Please note: Included information are Incidents of CFMMEU (or representatives thereof) alleged intimidation/staff harassment and/or threatening ABCC investigators or inspectors or staff and/or family members between 1 July 2014 and 1 July 2019. Information copied from the Security Incident Register where they were originally recorded.

Melbourne

2017

20/06/2017	Tuesday	10.30 AM	**ABUSE/THREATS to STAFF**	[redacted]	During the Victorian gathering of National protests against ABCC & recent changes to Legislation involving the Building Code - [redacted] (CFMEU Secretary) made the following comments/threats directed at ABCC Investigators: We've got these ABCC inspectors. Let me give a dire warning to the ABC inspectors – be careful what you do …… We've got to worry about these fuckers trying to take us to court and jail us … You know ABCC inspectors aren't even on the electoral role. They've got to lead these secret little lives. Because they're ashamed of what they do You know what we're going to do? We're	Matter heavily reported in various forms of media, as well as commented on by the ABC Commissioner, Minister & Prime Minister. Matter referred to Police for possible investigation.

					going to expose them all. We will lobby their neighbourhoods. We will tell em who lives in their house and what he does for a living, or she.. We'll go to their local footy club, we'll go to their local shopping centre. They will not be able to show their faces anywhere Their kids will be ashamed of them … who their parents are … we'll expose who these ABCC inspectors are (Cheers) So if they think, they're going to walk around and desicrate construction workers, take away our rights and then ride off into the sunset and there's going to be no consquences, well they're in for a big surprise, because you know what? They say there's three, two things you can't avoid in life. I say there's three. One of them is taxes. One of them is death. And the other one is the construction unions. Because when we come after you you'd better be careful – and we're not going to wear their shit.	
2019						
1/04/2019	Monday	12 noon	**Staff Intimidation**	[redacted]	Inspectors [redacted] and [redacted] attended the CFMEU office located at 540 Elizabeth Street for the purposes of serving a	Reported to Ops Mgt & ASA for Info.

					Notice of Filing and Statement of Claim in the matter 33558. At approximately 12.00pm, [redacted] approached the customer counter and was served by a female, produced and displayed Inspector identification, explained the purpose of the documents and left them on the counter. The female refused to provide her name when requested. CFMEU Organiser [redacted] was seated behind the female and was in conversation with an unknown male. [redacted] approached the counter and looked over the females shoulder at the documents, [redacted] and [redacted] turned and left the premises to walk to the ABCC vehicle parked on Elizabeth Street kerbside parking. The parking space was approximately 20-30 meters to the north from the CFMEU office. When [redacted] and [redacted] got to the vehicle, [redacted] opened the passenger side door & noticed the male that [redacted] was speaking to had followed the Inspectors and threw the served documents through the car door with some landing on the pavement. The male said words to the effect of “They need to be served on the person”. The male walked back to the CFMEU office where [redacted] was observed standing out the front of the building. The unknown male then used his phone to record images/video of [redacted] and [redacted] even as the car left and was stopped at lights at the corner of Elizabeth Street and Victoria Street. The male wasn't observed again once the Inspectors turned left onto Victoria Street.	

Sydney

2014

24/07/2014	Thursday	9.00 AM	**Abuse of staff**	[redacted]	FWBC Investigators [redacted] and [redacted] attended the Bovis Lend Lease (BLL) Barangaroo site. Police were on site as well as at least 8 union officials at 0900hrs. One of those union officials was [redacted] from the CFMEU. At 0910hrs [redacted] and [redacted] entered the site office to speak with the BLL receptionist. While in the site office, [redacted] stood at the window of the reception area standing on the outside of the building and looked in. At least 3 other union officials stood outside the main door, they had their backs to the reception office and could only be idenitfied as wearing CFMEU jackets. [redacted] was looking at [redacted] through the window and made the comments 'you're a fucking grub' and 'fuck you' several times. [redacted] and [redacted] exited the building at 0918hrs and [redacted] said 'you're a fucking grub, why are you even here, go away, your lower than a pedophile you grub.'	Reported FYI of ASA

25/07/2014	Friday	6.00 AM	**Abuse of Staff**	[redacted]	FWBC Investigators [redacted], [redacted], [redacted], [redacted], [redacted], [redacted] and [redacted] attended the Bovis Lend Lease (BLL) Barangeroo site at 0600hrs to observe a planned meeting between the union and the workers. There were at least 10 union officials from various unions in attendance, including [redacted]. At 0631hrs [redacted] got on the loud hailer in front of between 150 and 200 workers and said 'Righto boys, any construction workers not including the fwbc dog in the fluro in the front, come over we are about to start.' This comment was refering to [redacted] who was the only FWBC employee present wearing fluro. At 0636hrs [redacted] addressed the workers on the loud hailer and began to describe FWBC as 'dogs' and words to the effect of 'they only want to prosecute hard working Australians' [redacted] then said 'And that one is [redacted] the fucking grub, his phone numder is [redacted], why don't you give him a call and let him know what you .' [redacted] pointed to [redacted]& [redacted] several times while addressing the meeting, and so did [redacted] and [redacted] who were also present at the meeting. [redacted] at one point also commented 'Anybody can a job with FWBC, even if you were only a Transit Officer.' refering to [redacted] previous employment (Do not know how they got this information). At about 0710hrs [redacted] from the CFMEU made a comment to [redacted] to the effect of 'Your kids might be working in this industry one day and they will be coming to us". Several other inappropriate comments were made by several union officials	Reported FYI of ASA

					which are being put into witness statements by Investigators who were present.	
28/07/2014	Monday	6.00 AM	**Abuse of Staff**	[redacted]	On Monday 28 July 2014 at 0605hrs FWBC Investigators attended the Barangaroo site to observe a planned meeting between the union and the workforce. At 6:07 am, [redacted], [redacted], [redacted] and [redacted] were standing at the front gate to the construction site. [redacted] (CFMEU Official) took a swig of water from a water bottle then spat the water in the direction of [redacted]. The spit did not hit [redacted] but was directed at his feet. At 6:09 am, [redacted] and [redacted] were walking past [redacted] and [redacted] of the CFMEU at the site entrance of the Barangaroo South Project. [redacted] looked at [redacted] and [redacted] and said "You fucking dogs". As [redacted] continued to walk past, [redacted] and [redacted] heard [redacted] say "fucking slut" which was directed at [redacted]. At about 0611hrs [redacted] and [redacted] were talking to [redacted] (Construction Manager - Lend Lease). [redacted] from the CFMEU shouted out in front of about 20 - 30 workers 'Did you bring your knee pads with you? You're going to be sucking off those fucking dogs all day'. At 0622hrs [redacted] from the CFMEU went to his car boot and pulled out a red loud hailer. [redacted] came up to [redacted] and pointed the loud hailer at [redacted] left ear, less than 30cm away. [redacted] then made the loud hailer play the 'wailer' siren sound. [redacted] walked away laughing. During this time, [redacted] and [redacted] were standing at the southern side of the main	Reported FYI of ASA. Matters of 24,25 & 28/7/14 has since been reported to NSW Police for investigation. BOE being compiled for consideration of s149 Criminal Code breach. UPDATE - Police found No Offences Detected as a result of their investigation/evidence provided by FWBC.

					entrance to the site where they heard [redacted] [redacted] saying to workers as they entered the site: “Meeting across the road at 6:30.” [redacted] [redacted] was looking at [redacted] and [redacted] and saying: “You fucking dogs.” and “did you bring your wife to protect you?” At 6:25 am, an unidentified man wearing a navy blue jumper with white horizontal stripes and blue jeans dropped his shoulder into the back of [redacted]. He then walked away with a worker looking pleased with himself and joking with the other worker. [redacted] also witnessed this and attempted to find out who he was. This man remains unidentified. Shortly after this, [redacted] told [redacted] that a worker had just shoulder charged him as he was walking past. [redacted] phoned the police at about 0629hrs and requested their presence. [redacted] advised the behaviour of majority of people was good, however the police presence will ensure no unruly behaviour would happen. At 6:40 am, [redacted] was addressing the crowd of about 300 workers and stated that the ‘FWBC are among you’. The crowd then booed [redacted] and [redacted]. [redacted] then beckoned [redacted] and [redacted] to come up the front. [redacted] said no. About 10 to 15 workers then started yelling at [redacted] and [redacted] stating ‘you fucking dogs’. At 0641 [redacted] and [redacted] stood within two meters of [redacted] and [redacted]. At 0643hrs I turned around and [redacted] was still standing there. [redacted] said 'What are you looking at you fucking dog, turn around.' [redacted] then said 'You fucking dog, you think your phone number is all I got?' This statement gave the impression that [redacted] had information on [redacted] personal life. [redacted] then looked at [redacted] and spat at his feet and said: ’Lick it up you fucking dog’. [redacted] then said to [redacted]: ‘Why don’t	

					you go up the front you fucking dog'. At 0650hrs Police arrived and [redacted] and [redacted] briefed them on the situation	
7/08/2014	Thursday	1.55 PM	**Abuse of Staff**	[redacted]	FWBC Investigator [redacted] was returning to the Sydney office from a lunch break. Whilst crossing the road at the intersection of George Street and Liverpool Street's [redacted] noticed a late model white Ford Falcon ute stopped at the lights as he heard some shouting coming from the vehicle as he passed in front of it. [redacted] then noticed [redacted] (CFMEU Official) was the driver of that vehicle. His window was partly down and he was pointing his finger out of the vehicle at me and shouting "You're a fucken dog". When the vehicle continued north on George St, with [redacted] continuing to point at me. He was continuing to say something but at this stage the traffic noise drowned him out.	Reported FYI of ASA
2015						
16/03/2015	Monday	10.36 AM	**Abuse of Staff**	[redacted]	Inspectors [redacted], [redacted], [redacted] and [redacted] attended the Probuild Site in Wolli Creek. During this time, Inspectors [redacted] and [redacted] were sitting on a bench approximately 100 metres from the site entrance. At approximately 10:15am [redacted] observed [redacted] from the CFMEU walking towards them. As [redacted] walked in thyeir direction he suddenly stopped and continued	Reported FYI of ASA. The CDPP has charged CFMEU organisers [redacted] and [redacted] with intimidating or attempting to intimidate a Commonwealth official, with Mr [redacted]

					staring at them. About a minute later he walked back to the Picket in front of the Probuild site. At 10:36am, as Inspector [redacted] and [redacted] were sitting down, observed [redacted] Section 11C(1) again walking towards them. As [redacted] walked past [redacted], she observed him spit towards her direction. The spit landed near her foot. Inspector [redacted] then told me [redacted] was standing at the café nearby looking at them. [redacted] then took a photo of the spit near her foot and Inspector [redacted] took a photo of the distance between her foot and the spit. At this point there were several unidentified persons wearing CFMEU jumpers and T-shirts standing near them. [redacted] advised Inspector [redacted] that it would be best to leave as the situation could escalate. Inspector [redacted] agreed and both proceeded to the site office to meet with Inspector [redacted] and [redacted].	additionally being charged with assault. The matter against Mr [redacted] is listed for hearing on 9 November and the matters against Mr [redacted] are listed for mention on Tuesday, 27 October 2015.. UPDATE 22/2/16 - Matter against [redacted] dismissed - insufficient evidence to prove charge of intimidation.
2016						
[redacted]						

[redacted]

2016						
25/05/2016	Wednesday	10.25 AM	**Staff Abused/Intimidated**	[redacted]	Investigators [redacted] & [redacted] attended Casino Redevelopment Site, ProBuild, Gold Coast for a routine visit. Whilst meeting with Probuild site Mgt (2 x Project Mgrs & 1 x Construction Mgr) ,	. Reported to ASA for Info. Enquiries made by [redacted] with QLD Police re: Personal

					CFMEU Site Delegate & Probuild employee [redacted] unexpectedly entered the meeting room. [redacted] then set about taking over discussions being held b/w FWBC & Probuild. [redacted] was observed to open a venetian blind and beckon to others outside. [redacted] being of the belief others were en-route and having discussions had deteriorated/not productive advised FWBC were now leaving due to feeling attempts were being made to intimidate them. [redacted] had positioned himself that the 2 female Investigators were required to "squeeze through" he & 1 of the Probuild Site Mgt to get to the door to exit. [redacted] followed [redacted] & [redacted] all the while continuing to taunt them including comments that there were others coming to get them & talking into his mobile phone apparently recording what was taking place. [redacted] was joined by other workers estimated to total 12-15 who stood around the vehicle making it a difficult & somewhat involved process to attempt to leave. [redacted] at times stood in front of the vehicle, including in the middle of the driveway with his arms extended. After leaving site [redacted] received 2 calls from [redacted], one a message requesting the phone number of FWBC Director [redacted]. At no stage did the ProBuild site management attempt to assist [redacted] or [redacted] as they exited the site office. Probuild site management did not at any stage ask [redacted] to leave or act appropriately. Both	information/details referred to during conversations. AFP notified/matters reported to investigate appropriate possible offences on 26/5/16 with matters officially referred to AFP 3/6/16. **UPDATE: 12/7/16** Advice from AFP - rejection of request to Investigate matter.

					[redacted] & [redacted] were left visibly upset, shaken, anxious, worried and angry	
16/11/2016	Wednesday	4.00 PM	**Staff Abused/Intimidated**	[redacted]	While conducting an audit for cpompliance with the Building Code 2013 on the Jupietrs New Suite Hotel Project, Broadbeach, QLD, FWBI Inspectors were prevented from conducting onsite audit activites. CFMEU rep [redacted] interupted meetings & demanded FWBC leave site. [redacted] demeanour & behaviour was threatening & intimidating and resulted in Inspectors being hindered & obstructed while conducting the audit. There ws no guarantee that [redacted] had left site and that he wouldn't come back to the meeting room and repeat the behaviours. [redacted] behaviours had increased during the course of the day and he was in a very agitated & antagonistic state when he burst into the meeting room on the last ocassion.	Reported to ASA FYI

Adelaide

2015

16/03/2015	Monday	12.13 PM	**Abuse of staff**	[redacted]	[redacted] CFMEUSA Organiser upset upon being served further court orders at Brick Works Construction Site, South Road, Adelaide, by Investigators [redacted], [redacted] &[redacted] Witnesses state they did not feel threatened and stated [redacted] was just unhappy at being served court orders again having been served a number of times over the past year with a number of matters before the courts. **"You fucking dogs, get a real job, you fucking dogs, take it to the head office." "Get a real job, you fucking dogs."**	ASA Inf'd FYI.

Hobart

2018

18/09/2018	Tuesday	10.00 AM	**Staff Intimidation**	[redacted]l	On 18/9/18, ABCC Inspectors [redacted], [redacted] and [redacted] attended the RHH project and addressed the plastering contractor work force in the site sheds. During the address CFMEU Organiser [redacted] ([redacted]) appeared to record the speech. Afterward whilst we sat at a table, [redacted] then took some photos of us. A photo later appeared on [redacted] Twitter page.	Reported to ASA for info. In turn Snr ABCC Mgt advised.
19/09/2018	Wednesday	10.00AM	**Staff Intimidation**	[redacted]	On 19/9/18, ABCC Inspectors [redacted], [redacted], [redacted] and [redacted] attended RHH with an Interpreter. Upon	Reported to ASA for info. In turn Snr ABCC Mgt advised

					entering the site sheds [redacted] spoke with [redacted]. [redacted] informed [redacted] that he and the other Inspectors did not consent to being filmed or to having their photo taken and to any images being used in the public domain like social media, during this exchanged [redacted] continued to film the group. [redacted] then addressed the workforce and was again filmed by [redacted]. The Inspectors then separated and spoke to the workforce Section 11C(1) continued to walk around the room and take photos of the Inspectors. [redacted] spoke civilly with [redacted] throughout the course of the morning. Subsequently [redacted] published a photo of [redacted], [redacted] and the interpreter on his twitter page with the eyes of the 3 being blacked out.	

Darwin

2018

24/04/2018	Tuesday	11.07 AM	**Staff Intimidation**	[redacted]	Inspectors [redacted] and [redacted] mbs entered the Gateway Shopping Centre Tavern Fit out site for the purpose of a site visit. J Hutchinson Pty Ltd is the contractor for this site. They met with site Manager [redacted]. Upon leaving the site office to exit the site Inspectors [redacted] and [redacted] were photographed by site delegate [redacted] at a distance of approximately 3-5 metres away. Note: [redacted] was the CFMEU Official for	[redacted] (Manager NT) contacted site manager [redacted] on 26/4/18 and enquired about the site visit, and advised that the delegate on site had photographed the Inspectors. [redacted]

					NT until recently. He left the CFMEU before being employed by Hutchinson as their site delegate for approximately 6 months prior to the incident.	apologised on behalf of himself and Hutchinson, he was very disappointed that this had occurred after what he initially thought was a good site visit. He advised that he would be raising the matter with his state manager [redacted]. He advised that the role of the delegate on site was as a working delegate, his role is general labouring duties. He was not aware that the delegate had photographed the inspectors conducting the site visit until he was informed.