

THE

REWARD

THE ANNUAL PUBLICATION FOR VICTORIAN CONSTRUCTION WORKERS 2019



**CHRISTMAS CLAIMS
CUT-OFF: 25 OCTOBER**

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cut-off date may not be
paid in 2019.

>> THE CALL OF DESTINATION MARATHONS

How fitness triumphs are becoming the popular way to spend leave



Running a marathon has never been an easy feat, even for the most agile of us, but more and more of us are ditching the traditional holiday to spend time in lieu achieving fitness triumphs. It's known by trend analysts as the "second running boom" in history.

The sense of personal achievement and binding community spirit is the call that brings many people to the starting line of a marathon. And while not everyone is pushing for the record, these events are giving much needed inspiration to workers accustomed to the daily grind.

Whilst marathons used to represent the pinnacle of human fitness and for a long time were only accessible to athletes who'd spent years in training, they are becoming more and more

accessible to the public with recreational runs popping up increasingly around the world. And not only that, the age of the average participant is 39 years-old, increasing from what it was thirty years ago.

London, Boston, Berlin and Tokyo are home to the world's most popular public marathons and they pull thousands of runners annually, all striving to reach the finish line. Sarah Sellers, runner-up of the 2018 Boston Marathon, is a full-time nurse at Arizona Hospital and attributes her recreational running career to a desire to achieve something bigger than the 9 to 5.

A 2019 study by the IAAF has shown that recreational marathon runners these days are more inclined to travel overseas to race and their focus is less results-based and more on the social, psychological and health benefits of running. As a form of aerobic exercise, running can reduce stress, improve heart health and even alleviate

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symptoms of depression. With this knowledge, it's little wonder many health practitioners refer to exercise as the closest thing to a miracle drug.

When 41 year-old Sinead Diver participated in a 10km corporate running event around the Tan in 2010, she had no idea she'd go on to win the Melbourne Marathon in 2018. The mother of two has her hands full during the week but she makes time to fit in regular running sessions with her sights set on international recreational marathons next year.

Upcoming Victorian Marathons

10 nov Marysville
Marathon Festival

24 nov Run for the Young
Marathon, Lilydale

31 dec NYE Rock Around The
Clock, You Yangs

23 feb Wangaratta
Marathon



When it comes to making fitness a more desirable priority for the average employee, destination marathons are a popular way to couple personal growth with vacation on annual leave.

With marathons in some of the world's most desirable holiday destinations, such as Athens, Rome, Dublin, Chon Buri and Paris; there's no wonder so many workers are turning their annual leave into prosperous ventures of personal growth and wellbeing.

>> Want to get involved in a local marathon? visit runcalendar.com.au/vic to start your search.



Are you and your mates ok?!

In October 2019, Mental Health Week will again focus on how we live, learn, work and play - realising it's a combination of factors which impact our mental wellbeing.

On average, one in eight men will experience depression and one in five men will experience anxiety at some stage of their lives. Blokes make up an average six out of every eight suicides every single day in Australia. The number of men who die by suicide in Australia every year is nearly double the national road toll.

Looks can be deceiving. Even more so for Tradies. The tough exterior of those donning hard hats, boots and hi-vis shirts is hard to go unnoticed. But, for some, behind this rugged exterior lies a personal struggle with depression, anxiety or substance abuse.

Statistics show that mates in the construction and similar trades are 70% more likely to commit suicide than their behind-the-desk counterparts. These men are also six times more likely to die from suicide than workplace accidents.

But why is it so hard for Tradies to open up and talk about their struggles? The tricky part is to find out if someone is going through anxiety or depression and needs help. While it's difficult to say if you are

capable of solving anyone's problem, it's easy to say Are you OK?

National initiatives such as 'RUOK?' and Mental Health Week encourage Australians to connect with people who have emotional insecurity, to address social isolation and promote community cohesiveness.

Founded by two Castlemaine locals after the loss of a mate, dedicated organisations like Hope Assistance Local Tradies (HALT) aim to remind tradies they are valued by their community, and direct them to support services. HALT works in conjunction with communities to host 'SAVE YOUR BACON' brekkies, to facilitate the spreading of information and raise awareness of groups such as Lifeline and Beyond Blue, open up conversations and break through the stigma attached to mental health.

HALT have identified the need for greater support for people at risk, especially men in 'trade' occupations, although they recognise the need is broad. HALT's vision is that every tradie in Australia knows how to look after their mental health and wellbeing.

The 'SAVE YOUR BACON' brekkies have travelled across Victoria, New South Wales, Queensland, South Australia and Western Australia. At last count, HALT had held over 200 'SAVE YOUR BACON' events in hardware stores, TAFEs, sporting clubs, secondary colleges, men's sheds, the farming and mining communities, corporations and private businesses.

If you or your organisation would like to host a HALT 'Save your Bacon' event or would just like more information on HALT, visit their website:

>> thehaltbrekky.com

>> Support Lines

If this article has raised any questions or concerns for you or your loved ones, please contact one of the following organisations for 24 hour support.



Lifeline Crisis Support
Ph: 13 11 14
www.lifeline.org.au



MensLine Australia
Ph: 1300 78 99 78
www.mensline.org.au



Message From the Minister for Industrial Relations, Tim Pallas MP

The Andrews Labor Government is in the middle of a construction boom. In transport alone, 119 road and rail projects worth \$57 billion are being delivered. Victoria's wider infrastructure agenda has ensured jobs for more than 115,000 Victorians.

Our investment in these projects is creating amazing opportunities for workers in the industry. For example, we recently announced our Australian-first tunnelling training centre to be built in Melbourne. The \$16 million Victorian Tunnelling Centre will train around 3,500 local workers in tunnel boring machine operation and underground construction each year – ensuring they are equipped to work on our tunnelling projects.

We have also invested \$6.1 billion to deliver more than 1,400 upgrades to our schools, supporting more than 7,500 construction jobs.

A total of 100 new schools will open by 2026 under the Government's school building plan, giving our future Bob or Bec the Builders the best possible start in their careers.

Since 2016, the Major Projects Skills Guarantee has been applied to 116 projects worth collectively more than \$63 billion, which have committed to 4 million contracted hours for 3,700 apprentices, trainees and cadets.

Earlier this month, we formally completed stage 2 of the \$972 million redevelopment of Melbourne Park, which was made possible through a \$338 million investment by the Andrews Labor Government.

The Melbourne Park redevelopment is one of more than 135 major projects that have set minimum Victorian content requirements through our Local Jobs First program, supporting 35,000 jobs.

The Andrews Labor Government is committed to opening more doors for Victorians in this booming industry. This includes the Major Projects Skills Guarantee, which applies to all construction projects valued over \$20 million.

Since 2016, the Guarantee has been applied to 116 projects worth collectively more than \$63 billion, which have committed to 4 million contracted hours for 3,700 apprentices, trainees and cadets.

However, we need to ensure that we open doors to all Victorians, not just those that have traditionally worked in this industry. Greater diversity makes our workplaces stronger.

Greater representation of women in construction will benefit everyone in the industry. To achieve this, we have developed Victoria's first Women in Construction Strategy, which we will be launching soon. Under the Strategy, the Government's Building Industry Consultative Council will work with strategic partners to deliver a range of initiatives to attract, recruit and retain women in the industry.

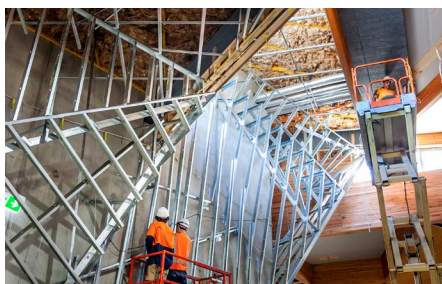
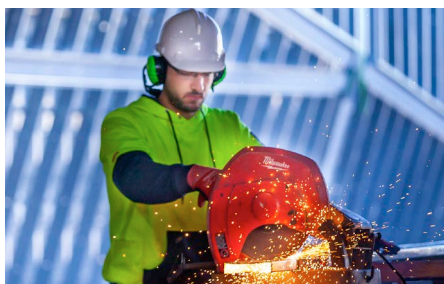
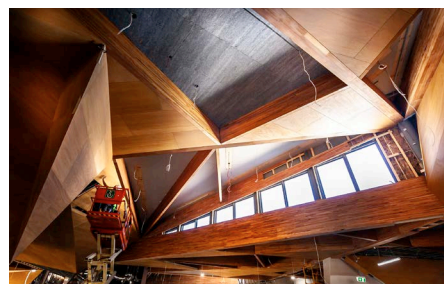
CoINVEST provides a valuable portable long service leave scheme for the construction industry in Victoria. The Andrews Labor Government is making similar portable long service benefits available to a new set of workers in the community services, contract cleaning and security sectors. The Long Service Benefits Portability Act 2019 came into operation on 1 July 2019.

It does not apply to the building and construction sector, and the Act sets out arrangements for situations where there might be an overlap. Cleaning work on a building or house under construction, for example, is not covered by that scheme. Also, a worker registered for the CoINVEST scheme cannot also be covered by the new scheme.

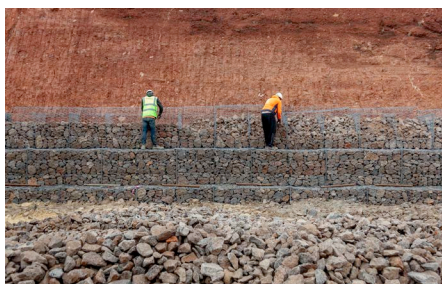
>> I recommend that you check if this new Act affects you by visiting <https://www.vic.gov.au/portable-long-service>



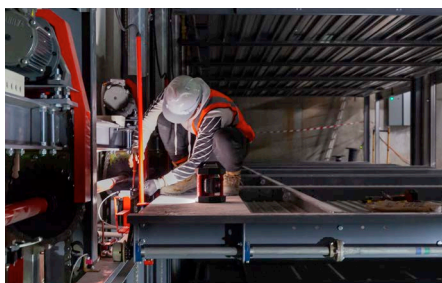
PENGUIN PARADE VISITOR CENTRE, PHILLIP ISLAND



PRINCES HIGHWAY FROM WINCHELSEA TO COLAC



NIGHTINGALE HOUSING, BRUNSWICK EAST





Changes to our Rules

From time to time CoINVEST may consider changing parts of the Rules of the long service leave scheme to provide improved benefits to members.

New rule changes have been drafted and are currently awaiting approval from the Governor in Council, with approval expected to happen no later than November 2019. These particular rule changes will benefit workers in the areas of unpaid absence (due to sickness or injury), study leave and entitlement to payment on terminal illness.

Unpaid absences (sickness or injury)

WorkCover / Unpaid Sick Leave credits exist for the benefit of any workers who aren't able to accrue service as normal due to an extended medical absence, where they are still employed but are not being paid directly by their employer.

This could be due to having used up their allocation of paid sick leave or because they are being paid through WorkCover/Workers Compensation Insurance/TAC while unable to work.

Once the changes are approved, employers will be able to report up to 104 weeks of WorkCover / Unpaid Sick Leave per injury or medical absence for a worker. Previously this was 48 weeks, so workers in the industry can now benefit from this increase which may help them gain a long service leave entitlement while on extended medical leave.

Study Leave

Workers will be eligible to receive service credits from CoINVEST for any unpaid absence from work up to 26 weeks, where that absence relates to employer-approved study or training. For service credits to be applied successfully to their record, the absence must be approved by CoINVEST prior to the leave being taken.

Payment on terminal illness

A worker will be able to claim a pro-rata long service leave entitlement if they have received a written diagnosis from a medical specialist that they have a terminal illness and have less than twelve months to live from the date of the application for payment. The member must have completed at least 55 days of Continuous Service in order to apply for this benefit.

The CoINVEST Annual Beneficiaries Meeting

>> Tuesday 12th November

The ABM is held to provide members with a summary of company operations during the previous 12 months and to discuss future strategies for the scheme. It is also an opportunity for employers and workers to present questions to Board Members and Executives. The meeting will commence at 5pm on Tuesday 12th November at CoINVEST's offices: Level 6, 478 Albert Street, East Melbourne.

If you wish to attend, please RSVP with your details by 31st October via email to info@coinvest.com.au

Christmas hours

CoINVEST's offices will be closed for the Christmas/New Year period from 12 noon on 24 December 2019 and will reopen at 8:00am on 2 January 2020.

If you need to take long service leave during this time due to an emergency, you can contact CoINVEST on (03) 9664 7650.

CHRISTMAS CLAIMS CUT-OFF: 25 OCTOBER

Claims received after the cut-off date may not be paid in 2019.

In our busiest time of the year, claims for payment of long service leave are paid in order of receipt at CoINVEST **first in, first out.**

By submitting your claim online before the cut-off date, you will give yourself the best chance of being paid your entitlement before Christmas.

If you're thinking of taking any long service leave over the Christmas period, the quickest and most convenient way for you to submit your application is by using our Mobile Platform. Log in using your smartphone at www.coinvest.com.au and make sure to get your application in before 5pm Friday 25th October to avoid disappointment.