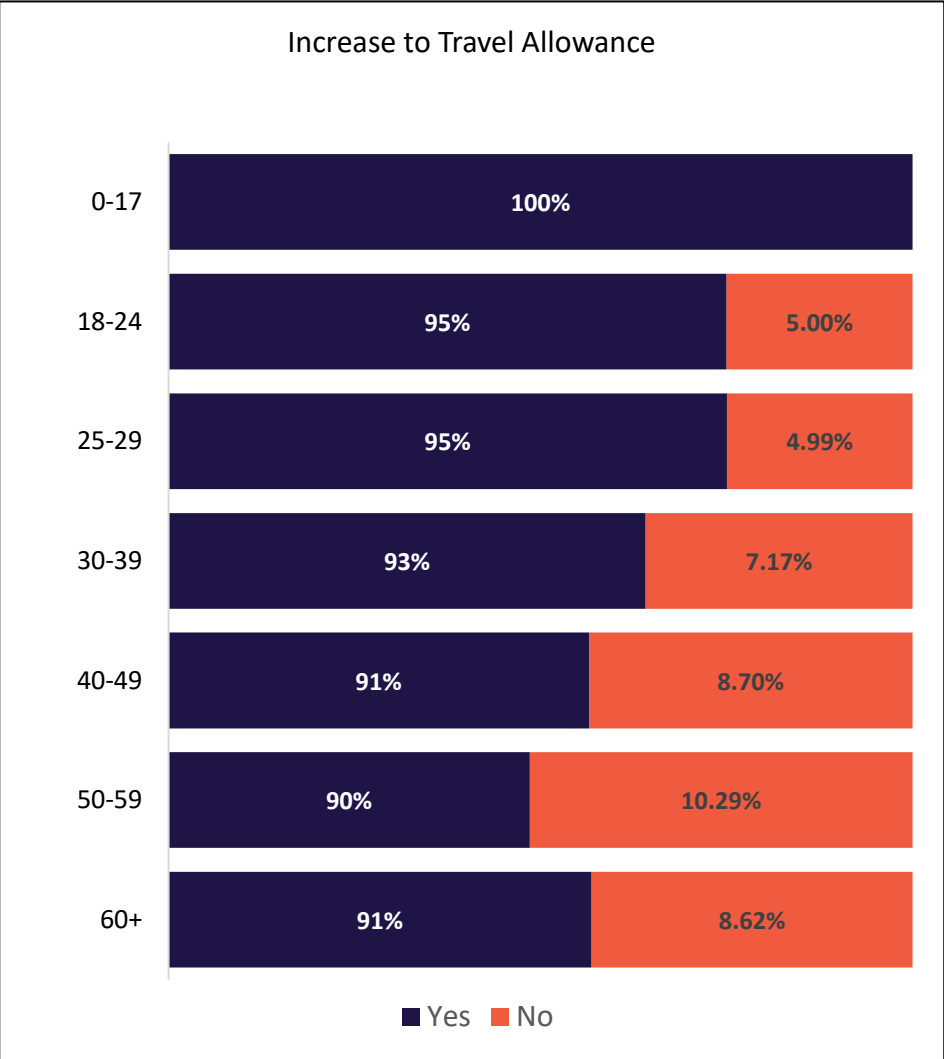


Q31-2: Should apprentices be paid the full daily travel allowance amount?

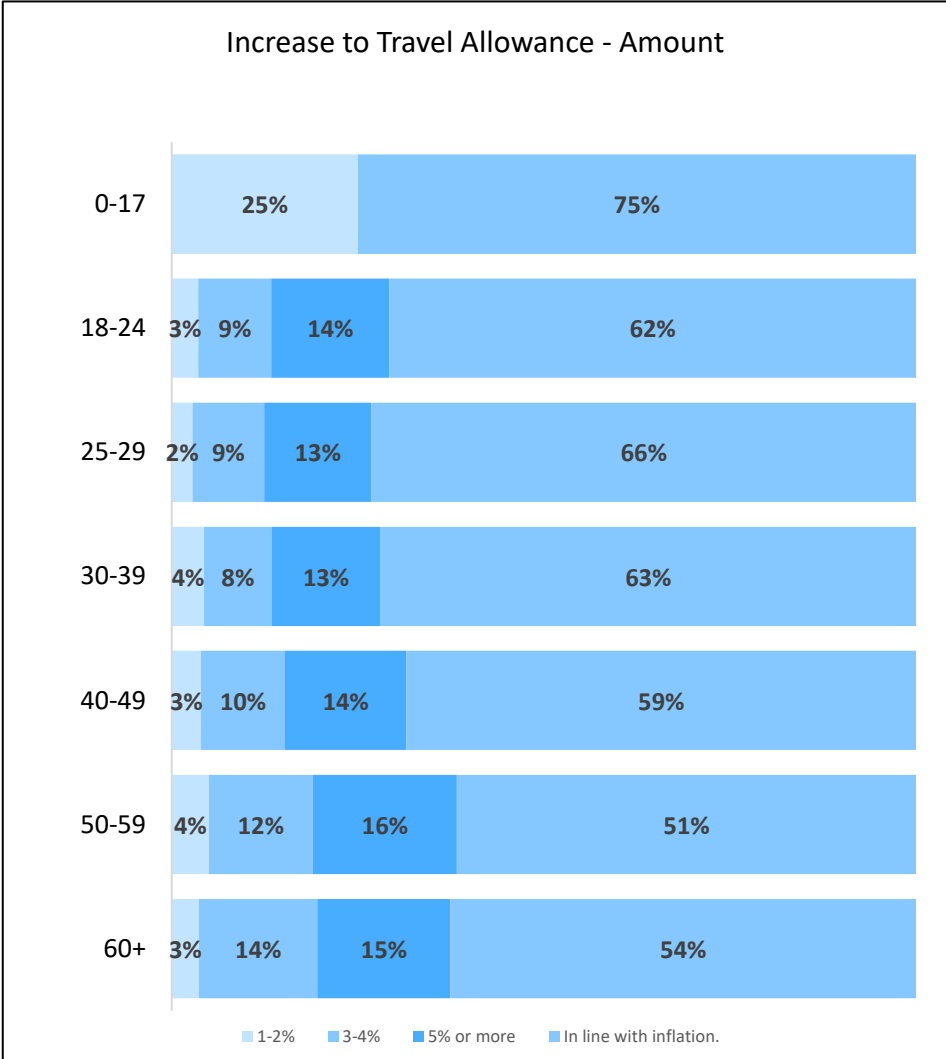


Q31-3: Should the EBA set out apprenticeship ratios?

EBA Entitlements – Travel Allowance x Age

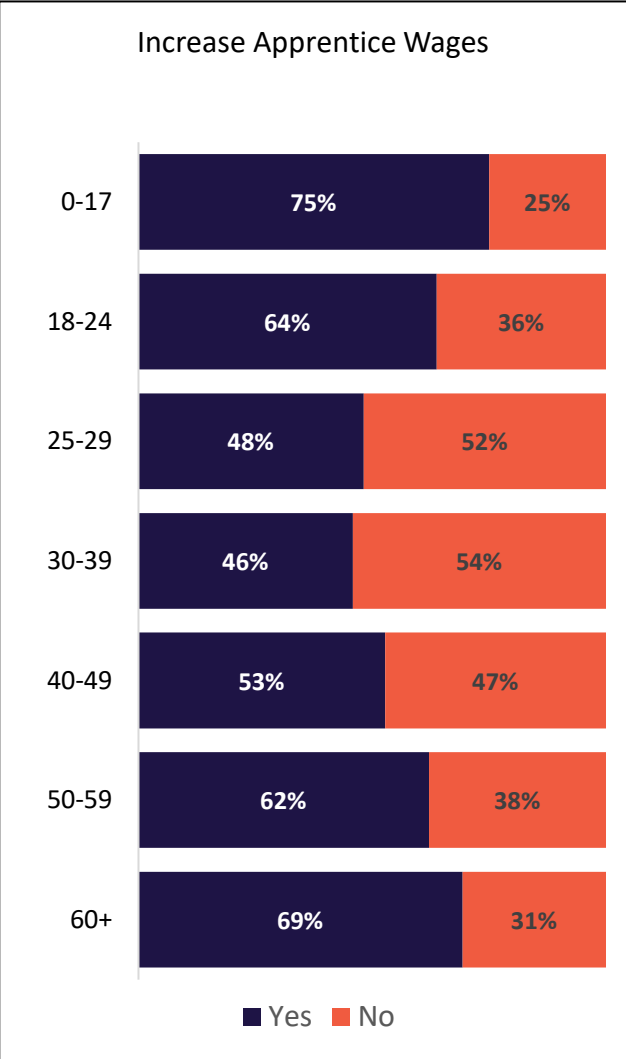


Q29: Do you believe the Travel Allowance should be increased to cover the high price of petrol?

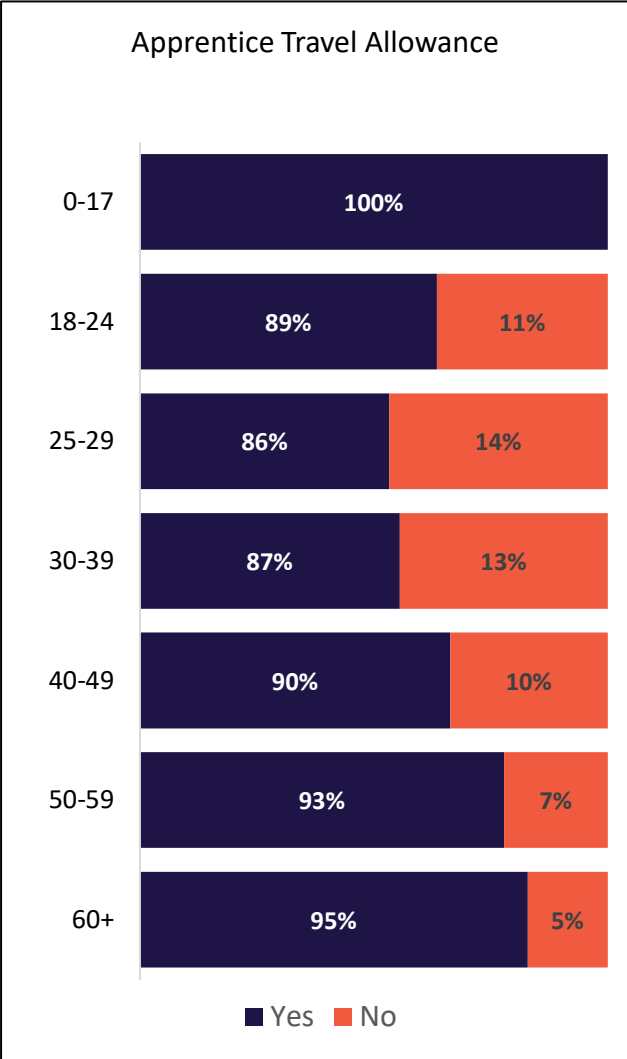


Q30: By how much?

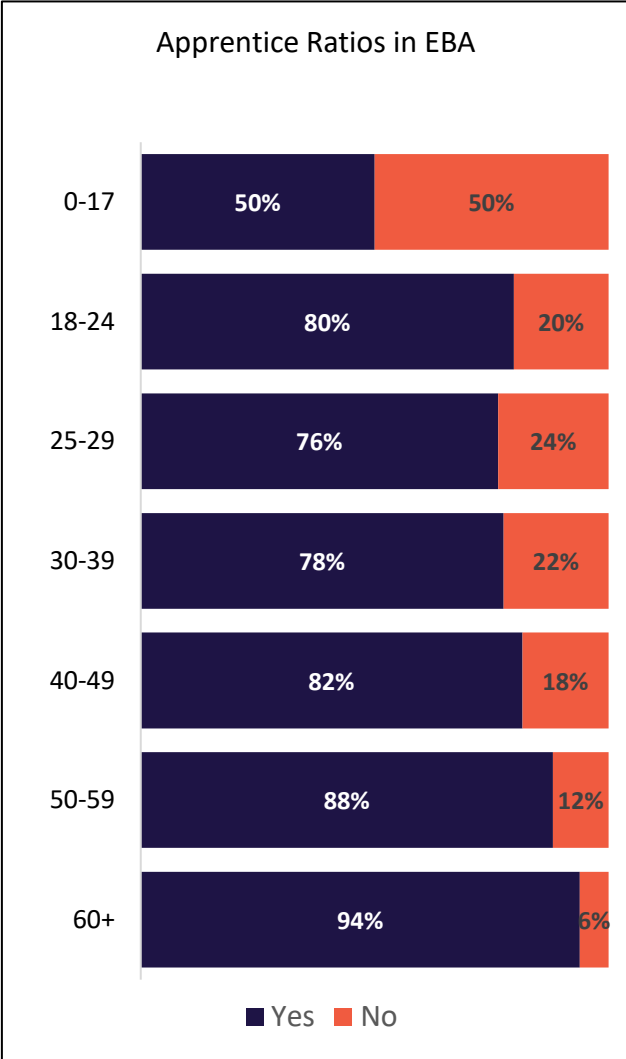
EBA Entitlements – Apprentices x Age



Q31-1: Should apprentice wages be higher?

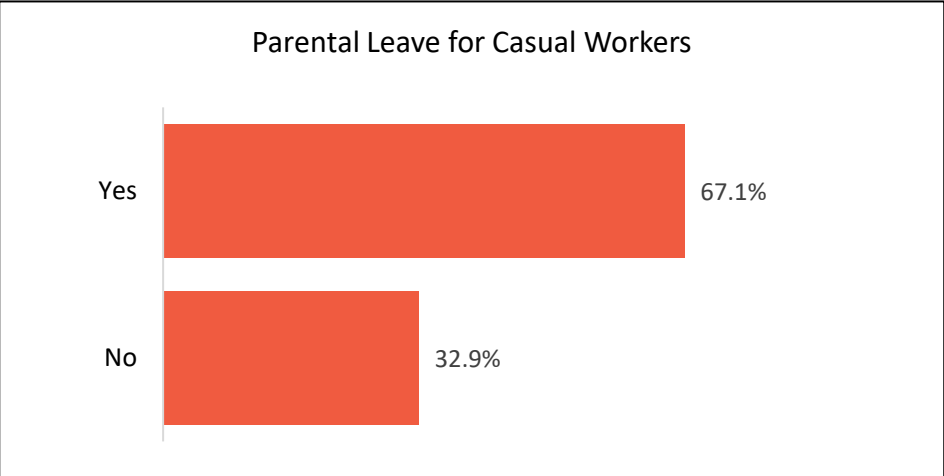


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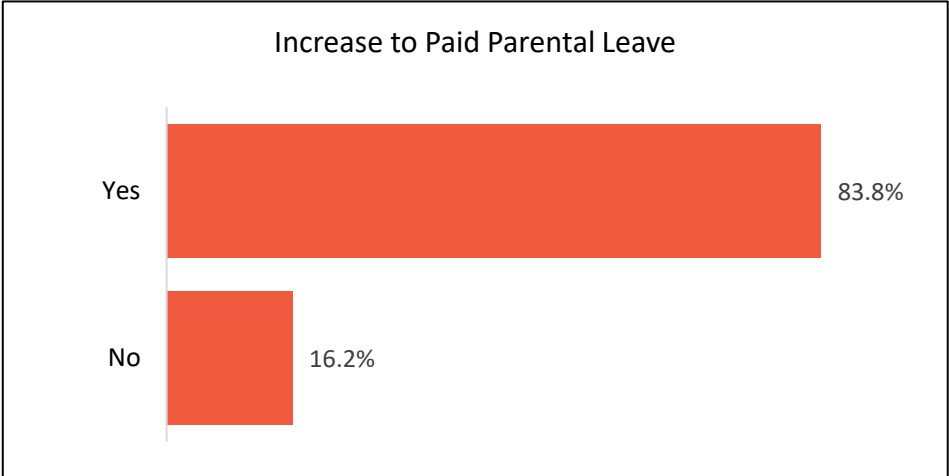


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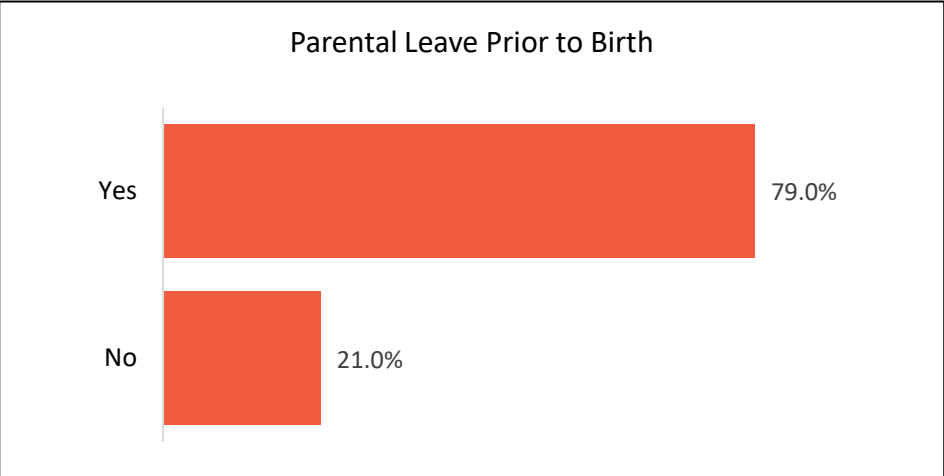
EBA Entitlements – Parental Leave



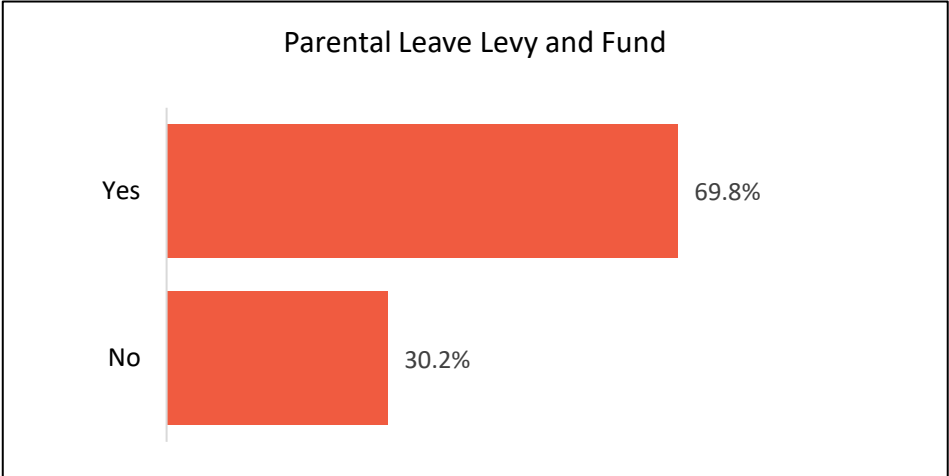
Q32-1: Should casual workers also have access to paid parental leave?



Q32-3: Should the new EBA increase paid parental leave for new dads and mums (primary and secondary carer leave)?

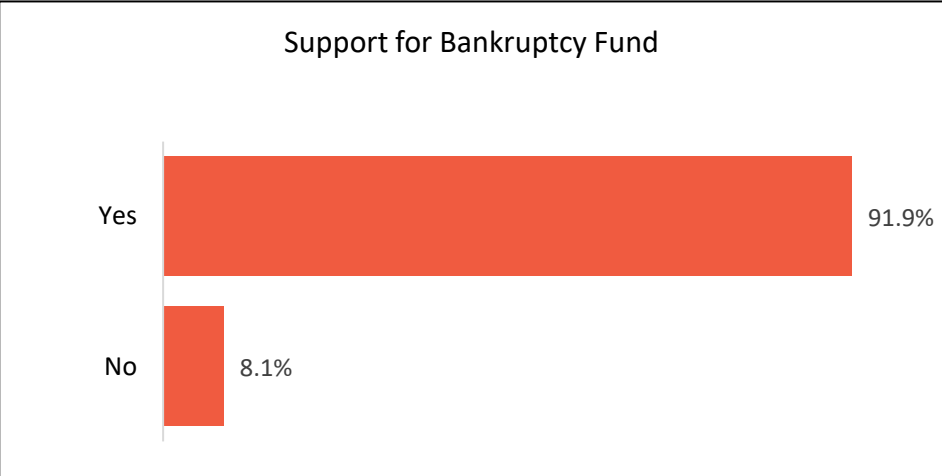


Q32-2: Should paid parental leave also cover pregnancy related leave prior to birth?

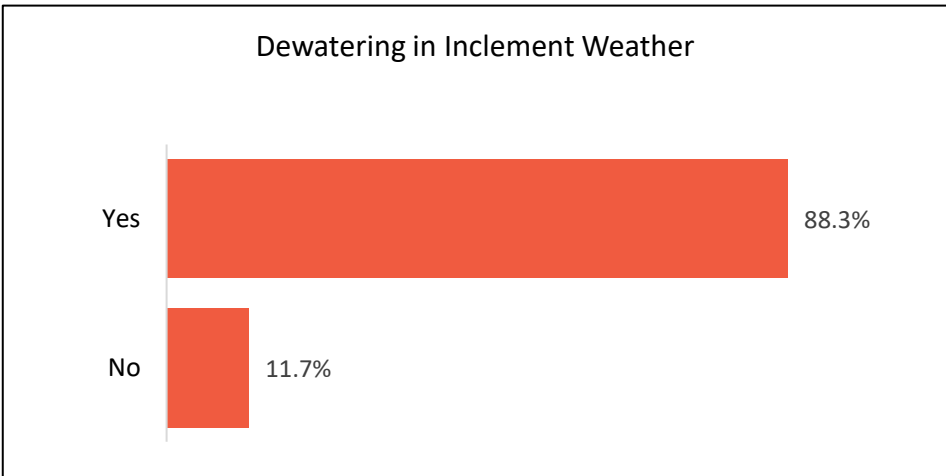


Q32-4: Should the Union set up a parental leave levy and a parental leave fund?

EBA Entitlements - Other

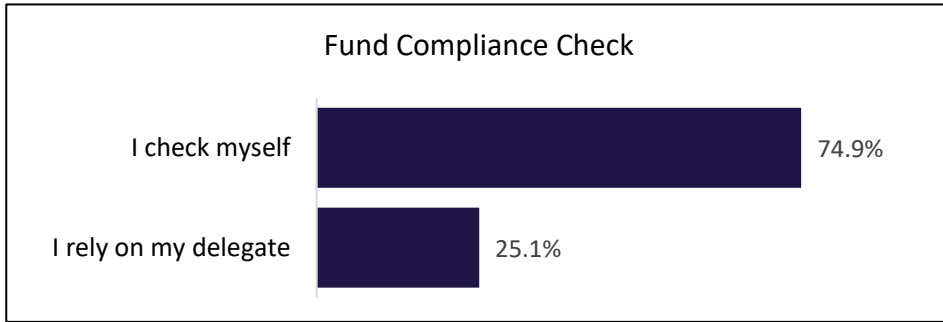


Q24: Would you like to see the Union push to have a central fund set up to protect workers' wages and entitlements when Builders file for bankruptcy?

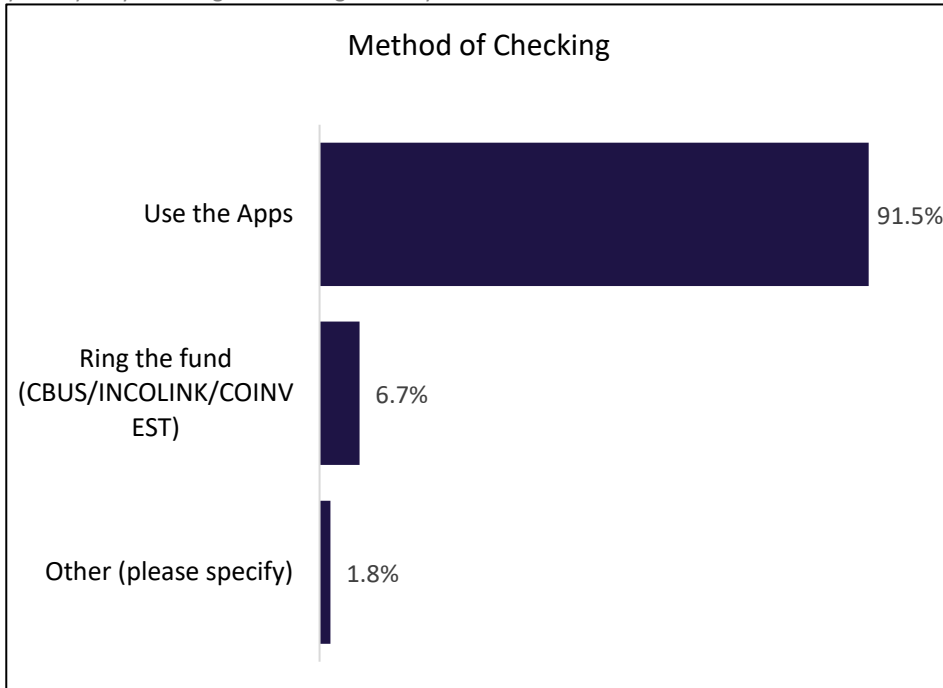


Q25: Should the EBA include that labourers and other workers sent out to dewater and/or make the site safe under the inclement weather clause (whilst other workers are in the sheds) be paid double time as has been common practice?

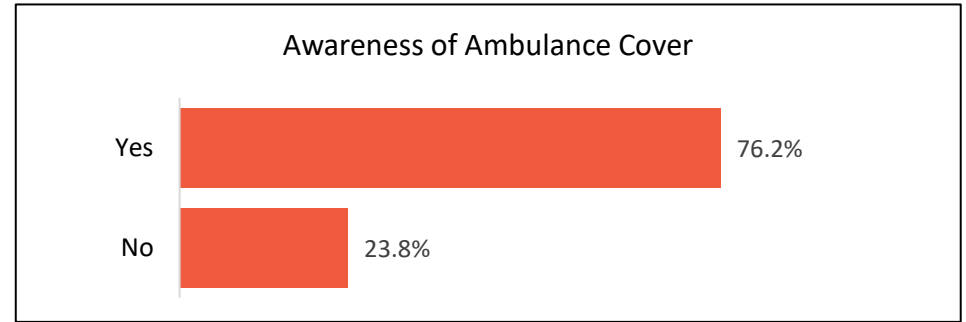
INCOLINK



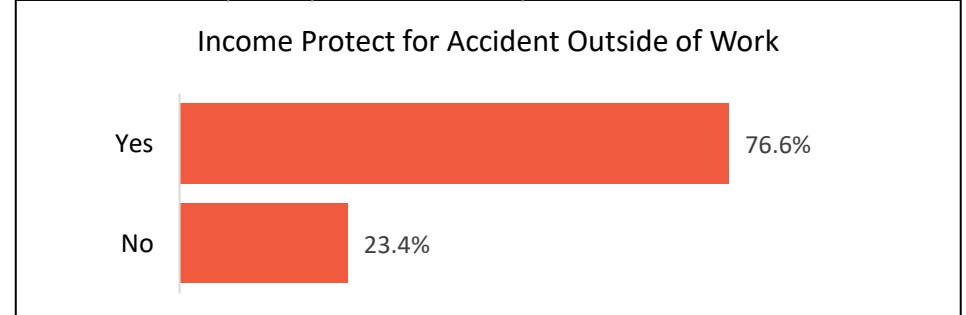
Q34: Do you check your compliance fund (CBUS Incolink CoINVEST) payments regularly or do you rely on your delegate checking this on your behalf?



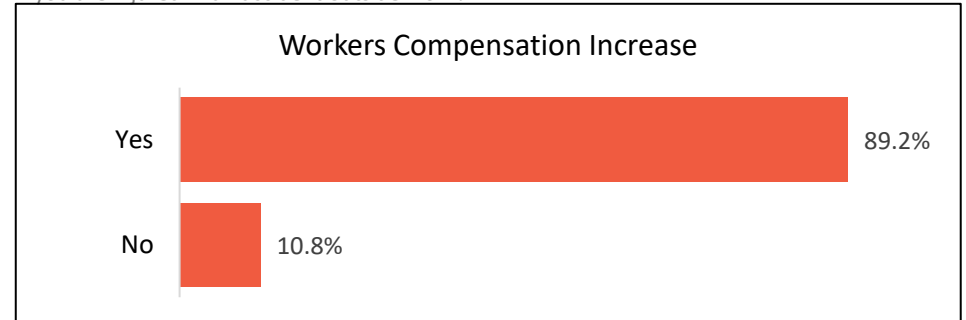
Q35: How do you check?



Q37: Did you know that your EBA Incolink contribution entitlement gives you Across Australia Ambulance cover for you and your immediate family?

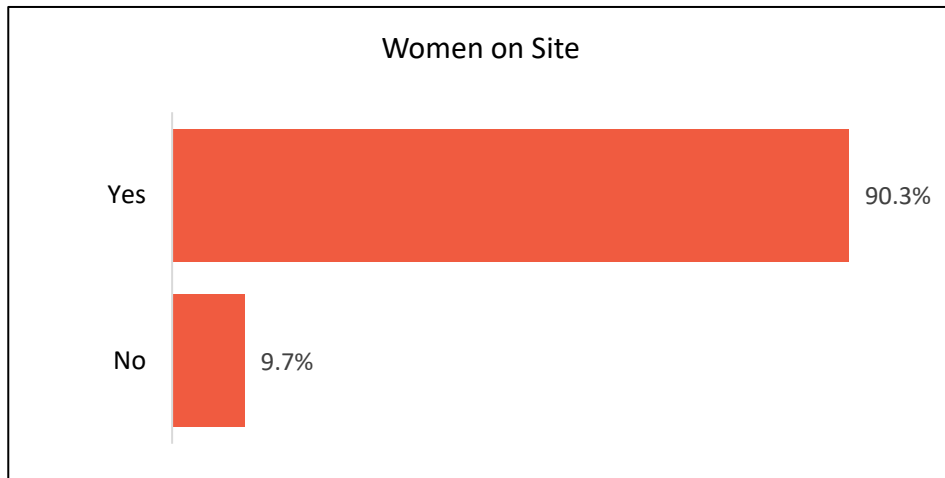


Q38: Did you know that your EBA Incolink contribution entitlement provides Income Protection if you are injured in an accident outside work?

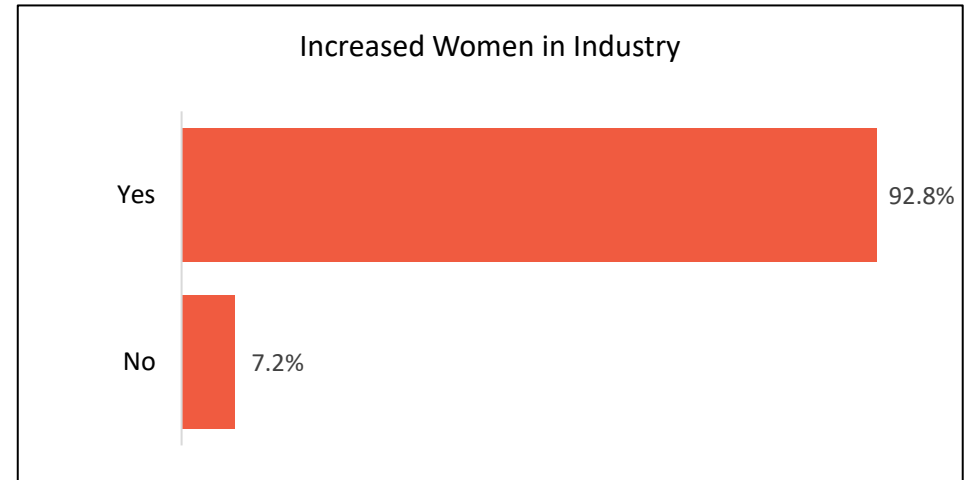


Q36: Should workers compensation 'make up pay' be increased from the 'standard weekly rate' to the 'pre injury average weekly earnings rate'?

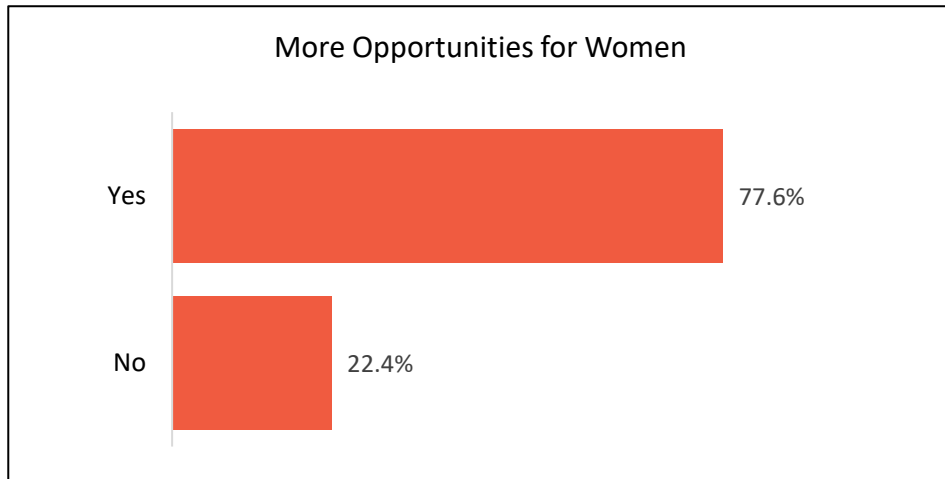
Gender Diversity



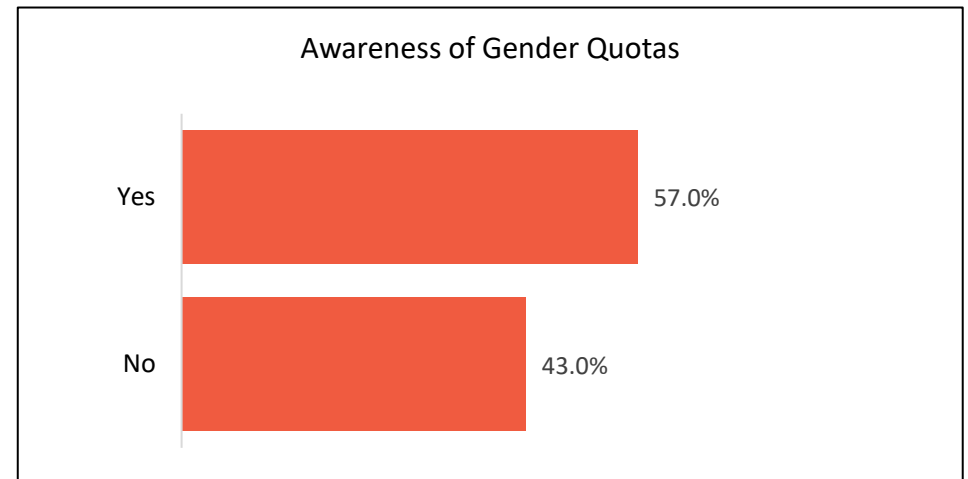
Q40-1: Have you worked with any women on your site?



Q40-2: Do you think the numbers of women working in our industry has improved?

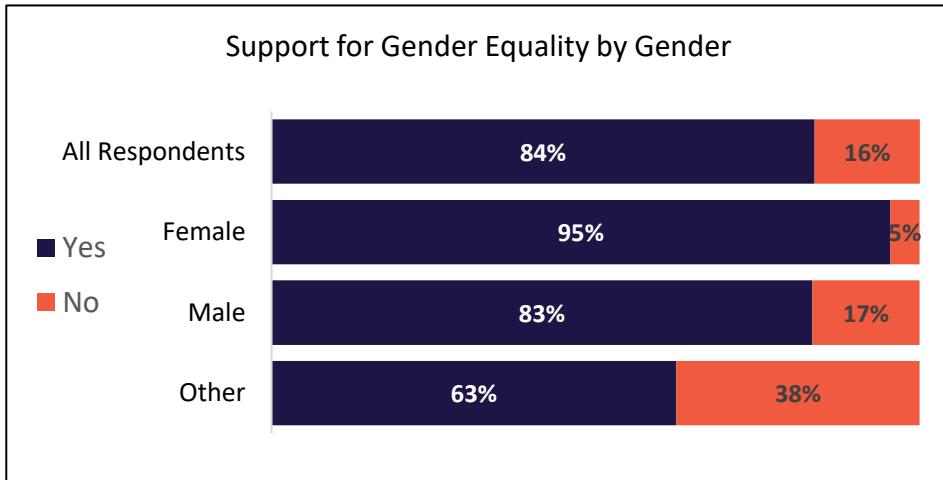


Q40-3: Should employers give more women the opportunity to work on site?

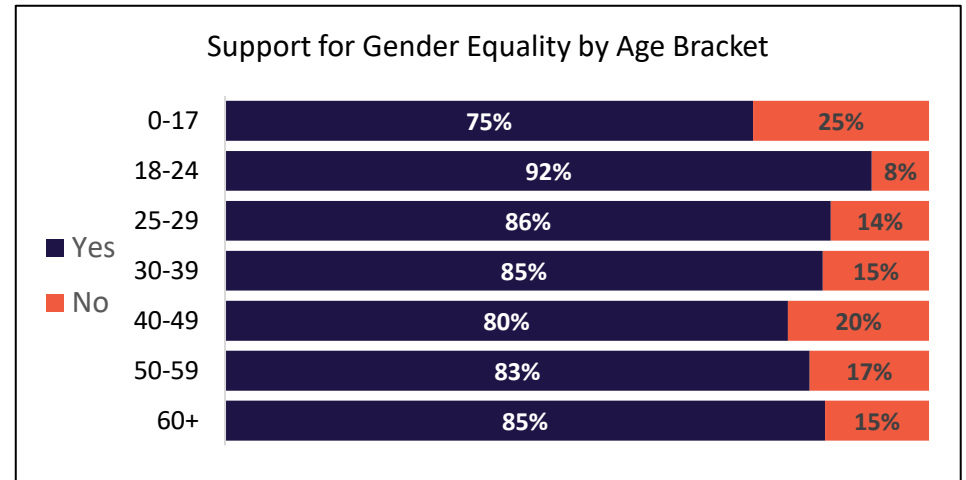


Q40: Did you know that the government has set quotas for the number of women to be employed on site on government projects?

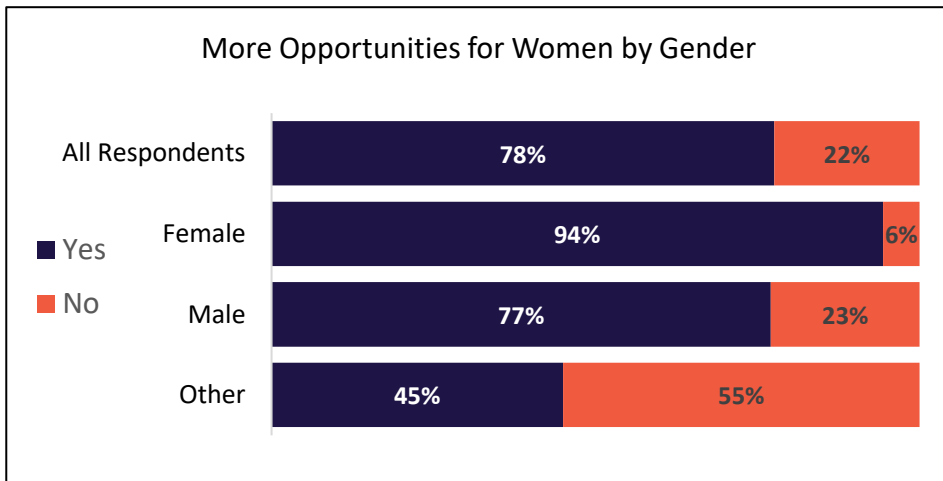
Gender Diversity



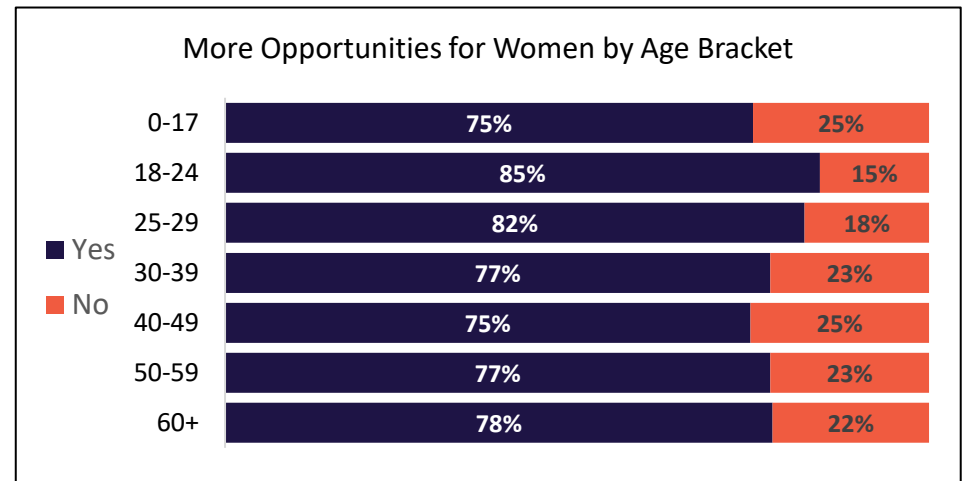
Q39: Do you support gender equality in the construction industry?
Q2: Which gender do you identify as?



Q39: Do you support gender equality in the construction industry?

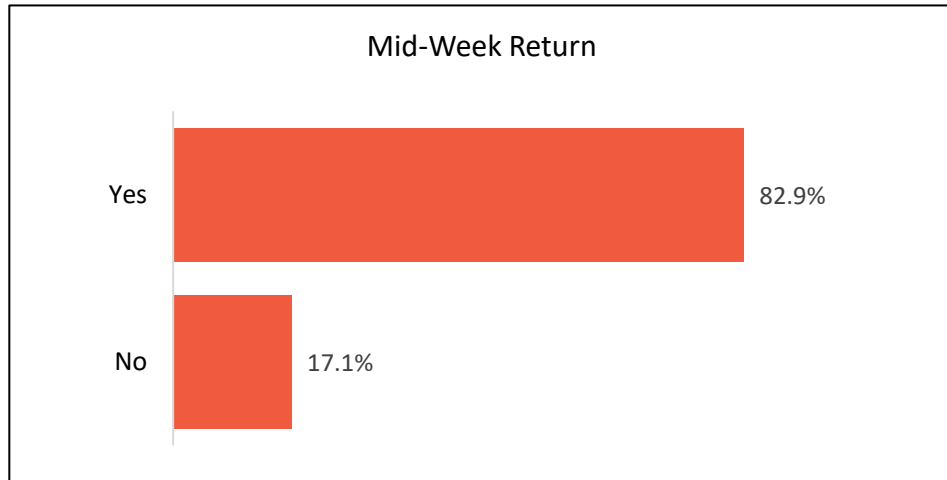


Q40-3: Should employers give more women the opportunity to work on site?
Q2: Which gender do you identify as?

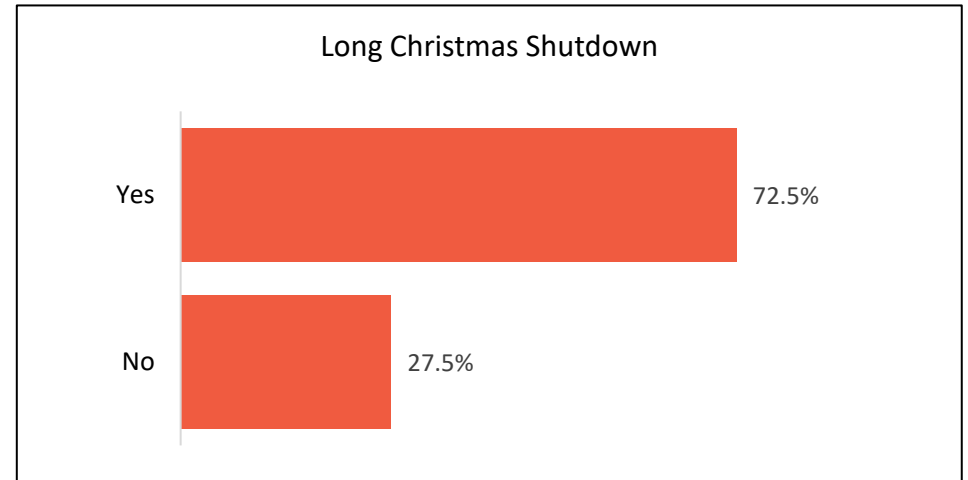


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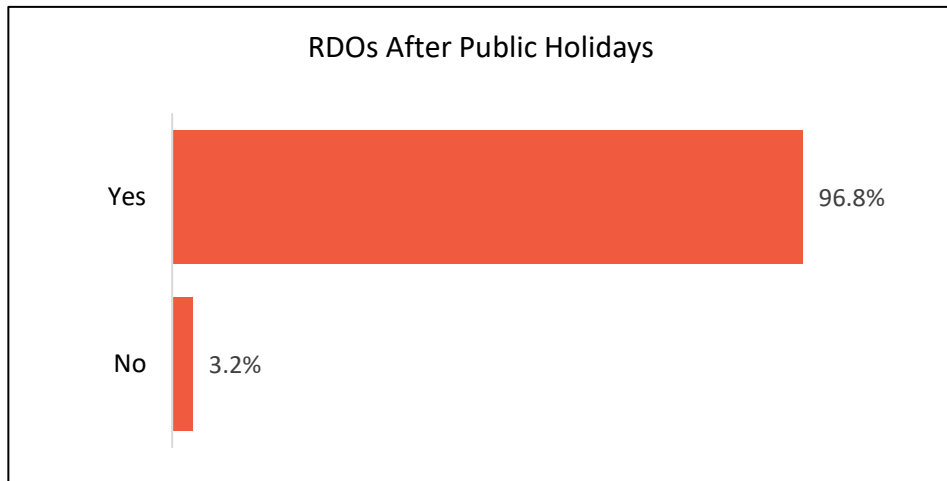
Leave & RDOs



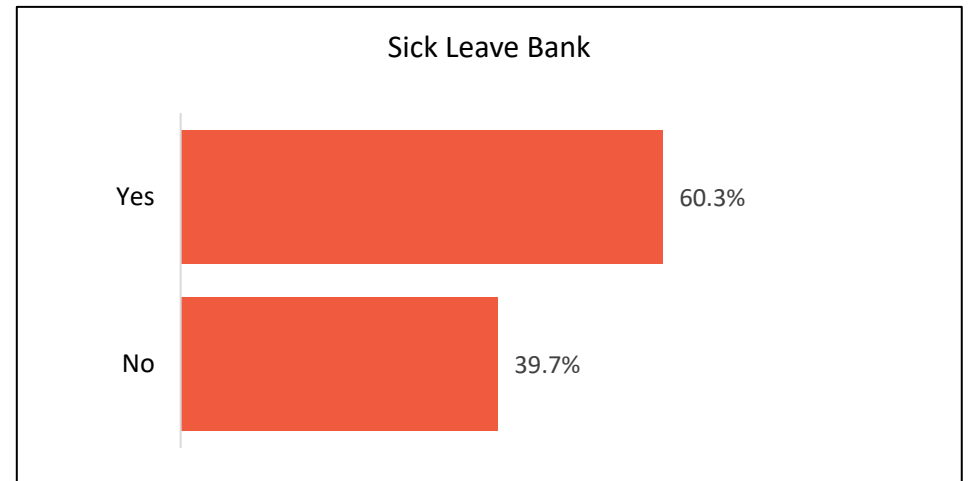
Q42: Do you enjoy returning to work after Christmas lock down mid-week rather than on the Monday?



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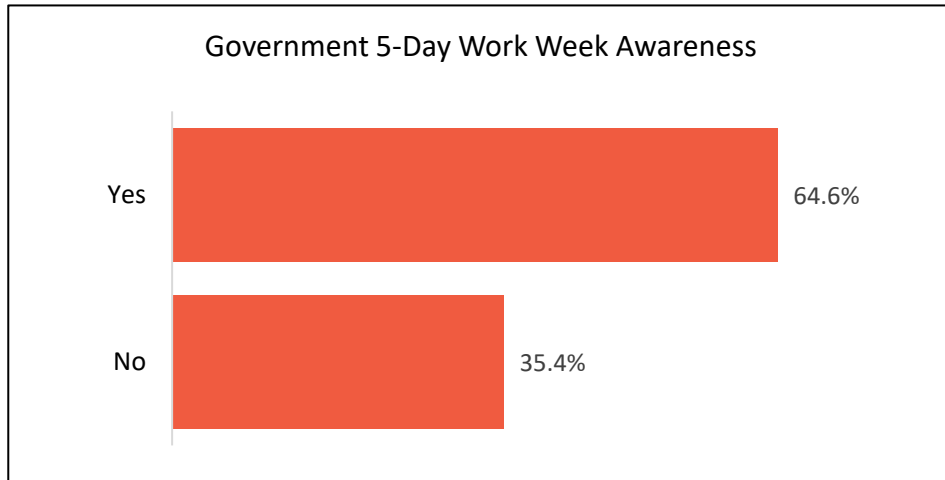


Q44: Are you happy with the current RDO calendar that moves some RDO's to the day after a public holiday? (e.g. Easter Break/Melbourne Cup etc.)

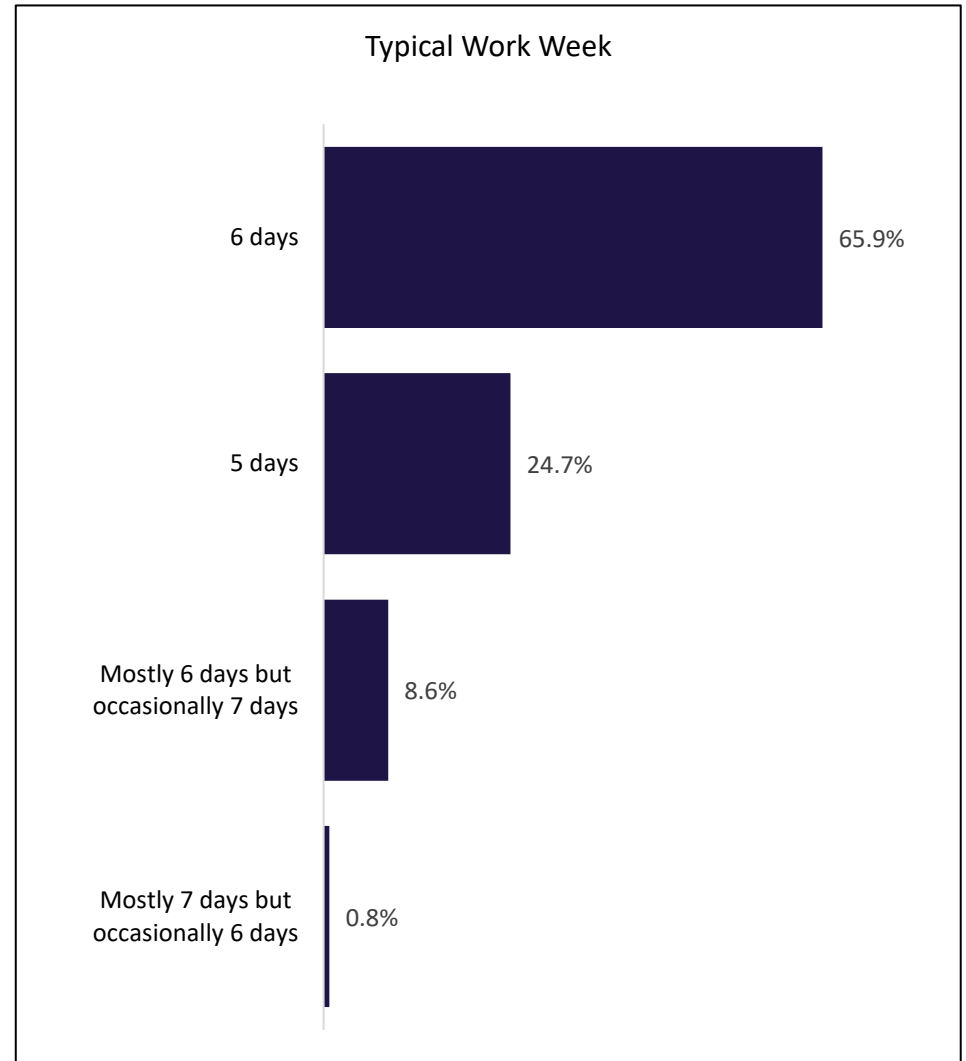


Q43: Should the EBA set out a requirement for a sick leave bank so that workers can donate sick day entitlements (other than sick days accumulated with Incolink) to other workers if they need it?

Work Week

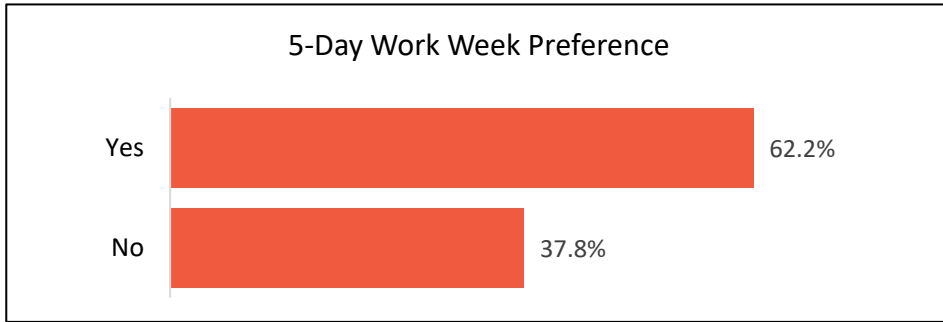


Q46: Are you aware the Victorian Government is currently trying to reduce the building industry to a 5-day work week?

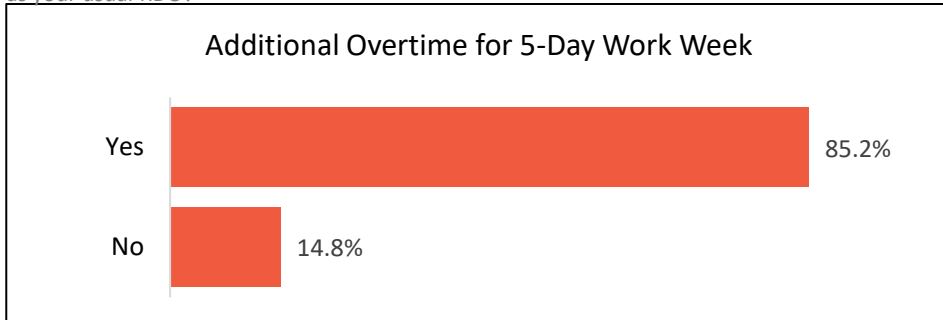


Q47: How many days per week do you typically work?

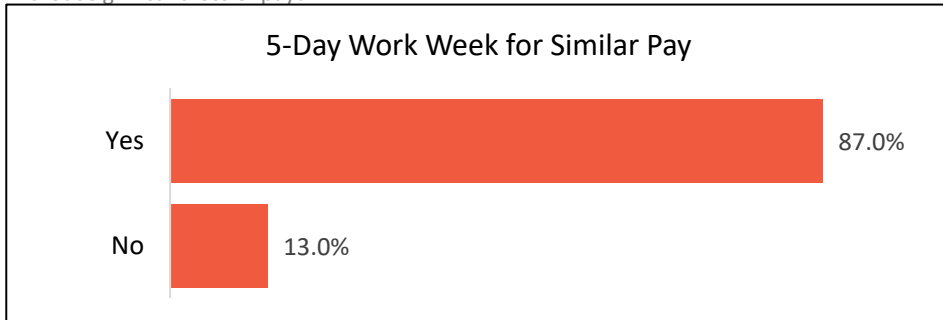
Work Week



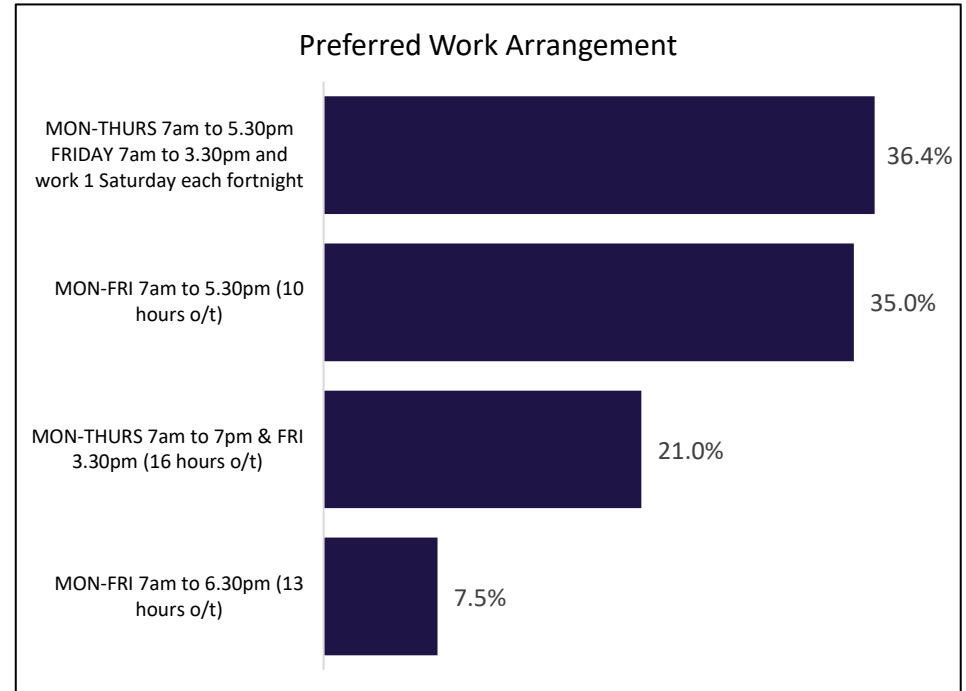
Q48: Would you prefer to work a five-day week so that you can enjoy a normal weekend as well as your usual RDO?



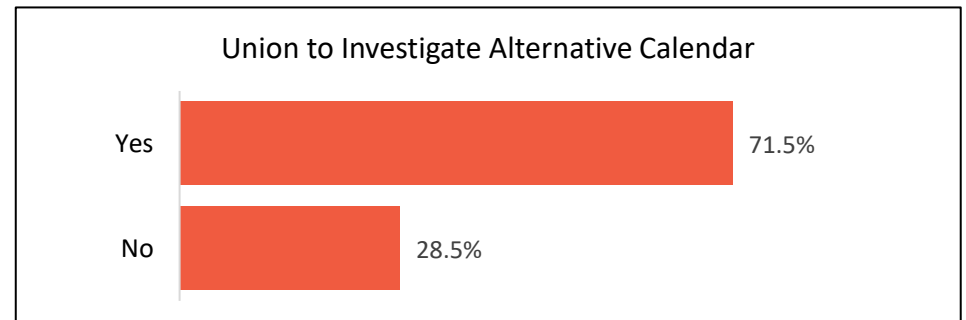
Q49: Would you be prepared to work extra overtime from Monday to Friday to get a 5-day week without significant loss of pay?



Q51: If you could earn similar weekly take home pay would you prefer working 5 days a week and having weekends off?

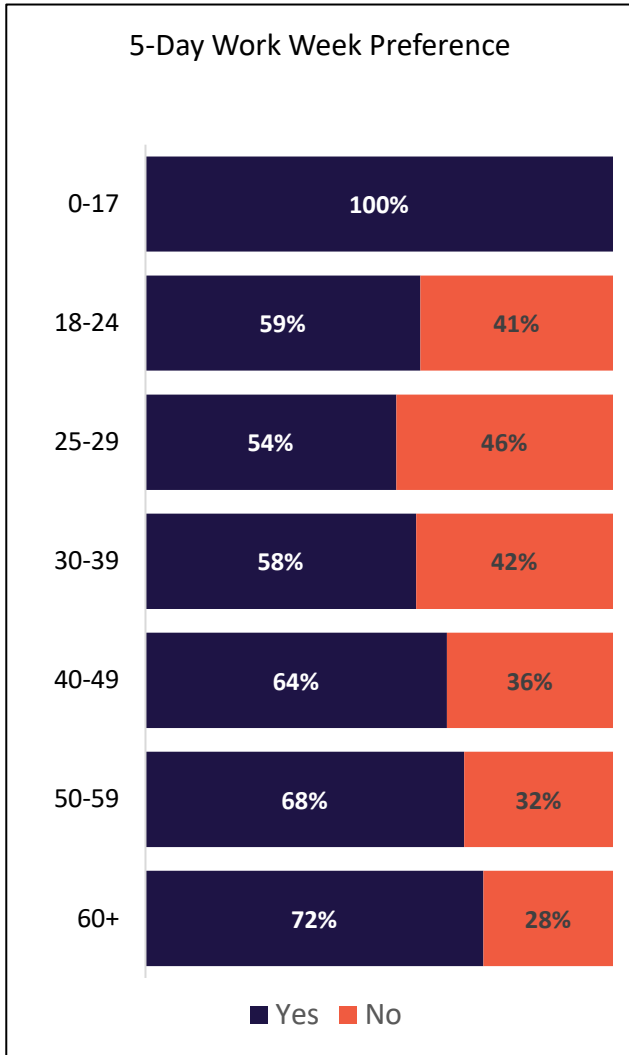


Q50: Which of the below work arrangements would you prefer?

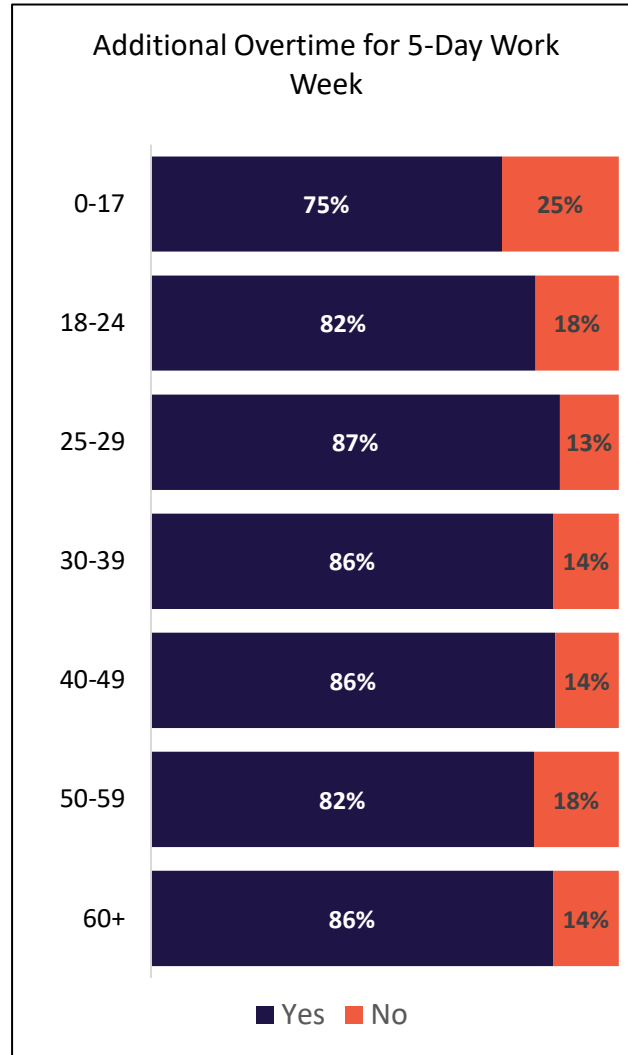


Q52: Would you like the Union to investigate alternative calendar options?

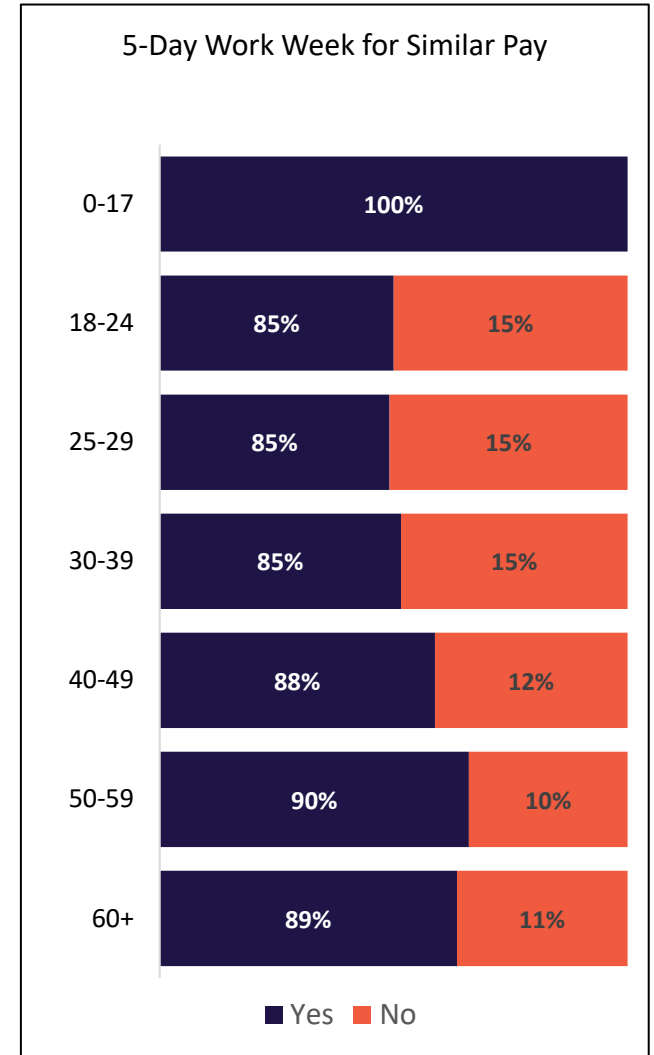
Work Week x Age



Q48: Would you prefer to work a five-day week so that you can enjoy a normal weekend as well as your usual RDO?

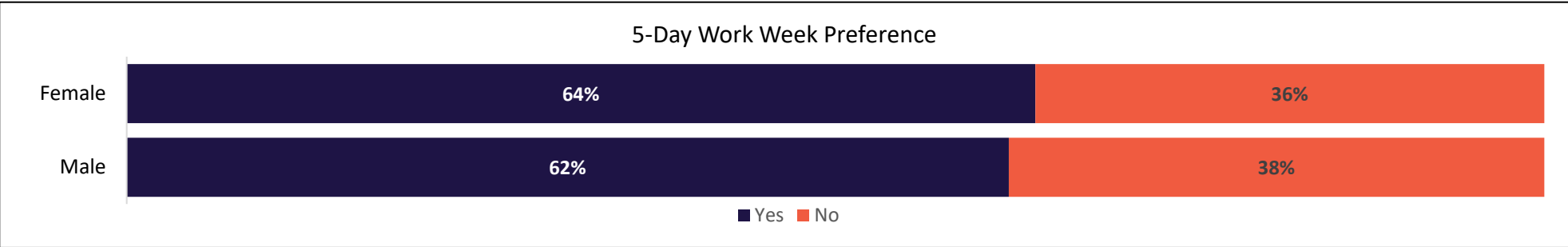


Q49: Would you be prepared to work extra overtime from Monday to Friday to get a 5-day week without significant loss of pay?

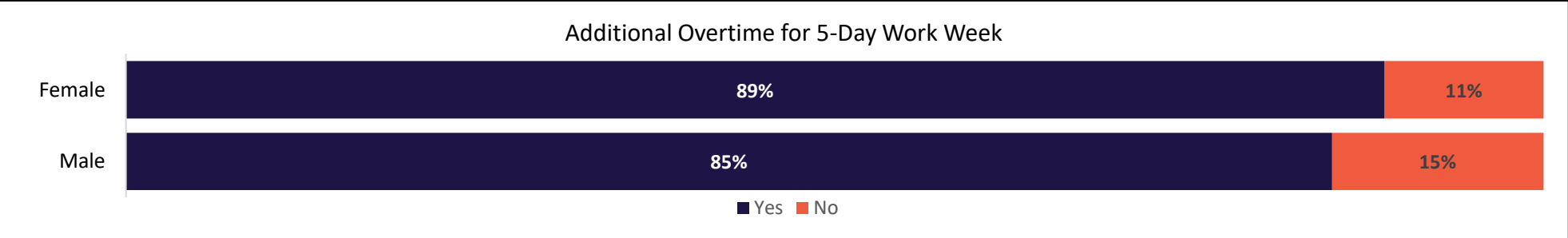


Q51: If you could earn similar weekly take home pay, would you prefer working 5 days a week and having weekends off?

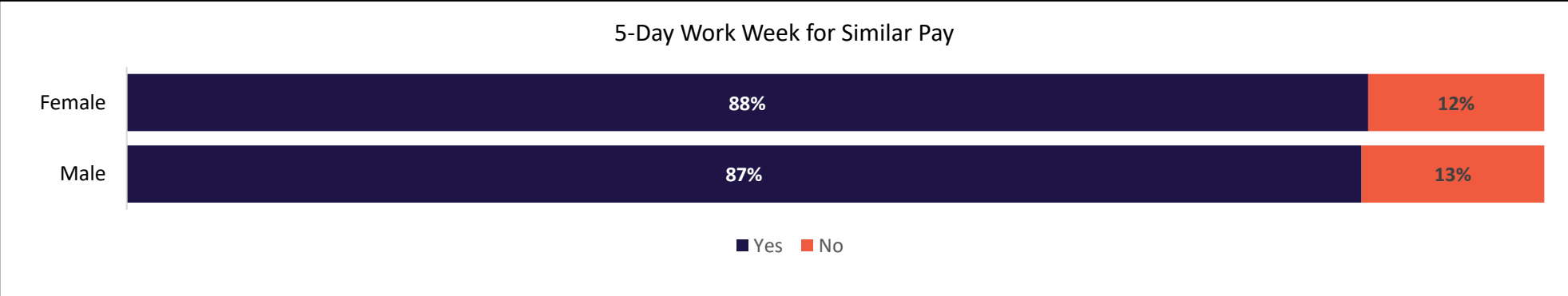
Work Week x Gender



Q48: Would you prefer to work a five-day week so that you can enjoy a normal weekend as well as your usual RDO?

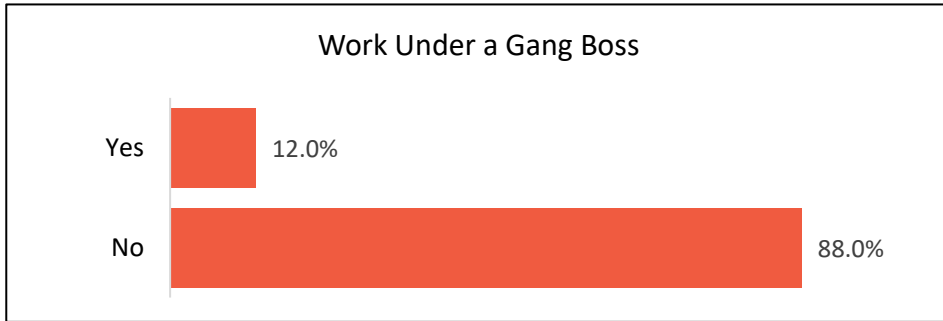


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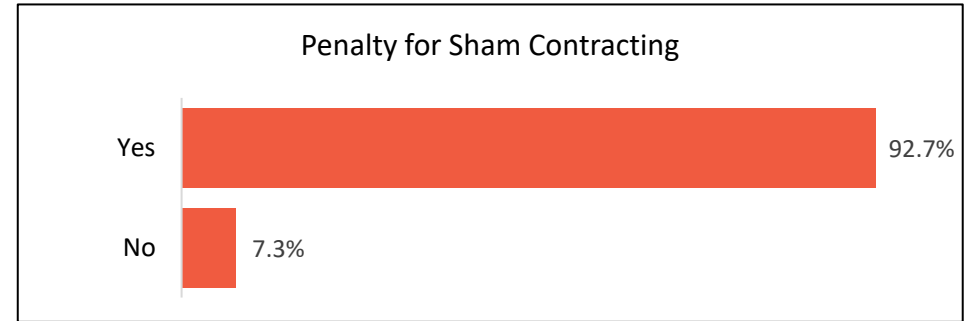


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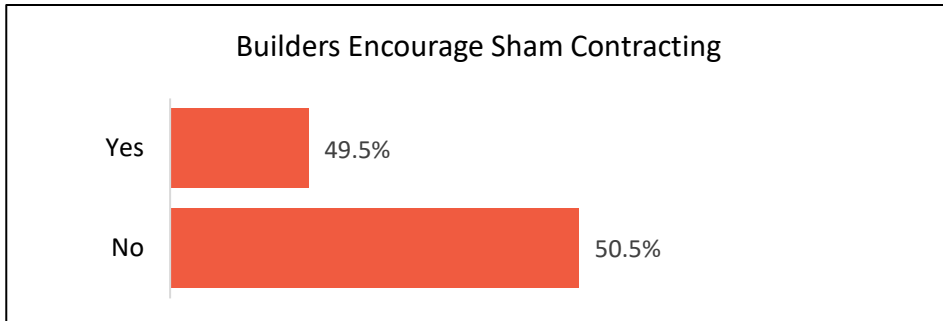
Sham Contracting



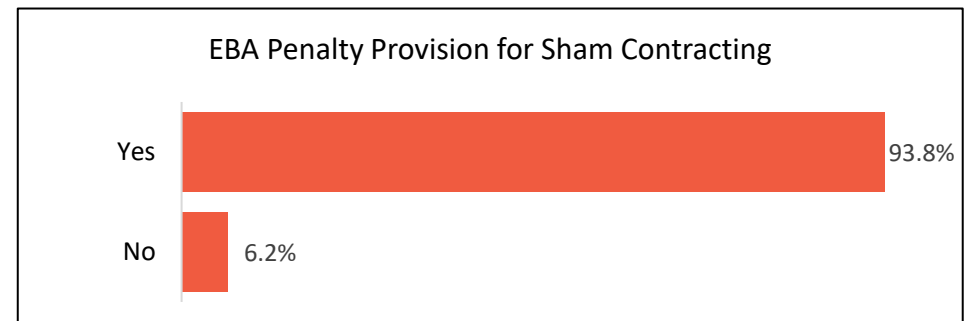
Q57: Do you work under a gang boss?



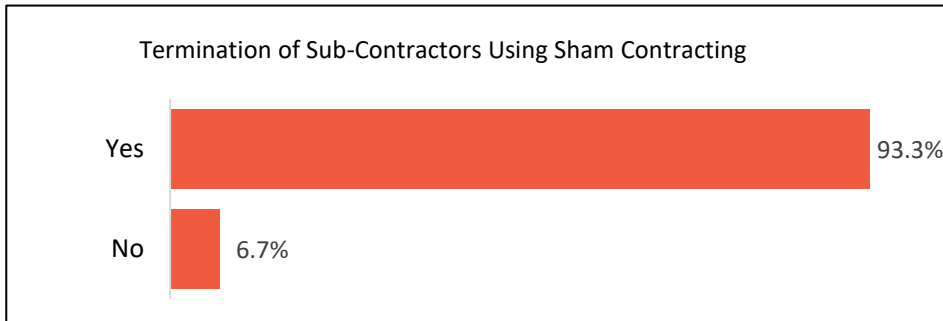
Q60: Should builders be penalised for allowing sham contracting?



Q58: Do you believe the Builders encourage sham contracting?

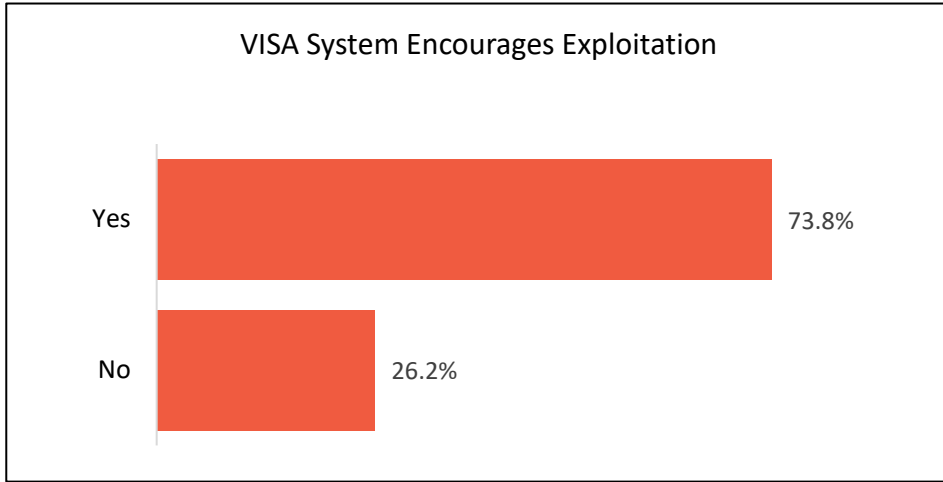


Q62: Should the EBA set an obligation for Builders that forces them to terminate contracts with subcontractors caught sham contracting on sites?

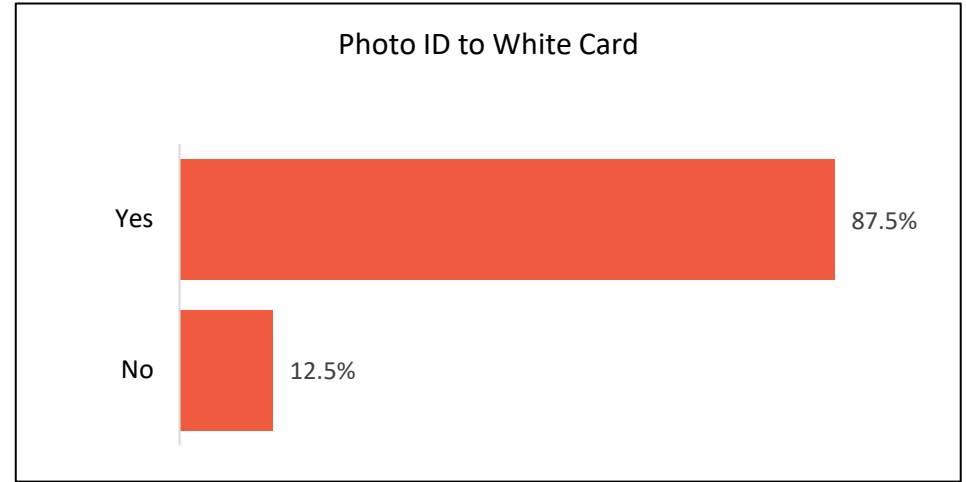


Q61: Should the EBA set out a penalty provision for builders who are caught allowing sham contracting on their site/s?

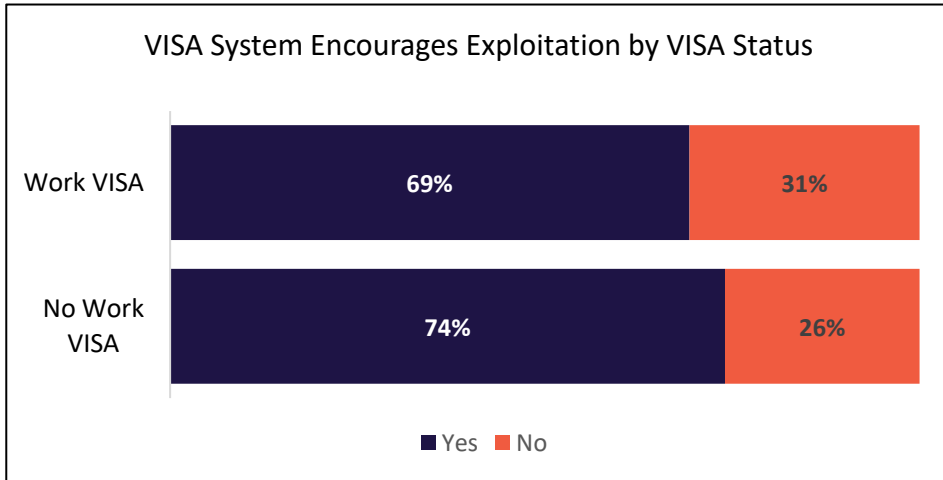
Visa Workers



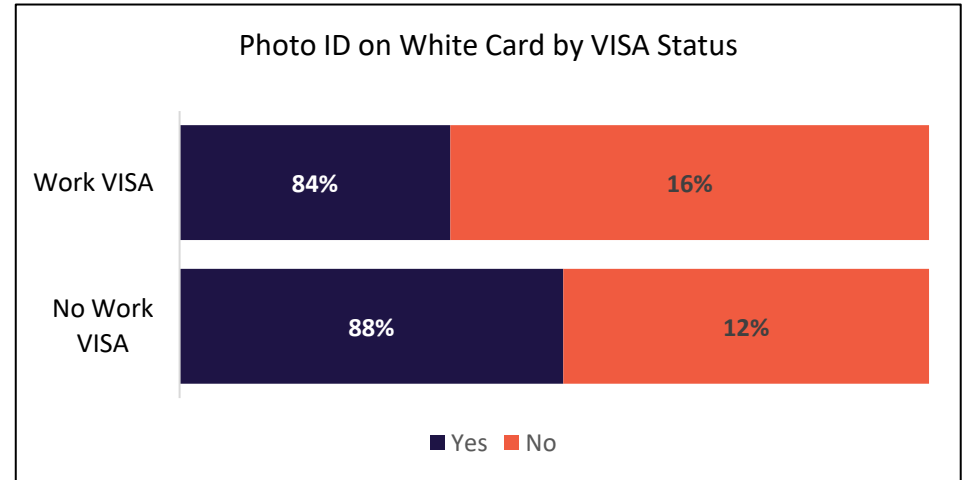
Q55: Do you think the Government's VISA system enables exploitation of workers on VISA's?



Q56: Should Photo ID be added to the 'White Card' system to assist in preventing temporary Visa holder fraud on site and exploitation of VISA workers?

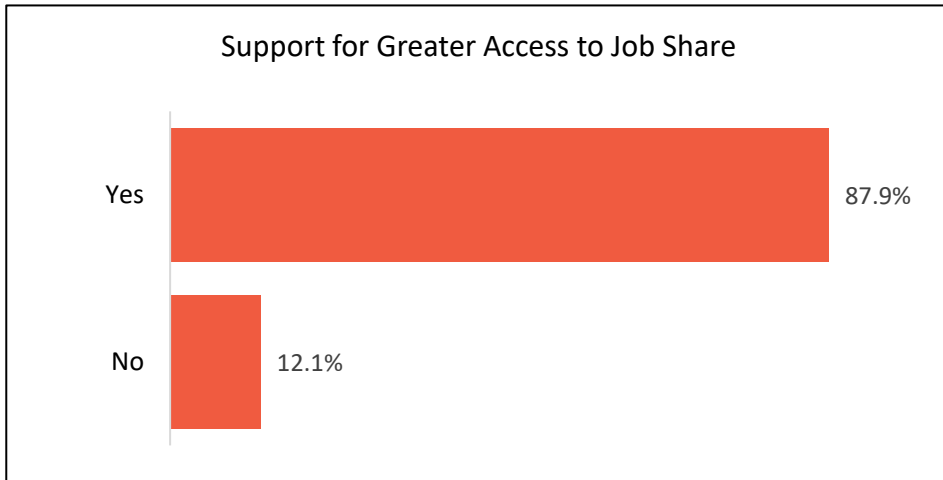


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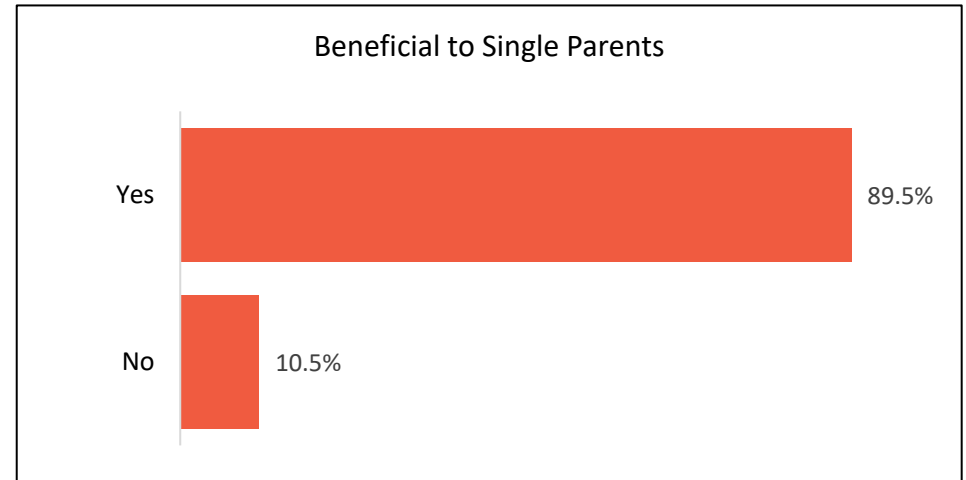


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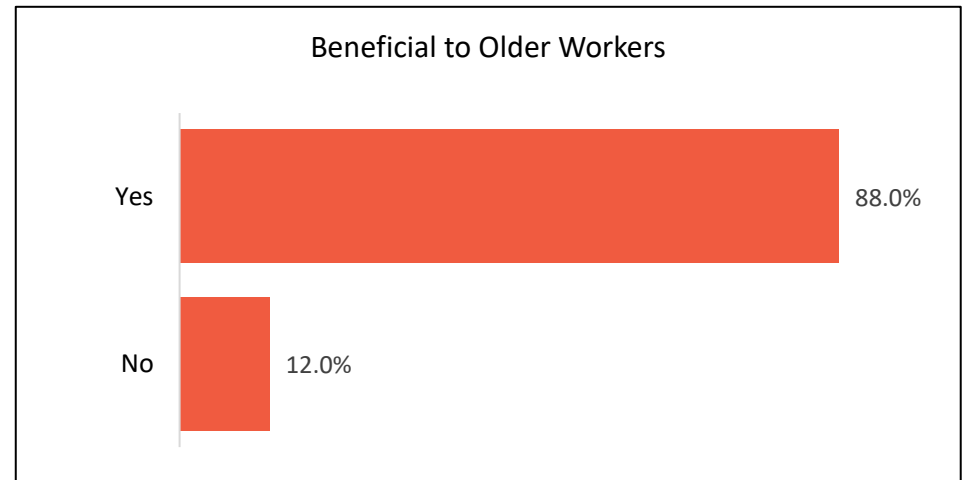
Job Share



Q53-1: Would you like to see access to job share arrangements for those who would like it?

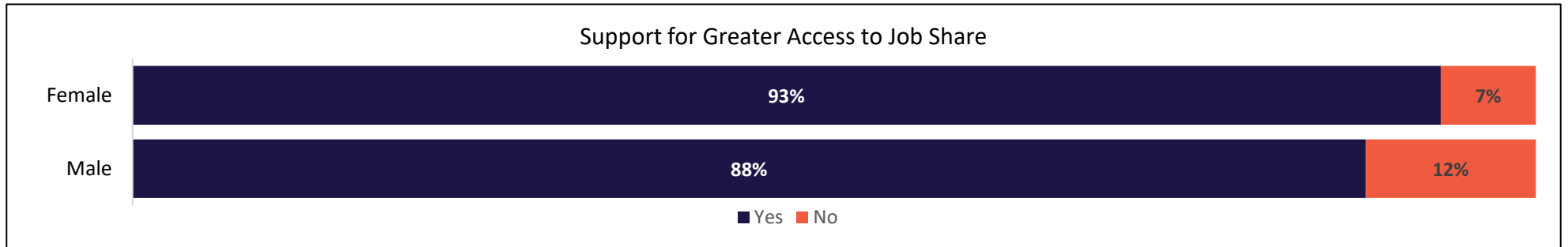


Q53-2: Do you think access to job share arrangements would be beneficial for single dads & mums with childcare responsibilities?

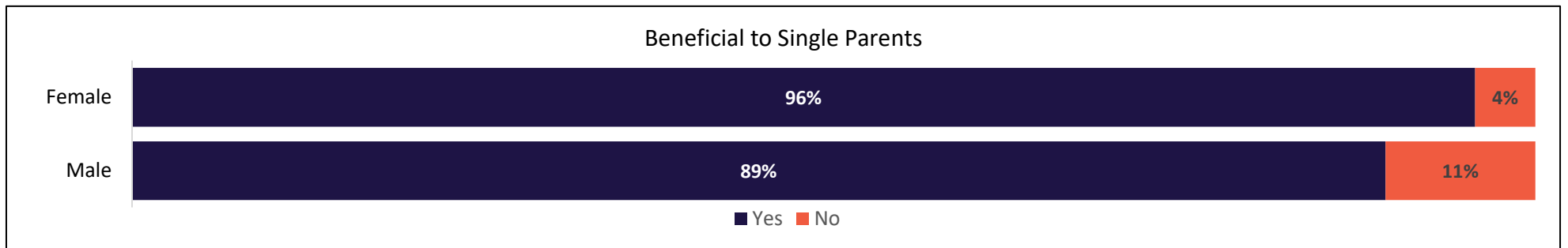


Q53-3: Do you think access to job share arrangements would be beneficial for older workers looking to transition into retirement?

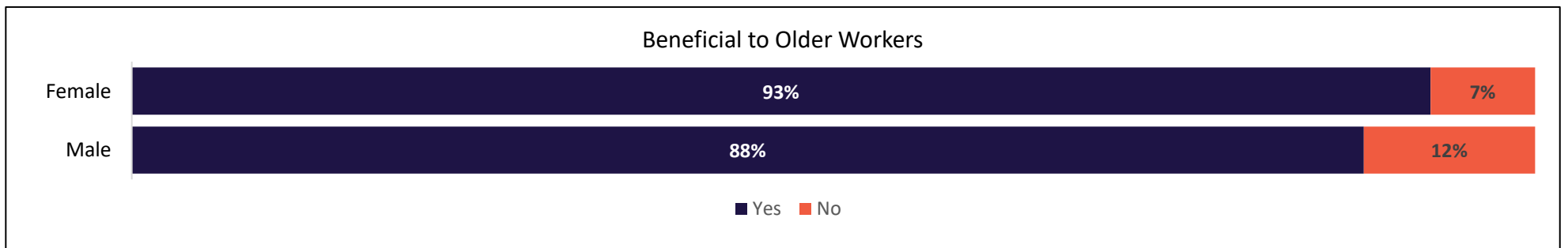
Job Share x Gender



Q53-1: Would you like to see access to job share arrangements for those who would like it?

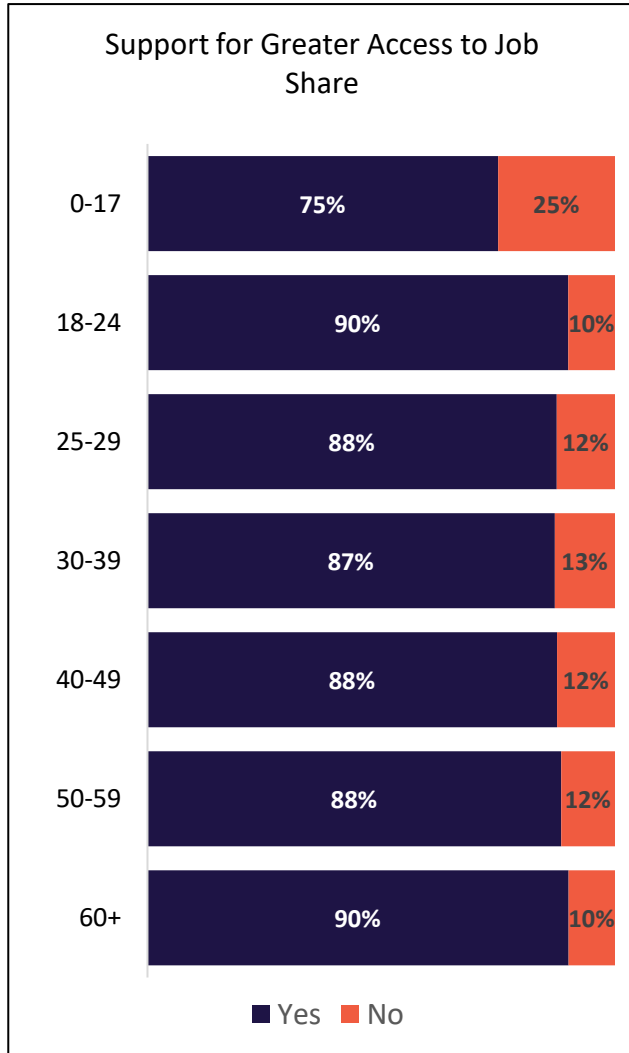


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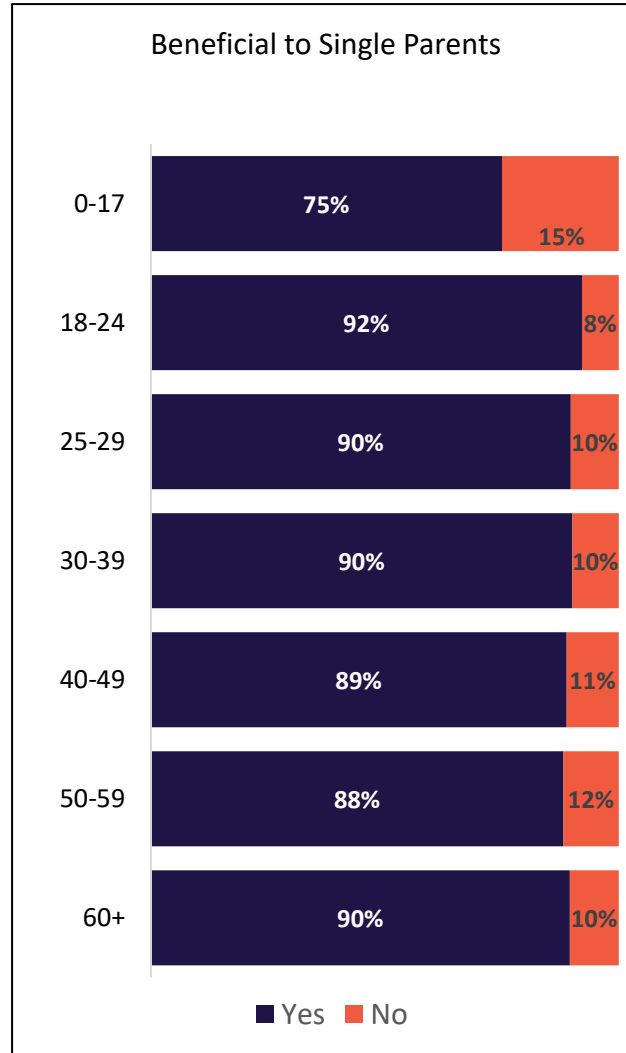


Q53-3: Do you think access to job share arrangements would be beneficial for older workers looking to transition into retirement?

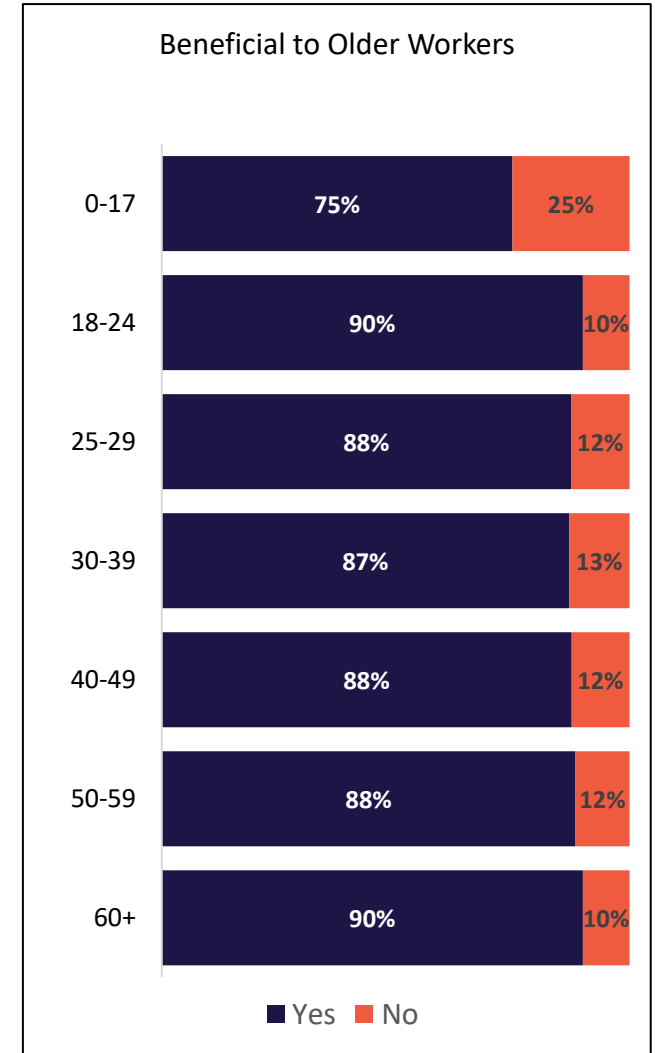
Job Share x Age Bracket



Q53-1: Would you like to see access to job share arrangements for those who would like it?



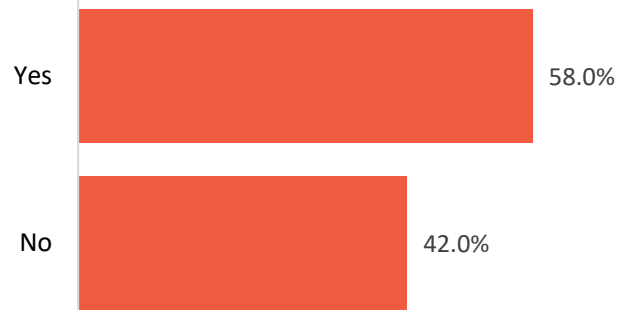
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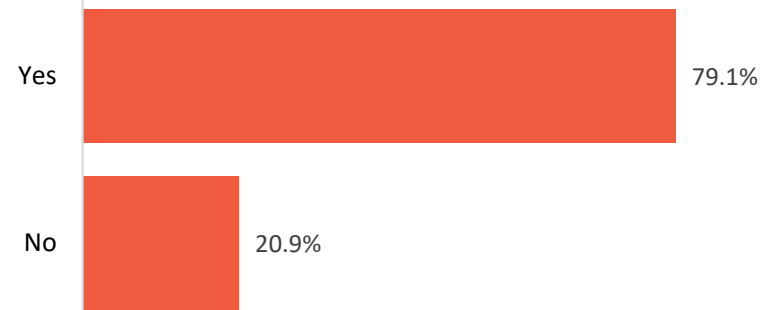
Trade Licences

Awareness of CFMEU Lobby for Trade Licences



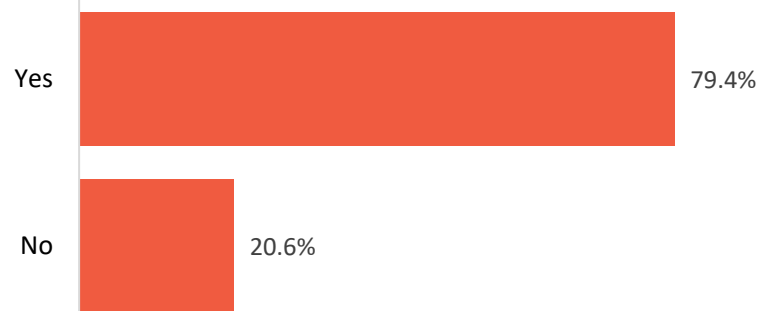
Q54: Are you aware the CFMEU successfully lobbied the government to get trade licencing for our trades?

Effectiveness of New Trade Licences to Prevent Non-Compliant Building Works



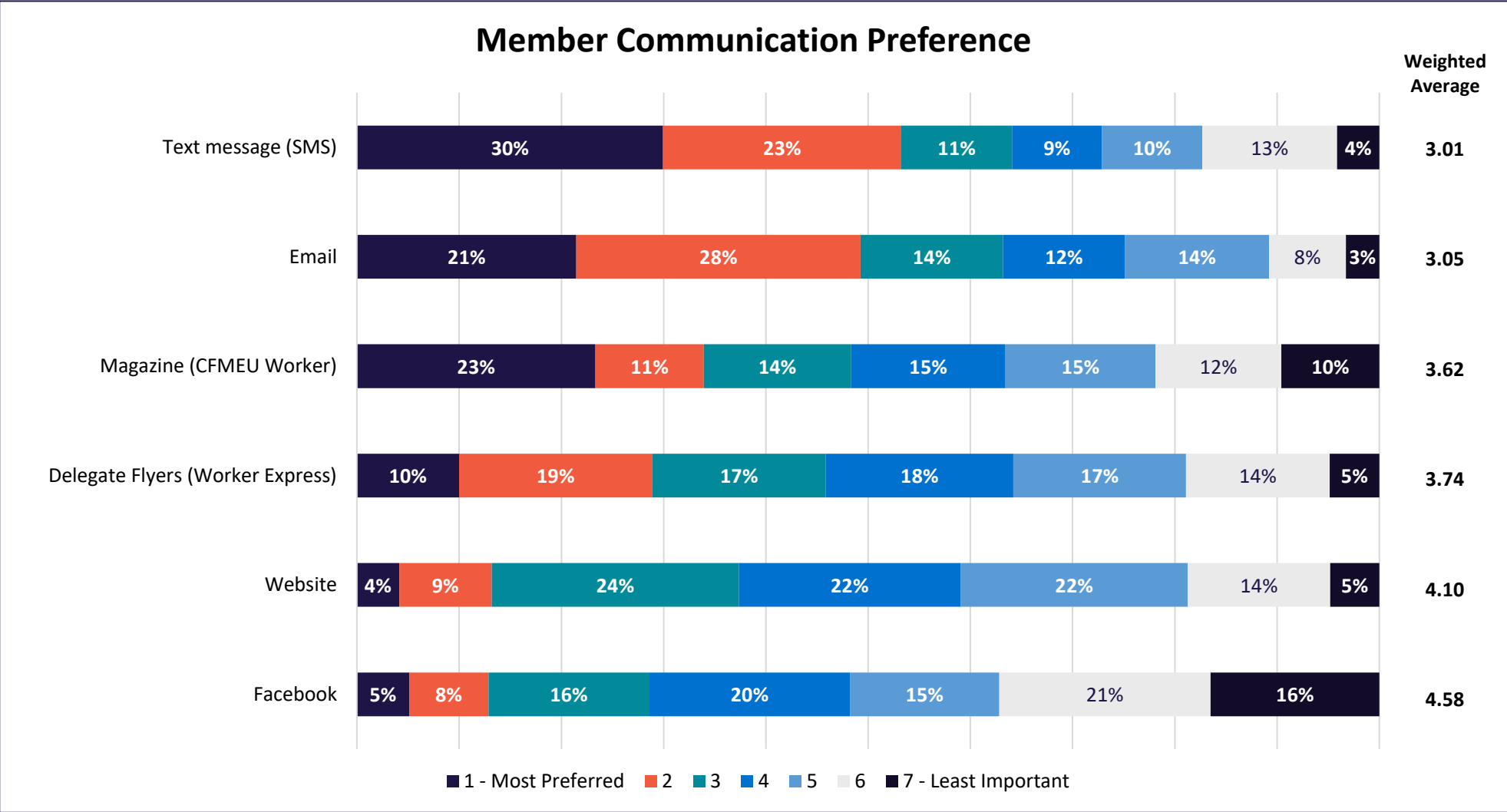
Q54: Do you think the new trades licence will help reduce non-compliant building work?

Do Trade Licences Prevent Use of Untrained Workers



Q54: Do you think the new trades licence will help prevent employers using untrained workers for trained trades work?

Communication Preference



Q66: Order 1-7 the ways you would most like to hear from your Union (1 is BEST for you):