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SECRETARY'S REPORT

Welcome to the Summer 2018/2019 edition of the New South Wales PTEU journal.

We haven't done one for quite some time but it's all systems go under a new leadership team. We have a brand-new Website, Facebook Page & Journal (which will be a Summer & Winter edition).

This edition includes information with regards to rates of pay, EBA news, an introduction to our training school, safety reports & what's going on around the traps in our industry. As well as reports on major issues across Australia from the "Change the Rules" campaign, Licencing, The Australian Building & Construction Commission & Code Compliance.



As the State Secretary of The NSW Plumbers Union there are some key topics I would like to address with every member across the state:

Industrial Relations

The current government's Union bashing regime is in full effect with The Australian Building & Construction Commission (ABCC) & The Registered Organisations Commission (ROC) breathing down our necks. The ABCC' role is supposed to be the watchdog over the whole Building & Construction industry. Taking a non-biased stance in their investigations, unfortunately this is not the case. Their focus since they came into effect is to stop union officials & members exercising their right to collectively bargain, stand up for their rights & cease work if the job is unsafe. The ABCC have the power to question any worker or official at any time & you DO NOT have a right to silence. You can face criminal charges, fines & imprisonment for not co-operating. These are archaic laws which have no place in Australia. Why should there be one set of laws for society but another for Building & Construction workers. The only solution to this problem is to change the rules. And the only way to do this is to vote out the liberal government at the next federal & state elections. If you value your EBA's, safety on site & basic rights as a human being it's time for a change. If you are not registered to vote, please do so @ http://www.elections.nsw.gov.au/enrol_to_vote

New building code

Under the current government they have changed the rules on what makes a code compliant agreement. This is needed so a company can work on government jobs or work for a builder who does government work. There have been all sorts of changes to make our EBA's non-code compliant. The intention was to make bosses run off & sign non-union agreements. This plan has backfired with most employers realising they need the unions. And after a lot of time & effort from our team I can proudly say we have got most EBA's updated & code-compliant. This has not been easy with agreements not only having to be approved by the Fair Work Commission but also the ABCC. If your employer doesn't have a current Union EBA please ring our office during business hours.

Safety

We all know there is an industry boom in Sydney. This is great for the economy & employment. But the problem we face is the push on the jobs to reach unrealistic deadlines. These issues get filtered down the food chain & the problem falls on the lap of our rank & file members.

When a job needs to be done in a short amount of time we find that shortcuts are taken & the welfare of our members is put at risk. The amount of safety calls our union has received since the boom has increased ten-fold. These safety breaches & accidents range from risk of

falls, working at heights, asbestos exposure, fire emergencies, manual handling injuries, bullying & harassment, a lack of first aid & emergency systems, improper use of plant & heavy machinery, the list goes on. The PTEU Union Officials are fully trained in WH&S & we also have our own safety officer who is completely dedicated to assisting members with WH&S issues. I advise all members of our union to call our office if you are being forced to work in an unsafe workplace. Our policy is safety first & we must ensure our members go home to their family every day.

Sydney Boom in Building & Construction

As mentioned above there is an industry boom in New South Wales. This hasn't happened since the Sydney Olympics. It's healthy times ahead with plenty of overtime for our members & steady employment throughout the industry. We have work in high-rise residential units, infrastructure, government work & commercial buildings. We are getting very little calls coming through with members looking for employment.

We have about 100 companies on Union agreements with more signing up every week. This is a positive sign of good things to come. Our Union Officials map out the jobs throughout NSW & our database is full. I predict the boom to continue for several years with some job values in the \$500 million - \$1 billion-dollar price range. This will be beneficial when we start negotiating with the employers next year for the 2020-2024 EBA.

Licensing In NSW

Under the Liberal government in NSW licensing has been in shambles for too long. I have been speaking to certain people in government about an issue which needs to be addressed immediately. Licensing of Medical Gas. To do medical gas in NSW you do not have to be a licensed plumber. You can be anyone who walks off the street & wants a job. The problem with this is medical gas in hospitals deals with people's lives. There was a death at Bankstown Hospital a couple of years ago from a cross connection in the medical gas lines. The work involved is technical stuff & requires skilled tradesman to design & install the pipework. This shouldn't be left in the hands of unskilled labour (cheap labour). This is a safety issue more than anything. In Victoria you must be licensed & under a Labor state government in Queensland the Plumbers Union had a massive win getting medical gas licensed, which took years of hard work. Let's hope we can get Labor to win the next state election but regardless we will be pushing to change legislation to make medical gas licensed throughout NSW.

There is plenty more information throughout the PTEU Summer Edition Journal & I hope members will enjoy what we have put together.

Yours in Solidarity,

Theo Samartzopoulos

State Secretary
NSW Plumbers Union



ASSISTANT SECRETARY'S REPORT

As we come closer to a Federal Election & State elections the PTEU & other unions are revving up all cylinders in a fight against the Morrison government & their organisations - The Australian Building & Construction Commission (ABCC) & Registered Organisations Commission (ROC).

It has already been mentioned by our State Secretary what the ABCC & ROC are about. They are purely designed to restrict Unions from functioning in a productive way to benefit our members. Especially on building & construction.

This article will go into more detail about the "Change the Rules" campaign & talk about certain key issues raised which affect PTEU members directly including the ABCC & ROC.

The Australian Council of Trade Unions (ACTU) have been campaigning for quite some time under the "Change the Rules" slogan. The concept behind this is that the rules are broken. The current government have made it so difficult for low to middle income workers to make a comfortable living, find job security, have basic rights or know where they stand when it comes to WH&S in a workplace.

Some key issues being addressed in the "Change the Rules" campaign are as follows:

Inequality

At present we have the highest levels of income inequality on record. Corporations have become too powerful & working people are missing out. While profit growth is the strongest it has been in 15 years, wage growth is the lowest on record.

- Income inequality is greater than any time in the last 76 years
- 40% of Australian are in insecure work
- The top 1% own more wealth than the bottom 70% of Australian combined
- There are over 1 million Australians who are underemployed & want to work more
- Profits are up 40% on the year – the strongest gains in 15 years, yet Australian wage growth is the lowest on record
- Despite all this, workers are facing penalty rate cuts & their rights at work are being attacked



Tax

Australia's wage growth is at a record low, but the Government wants to give a \$65 billion dollar tax cut to big business. Big business has too much power, & this is just more special treatment from the Government.

Industrial Action

A worker's right to withdraw their labour is a fundamental freedom, yet Australia's laws restrict this right. Employers can do as they please & workers can do little to stop them. Workers face heavy penalties for taking strike action.

Enterprise Bargaining

The rules around collective bargaining are too restrictive & bosses have found ways to exploit them. They use tactics such as outsourcing, offshoring, labour hire, terminating agreements, no stake agreements, and more, to avoid paying fair wages & conditions

- Workers are being forced off agreements & back onto the basic award. Since 2009 the number of enterprise agreements has dropped by 31 percent

Companies seek for ways to reduce wages & conditions by

- Exchanging employees for independent contractors
- Engaging labour hire companies instead of hiring staff directly

Other companies use the existing rules to reduce wages & conditions during bargaining by

- Refusing to offer any pay rise unless other terms & conditions are traded off
- Stalling bargaining for long periods to effectively freeze wages
- Threatening to terminate existing agreements & dropping wages to award rates if employees do not vote up a proposal that otherwise cuts terms & conditions.

Penalty Rates

Penalty rates have been cut for 700, 000 workers. Corporations & their conservative allies in politics have been attacking the concept of the working week for over 30 years. One quarter of Australia's workforce works on the weekend. They give up time with family & friends & miss out on special occasions with their loved ones. Penalty rates compensate people for working these unsociable hours. For many working people, the penalty rates they are paid are the difference between making ends meet & financial ruin. Our work rules were supposed to prevent pay cuts for Australian workers, but, if some employers have the option of cutting penalty rates, the rules are clearly broken.

With a push from 11 large employer associations & conservative politicians, penalty rates were cut from the award in the Hospitality, fast food, pharmacy & general retail industries on 23 February 2017.

This penalty rates decision will spread to other industries including building & construction if we do not change government & the rules.

Some of Australia's lowest paid workers are affected by the penalty rates decision. They could lose up to \$77 a week just from losing Sunday penalty rates' & each worker could lose another \$40-\$60 for every public holiday.

Workers in urban areas will lose \$760 million in wages every year after the penalty rate changes are fully implemented. That's money that these workers need to buy local goods & services.

Australians will lose \$1.42 billion in wages each year due to this one decision. If cuts to penalty rates spread to other industries, the hit to Australian workers' pay packets will be in the order of \$14 billion every year. The flow-on effect to local economies would be devastating.

ABCC

A government body intended to bully building, transport & maritime workers. Basic rights have been stripped away & workers are threatened with criminal offences. The ABCC is an all-out attack on workers and their unions.

There are over one million people who work in the construction industry in Australia. The ABCC has extraordinary powers to deny workers the right to silence. If workers refuse to comply they could be sent to gaol.

The ABCC also denies workers the right to a safe workplace. It stops claims for

- A safe number of staff on worksites
- Enough people with the right skills & training to undertake dangerous types of work

It also stops

- Union representatives easily meeting on worksites
- Caps on the amount of safe overtime worked per day
- Going to the FWC to determine many disputes

Fines under the ABCC are triple the usual fines. Workers could face fines of \$36,000 if they stand up for their rights. Unions could face fines of \$180,000.

Workers can be compelled to attend private interrogations, where they have no right to silence. If they refuse to comply, they could even be sent to gaol. The statistics clearly show since the ABCC has been in operation there has been a significant increase in workplace fatalities & workers were pursued aggressively. The liberal government wants to use the ABCC as a business model for other industries.

The issue of job insecurity has a major effect on the economy, wellbeing, social interaction & health of our communities. The PTEU have been working tirelessly with our members & Unions NSW to promote the Change the Rules campaign. Starting from the basics of boots on the ground & communicating with our members, letting them know what is at stake, attending rally's, registering to vote, becoming a member of their union & supporting members who are in a predicament from the anti-union laws.

If PTEU members value their EBA & safe working conditions then the information in this article is

of utmost importance. The best way you can support the campaign is to join your relevant union & register to vote this current government out. The rules are broken & it's time for change.

If you want further information on the campaign & how you can help go to www.actu.org.au.

If you still need to join the union contact us on officeadmin@nswplumbersunion.com.au

Yours In Unity,

Chris Seet

Assistant Secretary NSW Plumbers Union

NEWCASTLE REPORT

There has been some good news coming out of the building industry in Newcastle with an increase in residential apartments & large commercial projects. One of the main projects is the redevelopment of the David Jones Site where demolition has just been completed. With ongoing development of the city precinct to follow.

Other jobs include the Maitland Hospital Redevelopment where site preparation has already started. The extension to Wyong hospital (started). The Bradkin Rail Project at Kangy Angy (yet to commence). There are also several shopping centre upgrades currently being undertaken at Garden City, the proposed upgrade to Charles Town Square and Glendale Stocklands.

It appears that the prospect of work for Plumbers & Fitters in Newcastle are good. All that needs to happen is that you encourage your work mates to join the Union so as we can provide a united front when it comes to the next round of EBA negotiations.

If you have any enquiries with regards to work in the Newcastle area, please don't hesitate to contact me.

Yours in Unity,

Steve McCarney

Newcastle Sub-Branch Secretary



Fire Industry Training

The NSW Plumbers Union in conjunction with the NFIA & PICAC are proud to announce that the Joint training school for Sprinkler Fitting in NSW is underway.

With the temporary location @ Lidcombe we have had three 1st year classes start at the beginning of 2018 & another class started mid-year. We are expecting enrolment to increase substantially for 2019 with the inclusion of 2nd & 3rd year classes.

It's a school run by the industry for the industry. With all funding going directly to the training centre. The apprentices have been geared up with brand new tools, threading machines, workstations & state of the art facilities to cover all practical requirements. An extensive theory course ensures our apprentices have the knowledge & technical skills to become competent & qualified tradesmen.

The youth are the future of our industry. With cuts to TAFE by the current government & limited resources the only solution was to take matters into our own hands. Without skilled apprentices there is no future for the trade. A lot of time has been put in to make this happen. We can honestly say it's a win for all parties concerned who are involved in the Fire Industry.

Our goal is to continue growing & offer an extensive range of courses to all members. This keeps the skill in the trade & gives our members a lead in the industry. Licensing is the key to fire protection services.

There is a fine line in having a healthy Employer/Union relationship. History shows when not done correctly it can be disastrous. But when done for all the right reasons with the best interests of the industry at heart. It truly can be a great thing. I believe the beginnings of this school is an example of how we can build a strong future for the Fire Industry together.

Check out our website www.nswplumbersunion.com & LIKE our Facebook page "NSW Plumbers Union" to get updates on the progression of the school. Otherwise to get a first-hand experience we would encourage all Plumbers Union members to come to our facility & have a look around.

All information can be found on the FIT Training website <https://www.fireindustrytraining.com.au/>





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Stand Up. Fight Back & Rally Against the Morrison Government



The PTEU along with the CFMEU & ETU organised a rally on September 6th 2018 to protest against The ABCC. The turnout was more than we expected with over 5000 workers hitting the streets letting the government know there is no place for the ABCC in our industry.

We started with boots on the ground about 4 weeks prior to the march, with officials from all unions being delegated to visit workers at jobsites across Sydney. Because of the restrictive laws in place these meetings were done before work, after work or during lunch breaks offsite.

The meetings overall were a success with pretty much all workers voting to down tools & meet at Belmore Park at 10:30am on the day. It was great to see how amped up the boys were when we were speaking to them. The feedback we got off our members is that they are sick of this government. Workers feel that they are being pushed into an unsafe & compromising position at work when it comes to WH&S. And they're losing their right to collectively bargain, protest or speak out against unfair treatment. We all know the ABCC is the elephant in the room which needs to be stamped out & the workers were more than happy to take a pay cut if it meant speaking up against this shameful organisation.

The day started with officials being assigned to meet up with workers outside the bigger jobs

in the city & march with them to the meeting point at Belmore Park. Even at that point you could see it was going to be a good turnout with many flags & chants along the way. It was great to see that once we turned up to Belmore Park there were thousands of workers from all Unions standing together in solidarity. There was a sense of pride & energy in the air as workers marched from Belmore Park to North Hyde Park. Looking around you could see so many Plumbers & Sprinkler Fitters wearing their union shirts & flying the flag. Some of our boys made sure they were front & centre with our "Proud History Strong Future" banner next to our comrades from The CFMEU & ETU.

Once we reached North Hyde Park there was a stage setup with speeches from: Michele O'Neil (ACTU), Darren Greenfield (CFMEU), Dave Noonan (CFMEU), Chris Seet (PTEU), Allen Hicks (ETU), Paul McAleer (MUA) & Mark Morey (Unions NSW).

All speakers went into detail about the "Change the Rules" campaign & the reasons why we need to abolish the ABCC. Everyone brought in a different aspect to the day with unique experiences through their Union. Even when the speakers had finished many workers hung around catching up with each other & we're pretty sure the local pubs got a good workout that afternoon.

Most news reports covering the march were surprisingly unbiased & the footage was acknowledged by our comrades in other states.



We look forward to a national march which we hear will be coming up soon. We cannot rest until we overthrow the Morrison government & Change the Rules.

Even though the turnout was great, we believe we can get more numbers at the next march. If you are a member & didn't go, I would like to mention that protesting is a crucial part of making a change. This was a key turning point in the "Work Choices" campaign & we believe it will be the same for the "Change the Rules" campaign. Why else would the conservative government be restricting laws to protest and your right to strike.

Update....

On October 23rd the Unions NSW National Rally for Change the Rules campaign was held in Sydney. The Plumbers Union went back to back holding communications meetings straight after September 6th. This rally was bigger & better with all Unions involved & the Plumbers Union marching side by side with our comrades from the ETU under the CEPU banner. The message was loud & clear. While big business is making record profit & growth. Workers are falling behind having to work 2 – 3 jobs to put food on the table and to pay for mortgages. Chris Seet Assistant Secretary from the NSW Plumbers Union spoke about restrictions on collective bargaining, de-regulation of licenced trades, casualisation of our industries, cuts to TAFE & Hospitals, Nurse to Patient Ratios, Penalty Rates & the ABCC. All of which affects the building industry & other workplaces across Australia.

More Rallies are to be held in 2019 before the election. Please show your support by coming along.



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A poster for the 'World Plumbing Conference' held from 11-13 September 2019 at the Melbourne Convention Centre. The poster features the text 'world plumbing conference' in blue and green, and '11-13 SEPTEMBER 2019 Melbourne Convention Centre' in orange and blue. Below this, it says 'EARLY BIRD REGISTRATION NOW OPEN' and 'INTRODUCING THE FOUR PILLARS OF PLUMBING'. The four pillars are represented by icons: a document for 'PARTICIPATION', a wrench for 'PRACTICES', a group of people for 'PRODUCTS', and a building for 'PROTECTION'. The website 'WWW.WORLDPLUMBINGCONFERENCE.COM' is listed at the bottom.



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Insurance changes to have big impact on young workers in construction

Workers in construction have some of the most hazardous and physically demanding jobs in the country. At Cbus, we know that our members need the type of industry specific insurance that they can rely upon if something goes wrong.

The federal government is trying to change the way insurance works in super and younger workers could be left worse off. They want to remove default insurance for members who:

- Under 25
- Have low-balances
- Have inactive accounts

This means that around 250,000 Cbus members would lose their default insurance coverage.

The government's intention is to protect people's super savings, and this is something Cbus supports. However, the changes have some negative outcomes for people in building and construction and it's important members understand. The government suggests that young workers don't have the same financial responsibilities as older workers, so they don't need the same insurance cover.

We know that this isn't true for Cbus members. They start work earlier, get a mortgage earlier and have families earlier. All this is at risk if the government succeeds in making these changes.

Likewise, the removal of cover from all accounts with balances below \$6000 will mean workers have no insurance cover for around 14 months from when they start working and open their account

Young workers starting out in the industry are less experienced and more likely to get hurt. They should not be forced to work without the insurance cover that previous generations have been able to rely upon.

And members with inactive accounts will be severely disadvantaged by the new rules. Inactive Cbus members usually do not have another superannuation account – often they have shifted into self-employment, working as contractors or are in between jobs. Our inactive members keep their Cbus membership for the benefits it offers them, including our insurance cover. Under these changes they will lose that cover.

The impact on our members would be severe.

Cbus member Andrew was 23 years old when he was injured at work, crushed by two glass pallets, weighing in at an excess of 1.6 tonnes. He was lucky to survive, but sustained serious spinal and pelvic injuries that left him hospitalised for over a month. He had to watch his wife give birth to their first child while he was in a wheelchair.

Today, Andrew is recovering well but experiences ongoing health issues. His Cbus insurance made an enormous difference to his health and quality of life. He says he cannot imagine where he and his family would be without the default cover that he relied on to get through that difficult period.

Under the government's proposed changes, Andrew would not have had the default cover.

Another Cbus member, Jason, was left with quadriplegia after a snowboarding accident in Canada in 2016. He was 22 and didn't know he had insurance through his super. Today he says his insurance was life changing and helped pay expenses during his recovery.

Cbus is campaigning against these changes. We are asking for our members to be protected from the consequences of these changes if they become law.

If you have a story to tell that highlights the importance of insurance, let us know about it by dropping us an email at media@cbussuper.com.au.

John Treble
Manager – Coordinator Services

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Contact **1300 361 784** or visit www.cbussuper.com.au for a copy.

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ORGANISER'S REPORT



Con Tsiakoulas

My name is Con Tsiakoulas, I have been an Organiser with the union for 6 years and prior to that I was on the Committee of Management for 5 years.

During my time as a Union Official I have worked in various sectors within our industry outside of building & construction.

We have strong membership throughout the following sectors:

- Sydney Cricket and Sports Ground
- Harbor City Ferries, Balmain Shipyards
- Public Works, Heritage Division
- NSW Health (including most hospitals across NSW)
- Variety of Councils across NSW
- Sydney Trains
- Law Courts Of NSW
- Taronga Zoo Dubbo
- Dept of Ageing Disability and Home Care
- Parliament House Canberra
- Canberra Hospital
- Rheem Australia

The NSW Plumbers Union also have members in Supermarket Maintenance & Commercial Properties covering Fire Systems, Plumbing, Air-Conditioning & Facilities Maintenance.

Within all these sectors members face the same issues as the boys on construction such as WH&S, wage claims, workplace bullying & enterprise bargaining. I also deal with a lot of issues with regards to new "Policies & Procedures" being enforced, which are beneficial to the employer & not to the member. These policies can put unrealistic deadlines on job tasks to be completed by the worker, not give the worker enough resources to do their duties, breach privacy laws, allow contracting & labor hire clauses etc. A lot of these problems are also being pushed on a state government level, especially when it comes to privatization policies, leasing, labor hire & contracting arrangements.

A prime example is how the State Government leased out "Sydney Ferries" to a private operator which was rebranded as "Harbor City Ferries". Since then its been a constant struggle to keep the working conditions our members have won over the years.

I have also seen the closing down of parts of the Public Works & their attempt to close the Heritage Division at the same time. Leaving workers either unemployed or too scared to speak up about anything for fear of losing their job.

Across a lot of Government Sectors and especially within Health, we are witnessing a substantial increase in the use of Labor Hire/ Contractors as opposed to employing Full Time Employees. This is an issue because it promotes job instability, cheap labour, poor quality workmanship & unsafe work practices. I am constantly having meetings with management making sure that positions are available for full-time work & not casual employment. Especially when new hospitals are being built.

Our rank & file members in all these sectors play an important role with regards to providing facilities which are clean & safe for the public. They fall victim to cuts in funding & sell-offs by the conservative government. They truly are on the frontline. Their need for representation is paramount. The PTEU will continue to fight for our members no matter how big the issues are we face.

Cheers,
Con



The Plumbing Trades Employees has always held an annual picnic day for members to enjoy time off with their families. It has been a long-standing tradition that our members get together once a year to relax & catch up with workmates. This year was a little different with The NSW Plumbers Union holding our own without combining with the ETU or CFMEU.

We held the event on Monday 3rd December at Wet 'n Wild. The weather was perfect, we set up a stall giving away packets of lollies for the kids, whilst ACIRT & Cbus set up stalls giving away lots of goodies from sunglasses to frisbees. This year we made sure there were no school excursions on the same day at the park. That way our members pretty much had the whole park to themselves

We were absolutely blown away with the turnout of Plumbers & Sprinkler Fitters with their families. Most of the crowd getting there at 10am on the dot. It was the first time in a long while we have had a queue to get in.

It was a great day with everyone in good spirits. There was a diverse range of members there from families to young members spending the day with their mates. The feedback from members leaving the venue and on Facebook has all been positive. With many saying its been the best picnic day event they have had for a while.

We plan on doing bigger and better things next year. And hope to bring the true spirit of picnic day back to the PTEU. It really is a great day to relax with your family and catch up with work colleagues you haven't seen for a while. A true sign of Union solidarity.



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SAFETY REPORT



Luke Poskus

Hi, my name is Luke Poskus and I am the Work Health and Safety Officer for the NSW Plumbers Union. I am passionate about this role which allows me to investigate and give guidance to breaches in WH&S. It also gives me the opportunity to inform, educate and empower our members on site and in the community. I am a Sheet Metal Worker by trade and installed duct onsite for about ten years. I decided to change trades and spent the next 14 years as a Gyprock Fixer.

Over my 24 years working on the tools I know all too well how dangerous the construction industry is. I have personally been involved in 3 near fatal incidents. I have seen workers & mates have some shocking accidents, with one of my good mates never making it home to his family.

The thing that haunts me is that at the end of the day every single one of these incidents could have been preventable if the builders had complied with WH&S legislation. Workplace health and safety is a fundamental human right, every worker should be able to go to work and return home safely to their loved ones.

The statistics show:

- * From the 1/01/2018 to 20/09/2018. 95 workers have been killed at work.
- * From 2003 to 2016. 3,414 workers have lost their lives at work.
- * In 2017, 184 workers were killed at work in Australia
- * The sad fact is more people die each year at Work than on our roads, but you never read about it in the paper or see it on the news.

Asbestos is another big problem in construction and for the Plumbing Trades in particular. Our members are often the first to discover that they have been exposed to this deadly product. Long banned after decades of campaigns by the union movement, asbestos is still being dug up and slowly killing workers.

Australia's high incidence of mesothelioma corresponds with the country's extensive history of asbestos use.

- * Experts report that from the 1950s to the 1970s, the country had the highest per capita rate of asbestos use in the world
- * On average over 4000 people die per year in Australia from asbestos related diseases. A number that increases every year.

** The number of deaths from mesothelioma in Australia are also on the rise, in 2017 there were 604 deaths.

To make things worse, under the conservative government, legislation which once protected workers Health and Safety is now being undermined.

SafeWork N.S.W (formerly Workcover) has chosen to play more of an advisory and educational role. Rather than enforcing penalties to breaches in WH&S.

The PTEU strongly believes that the protection for members is paramount. And enforcement of legislation is the ONLY way to counter a weak regulator who has been failing to do their duties.

Once upon a time Builders and Employers used to be scared when Workcover inspectors walked on the job. Simply because the Inspectors took a more hard-line approach. This has changed with Safe Work Inspectors being labelled throughout the industry as a "toothless tiger".

We all know that once the jobsite is in full swing & there are unrealistic deadlines to meet the WH&S of workers is compromised by the dollar sign.

It is illegal to put workers lives at risk, so don't put up with unsafe conditions at work. Because what you put up with today may kill you or your workmates tomorrow.

If you have safety concerns about your workplace please don't hesitate to call our office & speak to myself or one of the other Union officials.

Safety is UNION business.

Planet Plumbing Mechanical Services

Planet Plumbing are a large national Hydraulic EBA company which started in Sydney many years ago. I'm sure most members reading this article have either personally or know someone who has worked for them.

In latest news they are expanding to Mechanical Services HVAC. They have been pricing work & have employed a core group of people who have expertise in HVAC to lead the way. It's always a good sign of a healthy industry boom when things like this happen. They have been tendering work with rumours of some contracts been given. I have no doubt that this will be for the long term. And we wish them luck in the Mechanical Industry.

As all reputable contractors know, the first thing to do is sign an EBA with the PTEU. The EBA ensures good wages & entitlements for our members, skilled tradesmen & it's widely known by the builders that if they want quality work they need to go with a company on an EBA.

Planet Plumbing did the right thing & came to us straight away signing the Mechanical EBA. The legal process was to bring the workers in to vote it up then once the EBA was voted in, the EBA is then signed & sent to Fair Work. This process was a success with a unanimous vote by the boys to go ahead with the Mechanical EBA.

We look forward to seeing more members employed under the new Mechanical arm of Planet Plumbing & once again the PTEU wish them the best of luck.



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In Line
MECHANICAL INSTALLATIONS

OFFICE ADMINISTRATION REPORT



Jessica Ashdown

Hi Guys, for those who don't know me my name is Jessica Ashdown the newest member of the PTEU. I have been working for the Plumbers Union since June 2018.

Let me tell you a little bit about myself, I had worked in the Horse Racing Industry since I was 17 years old. Horse racing is a passion of mine but in 2010 I had an unfortunate accident which led to me leaving the industry. I then started working in the office environment. I worked at Cycling Australia in the membership department for many years which has got me to where I am today.

My current job role at the PTEU is in the membership & office administration department. Since I have started I am pleased to see a high level of union membership which is fantastic. I've learnt recruitment is the backbone to a strong union. This is the key to collective bargaining for the Plumbing & Sprinkler Fitting Industries. In my short time working here I have spoken to many members dealing with a broad range of things from general membership enquiries, questions with regards to EBA's & entitlements, wage claims, training, union run events & safety concerns on jobsites. It's really opened my eyes to how a union operates & the benefits it has for its members. There has been an increase in apprentices signing up which I believe has partly to do with the programs provided for the younger generation such as the new training school. It's great to see the younger generation come through & preserve the rights that the older guys fought for to get our EBA's to where they are today.

We've got a great team at the PTEU who help each other out. Theo, Chris, Luke and Con all do a fantastic job here and are good people to work with. The boys give me great insight into what it really means to be part of the union, they all work hard for our members to make sure everyone receives the assistance they need.

We have just gone through a re-build of our website which I have been helping with. The new website gives our members instant information such as award wages, enterprise agreements, general industry news, company listings, licencing, training & WHS information. All the

necessary forms are provided directly on the website from CBUS, ACIRT & Top up insurance to membership application forms for new recruitment. It's a user friendly and streamline website which allows each member to view the database with ease & will be constantly updated by the PTEU. There is also an online shop to purchase merchandise such as jumpers, t-shirts, beanies etc.

I often get asked "what are the benefits of being in the union?". Apart from the union providing enterprise agreements, fighting for licencing & to keep the award as a safety net. Our members also receive all kinds of services such as ACIRT Redundancy, CBUS Superannuation, Long Service, Maurice Blackburn Lawyers & Marsh top-up insurance. The top-up provides insurance for our members outside of work and journey cover in case you have an accident to and from work. It covers you for other things such as accidental dental and emergency transport. This is a great insurance to have in case of an accident. If you have any questions regarding any of our services please don't hesitate to contact our office as we are all here to help.

Well that's all from me & the office department for now. Remember to be safe working on site and be proud to be union. Or as the boys say "Proud History Strong Future".

Cheers,
Jess Ashdown



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PTEU PLUMBERS WAGE RATES

FROM 1ST APRIL 2018

Plumbers			
Sydney/ACT (36 hour div)	Rate	1st April 2018	1st April 2019
Plumber	per hour	\$42.30	\$43.99
	per week	\$1,522.80	\$1,583.64
Drainer	per hour	\$39.03	\$40.60
	per week	\$1,405.50	\$1,461.66
Labourer	per hour	\$36.38	\$37.83
	per week	\$1,309.68	\$1,361.88
Travel	per day	\$34.00	\$34.00
Redundancy	per week	\$125.00	\$125.00
Superannuation		9.5%	9.5%
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75
Site allowance	per hour	\$3.60	\$3.60
Wollongong and Central Coast (38 hour div)	Rate	1st April 2018	1st April 2019
Plumber	per hour	\$37.30	\$38.79
	per week	\$1,417.40	\$1,474.02
Drainer	per hour	\$33.93	\$35.29
	per week	\$1,289.34	\$1,341.02
Labourer	per hour	\$29.26	\$30.43
	per week	\$1,113.02	\$1,156.34
Travel	per day	\$34.00	\$34.00
Redundancy	per week	\$110.00	\$110.00
Superannuation		9.5%	9.5%
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75
Site allowance	per hour	\$3.60	\$3.60
NSW Country Areas (38 hour div)	Rate	1st April 2018	1st April 2019
Plumber	per hour	\$35.31	\$36.72
	per week	\$1,341.78	\$1,395.36
Drainer	per hour	\$32.17	\$33.46
	per week	\$1,222.46	\$1,271.48
Labourer	per hour	\$27.55	\$28.65
	per week	\$1,046.90	\$1,088.70
Travel	per day	\$34.00	\$34.00
Redundancy	per week	\$90.00	\$90.00
Superannuation		9.5%	9.5%
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75
Site allowance	per hour	\$3.60	\$3.60



PTEU PLUMBERS WAGE RATES

FROM 1ST APRIL 2018

Trainee Apprentices			
Fourth-Year Trainee Apprentice	Rate	1st April 2018	1st April 2019
Pay rate	per hour	\$30.87	\$32.10
	per week	\$1,173.06	\$1,219.80
Travel	per day	\$25.00	\$25.00
Redundancy	per week	\$19.29	\$19.29
Superannuation		9.5%	9.5%
Site allowance	per hour	\$3.25	\$3.25
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75
Third-Year Trainee Apprentice	Rate	1st April 2018	1st April 2019
Pay rate	per hour	\$28.03	\$29.15
	per week	\$1,065.14	\$1,107.70
Travel	per day	\$25.00	\$25.00
Redundancy	per week	\$19.29	\$19.29
Superannuation		9.5%	9.5%
Site allowance	per hour	\$2.50	\$2.50
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75
Second-Year Trainee Apprentice	Rate	1st April 2018	1st April 2019
Pay rate	per hour	\$20.09	\$20.89
	per week	\$763.42	\$793.82
Travel	per day	\$25.00	\$25.00
Redundancy	per week	\$0.00	\$0.00
Superannuation		9.5%	9.5%
Site allowance	per hour	\$2.00	\$2.00
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75
First-Year Trainee Apprentice	Rate	1st April 2018	1st April 2019
Pay rate	per hour	\$15.28	\$15.89
	per week	\$580.64	\$603.82
Travel	per day	\$21.70	\$21.70
Redundancy	per week	\$0.00	\$0.00
Superannuation		9.5%	9.5%
Site allowance	per hour	\$1.45	\$1.45
Long service leave	per week	As per LSLC	As per LSLC
Top-up workers compensation	per week	\$14.75	\$14.75



PTEU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2018

Registered First Class Fitter	1st March 2018	1st March 2019
Registered Fitter Hourly Rate	\$42.07	\$43.75
Registered Fitter Per Week	\$1,514.52	\$1,575.00
Fares Per Day	\$16.00	\$16.00
Fares Per Week	\$80.00	\$80.00
Travel Time Rate	\$37.87	\$39.38
Travel Time Per Day	\$75.74	\$78.76
Travel Time Per Week	\$378.70	\$393.80
Site Allowance (Minimum) Per Hour	\$2.80	\$2.80
Redundancy Construction Fitters	\$126.60	\$126.60
Redundancy Service Fitters	\$210.74	\$214.10
Superannuation	As Legislated	As Legislated
Top-Up Worker's Compensation	\$14.75	\$14.75

First Class Fitter	1st March 2018	1st March 2019
Per Hour	\$39.84	\$41.43
Per Week	\$1,434.24	\$1,491.48
Fares Per Day	\$16.00	\$16.00
Fares Per Week	\$80.00	\$80.00
Travel Time Rate	\$37.70	\$39.21
Travel Time Per Day	\$75.40	\$78.42
Travel Time Per Week	\$377.00	\$392.10
Site Allowance (Minimum) Per Hour	\$2.80	\$2.80
Redundancy Construction Fitters	\$126.60	\$126.60
Redundancy Service Fitters	\$210.74	\$214.10
Superannuation	As Legislated	As Legislated
Top-Up Worker's Compensation	\$14.75	\$14.75

SITE ALLOWANCES		
PROJECT VALUE - \$MILLION		
\$0 – \$64.1M		\$2.80
\$64.1M - \$128.3M		\$3.35
\$128.3M - \$192.3M		\$3.45
\$192.3M - \$256.4M		\$3.55
\$256.4M - \$384.7M		\$3.65
Projects valued at more than \$384.7M	\$3.65 plus \$0.10 per additional \$100M Project Value or part thereof	

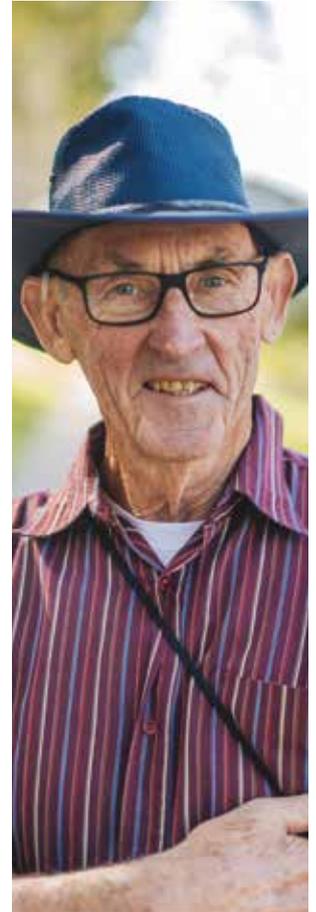


PTEU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2018

Fourth Year Apprentice	1st March 2018	1st March 2019
Per Hour	\$34.67	\$36.06
Per Week	\$1,248.12	\$1,298.16
Fares Per Day	\$16.00	\$16.00
Fares Per Week	\$80.00	\$80.00
Travel Time Rate	\$32.83	\$34.14
Travel Time Per Day	\$65.66	\$68.28
Travel Time Per Week	\$328.30	\$341.40
Site Allowance (Minimum) Per Hour	\$2.80	\$2.80
Redundancy	\$16.50	\$16.50
Superannuation	As Legislated	As Legislated
Third Year Apprentice	1st March 2018	1st March 2019
Per Hour	\$28.70	\$29.85
Per Week	\$1,033.20	\$1,074.60
Fares Per Day	\$16.00	\$16.00
Fares Per Week	\$80.00	\$80.00
Travel Time Rate	\$27.16	\$28.25
Travel Time Per Day	\$54.32	\$56.50
Travel Time Per Week	\$271.60	\$282.50
Site Allowance (Minimum) Per Hour	\$2.80	\$2.80
Redundancy	\$16.50	\$16.50
Superannuation	As Legislated	As Legislated
Second Year Apprentice	1st March 2018	1st March 2019
Per Hour	\$18.82	\$19.57
Per Week	\$677.52	\$704.52
Fares Per Day	\$16.00	\$16.00
Fares Per Week	\$80.00	\$80.00
Travel Time Rate	\$17.76	\$18.47
Travel Time Per Day	\$35.52	\$36.94
Travel Time Per Week	\$177.60	\$184.70
Site Allowance (Minimum) Per Hour	\$2.80	\$2.80
Redundancy	NIL	NIL
Superannuation	As Legislated	As Legislated
First Year Apprentice	1st March 2018	1st March 2019
Per Hour	\$16.75	\$17.42
Per Week	\$603.00	\$627.12
Fares Per Day	\$16.00	\$16.00
Fares Per Week	\$80.00	\$80.00
Travel Time Rate	\$16.88	\$17.56
Travel Time Per Day	\$33.76	\$35.12
Travel Time Per Week	\$168.80	\$175.60
Site Allowance (Minimum) Per Hour	\$2.80	\$2.80
Redundancy	NIL	NIL
Superannuation	As Legislated	As Legislated

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