

18TH MARCH 2025

RESOLUTIONS

CFMEU VICTORIA SHOP STEWARDS MEETING

RESOLUTION 1: RESPECT AND RESPONSIBILITY

This meeting of Victorian Shop Stewards reaffirms our union's commitment to supporting women in construction and ensuring safe workplaces free from violence and harassment.

There is no place for men's violence towards women in our society, our workplaces or our union.

We as representatives and leaders within our union have a vital role to play, and we commit ourselves to this task.

We recognise sexual harassment and gendered based violence as a workplace health and safety issue that harms our members, and we stand united against it.

We direct the Victorian Branch of the Union to allocate resources for education and training on these issues and to establish a partnership with a relevant women's safety organisation to support members facing violence at work or home.

Additionally, we fully support the work of Lisa Zanatta and the Victorian Women's Committee.

RESOLUTION 2: CRIMINALITY IN THE INDUSTRY

This meeting of Victorian Shop Stewards is committed to an industry free of intimidation and corruption.

Construction workers have built our union over the last 150 years, and the current issues facing the industry damage the union, the members and the issues we have fought for.

Corruption and people operating in their own interests damage our union and its members.

We put a line in the sand. The Union must not be a safe haven for criminals or corrupt elements.

We call on any and all investigations to turn their focus to the elements in the industry that are using the name of the CFMEU for their own purposes. Employers, bosses and criminal elements who want to use the CFMEU must be called out.

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RESOLUTION 3: PROTECTING AND EMPOWERING THE ROLE OF SHOP STEWARDS

The role of Shop Stewards is the backbone of our Union.

This meeting of Victorian Shop Stewards supports the framework put to the meeting by National Secretary Zach Smith to protect and empower this critical role, which includes:

- Shop Stewards will be required to have 5 years of uninterrupted membership, industry experience and a demonstrated commitment to union values and principles. Shop Stewards should be employed on a full time and direct basis.
- Shop stewards must be elected by the members on the job that they represent at the commencement of the project and once during the life of the project.
- The Union will put in place a process to ensure that the recruitment and transfer of delegates will be made accountable. The recruitment and transfer of shop stewards must come to a meeting of the senior branch leadership.
- To the greatest extent possible, before election, potential shop stewards will be placed with an experienced shop steward for a process of mentoring for 12 months.
- All Shop Stewards will be required to sign the National code of conduct.
- All new shop Stewards will have a comprehensive induction, including:
 - History and achievements of the CFMEU
 - Union Values
 - Role of Shop Stewards
 - Safe and supportive workplaces
- In due course, all existing Shop Stewards will be inducted through the above process.
- We recommit the expectation of all Shop Stewards to perform their duties to their full capacity, including but not limited to:
 - Making sure their workplace is 100% financial; and
 - Being on the job; and
 - Compulsory report back meeting;
 - Attendance at union meetings; and
 - Representing members to our fullest extent including seeking assistance where necessary.
- All shop stewards are expected to conduct themselves in a manner that reflects the union's statement of values.