

9. More Training for our Organising Officials, Staff and Delegates
We are embarking on a new training program for union organisers, staff and delegates.
It will strengthen our organising capacity so that we are equipped to meet the challenges in the industry.

10 Building Solidarity Across the Movement
We are proudly part of the Building Industry Group of Unions (BIG Unions).
We recognise that unity is essential to getting through administration and emerging stronger.



We will also engage with the broader trade union movement rebuilding relationships and our alliances to advance the shared interests of all workers.

11. Dare to Learn, Dare to Win
The Branch's Training and Education Centre is a leader in delivering high-quality, union-run training to our members.
Over the next three years, increased funding will see more members receive the education they need to thrive in the industry.

We will safeguard our full control over the Training Centre as our training program is the foundation of worker power and we will safeguard it.



12. Fighting for a Better Society
We are the Union of green bans and we have always stood against war, conscription and apartheid.

We will campaign for broader social justice outcomes and a better deal for working people including a major push for increased investment in public housing to address the housing crisis and create secure construction jobs.



GETTING ON WITH THE JOB

ZACH SMITH *ACTING VIC/TAS SECRETARY*



As the leader of the CFMEU in Victoria, I am determined to build a stronger, more powerful union to get out of administration and return the union to its members.

I have developed a plan, endorsed unanimously by Shop Stewards which goes to the heart of what we need to keep delivering for members, defending our hard-won conditions and build the union for the future.

This is a plan that will get us through administration, protect the members and grow the union.

THE 12-POINT PLAN

1. Building a Bigger Union
2. Keeping the Vic/Tas Branch Strong and Effective
3. Governance
4. Protecting and Empowering the Shop Stewards
5. Target 1000: The Role-Out of the 2024-2027 Industry Agreement
6. Gearing up for the 2026 Bargaining Campaign
7. Lifting Industry Standards
8. Better Member Comms
9. More Training for our Organising Officials, Staff and Delegates
10. Building Solidarity Across the Movement
11. Dare to Learn, Dare to Win
12. Fighting for a Better Society.

CFMEU
VICTORIA



1. Building a Bigger Union

We want to grow beyond the record 36,000 financial members that we currently have as we are stronger when we are bigger.

We are signing up more builders to the industry agreement and increasing our presence in other sectors of the industry.

2. Keeping the Vic/Tas Branch Strong and Effective

We will be accountable and maintain our strong financial position so that our power and resources will not be weakened.

We will ensure that the Branch returns a surplus each year, building long-term financial sustainability and making sure that we can campaign, organise, and grow.

3. Governance

While the Union remains under administration, the Branch will be led by the Union's National Secretary, supported by an Executive Committee comprised of Coordinators drawn from the Branch's officials.

To enhance transparency and member engagement, a Branch Advisory Committee will be established, elected by and from the Branch's Shop Stewards.

We will also support National Delegates Conventions to discuss the future direction of our national union.

We will hold a Victorian delegates convention and support a national delegates convention.

4. Protecting and Empowering the Shop Stewards

The Shop Stewards are the backbone of our Union, and strengthening this role is a top priority.

A new structure will ensure Stewards are experienced and accountable. They will undergo mentoring, an induction and sign a union code of conduct.

They will need five years continuous financial membership, be directly employed, and elected by their workmates at the start of and during the life of a project.



5. Target 1000: The Role-Out of the 2024-2027 Industry Agreement

The Target 1000 campaign is on track as we are rapidly signing employers to the 2024-2027 industry agreement.

That means more construction workers covered by a Union agreement and benefiting from improved wages, conditions, and job security.

We won't allow administration to be used as an opportunity to not sign the industry agreement and we are taking industrial action to ensure our members get the wages and conditions they deserve.



6. Gearing up for the 2026 Bargaining Campaign

The next round of bargaining will commence in the second half of 2026, ahead of the expiry of the current agreement on 2 July 2027.

A meeting will be held for all financial members to determine priorities and to put together a log of claims.



7. Lifting Industry Standards

We will improve standards across the construction industry by advocating for the mandatory licensing of trades in Victoria — beginning with carpenters.

We are stepping up efforts to eliminate sham contracting and other forms of worker exploitation.

We are hiring a Compliance Officer to ensure that all employers pay correctly.

8. Better Member Comms

We are investing in more communications staff within the Branch.

Regular video updates will keep members informed and engaged, and a new on-site newsletter will be circulated during months when the union journal is not published.

