

### **UA – PPTEU AFFILIATION AGREEMENT RE-SIGNED**



### **MELBOURNE HOSTS WPC 2019**

### **NARRE WARREN PICAC OFFICIALLY OPENED**



PFIA 2019 BIGGEST AND BEST EVER



UA DELEGATION VISITS AUSTRALIA



PPTEU DELIVERING SKILLS & OPPORTUNITY FOR ALL



*A message from your President...*

## YOU ARE THE UNION AND THE UNION IS YOU

**Glenn Menzies** | PPTEU President

Welcome to the Spring 2019 edition of the PPTEU Journal.

Firstly, I would like to thank the membership of the PPTEU for electing the Stay United Team into office to represent them for the next four years. I am extremely proud and honoured to have been elected President of the Victorian Branch and look forward to putting members' needs first.

I would also like to acknowledge the work of the outgoing Committee of Management members and officials, and in particular **outgoing President Nazza Ottobre**. During Nazza's 20-year tenure as President, we have seen enormous growth in our union. Nazza has been integral to the important advances we have made, particularly in the areas of training and education.

Looking to the future, a top priority, as always, is the protection of members'

rights and entitlements. We will do this through the negotiation of a new EBA which maintains our conditions, and by working at a policy level to ensure our trade licensing and registration system is maintained.

The importance of our **licensing and registration** cannot be overstated. It is licencing and registration that holds our trade together, that separates us from the rest, and allows us to demand and receive pay rates that reflect our skills and experience. Licencing and registration have been under attack since the union's inception and we must maintain the fight to maintain our trade.

As members can read all about inside this edition, the **Narre Warren** facility has been completed and opened. This facility is truly incredible, and something of an engineering marvel, and something that our union can be proud of for years to come. It will deliver high

quality industry training and will allow members to keep their skills current as products, systems and technologies change.

Another area of focus for the newly elected team is capacity building within our ranks in terms of developing the **next generation** of union leaders. We are actively developing a strong network of disciplined, well trained delegates with the knowledge, support, resources and tools needed to effectively represent our members, and keep our members safe out on site.

In closing I would like to encourage all members to **get involved** in some way with your union. You are the union and the union is you, so whether it be through the Next Gen Group, or by attending a General Meeting in either Melbourne or Geelong come along and have your say.

# Inside This Issue...



## SPRING EDITION 2019

### 2019 GENERAL MEETING DATES

#### Melbourne

52 Victoria Street, Carlton South

26 Nov 2019

#### Geelong

PICAC Building: 66 Tanner St Breakwater  
(Please note the change of location)

27 Nov 2019

<b>7</b>	Nazza Ottobre Outgoing Letter
<b>8-9</b>	World Plumbing Conference
<b>10-11</b>	Visiting UA Delegates
<b>12-15</b>	PFIA Awards 2019
<b>16-17</b>	PICAC Narre Warren is Open
<b>18-19</b>	Women & Wilson Plumbing Leading the Way
<b>20-21</b>	Is Australia's Construction Sector in Crisis?
<b>22-23</b>	Union Busting Laws Back on Agenda
<b>24</b>	Frigies New Deal Locked In
<b>25</b>	Calendar
<b>26-27</b>	Australian Indigenous Basketball
<b>28-40</b>	Around the Traps
<b>41</b>	Digital Union Cards
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<b>44-51</b>	From the Organisers
<b>52-53</b>	Vales
<b>54</b>	Maurice Blackburn - Create your Will online
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<b>58</b>	Incolink Bluehat Suicide Prevention Program
<b>60</b>	Cbus is for All of Us
<b>61-62</b>	Merchandise Order Form
<b>63</b>	Meme-while

## PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

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Earl Setches

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Andy Wallace

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*A message from your Secretary...*

## THANK YOU FOR RETURNING THE FULL STRENGTH LEADERSHIP TEAM

**Earl Setches** | PPTEU Secretary

Welcome to the Spring 2019 edition of the PPTEU Journal, the first Journal we have produced since the May federal election. It is also the first edition since the union elections were held.

Thank you to all the members and their families who worked so hard and volunteered their time and energy to try and get Labor elected federally. As the head of this great union I am very proud of our union's contribution to the election effort. Thank you also to all the union members who voted for a return of the **full-strength team here at the PPTEU**.

The **federal election result** has been a bitter pill to swallow for all of us in the union movement who fought and worked so hard to get a Shorten government elected. It didn't happen, and as bitter as the election result was, there is no point in sulking about it, and no time to take our eye off the ball. It is vitally important that we did re-elect our full-strength union leadership team because the Morrison Government has wasted no time in setting about attacking the unions, and the construction sector unions especially, and we have to fight hard now to keep what we have.

Members will have seen in the news that the government is ramping up its attacks on us by trying to introduce new **anti-union laws**. One is the Ensuring Integrity Bill, aimed at tightening regulations on unions and union officials. The bill would give the minister for industrial relations, as well as the Registered Organisations Commission and any party deemed to have "sufficient interest", the power to apply to the Federal Court to deregister a union.

I am, along with many other union officials, particularly concerned about the extension of this power to anyone with "sufficient interest," as this could conceivably include employers. Unbelievably, under these proposed new laws, the next time an employer adopts the George Calombaris style systemic underpayment racket, a union asking too many questions could be referred by the employer to the RoC for investigation. In other words, a union could be deregistered for doing its job. It's a disgrace, and we will be doing all we can to prevent this bad bill passing into law.

I also want to draw members attention to some very significant recent industry events. As set out in more detailed stories inside this Journal, in September this year we opened Narre Warren PICAC with a formal Inauguration ceremony attended by all our industry partners and, very significantly, by UA

General President Mark McManus and a large delegation of UA visitors from the US. It was great to have Mark here, and together we recommitted to our partnership by signing an Affiliation Agreement between the UA and the PPTEU.

The UA have been an enormous influence on and inspiration for our union. So much of what we have been able to achieve - in terms of collaboration with employers to develop world class industry training facilities - is directly UA inspired. They showed us the way forward and we have gone from strength to strength since we decided over a decade ago to embrace their approach to industry development.

We owe the UA a great deal, and to have Mark and his colleagues here in Australia for the Narre Warren event and the World Plumbing Council Conference in Melbourne in September was a very proud moment for the PPTEU. The WPC 2019 event brought together 500 delegates from over 30 countries, all here in Melbourne to talk about how to make plumbing industries more effective at keeping the global community safe from disease and ensure as many as possible have access to safe water and improved sanitation. The event was a huge success and a very proud day for me as leader of this great union.





*A message from your Assistant Secretary...*

## DESPITE BEING UNDER RELENTLESS ATTACK FROM THE FEDERAL GOVERNMENT, WE ARE GETTING ON WITH THE JOB

**Paddy McCrudden** | PPTEU Assistant Secretary

Thank you to all the members who voted to support a return of the full-strength union team at the last union elections.

I know I speak for all the re-elected and newly elected officials when I say thanks for the show of confidence, and we won't let you down. In fact, we will be working harder than ever because, as Earl points out in his Secretary's Report, the Coalition Government is coming after the construction unions harder than ever.

The proposed Ensuring Integrity Bill is a shocker and could greatly impact our ability to do our core business and represent workers on site, particularly around safety. But it doesn't stop there. The government has also reintroduced a bill that would impose tighter regulatory controls on workers' entitlement funds.

According to the language in the **Proper Use of Workers Benefits Bill**, it would prevent the "coercion" of employers to pay into particular funds for their employees' superannuation, training or insurance. The new laws would seriously undermine the work of Incolink and other member benefit organisations which play such a vital role in maintaining members well-being.

The Coalition is doing what it always does. It makes laws which seize on what it calls "rogue" unions to then pass laws to suppress employee bargaining power across the board. **There is one law for unions and an entirely different approach to the private sector.** Look at the Banking Royal Commission, we saw the most spectacular catalogue of illegal criminal and improper conduct across the banking and financial services sector and an entirely different approach was taken. There is no politician calling for the deregistration of a bank or AMP or any other badly behaved corporate.

Coalition governments always have at least one particular union in their sights. In the past it has been the Maritime Union, the BLF of course, and even the Metal Workers have had their time in the cross hairs over the years. And there have been others. The point is the pattern is always the same. Coalition politicians use one case to seek to undermine the entire labour movement with anti-union laws.

The last Coalition Government to not call a Royal Commission into trade unions was the one led by Billy McMahon (1971-72). That's nearly half a century ago. There is an entrenched pattern which has led us to a point now where Australia has some of the **most repressive anti-union laws in the OECD**. There are virtually no strikes

anymore, collective bargaining has all but collapsed in many parts of the economy and stagnant wage growth is now putting the brakes on economic growth in this country.

Despite being under relentless attack **we are getting on with the job**. We are building the infrastructure and major projects the community needs. We are maintaining and improving standards building through our world leading training. We are keeping our members safe on site and are improving their well-being off it. We are embracing diversity in the trade, providing opportunities and respectful work environments for young women entering the trade, and we are supporting workers transitioning out of legacy industries into new water and energy management careers.

As members can read all about inside this Journal, there is an enormous amount of work going on and, in the pipeline, particularly in terms of infrastructure. Members have every right to feel confident that there will be work for them for a long time with things like the Metro Tunnel and other road transport projects, hospitals, schools and shopping complexes going up all over the state.



*A message from your Assistant Secretary...*

## MY JOB IS TO LISTEN TO YOUR CONCERNS AND WORK TO MAKE SURE YOU GET WHAT YOU ARE ENTITLED TO

**Andy Wallace** | PPTEU Assistant Secretary

Hello Comrades

This is my first Journal report as Assistant Secretary. First, I want to thank all the members who supported me to be elected to this role. I see serving as Assistant Secretary as a great privilege and take the responsibility extremely seriously. I look forward to continuing to work as part of strong and united team dedicated to looking after members, both on and off site.

Right now, the trade union movement is under more pressure in this country than it has been for a long time. There are many loud voices out there attacking union leaders and officials on a nasty and personal level. The anti-union attacks are being led by the Federal Government who have the construction unions, and one individual in particular, firmly in their cross hairs.

**The government is trying to bully an elected union official from the job his members elected him to do, and that's not acceptable on any level. Trade unions are**

**a democracy, led and run by officials democratically elected by their members, and no angry mob of keyboard warriors is going to change that.**

What might change that though, and what we should all be focussing on right now, are these two new "union busting" laws the government is trying to get through the Senate. One is designed to nobble redundancy funds like Incolink and prevent them delivering the vital services we currently need like suicide prevention, drug and alcohol counselling, financial counselling and other things which save or improve our members' lives every day.

Then there is this horrible "Ensuring Integrity" Bill which will bring in a whole series of new laws which will make it easier for unions and union officials to be fined and/or deregistered. The bill allows persons with 'sufficient interest' to apply for disqualification of union officials and for deregistration of the union. This person could be anyone, and include, for example, an employer who doesn't like a safety rep

asking too many questions about an unsafe site. So, you could have a situation where a union could face deregistration just for doing its job. Which is of course just what the Coalition want to be able to do.

We might be under attack in Canberra, but in Victoria and right across the country, we are just getting on with it. In terms of work and projects going on around the city and regions, and as you can read about in the Organiser's Reports, there is a hell of a lot going on. We have members building apartments, hospitals, tunnels, defence facilities, data centres and day care centres all across Victoria. And the pipeline of works ahead, especially due to the massive metro tunnel project, is looking really solid for all our members.

I'll be seeing you all out on site to have a chat about what matters to the men and women of our great union. My job is to listen to your concerns and work to make sure you all get the pay, conditions and safety you are entitled to. Make sure you come up and say G'day when you see me on site!

## DEAR MEMBERS

It is great to have the opportunity to talk directly to members and to thank you for all the support you have shown me over the years. I have been President and on the Branch Committee of Management since 1999 when, along with Earl and some others, I was part of what we then called the “re-ignition” team.

Over the years a great deal has changed. What we are building has changed, with the boom in population and apartments, and how we are building has also changed. The industry we are in is evolving and becoming more complex and sophisticated all the time, and thanks to the great work the PPTU has done, we can now train our own to make sure we have the skilled plumbing workforce we need going forward.

**The training available to members these days is unbelievably good. When I first started there was no industry training, and certainly no PICAC type union owned entity delivering high-quality training in state-of-the-art facilities, available free with your union card, like there is today.**

And it is not just any training. Through PICAC and its Centres of Excellence in Fire Protection, Welding, and HVAC, we are delivering the best industry-based plumbing and fire protection training available in the southern hemisphere. It is second to none and is something I am extremely proud to have been a part of.

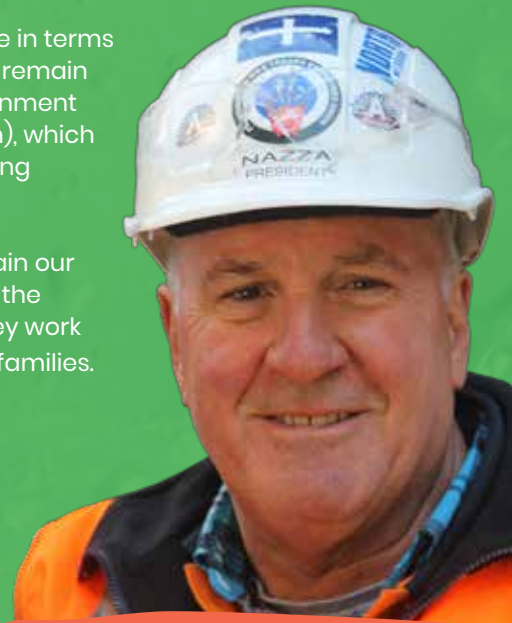
The other big change over the years is in safety and well-being of members – on and off site. On site safety has improved out of sight over my time in the trade, as have the products and systems. These days we focus on the well-being of our members off site as well as on, which was not always the case. Today members have Incolink and all the free well-being counselling services to call if they are in trouble or having trouble with gambling or drugs and alcohol, or relationship problems. There is the Blue Hats system, where members can reach out to and be helped by a fellow worker who has been trained in mental health first aid. These changes have been very significant and will save lives.

Despite all the great things ours and the other unions have been able to achieve in terms of safety, conditions, training and members services, the Coalition Government remain determined to try and cut us down. Having won the election the Morrison Government is introducing new legislation, (which is covered in more detail inside this edition), which is aimed directly at making it harder for us to do our core business of representing member and keeping them safe.

We have a big challenge ahead to defeat these proposed new laws and maintain our existing conditions and rates. I hope all members will throw their energy behind the re-elected full-strength team, and the incoming President Glenn Menzies, as they work to preserve what we have, and build a strong future for our members and their families.

Thank you for your support, and most of all, stay safe out there!

**NAZZA OTTOBRE**



## THANKS TO RETIRING OFFICIALS

The PPTU also wishes to thank and acknowledge **Nazza's** hard work and service as President. He has served through the most transformative period in the union's history and played a key role in developing the union into what it is today, especially in terms of training. Thanks you Nazza.

**We would also like to thank other long-term officials who retired at the last union election.**

Our thanks and best wishes go to **Neil O'Brien** who served as an Organiser from 1999–2019, to **Kevin “Curly” Fitzgerald**, who was also a great and long serving Organiser (1999–2019) and to retiring BCOM member **Bruno Rendina**





## IN SEPTEMBER THIS YEAR THE WORLD PLUMBING COMMUNITY CAME TOGETHER IN MELBOURNE FOR THE 12TH TRIENNIAL WORLD PLUMBING CONFERENCE.

Opened by former Governor General Sir Peter Gosgrove, WPC 2019 brought together over 400 delegates from over 25 countries and marked the culmination of years of hard work and planning by the team at PICAC, our union and our key industry partners.

The Melbourne Convention Centre was the venue for this major international event. PICAC CEO Shayne La Combre, who has been Chair of the WPC for the past three years, hosted the event on behalf of the Executive Board of the Council.

A strong delegation from the UA attended, as did companies, policy makers and industry leaders from China, the UK, Russia, and a

range of European, South East Asian and African countries and were treated to expert presentations about varying aspects of the Four Pillars of Plumbing:

- **Products**
- **Participation**
- **Protection**
- **Practices**

This historic event marked both the culmination of a significant amount of work, and, hopefully the beginning of a period of even greater international industry collaboration around finding solutions to an increasingly complex set of water, sanitation, population and energy related challenges.





The key to meeting those challenges is to develop plumbing industries which can deliver outcomes which specifically meet the needs of particular regions and are tailored to reflect the circumstances that particularly industry or region faces.

The circumstances and challenges of each individual plumbing industry vary significantly. But this does not mean these industries cannot learn from one another. In fact, the opposite is true.



As industries progress through development stages, they can share the lessons learned with those industries which are less advanced.

A sophisticated technological or product development in Europe could have application in the developing parts of the African continent. Teaching techniques developed in the US or South Africa could be replicated in the island nations of the Pacific.

The different approaches being adopted around the world to think like product labelling and quality assurance were in focus at the Conference, as was the role of innovation and the emerging digital economy.

In terms of international training and skills development participants heard from leading experts from the United States, Russia, Switzerland and Australia.

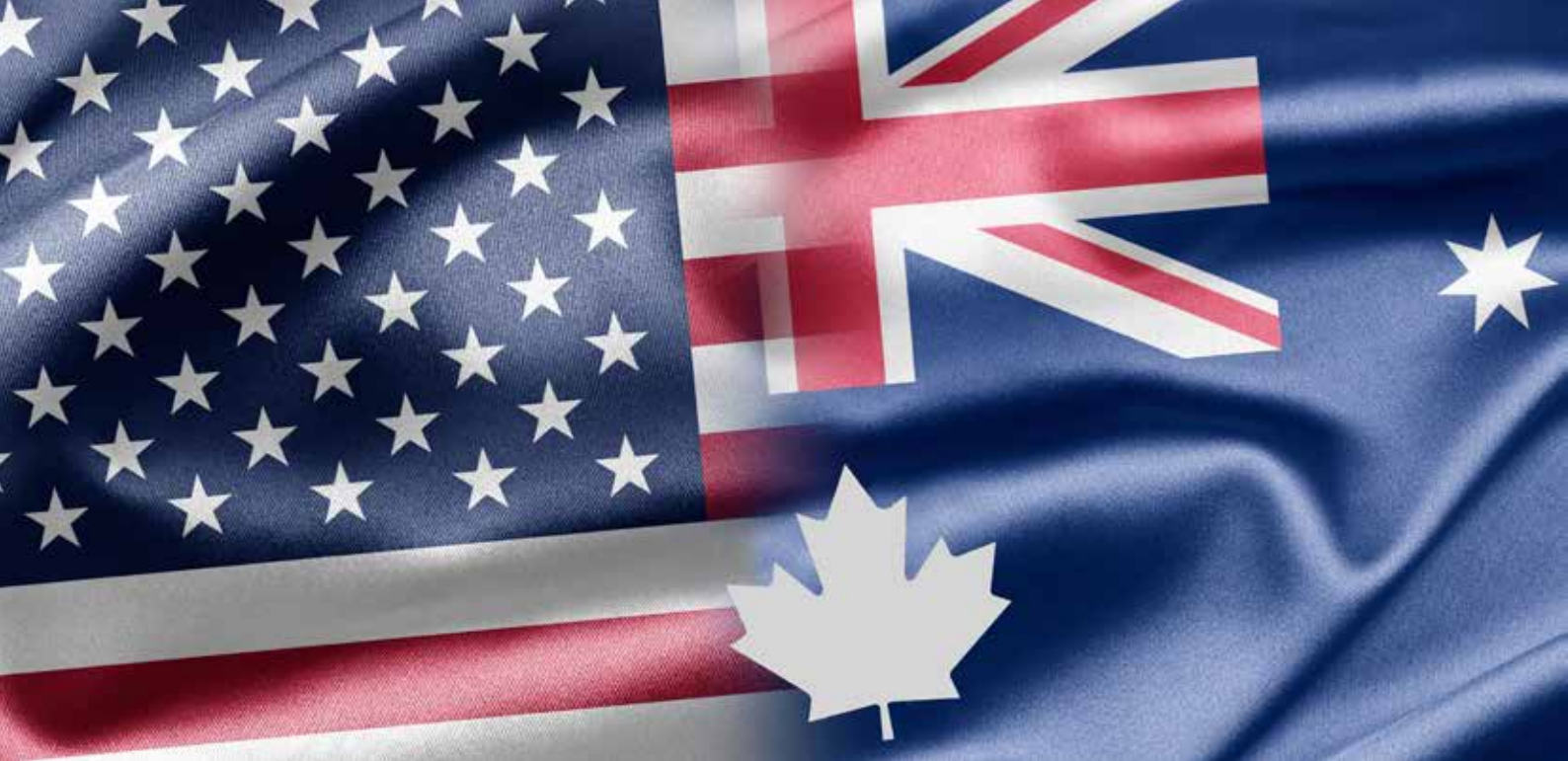
As we in the industry understand, plumbing deals with a range of highly toxic and potentially lethal substances and materials. The vital importance of adequate consumer protections, and the tragic outcomes which can occur when those protections do not exist, or fail, was brought home to delegates stark reality when the Conference heard from Vanessa Robinson from the Chase and Tyler Foundation.

Conference delegates discussed and learned about the different approaches being adopted to regulatory design and compliance in New Zealand and South Africa and elsewhere to prevent tragedies occurring.

The Conference was an outstanding success, and our congratulations go to Shayne and all those who worked so hard to produce what many delegates referred to as the best Conference the WPC has hosted.







# THE PPTU IS PROUD TO HOST GENERAL PRESIDENT MCMANUS AND THE VISITING UA DELEGATES

In September of this year our industry played host to the Triennial **WORLD PLUMBING CONFERENCE FOR THREE DAYS AT THE MELBOURNE CONVENTION CENTRE**, and our members and our industry got right behind this very significant event.

The WPC 2019 is the major event for the World Plumbing Council, Chaired for the last three years by PICAC CEO Shayne La Combre. Over 400 delegates, 40 plus exhibitors and over 200 companies attended the event, representing over 28 countries including the United States, the United Kingdom, New Zealand, South Africa, China, India and many others including representatives from South America, Africa and Europe.







WPC 2019, being held in Melbourne gave our industry a genuine and rare opportunity to showcase the highly successful Victorian, and Australian, plumbing industry to the world. It is also a chance for the Australian industry leaders to learn from the experiences of their international counterparts, and drill down into some of the key issues the sector faces with respect to regulation, standards, product development, innovation and certification, and to explore emerging opportunities in things like hydrogen energy and geothermal technologies.

A big highlight of the Conference for the PPTEU was the visit by the UA delegation led by General President Mark McManus. The 20 strong UA delegation included several UA members from Chicago Local 130, and from District 16 in California. Two Canadian representatives were also amongst the travelling party. On Day 2 of the Conference, PPTEU delegates had the chance to hear directly from General President McManus and to meet their North American and Canadian counterparts.

As well as taking in the opening of the Narre Warren facility and the World Plumbing Conference, the visiting UA delegates had the opportunity to meet with PPTEU and other Australian industry represents to discuss the common challenges between North America and Australia and

how we can work together to address them.

We thank General President McManus and all the visiting delegates for making the long journey to visit us and we wish them all the best for a safe trip home, and to a continuation of our great friendship into the future.

We also wish the WPC well in the important work. It will be chaired for the next three years by Tom Bigley of the UA, who will no doubt continue the great work done over recent years.





# PFIA AWARDS

## MELBOURNE 2019



## Winners



2019 Rose Curtis Award winner Kimberley Smyth



Mechanical Services Award winner Victoria Tomkins

In 2019, the annual Plumbing and Fire Industry Awards (PFIA) were held in conjunction with the Gala Dinner marking the conclusion of the World Plumbing Conference, which was held in Melbourne from 11-13 September. Like the Conference, the venue for this year's awards night, where over 1000 guests and industry leaders gathered, was the Melbourne Convention and Exhibition Centre.



The PFIA is a joint initiative driven by key industry stakeholders -the Plumbing and Pipe Trades Employees Union, the Master Plumbers, the National Fire Industry Association, the Plumbing Industry Climate Action Centre, the and the Association of Hydraulic Service Consultants Australia. The aim of the Awards is to recognise excellence in the training and development achievements of individuals and companies and acknowledge professionals at every stage of their career and across the various disciplines.

750 local and international plumbing and fire protection industry participants, award winners, partners, friends and family members attended this prestigious event. Distinguished guests at the event included Mark McManus, General President of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA), the Executive Board of the World Plumbing Council, Commissioner Carmel Coate of the Victorian Building Authority and Sue Eddy, CEO of the Victorian Building Authority.

Sixteen Plumbing and Fire Industry Awards were presented as well as six Distinguished Service Awards that were presented by the World Plumbing Council. Major award winners were Geelong Fire Services and Wilson Plumbing and Drainage who were joint recipients of the Project of the Year Award. Geelong Fire Services were awarded for their work on the Australia 108 building. Australia 108 is a residential supertall skyscraper currently under construction in Melbourne.





Wilson Plumbing and Drainage were awarded for their work on Stage 2 of the Melbourne and Olympic Park refurbishment, which includes Rod Laver Arena, home to the Australian Open.

A highlight of the night was the inaugural presentation of the Lou Maglio Australian Apprentice of the Year Medal. Lou Maglio was an industry champion who tragically passed in late 2018. The medal has been created to honour his legacy in the Fire Protection industry and is presented to the Australian Fire Protection Apprentice of the Year. Jack Carter from Commercial Hot Water and Maintenance in South Australia was selected as the inaugural winner of this prestigious award out of a pool of five state finalists. Brandon Bresolin of Plumbing Apprenticeships Victoria received the highest industry award available to plumbing apprentices; the Andrew Letten Gold Medal, also winning the Frank Maskell General Plumbing Award earlier in the evening.

General President Mark McManus of the UA received the William P. Hite Leadership Excellence Award. Mr McManus' commitment to the relationship between the UA and the PPTU has seen him facilitate the exchange of knowledge and know-how between the two organisations; travel to Australia to take part in the inauguration of PICAC Narre Warren and the World Plumbing Conference

and re-sign the Affiliation Agreement between the PPTU and UA. General President McManus received the William P. Hite Leadership Excellence Award for all that he has done for our local industry from afar.

Thank you to all our members that supported the event and to all those who worked hard to ensure it was a stunning success. Our thanks also go to the PFIA stakeholder committee, which once again did an outstanding job, and to the PFIA sponsors, whose support is so important to the success of the event.



UA General President Mark McManus receives the William P. Hite Award from Secretary Earl Setches

## Event Sponsor:

Cbus

## WPC Award Sponsors:

Caroma Smart Command, Cbus, InSinkErator, Master Plumbers Australia and New Zealand.

## PFIA Award Sponsors:

AHSCA Victorian Chapter, Conex Banninger, Energy Safe Victoria, Enware, Fire Industry Training, FireMate, IAPMO Oceana, Incolink, Milwaukee Tools, National Fire Industry Association Australia, Plumbing Industry Climate Action Centre, RAW Recruitment, Reece, Tradelink, Victorian Building Authority, Viega and Victaulic.

## PFIA Partners:

Cooke & Dowsett, FMSA Architecture, GAMAA, Geschke Plumbing Contractors, Hutchinson Builders, Maurice Blackburn Lawyers, Michelson Alexander, NSG Plumbing, The Plumbing Joint Training Fund (PJTF), Stannards Accountants & Advisors, Norman Disney & Young, Toshiba and CEPTEC.

# The PPTEU CONGRATULATES all the Award winners

A full list of all the award winners and finalists, as well as more great pictures from the night, can be found at [www.plumbingfireawards.com.au](http://www.plumbingfireawards.com.au)



## **Excellence in Education and Training Award**

*Jake Cranny, PPTEU*



## **Excellence in Occupational Health and Safety Award**

*Wayne Chequer, Allstaff Air-Conditioning*



## **Tradelink Women in Plumbing Rose Curtis Award**

*Kimberley Smyth, Hey Sista Plumbing*



## **Indigenous Professional Award**

*James Kinniburgh, RAW Recruitment*



## **Excellence in Sustainability Award**

*Commercial Hot Water and Maintenance*



## **NFIA Apprentice Award**

*Dylon Reed, Leemark Fire Protection*



## **Excellence in Fire Protection Award**

*Ewan Downes, Geelong Fire Services*



## **AHSCA Tom Clements Consultant of the Year Award**

*Bruce Clements, Clements Consulting Group*



## **AHSCA Commercial Plumbing Affiliate of the Year Award**

*Cooke & Dowsett*



## **AHSCA Sales Representative of the Year Award**

*Greg Brittain, Zip Industries*



## **Mechanical Services Award**

*Victoria Tomkins, Plumbing Apprenticeships Victoria*



## **Frank Maskell General Plumbing Award**

*Brandon Bresolin, Plumbing Apprenticeships Victoria*



## **NA Smith Gas Award**

*Joel Anderson, Commercial Hot Water and Maintenance*



## **Project of the Year**

*Joint winners:*

*Wilson Plumbing and Drainage for Melbourne and Olympic Park Refurbishment*

*Geelong Fire Services for Australia 108*



## **Lou Maglio Apprentice of the Year Medal Award**

*Jack Carter, Combined Fire Systems (SA)*



## **The Andrew Letten Gold Medal Award**

*Brandon Bresolin, Plumbing Apprenticeships Victoria*



## **William P. Hite Leadership Excellence Award**

*Mark McManus, United Association (USA)*



# PICAC NARRE WARREN IS OPEN – AND IT IS SERIOUSLY IMPRESSIVE



On September 10 this year PICAC Narre Warren was officially inaugurated in a ceremony befitting the significance of the new facility - for the industry, the economy, and the Australian community.

PICAC Narre Warren is an Australian first. **It is the nation's first and only zero net emission training facility, meaning it is a building which generates enough energy to support its own requirements.**

PICAC Narre Warren is the product of collaboration between major industry stakeholders and a determination to ensure the Australian industry has the training capability to keep it at the cutting edge of global innovation in terms of plumbing products, techniques, systems and water and energy efficient applications.

Building the Plumbing Workforce of the Future



At the Inauguration ceremony, the leading industry stakeholders were treated to a tour of this amazing complex. And complex is the right word because that is what the supporting engineering and design work is – complex. **The facility achieves its net zero emission status by incorporating a series of design and technological measures which enable renewable energy for the building to be supplied by a combination of geothermal and solar technology.** The facility also incorporates a passive design strategy, which includes a focus on natural light and ventilation, and a highly insulated building fabric.

Given that buildings account for about 40 per cent of the energy consumption and up to a third of global greenhouse emissions, the design and engineering of sustainable buildings has become increasingly significant. We need to do better as a community when it comes to energy efficiency and this building shows the world that it can be done.

Appropriately, United Association (UA) General President Mark McManus headlined a suite of dignitaries and industry leaders who were on hand for the Inauguration. It is fitting that General President McManus and the rest of the 40 strong UA delegation were here to see this showpiece opened because so much of what we have achieved in training in our industry has been directly inspired by the UA.

Reflecting the contribution the UA have made to the advancement of the Australian industry, the Narre Warren Inauguration ceremony also included a re-signing of the Affiliation Agreement between the PPTU and the UA. Speaking at the Inauguration, our Secretary Earl Setches, thanked the UA and General president McManus “.....**The UA, and in particular Mark McManus’ predecessor the great William P. Hite, showed us firsthand the advantages of working collaboratively with our key industry**

**partners, like the Master Plumbers, in terms of developing trades people and their skills. We have replicated the UA training model of training our own and in the process have elevated our industry to a new standard”.**

The facility at Narre Warren raises that standard even further, and by partnering with leading international standards body IAPMO Oceania, we have:

- created a **seamless link** between product development, standards, training and employment
- driven up **industry efficiency**, delivering training outcomes which are directly relevant to industry requirements
- increased **community safety** by ensuring the economy has the skills available to it to keep the community safe
- added to our collective capacity to adopt and utilise the most effective systems in terms of **water and energy efficiency**; and
- brought world class industry **training opportunity** to a large and growing south east Melbourne population and growth corridor.

This magnificent facility will be an enduring asset for the industry and the community. It is designed for the long term, and is a product of collaboration, inspiration, innovation and determination. **I encourage all members to take the time to stop in and check out Narre Warren PICAC, which, as UA General President Mark McManus said at the Inauguration, may well be training your sons and daughters and the generations which follow.**



UA General President McManus (left) and PPTU Secretary Earl Setches address the attendees at the Inauguration Ceremony

# WOMEN & WILSON PLUMBING LEADING THE WAY...



*Michaela Healey, Brittany Grech and Kelsey and Tahley Houghton, are all apprentice plumbers, members of our great union, and are currently working with a great company in Wilson Plumbing. Oh yeah, and they are also women. Twins Kelsey and Tahley are employed through the Master Plumbers Group Training Scheme and Brittany, who is in the first weeks of her training, is directly employed by Wilson.*



Insert image captions >>



Even just a few years ago, to see a female worker on a major construction site would have been a rare thing. The numbers are low and have been slow to move. In fact, according to the Australian Bureau of Statistics (ABS), the number of women in the manual trades in Australia has barely budged in the last 20 years. While lower-skilled and lower-paid jobs have increased, the number of women being employed in manual trades like plumbers, electricians, carpenters and mechanics have remained at incredibly low levels.

According to the ABS data, despite making some inroads in recent years, women still make up less than 2 per cent of those working in construction, engineering and automotive trades. Within that 2 per cent, female electricians outnumber female plumbers by about 3 to 1. **There are fewer than 1000 qualified and practicing female plumbers in Australia.**

There is no doubt it takes a fair bit of guts and determination for a woman to choose plumbing as a career ***“Yes, it does I suppose, but once you get into it, it just seems normal”*** says Michaela. All four Wilson’s women say they are very pleased with their career choice and love it. They all agree the variation in work keeps it interesting ***“you work in different places, different sites, with different sorts of materials and systems and things so there is always something to learn”***.

It is the culture at Wilson that is the difference, says Tahlee ***“they are all very supportive, and they treat us just the same as the boys, which is just how it should be. It gives you confidence”***.

Almost through their apprenticeship now, twins Tahley and Kelsey say the industry is changing and has changed even in the last few years. Tahley, who is in fourth year of her apprenticeship and hoping for a career in sanitation plumbing with Wilson, says ***“you still get some sexist comments now and then, but most of the guys are great to work with”***.

All four of the Wilson’s apprentices consider themselves to be plumbers who happen to be women, as opposed to “female plumbers”, which they say implies they are something different to a regular plumber, which of course they are not ***“we can do anything and everything the boys can, so just call us plumbers”***.

In Australia and internationally, women are breaking down a whole range of economic, social, political and cultural barriers. Women are dismantling stereotypes, rejecting cultural constraints and limitations, and forcing attitudinal change. In doing so, women, like the Wilson’s apprentice plumbers, are lighting a pathway of opportunity for generations of women to follow.

Governments, industries and education providers have long tried to overcome skills shortages in the manual trades by encouraging more women to pursue these careers. But the gender imbalance has been hard to rectify in part to a culture that historically has been slow to embrace diversity.

The good news is, the times and that culture, are changing. In plumbing the number of females qualified or in training is steadily rising. Attracting more women to the plumbing trade, and retaining them once they are in it, is something the industry, including our union, is working together on, with several targeted programs being developed.

And then there are the switched-on employers, like Wilson Plumbing, who recognise the potential of young women to make a massive contribution to their business in the long term.

As Wilson’s OH&S Manager Paul Spiridopoulos explained ***“it is not only good from a social and equality perspective to give women more opportunity, it makes great business sense. We have this great resource of untapped talent out there, and in our experience when we have given young women a go we have been rewarded. They are great workers and learners and we are really pleased to have them on our books”***.

We commend Wilson for their foresight and leadership, and for creating a workplace culture which is supportive and respectful of all the workforce. We look forward to other big employers following Wilson’s lead and taking on more young female apprentices.

And, we are very proud to have trail blazers like Michaela, Brittany, Kelsey and Tahley amongst our number, and look forward to many more young female members joining the ranks of the PPTU in the years to come.

# IS AUSTRALIA'S CONSTRUCTION SECTOR IN CRISIS?

## ***A NEW UNION COMMISSIONED REPORT SAYS IT MOST DEFINITELY IS...***

Increasingly, Australia's construction industry is described in the media as being at "crisis point". From cracking apartment buildings, water leaks, structural defects, combustible cladding, it appears that there is not one part of the sector that isn't failing in some way.

The economic and human costs of failure are piling up. In the short-term, we are seeing professional insurance fees skyrocket, threatening a downturn in one of the economy's leading sectors. In the medium term there will be the costs of remediation, estimated to be \$6.2 billion and ultimately a loss of confidence and therefore value in the nation's biggest asset class. In the long term, we can expect a long tail legacy of evacuations, remediations and costs for consumers for decades to come.

This is a crisis with a very human face, with dire financial consequences for some unfortunate individual who through no fault of their own face a diabolical set of circumstances. For most people, property is the biggest investment they make in their lives. We have all seen the reports of people who have invested at the top of the market and acquired themselves a property which turns out to be riddled with all manner of dangerous failures. They are left with an apartment they can't live in, which is losing value by the day and will be virtually impossible to sell. For these individuals, many of whom are first time property investors, investing in an apartment has destroyed their financial future. This was never how the Australian dream was supposed to work.

The scale of the debacle is staggering. Independent research (commissioned by the CFMMEU) conducted by Equity Economics found that nationally:

- The cost of rectifying defects in apartment buildings constructed over the last ten years will amount to \$6.2 billion.
- Over 3,400 residential apartment buildings have combustible cladding.
- 170,000 estimated apartments effected by the combustible cladding crisis
- \$31.7 billion total value of new apartment commencement in 2018-19 14% of the building and construction sector
- The national crisis in construction Residential apartment construction \$6.2 billion to repair apartment defects in the last decade
- 3461 residential apartment buildings have combustible cladding



The report finds that the causes of the various failures have one common underlying thread: the systematic weakening of government as the protector of public interest. Governments have:

- **failed to adequately enforce existing building standards or ensure they keep pace with evolving building practices;**
- **overseen the loss of public sector skills and capability**
- **driven the outsourcing of building approvals resulting in increased conflicts of interest and lack of oversight.**

Equity Economics attributes blame to governments obsessed with deregulation for deregulation's sake. "Red Tape" reduction has become a religion for the conservative side of politics, and now the chickens are coming home to roost. Deregulation has failed. It has failed the community, failed the industry and failed workers and the economy, with wages and growth flatlining.

*"Our economy has become dependent on a house-of-cards of cheap debt, building approvals, immigration and government funded infrastructure projects. This matrix is keeping us out of recession, but ours is an economy built on shaky foundations, underwritten by poor regulation and government oversight."*

**Shaky Foundations – The National Crisis in Construction, Equity Economics, August 2019**

The report describes the Federal Government as being a "bystander" to the crisis, and notes that at a national level the government has no plans to take the necessary steps to address the crisis. The Federal Government bears ultimate responsibility for the National Construction Code and National Standards which are then enforced through State regulatory mechanisms. Yet the failure to enforce these standards goes unchecked by the Federal Government, while citizens and consumers Australia-wide feel the effect of failure.

Instead of addressing the most pressing issue in residential construction, the government is most intent on silencing those that blow the whistle on shoddy construction, giving the private sector the power to use disqualification of a union official as a weapon to silence critics.



# UNION BUSTING

## LAWS BACK ON THE AGENDA

***As great as it was to see Michaelia Cash leave the Industrial Relations portfolio after the last election, her replacement in the job, Attorney-General Christian Porter, has wasted no time picking up where she left off in her anti-union crusade.***



On the last day of the first session of the new Parliament, Porter resurrected two rejected bills from 2017 and announced a general “review” of industrial relations. When they say review, what they really mean is an attack plan.

The first of the two bills Porter dusted off and re-introduced is the innocuous-**sounding Proper Use of Worker Benefits Bill**. Under the guise of banning “secret and corrupting” payments, the bill provides for an unprecedented level of interference in the financial affairs of unions, something the corporate world would never tolerate. Claiming lack of transparency and questionable decision making, Porter’s measures are directly aimed at attacking funds that support redundant workers and pay for vital health and safety and welfare training for union members.

These funds are already adequately oversighted, and the government’s attack is an outrageous and unnecessary totally unwarranted attack on funds that pay for worker benefits including funeral cover, training and suicide prevention. Porter had the gall to accuse redundancy funds of wage theft for investing in health and safety measures, despite there being no evidence whatsoever that there is a single union member unhappy with the arrangements which serve the interests of members.

The second – **the Ensuring Integrity Bill** – is a document you’d expect to see made law in some strife ridden dictatorship in eastern Europe or South America. It is one of the most extreme anti-union bills in Australia’s history.

The bill will basically transfer control of unions from their members to the government. The Australian Council of Trade Unions is right to describe it as “a rollback of the basic rights of working people which has no equivalent in the western world”.



Other so-called crimes – being in contempt of court, repeatedly failing to stop their organisation breaking the law, being deemed not a “fit and proper” person or any other matter the court considers relevant – can also result in fines and even jail time.

These laws are bad laws. Undemocratic, unfair and unjust. They will only harm working people, further stifle wage growth the economy needs and make workplaces less safe.

The Proper Use of Worker Benefits Bill and the Ensuring Integrity Bill are currently the subject of separate Senate Committee Inquiries and are expected to be voted on by the Senate in October.

***We will be doing all we can as a union and a movement to prevent these draconian bills becoming law.***

# STOP SCOTT MORRISON'S ANTI-UNION LAWS



GOVT & EMPLOYERS CAN INTERFERE  
IN THE RUNNING OF UNIONS



GOVT CAN SHUT DOWN UNIONS  
AND SACK UNION LEADERS



MAKE IT HARDER FOR UNIONS TO  
DO THEIR JOB OF STANDING UP  
FOR WORKERS



STOP UNIONS MERGING  
TOGETHER

Australian Unions

# NEW FOUR-YEAR DEAL FOR FRIGIES LOCKED IN



Members from AJ Baker (left) and from Woolworths

In great news for the PPTU refrigeration mechanics, a new four-year Enterprise Agreement has been struck which locks in great rates and conditions for four more years.

After weeks of negotiations, refrigeration mechanics from the supermarket and construction industry have lodged the first EBA with the Fair Work Commission.

The new Agreement is a great result for members. Woolworths was the first company to have their vote and it was 100% unanimous. Other companies signing up to the new Agreement include AJ Baker, Melbourne Refrigeration, Cold Concept, All State, Adept Refrigeration and others.

Key features of the Agreement are:

- an increase in travel time in the last two years of the Agreement from 45 minutes to an hour;
- CRIP payment up to \$2.45 and increasing 3% per year;

As a union official it's not all ways easy sitting around a table negotiating for weeks on end trying to get an outcome for an industry. I would like to thank all the union delegates that were involved including Cam and Steve from Woolworths Brain And Casey from Bakers also Brian Close from Melbourne Refrigeration's and anyone else I may have forgot.

***Also, a big thanks to management from all companies who were very professional in their approach, resulting in an outcome that suited both sides.***

Norm Kelly





# 2020 CALENDAR

[www.ppteu.asn.au](http://www.ppteu.asn.au)

JANUARY						
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Public Holiday
Annual Leave
RDO
Lock Down Weekends
School Holidays
Picnic Day
World Plumbing Day
Return to work on 12th Jan 2021

#### VICTORIAN SCHOOL TERM DATES

**TERM 1:** 29 January 2020 - 27 March 2020  
**TERM 2:** 14 April 2020 - 26 June 2020  
**TERM 3:** 13 July 2020 - 18 September 2020  
**TERM 4:** 5 October 2020 - 18 December 2020

#### PUBLIC HOLIDAY DATES

**New Year's Day:** Wednesday 1 January  
**Australia Day:** Monday 27 January  
**Labour Day:** Monday 9 March  
**Good Friday:** Friday 10 April

\* Please note: Monday 27 January Public Holiday in lieu of Australia Day on Sunday 26 January

**Easter Saturday:** Saturday 11 April  
**Easter Sunday:** Sunday 12 April  
**Easter Monday:** Monday 13 April  
**Anzac Day:** Saturday 25 April

**Queens Birthday:** Monday 8 June  
**Melbourne Cup Day:** Tuesday 3 November  
**Christmas Day:** Friday 25 December  
**Boxing Day:** Saturday 26 December



# AUSTRALIAN INDIGENOUS BASKETBALL *GOING FROM STRENGTH TO STRENGTH!*

For many years, and through its involvement in a range of initiatives and programs, the PPTU has sought to do what we can to promote improved health, well-being and economic outcomes for Indigenous Australians.

Members would be familiar with the work of the Indigenous Plumbing and Sanitation Foundation for example, and the work done with Indigenous apprentices and our association with RAW Recruitment and the Michael Long Centre in Darwin.

One of the other ways we are involved is through our sponsorship of Australian Indigenous Basketball. AIB is a not for profit organisation formed in 2014 and which is going from strength to strength.

**The AIB creates opportunities that enable Aboriginal and Torres Strait Islander people of both genders and all ages to participate in the sport from the grassroots to elite levels.**

The AIB was established to celebrate and showcase Aboriginal and Torres Strait Islander culture through the sport of Basketball, and to encourage connection and therefore reconciliation between Indigenous and non-Indigenous people.

Through participation in the great sport of basketball, an extremely popular sport amongst Indigenous Australians, the AIB aims to improve the health and wellbeing of Aboriginal and Torres Strait Islander people.

The AIB has a high-performance program which is delivering great results. The Apunipima All Stars are the national representative teams for Australian Indigenous Basketball and carry a proud tradition.

Apunipima All Stars men's & women's national teams compete in events including the World Indigenous Basketball Championships held every two-years and the Annual Trans-Tasman Basketball Series played against the New Zealand Maori Basketball Aotearoa.





The AIB All Star men finished second in their competition at the international event.



Another recent highlight was in August this year when the 2019 International Indigenous Basketball & Cultural Showcase played as a curtain-raiser event prior to the Australian Boomers vs USA Basketball exhibition basketball game at Marvel Stadium.

The Australian Indigenous Basketball national team faced-off against visiting Kingdom of Hawai'i (KOH) national representative squads on the Marvel Stadium court. In addition to the high-octane hoops action, Indigenous cultures of Australia and Hawai'i were celebrated as part of the game-night festivities; a first at the elite level of Australian basketball. Both Indigenous nations had their anthems performed in traditional language and respective dancers from each cultural group performed on-court.

**We wish the AIB every success in the future and look forward to more young people getting an opportunity to grow and succeed through sport.**





# HMAS CERBERUS

PPTEU Shop Steward Michael MacCormack is looking after up to 80 members on the massive Lend Lease project on the Mornington Peninsula – the HMAS Cerberus Project.

HMAS Cerberus is located at Crib Point, approximately 30km from Frankston and 70km South of Melbourne CBD on Westernport Bay shore of the Mornington Peninsula. The Base is 1,512ha in total area with approximately 350ha of the establishment developed since the early 1920's. As a result of the age of the Base, significant parts of Cerberus are Heritage listed and are part of conservation areas.

The HMAS Cerberus Redevelopment Project will upgrade and refurbish existing infrastructure and facilities to address capacity, condition, compliance and functionality and to enable a certifiable basis from which Navy and Tri-Service training and support requirements can be provided until at least 2037.

The Works will include the upgrade of key base services including power, water, stormwater,

sewerage, gas, fuel systems, and information and communications technology to modern standards and to develop spare capacity. Working and living accommodation is also being upgraded.

According to Mick, “the sheer size of the area the job is spread over is challenging and time consuming, and it’s been very wet and muddy, but it’s going well and is on track”.

On site are members from Geschke Plumbing, NSG Plumbing, Entire Mechanical are doing the air conditioning work and Walker the fire protection work. Members from Neptune Pools are also on site (there are two massive training tanks for simulated rescues etc.) and SGI are installing some complex medical gas works.

Phase One of the project, which includes the major infrastructure upgrades our members have been working on, is due to be complete next year. Phase Two, which is the building of the new buildings, will run through to 2025.







# ND THE TRAPS









# ND THE TRAPS



# INNER WEST

## P.M PORT MELBOURNE

PPTEU Shop Steward Ryan “Rusty” Russell is working hard down at the Hutchinson Builders project at 320 Plummer Street, Port Melbourne.

P.M. Port Melbourne is a large and complex project and has thrown up a few challenges along the way “it’s been a pretty hard job to be honest, had a few headaches but we are working through them and cracking on”.

Comprising two residential towers, and a third Hotel tower, this 14-17 storey project includes eleven townhouses and all the luxury features a modern world class apartment complex has. The building is one of several being planned for the immediate area, creating a min suburb within a suburb.

On site at the moment are All Pro who are doing the sanitary plumbing, CMS doing the mechanical services work and All Safe are installing the fire protection systems. Ladders from Summit Insulation are also on the job, which Rusty reckons has at least another few months to run.

## MELBOURNE SQUARE

Melbourne Square is a A\$2.8 billion building complex of residential, hotel and commercial towers in the Southbank precinct of Melbourne, Victoria.

The complex will be constructed in five stages, with an estimated completion in 2027. Stage one of the development commenced construction in November 2017, and it is expected to be completed by August 2020.

Chris “Butch” Bell is the Shop Steward on site looking after the PPTEU members from Wilson’s Plumbing, D&E Air Conditioning and Geelong Fire.

## AUSTRALIA 108

Australia 108 (previously 70 Southbank Boulevard) is a residential supertall skyscraper currently under construction in the Southbank precinct of Melbourne, Victoria, Australia. When completed, it will become the tallest building in Australia by roof height, surpassing the Eureka Tower. It will also have the curious distinction of being the shortest 100-story building in the world.

The project consists of a 317-metre-tall (1,040 ft) apartment building with 1,105 apartments over 100 floors. Construction of the revised Fender Katsalidis Architects–design by Brookfield Multiplex commenced in 2015, with completion expected in 2020.

Dave Neil is the PPTEU Rep on the job, looking after the members from Ellis Air Conditioning, Geelong Fire, CDC Plumbing and All Systems.











AROUND





# ND THE TRAPS











## JEWISH AGED CARE, ST KILDA

Construction began just over a year ago on a multi-phase state-of-the-art aged care facility for Melbourne's Jewish community. And it is no ordinary aged care facility.

With 156 residential units, relevant health care and medical services, the new nine-storey building will also include associated retail and commercial areas and basement car parking. The development will also provide facilities for residential religious services including a synagogue and communal kosher kitchens with adjacent dining areas.

The PPTEU has about 30 members on the job which is a Watpac development from several companies including Rival Air who are doing the mechanical services work and Cooke and Dowsett are doing the plumbing work.

Shop Steward on the project is Troy Thompson "It's been a really good job so far, no major issues and it's all on track"







# ND THE TRAPS





# AROUND THE TRAPS



# DIGITAL UNION CARDS

**The PPTEU membership system is transitioning to new digital system.**

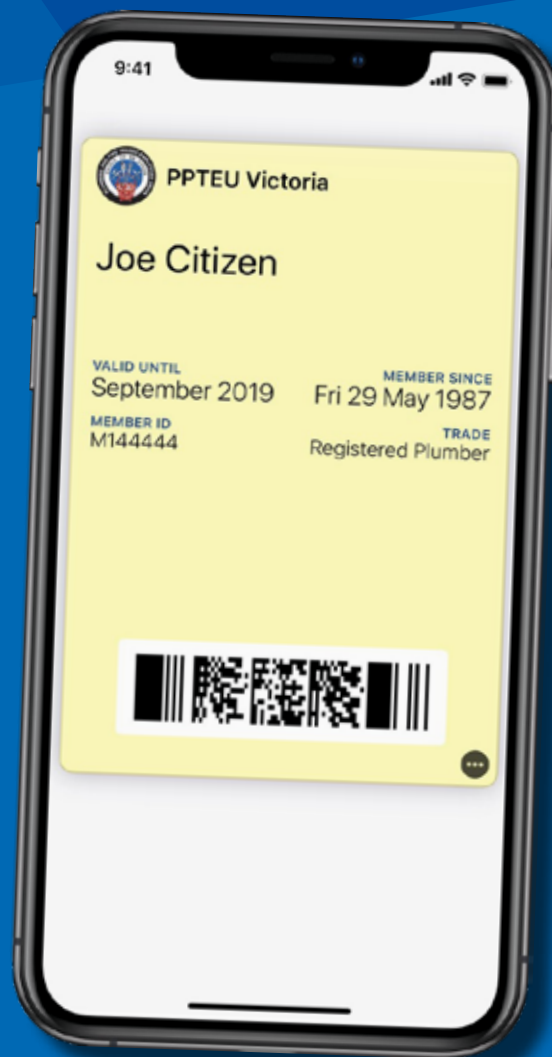
This new system is part of our ongoing effort to streamline the membership experience to provide ease and convenience for our members.

Financial members of the PPTEU are now able to download their digital Membership Card to their smartphone. **The digital card will contain all of the information that is on your plastic membership card.**

Members who want to take advantage of this facility must have a current email address attached to their membership and be able to receive e-mails on their device.

## **The process to transition over to the new system is straightforward.**

- 01** Members simply need to log in to their PPTEU account ([www.ppteu.asn.au](http://www.ppteu.asn.au)) and go through some simple steps to download their digital card.
- 02** Once logged on to the PPTEU website, to download your digital membership cards, simply follow the prompts.
- 03** Remember that your username is your current member number. You will be sent an e-mail to re-set your password. **Remember to write it down!**
- 04** From the member dashboard, click on either **ios or android**. You will then receive e-mail of your new e-card, **click on the attachment to add to your "wallet" app on your phone.** In future you will simply receive an email notifying you to login and download your Digital Card to save to your smartphone.



**Now that you have access to your own account, any information can now be added, altered or viewed at any time.**



# ENSURING INTEGRITY

**The first order of business for the Morrison Government has been to try and push through legislation that will roll back the basic rights of working people instead of tackling near record low wage growth and a struggling economy. They turn a blind eye to millions of dollars lost to workers through wage theft and instead attack workers and our unions.**

The bill is called the Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019 but is known as the 'Ensuring Integrity Bill' or 'EI Bill'.

During the election campaign the Morrison Government insisted that it had no plans to reduce workers' rights, despite constant questions from unions and the media. Now, Morrison has drawn from the wishlists of big business, dusting off previously failed legislation to attack working people's freedom to organise.

The rights of workers to organise, and for members to democratically run their unions is an internationally recognised human right, like a free press. Free unions are essential checks on the powerful in any democracy. Every single worker benefits from the work of unions, attacking unions is another way of attacking every worker's rights.

The PPTEU and the wider union movement is already heavily regulated and this EI

bill goes further than any other western democracy in interfering in democratic workers organisations. The PPTEU and Maurice Blackburn stand firmly against this bill.

## What does the EI Bill do?

The EI Bill would give the Government, employers, or any other party with 'sufficient interest' the power to intervene in the running and work of unions, and makes it easier to disqualify people from union leadership, block union mergers, and deregister unions.

If it passes in its current form, the EI Bill would provide for automatic disqualification of a union officer for any offence under a law of the Commonwealth, a State or Territory, or another country, punishable upon conviction by imprisonment for a period of five years or more.



# THE GOVERNMENT'S LATEST ATTACK ON WORKERS AND OUR UNIONS

It would allow the Registered Organisations Commissioner, the Minister, or a 'person of sufficient interest' to apply to the Federal Court for a wide range of orders including disqualification of an officer, deregistration of a union, alteration of a union's eligibility rules, restriction of the use of funds or property of a union and more.

It would also allow a Federal Court to disqualify a person from holding office in a union on a wide range of grounds, including that a person is not a 'fit and proper person'—including, for example, if they had twice been caught driving while their licence is suspended.

The Federal Court would also be able to deregister a union, disqualify officers, alter the eligibility rules, suspend the rights and

privileges or restrict the use of funds or property of a union or part of the union on a wide range of grounds, including findings against the union, officers or members such as filing union paperwork late with the Government authority.

Despite the numerous scandals in banking, aged care and corporations that has seen money stolen, elderly people without enough food, wage theft, fraud, assistance given to terrorists and people dying, no one in any of those scandals has been barred from holding office nor has a single organisation been deregistered.

**This bill fundamentally interferes with the democratic rights of working people to organise, run our own union and choose who represents us.**

**IT MUST BE STOPPED.**





# FROM THE OR

## CITY ORGANISER'S REPORT, PARIS ANDRISKE

Walking the city streets of Melbourne has seen our industry continue to peak with the City Skyline increasingly changing with each new season. As the various projects continue to top out, new hoarding is going up on buildings soon to be demolished and once they are, the site doesn't sit idle for long with the excavators following soon after with the ground works and piling rigs.

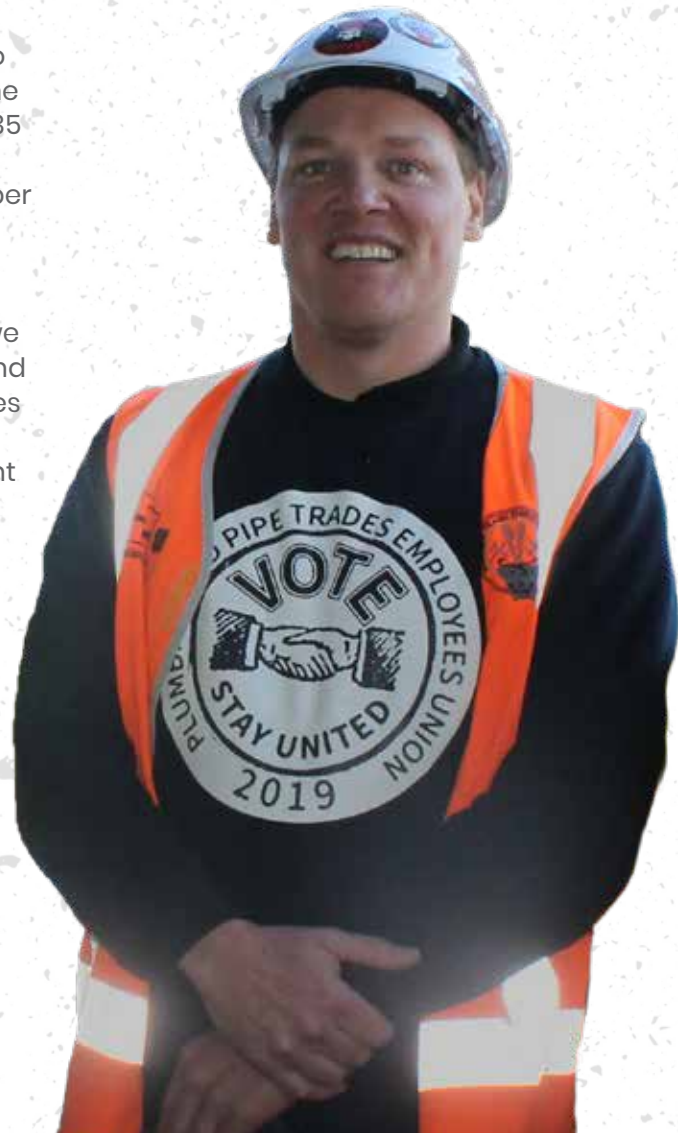
**As much as we all dream of the lotto win, a small consolation is the camaraderie that we all have with our mates on the job.**

There's nothing more familiar than walking into a smoko shed and seeing the laughter and friendship that we have with our peers. And even better when we see some of our older members giving the young ones a history lesson.

This was made evident this week as we saw one of our Next Gen Rep's voted up on the Multiplex premiere apartments job in Spencer street. Nathan Tzimopoulos was unanimously endorsed by the group with the support of his work mates to represent the Plumbers Union on site. The next day

we voted up long time Rep Maxwell Robbins who has been representing the Plumbers Union for over 35 years with 19 of those as both a committee member and site delegate.

We need a full rounded team to maintain what we have in the work place and one of my favourite replies to anyone who wants to go outside our agreement is that the awards and conditions we have today were hard fought and won by those before us and are therefore not ours to give away.





# GANISERS

## JAKE CRANNY - GEELONG REGION ORGANISER

As has been the case for a few years now, the Geelong region is growing fast, attracting new residents and businesses every day. The population growth is driving demand for major projects in the region, which is good news for members.

### **One of the major projects for the region is a new juvenile justice facility at Little River.**

John Holland are building the facility with the early works package just commencing. Wilson Plumbing have started and have three plumbers on site getting the facilities ready.

The Little River job is a big one, consisting of a mental health unit, and a number of buildings that contain 224 beds for young offenders. The cost of the project is \$288.7 million and is set for completion in 2021. This job will carry a number of plumbers, roofers, sprinkler fitters and mechanical plumbers, and with the site being just a twenty-minute drive from Geelong, it should be a good job to work on. Lara Prison which I have reported on previously, has not yet commenced.

Deakin University Waurn Ponds continues to grow with three projects continuing to progress. The next phase of the development, which is currently out for tender, is a \$50M new student accommodation facility, consisting of 32 separate student dwellings, each accommodating up to 10 students.

Other new projects that are starting or have just started are Balmoral Apartments (Kane), The Ritz Apartments (Ireland Brown), Armstrong Creek Town Centre (Hutchinson), Warralilly P12 School (Kane), Warralilly Catholic School (Lyons), Kingston Village (Maben), Matthew Flinders Refurbishment (Lyons), Holiday Inn (Maxcon)

Should you require any further information on any of these or upcoming projects please give me a

call. The next General Meeting will be held at the PICAC facility 66 Tanner Street Breakwater on the 27th of November come along for a refreshment and keep informed with new and upcoming projects. This meeting will also have updates on the progress of the negotiation for the next EBA.





# FROM THE OR

## JOHN HAITAS - MELBOURNE WEST ORGANISER

My name is John Haitas and I have recently been given the opportunity and privilege to represent you, the members of the PPTEU in Melbourne's West.

**Like many parts of the state, work is booming in the west. Current jobs that are underway are West End in West Melbourne, Live City in Footscray, various shopping centres, schools and data centres in Derrimut, Tarneit and Wyndham.**

Curly Fitzgerald recently retired after 45 years of service. I have big shoes to fill looking after the West, but I am determined and motivated to offer the best service to our members. I would like to thank Curly for his prior and ongoing support and I wish him and his family the very best for this new chapter of his life.

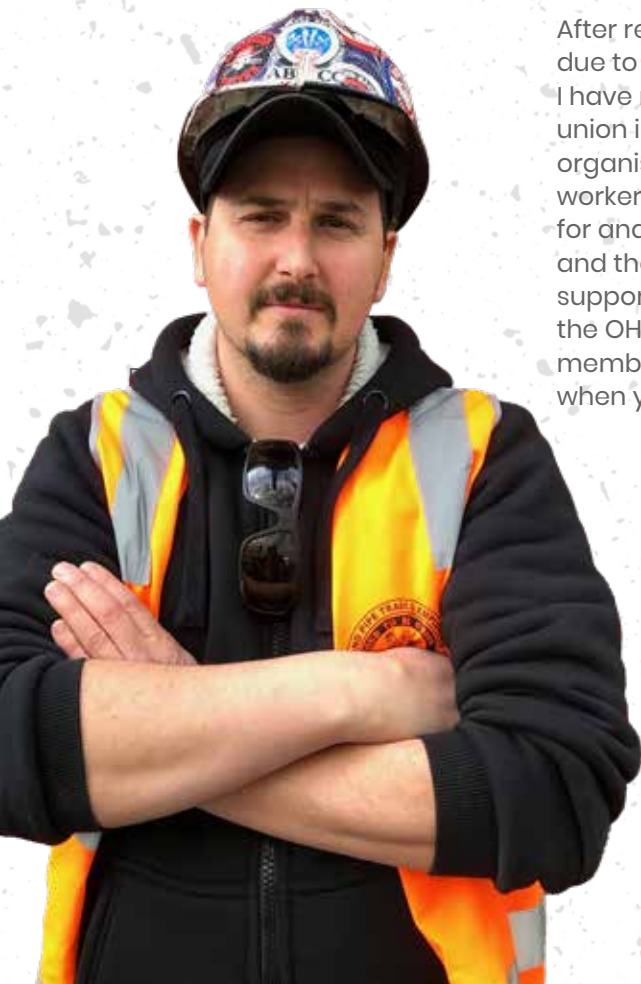
After recently being off work due to a leisure time injury, I have realised that this union is more than just an organisation representing workers. It is a union that fights for and supports its members and their families. Receiving support from organisers, the OH&S team and PPTEU members means so much when you are down and out.

One of the many benefits of being a member of our great union is our income protection scheme. This scheme supports members and their families when they cannot work due to injury or illness. It is a very critical element of the EBA, which I have discovered recently. I cannot stress enough the importance of this cover to our members and the need to be diligent in checking individual funds via Incolink. This can be easily accessed with a smart phone. It is paramount that members or representatives check that their boss is contributing the right cover.

The next four years under this federal government will be challenging but it is nothing we have not faced before. Our strong and proud unions have been fighting for workers in this country, for over one hundred years and nothing will stop us continuing to do this. The four industry unions the PPTEU, CFMEU, ETU and the AMWU have fought and won many conditions for their members over the years and we are bigger and stronger than ever before. So I say this to any government or

organisation that threatens worker's rights - **TOUCH ONE, TOUCH ALL!!!!**

On a final note, I would like to encourage all members to attend our branch meetings, in order to stay relevant with industry matters. Our next gen members have recently shown a greater interest and passion and this has been demonstrated in the growing numbers of attendance at our meetings. I hope to offer members with the best possible help and support and continue the proud history and strong future of this union.





# GANISERS

## BILLY JOVANOVSKI - MELBOURNE NORTH EAST

Things are looking very good at the moment, and there seems to be plenty of jobs moving along nicely.

**The Boulevard Apartments (Icon) on St Kilda Rd is in full swing at the moment, contractors and job moving along nicely. Jewish Aged Care (Watpac) around the corner is getting towards the end of the job.**

Troy Thompson, the PPTU Rep on the site has done a fantastic job out there servicing the members, and I'd like to take this opportunity to thank Troy for his efforts. Troy will be moving onto the next project as a Rep, good luck buddy.

A few first time OHS Reps have put their hand up to do the safety role which is fantastic. They are:

- Brett McCutcheon (Complete Plumbing) working out at Botanica apartments (Icon).
- Anthony Moody (Entire Mechanical) working at HIX apartments (Hickory) on City Rd.

It's great to see the younger generation stepping up and having an active role in the industry. These two young OHS reps are doing a great job out there for our

members and will receive the full support and training to fulfil their roles. Good luck boys, well done.

Over the last couple of months, I've been going around the traps with Neil O'Brien in the North East as I will be taking over the area to service. Neil and Curly have since retired mid-year, I would like to take this opportunity to thank these two great organisers for the services they have given and provided to our members over the years. Good luck guys, all the best and enjoy your retirement.

Just a brief look what's happening in the North East. Some of bigger jobs going at the moment include:

- Latrobe Uni Bundoora (Multiplex) student accommodation;
- Latrobe Uni Bundoora (ADCO) Sports facility;

- Seek.com Cremorne (Built) offices;
- The Malt Cremorne (Pro Build);
- Parkhouse Apartments Richmond (Icon);
- St George Health Kew (Icon);
- The Point Doncaster (Hamilton Marino) Apartments, and coming soon
- Box Hill Hospital Extension (Icon).





# FROM THE OR

## NICK MCCUBBIN - ORGANISER

The Liberal National Coalition having won the federal election are looking to cement chaos throughout the construction industry.

**When I think of chaos and what it actually means, I often think of the tv show "Get Smart" and Control Agent Maxwell Smart who was forced to battle the organisation called "Kaos" in just about every episode.**

Kaos being the fictional international organisation that was fixated on taking over the world and causing as much damage to all and sundry as they could along the way.

The Lib/Nat Coalition have a lot in common with Kaos because we face a similar prospect today, the problem is that there is nothing fictitious about it. The Lib/Nat Coalition are intent on destroying everything that is good

about the construction industry and it's not just the workers who are suffering.

During the Tony Abbott & Malcolm Turnbull incumbency we saw safety standards erode away requiring unions to really step up safety inspections in order to prevent alarming levels of serious injuries and deaths in the construction industry. Not content with seeing unions police safety standards on construction sites, the Lib/Nat Coalition set about giving the ABCC powers to attack construction unions like never before.

Now with Scott Morrison at the helm it's almost like the ABCC have consumed anabolic steroids. Chasing unions seems to be more important than actually stopping workers from getting hurt or killed.

Chaotic rates are a term I use to describe rates of pay that have not been bargained by a union. They are always below union rates.





# GANISERS

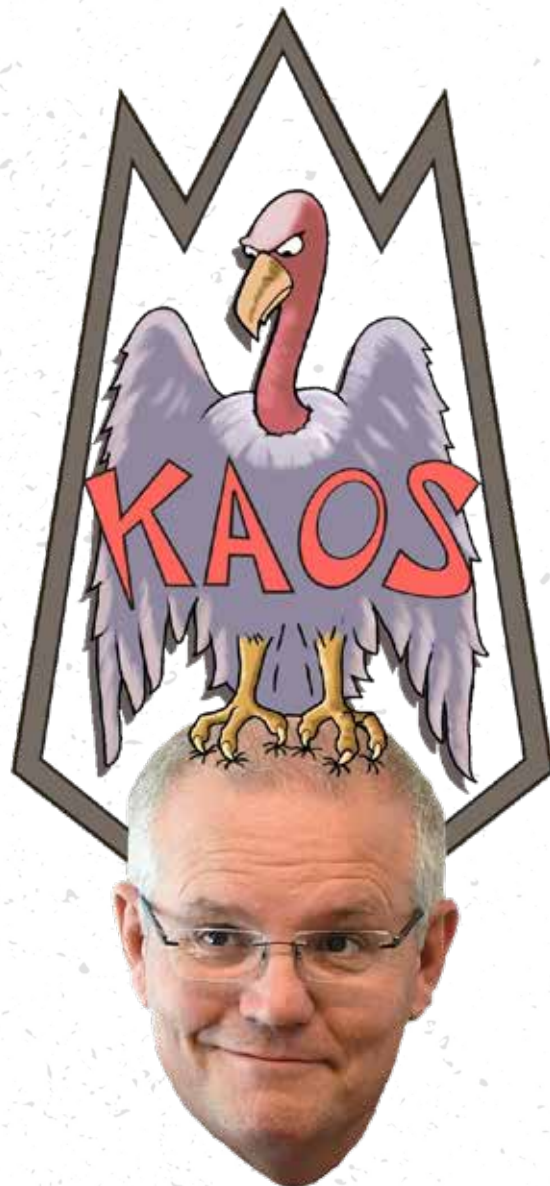
Sadly, for a greater proportion of young men and women entering construction today the likelihood of encountering chaotic rates is higher than they have been in the last few decades.

Where does the truth sit? If you love your kids like I love mine, trust me you do not want them turning up onto an uncontrolled chaotic construction site. If you would like to have some coin in your pocket at Christmas for a few pressies, I guarantee it won't have helped if you've been engaged on chaotic rates. If you value your life, Kaos or Control, you choose?

Victorian construction unions offer first class, on site representation. We offer a set of controlled rates and conditions that are truly first class! We are proud to represent construction workers because it leaves working men and women much better off, empowered, with a few options when they need it most.

Together we will get through this period of ultra-conservatism and we will celebrate the Lib/Nat/Kaos demise. The three things I tell everybody is, if you think you are going to get hurt or die, call the union. If you need help with your rates and conditions, call the union. If you are not sure about anything, call the union!!

Lastly, I would like to thank all the members (retired members also) that were kind enough to vote for our team in the recent union elections, I appreciate it and we will not let you down!





# FROM THE OR

## BILL RAMSAY - METRO TUNNEL PROJECT

The biggest infrastructure project to happen in many, many years has kicked off and is well underway in Melbourne.

**The Metro tunnel is a \$11bn project. Cross Yarra Partnership (CYP) are managing the overall project.**

Under the management off CYP and in a three-way joint venture, Lend Lease, Bouygues Australia and John Holland have all been given parts off the contract to construct and complete the underground stations and rail tunnel.

Overall five brand new underground train stations will be built. Starting at the

most Northern point the Arden Street site where tunnelling is happening now. Above ground lines such as the Sunbury and Craigieburn lines will connect with new North Melbourne underground train station. The old North Melbourne station will be renamed the West Melbourne station when the new rail system is in operation.

The tunnel, which gets to depths off 60 meters at the base and which is 20 meters high in diameter will then head east to the soon to be constructed new underground station Parkville.

The tunnel will then make a turn under Swanston street with two new underground stations being constructed named State Library and Town Hall. From Melbourne Town Hall tunnelling will go right up St Kilda road until the final underground station is built at the war memorial. That new station is aptly named

ANZAC. South of Anzac tunnelling will continue until the new line coincides with the above ground Pakenham and Cranbourne lines.

Work will certainly be picking up for all plumbers and sprinkler fitters on this huge project. We currently have Chadoak plumbing and drainage on the sites with around thirty odd blokes doing all sorts of in ground and above ground work, from 20mm pipe to 350mm, along with Geelong roofing and AAA Premiere roofing these boys will only get busier with many large roofs getting installed.

Also, we have Ricky Morris Plumbing involved with all sorts of plumbing and drainage over the whole project. Tim Jovic is the HSR for all the members on site and is running over the whole project and keeping an eye on things. The members are doing some big hours on the Job as it is such a unique project, so Tim's role is crucial.

A lot more work will follow for our members in the next few years.

With a massive precinct in Arden street alone getting built which includes apartments, a heap of retail outlets and all sorts of facilities. In the CBD area of the project in particular there will also be apartments and a heap of retail outlets getting built both below as part of the stations and also above on the street level!!!

It seriously is a massive and exiting project ahead.

Plenty coming up!!  
Take care.





# GANISERS

## SIMON JEWELL - MELBOURNE SOUTH

There is plenty going on in the south east of Melbourne right now

**One of the biggest, M-City in Monash which started in 2017 is now nearing the finals stages.**

This \$400 million project by the joint development venture will become home to four apartment towers, a Mantra hotel, commercial offices and a retail precinct anchored by Kmart and Woolworths.

Craig Sears has done a great job as the Shop Steward on the project. Also underway is the big federal government defence project at Cerberus and the demobilisation of the Hazelwood Power station also commencing. PPTEU members are heavily involved in the dust suppression on the huge chimney Stacks and the contaminated run off water.

Monash Heart Hospital is just getting started and no doubt we will see over 150 members when that gets into full swing but the job I am very excited about is proposed billion dollar Hasting Hydrogen gas plant which is being built by the Japanese company Kawasaki.

The prototype is well underway with the boys from Transend Plumbing and should be finished early next year and hopefully start on the big one very soon with just those jobs I have mentioned we would have closes to 700 members not to mention the other 100 jobs around the south eastern area.

Also in full swing, and nearing the end of stage 1, is the unique project at the HMAS Cerberus site in Cribb Point. Mick McCormack is the PPTEU Shop Steward on site,

which, as you can see from the story in the Round the Traps section, is large and complex, but Mick and the boys from Geschke, NSG, Entire Mechanical and more are doing a great job.





# BOB HAWKE

9 December 1929 - 16 May 2019

23rd Prime Minister of Australia 1983 - 1991

## ***A GIANT OF AUSTRALIAN INDUSTRIAL HISTORY***



Even if Bob Hawke had never become Prime Minister, he would still be remembered as a legend. As President of the Australian Council of Trade Unions (ACTU), Hawke changed Australian industrial relations forever. But it is as Prime Minister of Australia (1983-1991) that he made his greatest mark and become arguably the most significant figure in Australian political and industrial history in the past 50 years.

Robert James Lee Hawke was born in Bordertown, South Australia, on December 9 1929, the younger of two sons of Clem Hawke, a Congregationalist minister, and his wife Ellie. The family moved to South Australia's Yorke Peninsula in 1935. The Hawkes packed up and moved again in 1939, this time to Perth. Hawke was educated at the selective Perth Modern School and, from 1947, the University of Western Australia, where he completed degrees in arts and law.

Awarded the Rhodes Scholarship in 1952, Hawke travelled to Oxford, where he completed a Bachelor of Letters thesis on Australian wage determination, learned to fly, and broke a world beer-drinking record.

Bob married childhood sweetheart Hazel in Perth in 1956 and moved to Canberra, where Hawke had a scholarship to research a doctorate in law at the Australian National University. In 1958, the offer of a position as ACTU research officer led him to abandon his studies and the Hawkes – including Susan, the first of their three children – moved to Melbourne.

In 1969, Hawke was elected ACTU president, receiving the left's support in what turned out to be a closely fought contest. During the 1970s, he became a towering figure in national political and industrial life.

After a decade serving as ACTU President Hawke announced his intention to enter politics, and was

subsequently elected to the House of Representatives as the Labor MP for Wills in Victoria. Three years later, he led Labor to a landslide victory at the 1983 election and was sworn in as Australia's 23rd prime minister. He went on to lead Labor to victory three more times, in 1984, 1987 and 1990, making him the most electorally successful Labor Leader in history.

The Hawke Government did some nation changing things. It created Medicare and brokered the Prices and Incomes Accord, a pact that drove up productivity, wages and worker superannuation. He established APEC, floated the Australian dollar, deregulated the financial sector, introduced the Family Assistance Scheme, initiated superannuation pension schemes for all workers and oversaw passage of the Australia Act that removed all remaining jurisdiction by the United Kingdom from Australia.

During his time as prime minister, Hawke recorded the highest popularity rating ever measured by an Australian opinion poll, reaching 75% approval in 1984. In June 1991, Treasurer Paul Keating unsuccessfully challenged for the leadership, believing that Hawke had reneged on the Kirribilli Agreement. Keating mounted a second challenge six months later, this time narrowly succeeding.

Hawke subsequently retired from Parliament, pursuing both a business career and a number of charitable causes, until his passing earlier this year aged 89.



From the point of view of the PPTU Bob Hawke was a true hero. He was the greatest post-war Prime Minister we've had. Together with Paul Keating, Hawke drove policies which opened up the economy (floating the dollar) forged an unprecedented partnership with unions, created Medicare, ensured record numbers of Australians got to finish secondary school and go to university, and gave all Australian workers compulsory superannuation. He fought hard for the environment (Franklin Dam) had zero-tolerance for racism and extremism.

It is hard to imagine what Australia would be like today if there had been no Bob Hawke. The Australian people loved Bob because they knew Bob loved them, this was true to the very end.

With his passing, the labour movement saluted one of its greatest sons:

*"the Australian Labor Party gives thanks for the life of our longest-serving Prime Minister and Australians everywhere remember and honour a man who gave so much to the country and people he cared for so deeply."*

Bob is survived by his second wife, Blanche d'Alpuget, his children by his first marriage, Susan, Stephen and Rosslyn, six grandchildren, as well as great-grandchildren.

We honour Bob Hawke and pass on our sympathies to his family. We will remember him. In solidarity, forever. May he rest in peace.



# VALE

Thank you to the following Members for their service and dedication and we wish to extend all the best wishes to their families and friends.



## MARIO MARIANI

December 26, 1949 — October 7, 2019

In October this year, long time PPTU member and mechanical services plumber Mario Mariani sadly passed away at the age of 69. Mario worked in the trade for nearly 50 years and will be well known to many members. Mario worked with several companies over the years, including Kilpatrick Green, K & B, and Entire Mechanical.

Mario was a very well-respected veteran of our great industry. Always mechanically minded, Mario loved every element of his work. When he wasn't working

Mario would be helping family and loved nothing more than a weekend project and a trip to Bunnings. Mario loved working with his hands, and when the work was done, Mario liked to kick back and enjoy a hard-earned cold VB.

Plumbing is in the Mariani family blood, with two of Mario's brothers and two of his nephews in the trade. We thank Mario for his years of loyal service and membership of our great union, and we offer our heartfelt sympathy to Mario's wife Adriana, son Michael, and daughters Sandra and Luisa, and to his three grandchildren.

## MARK FRANCIS GREEN

A member for 26 years, passed away last year.

## STUART RIVIERE

Passed away earlier this year aged 65.

## RONALD BOOTHEY

## MARIO MARIANI

A retired plumber and long-time member, recently passed away aged 69

## WOLFGANG TSCHIRSCH

Sprinkler Fitter and long-time member recently passed away, aged 80. Our condolences to wife Suzie and all Wolfgang's friends and family.

## CHRISTOPHER ALBERT WATTS

Died tragically young this year from cancer aged just 37.



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# **CREATE YOUR STANDARD WILL ONLINE**

**WITH MAURICE BLACKBURN LAWYERS**

A Will is one of the most important legal documents you will sign in your lifetime. It determines who will be in control of your estate after your death, and how your estate is to be distributed.



Maurice Blackburn has made the process of getting a Will faster and easier. Maurice Blackburn offers PPTU members and their partners a FREE standard Will using our Online Will Service.

**THE ONLINE WILLS SERVICE ENABLES YOU TO START CREATING YOUR WILL IN THE COMFORT OF YOUR OWN HOME.**

The new service is as simple as logging on and answering a series of questions about your personal and financial circumstances and how you would like your estate to be distributed.

Based on your responses, we will then draft your Will for you. One of our Wills and Estates lawyers will confirm your instructions with you either by phone or in person. Once you're happy with the document drafted for you, arrangements will be made for you to sign and receive a hard copy.

**MAURICE BLACKBURN CAN STORE YOUR WILL FOR FREE IN OUR SAFE AND SECURE STORAGE TO PREVENT IT FROM GETTING DAMAGED OR LOST, AND WE CAN ALSO PROVIDE REDUCED PRICING FOR POWERS OF ATTORNEY AMONG OTHER SERVICES.**

Having a Will not only helps minimise disagreements and added grief among family members after you're gone, it also ensures that your loved ones will be protected.

If you don't have a Will when you pass away, you will be considered 'intestate'. The legal system would then distribute your estate according to a formula, known as an intestacy formula that has been set out in an act of parliament. Your assets will be distributed among those you've left behind according to their relationship to you. This often starts with a spouse or children and might not be what you would prefer.

By not having a will, you essentially lose control of your assets. You're effectively delegating the decisions about the distribution of your estate to the legal system.

Avoid putting your loved ones through this by logging on to  
**<https://my.mauriceblackburn.com.au/OnlineWillsUnionAccess>**  
to create your Will with Maurice Blackburn today.





# Don't let your hard work go down the drain.

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As a Plumbers Union member, you (and your partner) are entitled to a free standard Will. Our new online service is fast, easy and includes expert legal advice.

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# PPTU PLUMBERS WAGE RATES

FROM 1ST MARCH 2019

## REGISTERED PLUMBERS

	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer
<b>Hourly Rate</b>	\$50.20	\$49.02	\$47.57	\$44.45
<b>X36 (weekly)</b>	\$1,807.20	\$1,764.72	\$1,712.52	\$1,600.20
<b>Fares (per day)</b>	\$23.82	\$23.82	\$23.82	\$39.14
<b>X5 (weekly)</b>	\$119.10	\$119.10	\$119.10	\$195.70
<b>Travel (per day)</b>	\$50.20	\$49.02	\$47.57	N/A
<b>X5 (weekly)</b>	\$251.00	\$245.09	\$237.86	N/A
<b>Total Income (weekly)</b>	<b>\$2,177.30</b>	<b>\$2,128.81</b>	<b>\$2,069.58</b>	<b>\$1,796.03</b>

### OVERTIME

<b>Double Time</b>	\$100.40	\$98.03	\$95.15	\$88.91
<b>Double Time &amp; 1/2</b>	\$125.50	\$122.54	\$118.93	\$111.13

### SUPERANNUATION 9.5%

## APPRENTICES

	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$18.35	\$21.07	\$26.06	\$32.51	\$41.18
<b>X36 (weekly)</b>	\$660.60	\$758.52	\$938.16	\$1,170.36	\$1,482.48
<b>Fares (per day)</b>	\$21.40	\$21.40	\$21.40	\$21.40	\$21.40
<b>X5 (weekly)</b>	\$107.00	\$107.00	\$107.00	\$107.00	\$107.00
<b>Travel (per day)</b>	\$4.59	\$5.27	\$6.52	\$8.13	\$10.30
<b>X5 (weekly)</b>	\$22.95	\$26.35	\$32.60	\$40.65	\$51.50
<b>Total Income (weekly)</b>	<b>\$790.55</b>	<b>\$891.87</b>	<b>\$1,077.76</b>	<b>\$1,318.01</b>	<b>\$1,640.98</b>

### OVERTIME

<b>Time and 1/2</b>	\$27.53	\$31.61	\$39.09	\$48.77	\$61.77
<b>Double Time</b>	\$36.70	\$42.14	\$52.12	\$65.02	\$82.36
<b>Double Time &amp; 1/2</b>	\$45.88	\$52.68	\$65.15	\$81.28	\$102.95





# PPTU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2019

## REGISTERED SPRINKLER FITTER

	1 March 2018	1 March 2019
Hourly Rate	\$47.80	\$49.08
Total Weekly Rate	\$1,720.80	\$1,766.88
Fares (per day)	\$22.33	\$22.93
X5 (weekly)	\$111.65	\$114.65
Travel (per day)	\$47.80	\$49.08
X5 (weekly)	\$239.00	\$245.40
Registration (weekly)	\$0.00	\$38.27
Total Income (weekly)	<b>\$2,071.45</b>	<b>\$2,165.20</b>
Service/Testing/Site Allow (min per hour)	\$2.92	\$3.00



**SUPERANNUATION 9.5%**

## APPRENTICES - 1 March 2019

	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$22.06	\$24.25	\$33.07	\$39.70
Total Weekly Rate	\$794.16	\$873.00	\$1,190.52	\$1,429.20
Fares (per day)	\$22.93	\$22.93	\$22.93	\$22.93
X5 (weekly)	\$114.65	\$114.65	\$114.65	\$114.65
Travel (per day)	\$16.56	\$18.18	\$24.80	\$29.76
X5 (weekly)	\$82.80	\$90.90	\$124.00	\$148.80
Registration (weekly)	\$0.00	\$0.00	\$0.00	\$0.00
Total Income (weekly)	<b>\$991.61</b>	<b>\$1,078.55</b>	<b>\$1,429.17</b>	<b>\$1,692.65</b>
Service/Testing/Site Allow (min per hour)	\$3.00	\$3.00	\$3.00	\$3.00

**SUPERANNUATION 9.5%**

## SITE ALLOWANCES FROM 1ST OCTOBER 2018

All Shopping Centres and "City of Melbourne and Inner Suburbs New Projects" and Melbourne Airport

\$3.0 Million - \$240.3 Million = \$4.25 per hour	\$240.3 Million - \$320.2 Million = \$4.45 per hour
\$320.2 Million - \$480.6 Million = \$4.60 per hour	For projects over \$3.0 Million see chart below:

City of Melbourne & Inner Suburbs Renovations & Refurbishment work = \$3.70 per hour

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 - 8.1 Million	\$2.45	\$80.1 - 160.2 Million	\$4.15
\$8.1 - 19.9 Million	\$2.65	\$160.2 - 240.3 Million	\$4.25
\$19.9 - 40.1 Million	\$2.95	\$240.3 - 320.2 Million	\$4.45
\$40.1 - 80.1 Million	\$3.50	\$320.2 - 480.6 Million	\$4.60

For projects above \$480.6 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.

**Demolition Allowance** \$6.80 per hour

**Refurbishment of Multi - Storey Commission Flats** \$3.50 per hour

**Height Allowances** From commencement of building to 15<sup>th</sup> Level \$0.56 per hour

From 16 <sup>th</sup> to 30 <sup>th</sup> Level	From 31 <sup>th</sup> to 45 <sup>th</sup> Level	From 46 <sup>th</sup> to 60 <sup>th</sup> Level	From level 61 onwards
\$0.68 per hour	\$1.04 per hour	\$1.35 per hour	\$1.68 per hour

Incolink first payment from redundancy increases to \$5565.00

Redundancy \$80.00 per week, I.T.P. per week \$23.05, P.S.L. per week \$1.54.

Training Levy \$32.01

# Incolink Bluehat Suicide Prevention Program



## A participant's perspective.

by PPTEU OHS Officer, Chris Giblin

As we know, suicide is a massive issue not only in the community but also within our Industry. Nationwide there are on average eight suicide deaths every day in Australia, six of which are men and one of those a construction worker.

Recently PPTEU OHS Officers Steve Rocco and myself attended the Incolink Blue Hat training with a group of our PPTEU OHS Reps, and I would like to offer a participant's perspective of the training.

The Blue Hat training was conducted at the Incolink Office, and runs for approximately 7 hours. The training is in a relaxed informal environment that encourages open dialogue and class participation.

The question was asked of the participants in the room - did any of us know through family friends and workmates anyone that had completed suicide? Sadly, most people in the room raised their hand, their lives having been touched by suicide.

There was a number of take away points I got from the training the two that resonated the most for me are:

1. **Tell:** *If you see your fellow worker struggling tell them what you see, tell them the changes you see, tell them that you hear them and they seem flat,*

*tell what you sense about them rather than just ask how are you?*

2. **"Suicide"** - *it is ok to say the word. Let's not sugar coat the discussion. In 2017 in 3128 Australians completed suicide and almost 65,000 people attempted it. These numbers are truly frightening and this is an issue nobody can ignore.*

Since the Blue Hat program has started:

- 3342 construction workers have undergone the one-hour General Awareness Sessions on site;
- 181 construction workers have gone on to complete the seven-hour Blue Hat training; and
- a further 222 are on the waiting list to complete the training.

***So a big thank you to Brendan and Mical the two trainers who made the day engaging and interesting, and I strongly recommend anyone that wants to get involved to get in touch with incolink and book themselves in.***

PPTEU OHS Unit proudly sponsored by the Incolink Foundation.





# NEED LEGAL HELP?

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The **Plumbing and Pipe Trades Employees Union (PPTEU)** and Maurice Blackburn have a proud history of fighting for fair outcomes for union members.

Maurice Blackburn's expert lawyers can assist members in:

- **Superannuation & Insurance Claims**
- **Asbestos Diseases**
- **Road Accident Injuries**
- **Medical Negligence**
- **Public Liability**
- **Faulty Products**
- **Comcare**
- **Will Disputes**

As a member of the **PPTEU** you and your family are entitled to:

- **Free telephone advice**
- **Free first consultation**
- **No win, No fee\***
- **Free standard Will (for you and your spouse)**

If you have suffered a loss, an injury or are facing an unfair situation, you and your family shouldn't have to suffer. Contact **Maurice Blackburn** today **1800 810 812** or visit their website **[www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au)** for more information.



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We have consistently performed over the years since we began, delivering strong long-term investment returns for our members for more than 33 years.<sup>^</sup> This all adds up, helping to grow your retirement savings.

Estimated Net Benefit with a starting balance of \$50,000* (As of 31 March 2019)					
Years of age	1 Years	3 Years	5 Years	7 Years	10 Years
SR50 Balanced Median	\$53,435	\$65,546	\$75,679	\$97,905	\$132,520
Cbus (Growth)	\$53,616	\$67,366	\$80,833	\$108,159	\$145,131
Cbus Outperformed	\$181	\$1,820	\$5,154	\$10,254	\$12,611

\*The table shows the estimated net benefit for an account with a starting balance of \$50,000 over the last 1, 3, 5, 7 and 10 years invested in Growth (Cbus MySuper) option and the SR50 Balanced Median. Estimates have been sourced from internal modeling, using data from SuperRatings SMART database. Past performance is not a reliable indicator of future performance. For more information on Cbus' fees and costs and investment performance visit our website [cbussuper.com.au](http://cbussuper.com.au)

Default Death Cover by Age*								
Years of age	25	30	35	40	45	50	55	60
Cbus (Manual)	\$208,000	\$208,000	\$208,000	\$208,000	\$208,000	\$208,000	\$132,000	\$92,000
BUSSQ (Manual)	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$200,000	\$156,000	\$78,000
Host Plus (Heavy Blue)	\$113,092	\$141,365	\$169,638	\$134,810	\$82,086	\$50,912	\$34,870	\$14,192
Australian Super (Standard)	\$116,000	\$178,000	\$180,000	\$160,000	\$124,000	\$80,000	\$37,000	\$9,000

Default TPD Cover by Age*								
Years of age	25	30	35	40	45	50	55	60
Cbus (Default)	\$156,000	\$145,600	\$135,200	\$124,800	\$104,000	\$104,000	\$66,000	\$46,000
BUSSQ (Manual)	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$30,000
Host Plus (Heavy Blue)	\$169,638	\$169,638	\$169,638	\$134,810	\$82,086	\$50,912	\$34,870	\$14,192
Australian Super (Standard)	\$48,000	\$61,000	\$53,000	\$43,000	\$29,000	\$17,000	\$9,000	\$5,000

\*The table shows the amount of default death cover and default TPD cover by age. For more information about Cbus' insurance premiums and cover see our Death and disability insurance guide for Industry Super available on our website [cbussuper.com.au](http://cbussuper.com.au). Figures have been sourced from RiceWarner Galaxy Group Comparator on 21 May 2019. For more information on Cbus' fees and costs and investment performance visit our website [cbussuper.com.au](http://cbussuper.com.au). This is only default cover for members over 21 yrs of age and it is for Industry members.

Cbus default cover is 4 units of manual death and TPD cover.

## Cbus insurance cover is built for your specific industry.



Specialist cover for all trades and conditions e.g. working at heights



Premiums from your super account not from after-tax funds



Total and Permanent Disability cover provides a lump sum benefit



Death Cover on top of your super, to look after those you leave behind



Life Event Options make it simple to change cover when life changes

<sup>^</sup> Insurance is subject to eligibility and claims must be accepted by the insurer. Past performance is not a reliable indicator of future performance. Based on the crediting rate, which is the return minus investment fees, the Trustee Operating Cost and taxes. Excludes account keeping administration fees.







# OFFICIAL

## MERCHANDISE OF THE PLUMBERS UNION

### HOODIES



### JUMPERS



### FLURO VEST



### COLLARED JUMPERS



### T-SHIRTS



### POLO SHIRTS



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Please refer to item number under each product when filling out the order form.

[www.ppteu.asn.au](http://www.ppteu.asn.au)





# OFFICIAL

## MERCHANDISE OF THE PLUMBERS UNION

### BEANIES



29



30



33



34



31



32



35



36

### CAPS

### ACCESSORIES



37



38



39



40



41



42

### MERCHANDISE ORDER FORM

#### SHIPPING DETAILS

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Post Code: \_\_\_\_\_

Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

#### PAYMENT DETAILS

Total Amount: \_\_\_\_\_

☐ Cash ☐ Cheque ☐ Credit Card

Name on card: \_\_\_\_\_

Card number: \_\_\_\_\_

Expiry Date: \_\_\_\_\_ CSV: \_\_\_\_\_

**ORDER YOUR PRODUCT VIA Mail:** 52 Victoria St, Carlton Sth 3053 **Email:** info@ppteu.asn.au **Fax:** (03) 9663 2613

Item	Product Code	Size	Price	Qty	Total \$
1	Zip Hoodie CL-PTEU-ZIP-BL		\$65.00		
2	Zip Hoodie CL-HVH-ORG		\$65.00		
3	Zip Hoodie CL-SHZ-BL		\$65.00		
4	Zip Hoodie CL-PTEU-ZIP-GR		\$65.00		
5	Zip Hoodie CL-SKZ-BL		\$65.00		
6	Hoodie CL-HNZ-GR		\$65.00		
7	Hoodie CL-HNZ-BL		\$65.00		
8	Hoodie CL-HNZ-OL-GY		\$65.00		
9	Hoodie CL-HNZ-OL-NY		\$65.00		
10	Hoodie CL-HNZ-RL-GY		\$65.00		
11	Hoodie CL-HNZ-RL-NY		\$65.00		
12	Jumper CL-CNJ-OL-GY		\$65.00		
13	Jumper CL-CNJ-OL-NY		\$65.00		
14	Jumper CL-CNJ-RL-GY		\$65.00		
15	Jumper CL-CNJ-RL-NY		\$65.00		
16	Zip Jumper CL-1/2ZIP-OL-NY		\$65.00		
17	Zip Jumper CL-1/2ZIP-OL-BL		\$65.00		
18	Zip Jumper CL-CJ-1/2ZIP-BL		\$65.00		
19	Zip Jumper CL-SZ-BL/GY		\$65.00		
20	Hi-Vis Vest CL-HVSV-ORG		\$35.00		
21	T-Shirt CL-PTEUS-NV		\$40.00		
22	T-Shirt CL-PTEUTSL-BL		\$40.00		

Item	Size	Price	Qty	Total \$
23	T-Shirt CL-SF-TS-BL	\$40.00		
24	T-Shirt CL-SF-TS-NV	\$40.00		
25	T-Shirt CL-SKTS-BL	\$40.00		
26	Polo Shirt CL-HVW-YL	\$40.00		
27	Polo Shirt CL-CPS-NV	\$40.00		
28	Polo Shirt CL-CPS-LB	\$40.00		
29	Beanie AC-BEANIE-GR	Fits All \$20.00		
30	Beanie AC-BEANIE-BL	Fits All \$20.00		
31	Beanie AC-BEANIE-SF-BL	Fits All \$20.00		
32	Beanie AC-PTEULB-NV	Fits All \$20.00		
33	Cap AC-LOGO-CAP-BL	Fits All \$15.00		
34	Cap AC-CAPPTEU-BL	Fits All \$15.00		
35	Cap AC-PPTEU-CAP-BL	Fits All \$15.00		
36	Cap AC-PPTEU-CAP-NY	Fits All \$15.00		
37	Stubby Holder AC-SFSH-BL	- \$10.00		
38	Stubby Holder AC-SH-NY	- \$10.00		
39	Flag AC-FLG	- \$40.00		
40	Belt AC-BLT	- \$40.00		
41	Badge AC-BDG-BL	- \$5.00		
42	Wallet AC-WALLET	- \$40.00		

**TOTAL \$**

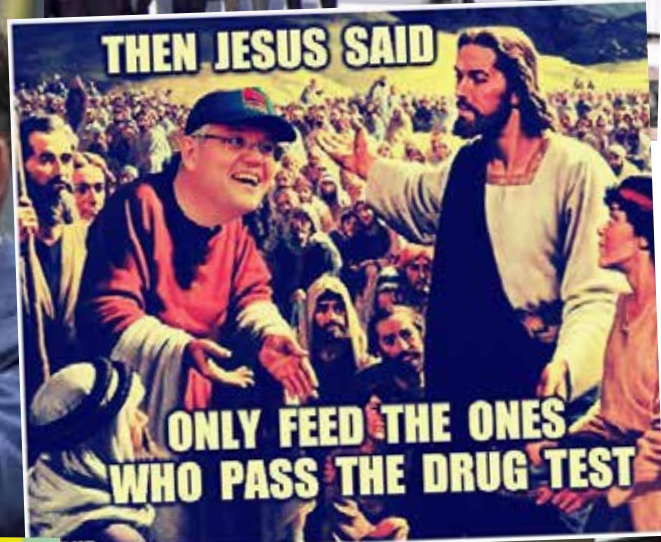
Note that sizes range from S to XXXL.  
Leather Belt size range from S to XXL

Plus postage





# Meme while around the social media traps....







# You need the cover that's right for you.



## Does your Death and TPD insurance cover you at work?

Many Cbus members work in a physically demanding, hazardous industry<sup>1</sup>. If you work in a hazardous occupation, Cbus may be the only option or one of few options to obtain insurance cover<sup>2</sup>. Other super funds may restrict or exclude automatic insurance cover for one or more of the following occupations: concreter, bricklayer, plasterer, labourer, plumber, painter, rigger, welder, scaffolder, or dogman<sup>2</sup>.

## We're here to help.



Speak with your Coordinator



Call **1300 361 784**  
Mon to Fri from 8am  
to 8pm AEDT/AEST

1. Cbus Annual Integrated Report 2018. 2. Rice Warner report for Cbus, Review of Insurance Offer, 16 May 2018.

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 and related documents to decide whether Cbus is right for you. Contact us on **1300 361 784** or visit [www.cbussuper.com.au](http://www.cbussuper.com.au) for a copy. Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.