

# PTEU

SUMMER EDITION 2013



## Journal



## David v Goliath Victory for PTEU



Abbott & Grocon  
Our Taxes & Jobs Sent Overseas



Indigenous Apprenticeship  
Program



World Plumbing Conference  
Win for Melbourne



Andy's Cautionary Tale



## Presidents Report

Workers should be worried about Abbott's proposed changes to the Fair Work Commission.

The Abbott Government is attempting to introduce an appeals body to amend decisions made by the Fair Work Commission (FWC), in an attempt to strip back workers' rights.

The Abbott Government wants to reduce the FWC's power to stand up for workers, and make it easier for employers to push through bids to cut wages and reduce conditions such as penalty rates.

This is an attempt by the Abbott Government to reduce the ability of the Fair Work Commission to make balanced decisions that respect the rights of workers.

Fair Work is the independent body that decides such things as the annual increase to the minimum wage, increases that big business always say are far too generous.

There is no reason for the Abbott Government to bring in an appeals body unless it wants to reduce the power of the FWC and make it easier for business to implement its agenda to cut wages and conditions.

The Abbott Government has refused to enshrine penalty rates in law, and it is clear that they will not stand in the way of business's attempts to cut them.

It also looks likely that the Abbott Government will push ahead with attempts to introduce a national construction code which will punish construction companies which enter into agreements with unions, by denying them the chance to work on federal government projects. This is a measure which will do nothing to improve productivity and will simply result in more red tape for businesses.

Our old foe is back and we certainly have significant challenges facing us. We're under no illusion that our members benefits are under threat, as the coalition government looks to reduce penalty rates and other entitlements.

They may hide their intent behind different Commissions and Reports, but at the end of the day they're still working towards what the Howard government was aiming to achieve with Work Choices, cutting back workers entitlements.

**Nazza Ottobre**  
PTEU President



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Earl Setches

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### GENERAL MEETING DATES

#### *Melbourne*

52 Victoria Street, Carlton South

March 25th

June 24th

September 30th

November 25th

#### *Geelong*

127 Myers Street, Geelong

March 19th

June 18th

September 17th

November 19th





## Secretaries Report

On the whole we've had a great 12 months, with the union in a strong financial position to resolutely protect your wages and conditions. We've maintained our EBA and our members entitlements, even when companies have gone under.

Congratulations to the new Labor leader Bill Shorten after winning the ALP leadership in October. I've had a close relationship with Bill now for over 15 years and I'm sure this relationship will continue.

Shorten has a proven record as a campaigner for the rights of workers and for progressive social policy and I am more than confident he will continue to listen to working people and develop policies that address our concerns.

Congratulations should also go to the Plumbing Industry Climate Action Centre, which took out 2nd place at the recent Australian Training Award (ATA) in the category of Skills for Sustainability. The ATA is the peak national awards for the vocational education and training sector, which recognises registered training organisations for their contribution to skilling Australia. This award recognised PICAC's international, national and state linkages, the breadth and diversity of the training delivery and the ability to reach across regional areas in Victoria as well as other Australian states.

Out of the thousands of training providers throughout the country, it was an incredible effort to be named in the top 2 in Australia. I'd like to congratulate all our trainers and everyone at the Training Centre. It was a wonderful outcome for our union to have achieved such an accolade.

We are very proud of what PICAC has achieved over the past few years, particularly in the area of sustainability and we're committed to continuing to deliver training which will combat the effects of climate change.

A growing area of concern for us is the increasing number of our members who are signing on to casual agreements on what they perceive to be higher rates. As we talk about more on page 12, you need to look at all of the benefits that you're entitled to, to see the true picture.

Since the last edition of the Journal we have had a change of government federally. With the Liberal party now in power, the next 3 years are sure to be challenging for our union, with Abbott signalling his intentions to re-look at the industrial relations landscape. Now more than ever it's important that the union movement works together to stand up for workers rights. The union is well positioned and ready to defend our rights and conditions and we're under no illusion that the conservative government has a specific agenda to cut workers benefits.

We are currently in the process of expanding our training facilities, with a PICAC satellite campus to be built in the Geelong region. As noted on page 24 it is envisaged that the new facility will significantly open up training opportunities for our members in the western suburbs of Melbourne, Geelong, Ballarat, Colac and Warrnambool. We have purchased land and are currently working on designs for the new training centre. We anticipate that it will be up and running by late 2014, early 2015.

This year we also fought hard to win our way back on to the CBUS Board, so now our members have me as a representative for their superannuation. This is a \$23 billion fund and we felt strongly that our union needed a voice on this Board.

I'd like to make special mention of our American and Canadian UA comrades, who have provided us with outstanding support and guidance over the last 12 months, of which we are particularly appreciative.

I hope you all have a safe and festive holiday season and I thank you for your solidarity and commitment throughout 2013.

**Earl Setches**  
PTEU Secretary

# Assistant Secretaries Report



With a new Federal Government and a new political environment to contend with, we need to be prepared for a full-on attack on the union movement. I feel more than confident that we have the strong governance processes in place to weather any investigations. Abbott has forecast that he is looking to put in place new standards which are likely to be over and above the requirements of those which companies are obligated to provide. This union has always prided itself on having proper governance policies and procedures in place, and we take very seriously our responsibility of managing our members' money.

We need to address an increasing problem which is facing some of our members, that of being incorrectly paid casual rates. As we elaborate upon in further detail on page 12, to be classed as a proper 'casual employee' you must work less than 36 hours a week, less than 5 days per week, or less than a two week successive period.

After working for a company full-time for over 2 weeks, or 4 weeks for a Labour Hire company, you should automatically convert to a full-time employee. So if your employer isn't doing this, they're in breach of the EBA. This is an important issue to resolve as casual work doesn't give our members their proper entitlements or security in employment and makes it considerably more difficult to obtain home loans or any other line of credit.

I'd also like to mention the Victorian Building Authority (VBA), which used to be the Building Commission & the Plumbing Industry Commission. Set up by the State Liberal Government, this new body incorporates builders, plumbers and architects.

In the space of 2 years they have had 6 CEO's, which certainly doesn't bode well for the efficient running of the VBA. It's surely a significant oversight too that there are no plumbers on the Board of this new Authority. How can you run a plumbing regulatory body without having someone with that sort of experience on the Board?. This lack of representation has meant that it has been difficult to get our viewpoints heard.

While the VBA website states that the introduction of the VBA is 'the first step in ensuring the ad hoc approach to industry regulation over the past decade is brought to an end', we'd certainly beg to differ.

The previous Building and Plumbing Commissions, which were 2 separate bodies, operated a lot more effectively than this new body. I'd go so far to say that they don't know what they're doing.

The PTEU still have representatives on the Plumbing Advisory Council, myself, Earl and Doug McClusky, and we attend meetings to try and get the plumbers viewpoint across.

There are sure to be many challenges that face us in the 2014 but we are strongly positioned to deal with anything that is thrown at us.

I hope you all have an enjoyable Christmas and New Year's break and I look forward to working with you in 2014.

**Paddy McCrudden**  
PTEU Assistant Secretary



# We took on Woolworths & Won

## David & Goliath Victory for PTEU

After 10 months of ongoing negotiation and stand-downs, I'm pleased to report that we finally have a resolution to our dispute between refrigeration members, their employer Retail FM (formerly Austral) and Woolworths.

As you'd probably remember from the last edition of the PTEU Journal our members were at a stalemate, after ongoing issues where 4 of our members at the Woolworths Melton and Tarneit stores were stood down in an effort to force our hand in negotiations.

During this dispute, these 4 workers were stood down for a culmination of 14 weeks and received no wages other than travel allowance.

Negotiating with Woolworths was a real eye opener, and not in a good way. Austral, which is now trading as Retail FM, continued to tell us through the negotiation process that they were running independently to Woolworths. But throughout the negotiation period

Retail FM couldn't make any decisions on their own.

What was particularly disappointing from my perspective was to see the way that our delegate and younger employees were targeted during the dispute.

During this long period of negotiations we met on a weekly basis to try and resolve the issues.

So we finally have an Agreement- 4% on the base rate over 3 years, double time on all overtime, an increase on all allowances, and an increase in CRIP to \$1.75 by the end of the Agreement. So after 10 months of struggle and the considerable stress for those members involved, the only difference from other EBA's in the industry was that the meal allowance wasn't increased.

The one thing I will never understand about this dispute was the effort that they went to, to have a night shift put in this Agreement. This proved to be a sticking point for months

on end, and even after offering the company a number of alternatives, such as utilising current staff on a rotating night shift, we failed to come to an agreement. As of writing this article, there's still no mention of workers being offered employment on to this night shift, which the company apparently so desperately needed.

The 4 members targeted during this negotiation didn't receive pay during the stand-down periods, other than the amazing financial support from their fellow workers and other union members who supported the cause. This is a wonderful example of the camaraderie of the union movement, of which we can be truly proud.

The end result of all of this was that our members sacrificed their entitlements for the sake of the refrigeration industry.

These PTEU members were committed to increasing the base rate for the industry, not just for





**In the words of Paul Keating "This was the sweetest victory of them all"**

themselves. In the 12 years I've been organising, I have never seen a group of men that have put their profession and the industry before themselves.

I normally wouldn't single out individuals but I think a special thanks should go to our two delegates Dave Livingstone and Steve Whitelaw, as well as the guys who sat on the two jobs for the 14 weeks. Cam Shanahan and Dave Livingstone, who were at our Melton store and Cam Lane and Chris Graffen, who were located at Tarneit.

I should also mention the sub-contractor who understood the importance of this dispute, and supported the union in any way they could.

Taking on a company like Woolworths, which had a profit of over \$2 billion this financial year and to get the agreement we finally got, was nothing short of sensational.

A big thanks should go to all Organisers & OHS Delegates and members that were involved in supporting our actions. This support was much appreciated and shows that regardless of your

opponent, if you stick together as a group, you can achieve remarkable results.

I have never seen commitment or the level of support the boys showed those guys who were stood down. As an Organiser I'm very proud of this group of men who stood up for the refrigeration industry so selflessly, and will consider them mates for life.



**Norm Kelly**  
Refrigeration  
Organiser



# ABBOTT & GROCON

**SENDING YOUR TAXES AND OUR JOBS OVERSEAS**

**\$ THAT'S RIGHT! YOUR TAXES USED TO SEND OUR JOBS OVERSEAS! \$**



**AUSTRALIAN JOBS EXPORTED TO CHINA!**



**CHINESE MADE & BUILT BATHROOMS  
IMPORTED TO THE NEW BOX HILL TAX OFFICE  
OUR TAXES & JOBS SENT TO CHINA**

**FIGHTING FOR YOUR JOBS**





# Grocon & Abbott

## Sending Your Jobs Overseas

Grocon are it again, using Federal Government money, our taxes, to build the new tax office in Box Hill, while importing fully built and made bathrooms from China, using foreign labour.

These bathrooms and kitchens are called "Pods" and come completely finished and are then shipped here and dropped into place for a Plumber or Electrician to do the final connections. In a Plumbers case it would be as simple as putting a garden hose on the back tap in the garden to water the lawns. The Electrician would simply run a lead to the "Pod" and plug it in.

The Plumbing Industry Commission here is powerless to stop it as apparently "it's made overseas and meets our standards".

Grocon will no doubt save costs on everything from building, painting, tiling, cabinet building, electrical, plumbing and of course the use of foreign labour.

We'd like to know why the Federal government and our taxes are being used to send jobs overseas. There's no doubt that the Abbott government and Grocon are in bed together on this issue.

Why is it that the government is spending money to save jobs in areas such as the car industry, but is happy to send Australian jobs overseas?.

## ABBOTT GOVERNMENT KEEPING US IN THE DARK



The Abbott government is thumbing its nose at voters through a lack of transparency and communication.

Since they were elected in September they've been trying to avoid the media as much as possible. There has been heated criticism from journalists and commentators at the lack of access to Mr Abbott and his senior ministers.

Mr Abbott has held just eight formal press conferences since his September 7 election win and requests for information from minister's offices are apparently frequently left unanswered.

You can't thumb your nose at the voters' right to know and you can't arrogantly say 'we'll let the voters be misinformed and we won't help journalists get it right', that's unacceptable.

# INDIGENOUS APPRENTICESHIP PROGRAM

The Apprenticeship arm of the PTEU Indigenous Program has been running since 2004, with over 50 indigenous plumbing apprentices currently involved in the scheme.

This program was initiated with the aim of improving sanitation standards within Indigenous communities, while also increasing the job and training prospects of young Indigenous men and women.

There are several apprentices finishing up the program this year, Wade McEwan (WA), Peter Sheppard (Melbourne), Troy Stevens (NSW).

## Statistics highlight gaps between Indigenous and non-Indigenous employment opportunities



**Jono Mullins**  
Indigenous Liaison Officer

According to the 2011 Census there were 543,369 people who identified as Indigenous. Labour force statistics compare the labour force status of the Indigenous population with the non-Indigenous population.

The following figures highlight some interesting statistics and at times highlight the significant gap that current exists between Indigenous and non-Indigenous employment.

- The unemployment rate amongst Indigenous peoples is 17.1%, much higher than the 5.4% for the total workforce.
- The most common form of work for Indigenous people was full-time work at 58.7%, with close to a third of Indigenous workers employed on a part-time basis. This compared with 63.4% and 30.4%.



# Apprentice Profile

## Ramone Menham

Second year Apprentice Ramone Menham is a great example of how the program works in action. Ramone came from Jarlmadangah, an Aboriginal community located in the Kimberley Region of Western Australia.

Jo Grundy, a local liaison officer in the region suggested to Ramone, who was at the time doing Year 12, that he should look at plumbing as a career.

All Indigenous Apprenticeship Program participants are employed by the PTEU and are then hosted by particular employers. Ramone is hosted by Accurate Plumbing in Gisborne, under their direction and supervision. He also attends RMIT for a week each month.

“For our apprentices from remote communities such as Ramone, we try to get them work like they’d get at home, in the domestic areas, in addition to big construction experience,” said Jono.

The apprentices from remote areas all live together in a

house organised by the PTEU, which is looked after by a house mentor who cooks and cleans and ensures that they are in a safe environment.

At the completion of his apprenticeship in 2016 Ramone will return to his Jarlmadangah community and work with the plumbing company Nudj. The Jarlmadangah Burru Aboriginal Corporation (JBAC), Nirumbuk Aboriginal Corporation (NAC) and The Victorian Branch of the Plumbers Union and Scott Dowsett have had an established working partnership since 2004.

For Ramone the most difficult part of the program has been living away from his family.

With two years of his plumbing apprenticeship under his belt, about to turn 21 in January and having just obtained his P plates, there is a whole new world of opportunity opening up for Ramone.

- The most common occupation for Indigenous workers is a Labourer, at 18.3% of the workforce.
- The biggest difference between the Indigenous and non-Indigenous populations is in professional occupations, where 21.9% of the non-Indigenous workforce identify as professional compared with only 13.6% of the Indigenous workforce. The figure is double for those who note their profession as Manager (6.6% Indigenous, 12.2% non Indigenous).

These figures illustrate why initiatives such as the Indigenous Apprenticeship Program are so important to bridge the gap and provide opportunities to Indigenous youth that may otherwise not have existed.





Since commencing work as an Organiser I find it hard to believe the number of our members out there who are being underpaid.

If it's not the their hourly rate it's something else, fares, travelling money, site allowances or even height money.

We so often see advertisements for Plumbers asking for ABN's sub contract work, must have own tools, insurance, car and willing to work for as little as \$40 per hour.

Of course we understand that a job's a job and something is better then nothing, but guys, you are members of the Union and we are here to help you stamp this out.

When you roll your EBA entitlements into an hourly rate with things like superannuation, redundancy, long service leave, fares and travel allowance, that alone is over \$55 per hour.

Once you add in insurances, car and other expenses, that \$40 per hour doesn't sound that good any more does it.

If you are being underpaid ring the Union and get one of the Organisers out to visit you.

Don't leave it till it's too late like many have done in the past, having only spoken to us after the company they work for has gone into liquidation.

**Billy Ramsay Junior**  
Western Suburbs Organiser



## STARTING A NEW JOB WHAT YOU NEED TO KNOW

There has been considerable confusion from a couple of larger plumbing contractors and a few Labour hire companies, when it comes to the term 'Casual'.

Clause 17 of our standard Plumbing Agreement states quite clearly that when you start a new job, to be classed as a casual employee you must either work less than 36 hours a week, less than 5 days per week, or less than a two week successive period.

A few shady employers have kept new workers classed as casual, for over 6 months in some cases, to avoid their obligations to pay into Incolink, annual leave and sick pay.

A similar thing has happened in the Labour Hire Industry. Although the Labour Hire Agreement is a bit different to the standard Plumbing Agreement, employees with Labour Hire companies must be made permanent full time workers after a period of 4 weeks employment. This is not optional. Your employer must inform you that you have become a permanent full-time employee.

Under both Agreements all employees, whether casual or not, receive payment for all public holidays. There seems to be a myth out there that 25% casual loading given to a casual employee covers public holidays, it does not.

If you are employed as a casual workers with a company that has an Enterprise Agreement with the PTEU and you are no sure of our rights, please contact me anytime.

Remember, one of the first signs of a company not fulfilling their obligations is that your funds have not been paid into. It's easy to check on-line, Contact C-Bus (1300 361 784), Co-Invest (9664 7677) or Incolink on 9639 3000. Set up a password and check at your leisure.

**Paul Coffey**  
Industrial Officer

## VALE

**Frank Whorton** - Mechanical Plumber  
**George McLean** - Plumber  
**Alan Gillard** - Sprinkler Fitter  
**Dennis Gillard** - Sprinkler Fitter

# Andy's Cautionary Tale



Outer CBD Organiser Andy Wallace has had a challenging last 12 months, having been diagnosed with a melanoma in March this year which forced him to take 4 months off work to recover. Here is Andy's story:

I got a melanoma on my left toe that pretty much just looked like a wart or a callous, it was just a red lump which was there for over a year, which was annoying more than anything, it certainly wasn't painful.

After a while my wife talked me into going to the doctors, and even the doctor said he didn't think it was a problem we agreed I should get it cut out anyway. I actually nearly cancelled my next appointment as it had nearly gone away, but went ahead with the operation.

Ten days later I came back in and they told me it was a melanoma. The reality of the situation didn't really hit home until they told me I had to go into the Peter Mac Cancer Centre. At that point I didn't know if it was right through my system and I was on death's door. They advised

me they'd need to take off my left toe and take out some lymph nodes in my groin. Touch wood, they've chopped my toe off and everything looks good, but I have to go back in every 3 months and have tests for the next couple of years because apparently once you've had a melanoma you're more prone to getting other cancers. The staff at the Peter Mac hospital were amazing and took exceptional care of me, which I'm very thankful of.

Now I know the warning signs, which is anything out of the ordinary, it doesn't have to be big black spots or little sores, it can be something that looks pretty innocuous.

What I'd say to you blokes is that anything you're not sure of, go to the doctor and get it checked. For anyone that's over 40, get your skin, prostate and bowel checked, if you have a young family, it's probably selfish if you don't look after yourself.

I only have to hear stories like that of former Geelong footballer Tim McGrath, who was recently diagnosed with stage three melanoma and is currently facing a year-long treatment schedule with no certainty of a positive outcome, to know that I'm incredibly lucky.

This sort of thing scares the living shit out of you, not so much for yourself but for your wife and kids.

A lot of our blokes that I see around, especially the fellas working on roofs, take their shirts off cause there's no wind and they get the

glare off the tin, which is a disaster waiting to happen.

I thought it was odd that I got a cancer on my toe, but according to the cancer specialist I saw at Peter Mac, if cancer is in your system, wherever you have skin you can get that melanoma anywhere, under your armpits, inside your nose, anywhere. Remember your hat, your long sleeve shirt and sunscreen to ensure you protect yourself. I know it's a pain in the arse and the heat gets to you, but you're not bulletproof. I too used to think 'It is what it is, I'm not going to worry about what might be', but it will hit home when you're layed up in a hospital bed at Peter Mac. I'm one of the lucky ones.

## Melanoma facts & statistics:

- Australia has the highest incidence of melanoma in the world.
- Melanoma is the third most common form of cancer in Australian men and women (10% of all cancers).
- More than 12,500 new cases of melanoma are diagnosed in Australia every year.
- Melanomas are responsible for 75% of skin cancer deaths.
- Melanoma rates have doubled in the 20 years from 1986–2006.
- 1 in 17 Australians will be diagnosed with melanoma before age 85.
- Melanoma is the most common cancer in young Australians aged 15–39 years old.
- In 20–34 year-olds, melanoma kills more young Australians than any other single cancer.
- More than 1,500 Australians die from melanoma each year.
- Men are more than 2.5 times as likely than women to die from melanoma.



# AROUND THE TRAPS

## Prima Pearl Apartment Tower – Southbank

The \$292 million Prima Pearl apartment tower in Southbank is a joint development by Schiavello and PDG. The oval-shaped residential tower has 72 levels and is expected to be completed by April 2015.



Ben Dauncey



Greg Munro



Tyler McVoy



Prima Pearl Apartment Building



Hues Triv



John Scott, Leigh Baxan & Ben James



Andrew Cook & Michael Charles



John Shanahan

## Wrap Residences – City Rd – Southbank

This 41-storey residential development in Southbank Melbourne features 293 private residences and is nearing completion.



Angus Williams



Adrian Goyston



Matt Thompson



Alex John



Wrap Apartments



There are several major developments and projects currently being undertaken in Melbourne.

Here are just a few, with our boys featuring front and centre.

## 720 Burke Street – New Medibank Building

Medibank is investing more than \$200 million as major tenant in a new 16 level Cbus Property building at 720 Bourke Street. The office tower will come with an adjoining park and greenery growing on the facade of the building. Over 120 plumbers will work on this project.



Manny Skoufos



Mario Mariani



Aaron Disney



Steve Williams & Adrian Wyeth



Denis Causevic & Emmanuel Kapsaskis



Billy Dimitriou & Glen Hosemans



Travis Richard



Jordan Beattie & Ashley Heales



Craig Nielson

## Mirvac's Array Development in Docklands

This is a 39 storey, \$218 million development, due to be completed in 2016.



Edward Florianski



Heath Thompson



Riley Blake



Tom Moran



# AROUND THE TRAPS

## Monash Uni - Clayton

The Green Chemical Futures building at Monash University is currently under construction in the North West Precinct of Monash University's Clayton Campus, with a value of nearly \$80m.



Manny Pashalakis



Peter O'Callaghan & Chris Wain



Troy Harding



Rob Read

## Gippsland Trades Hall

A new Trades & Labour Council building was opened in Gippsland on October 23. Val Prokopiv was elected as President in September, the first woman to take on the role in the region.



Val Prokopiv (President), John Parker (Secretary) & Gary Jacobsen (PTEU)

## Dandenong Municipal Building

The Dandenong Municipal Building Project began construction in September 2012, with a completion date of March 2014, and has an estimated project cost of \$62 million.



Andrew Vogel



Ash Dickman



David Mack



Mark Garthwaite & Matt Antonie



Gary Jacobsen & Wayne Nicholson



Jason Tierney & Scott Murphy



Michael Cunningham & Jimmy Weir



Mark Stafford

## Send Us Your Photos & You Could Be Featured In Our Members Profile

For all you budding photographers out here, we'd love to see more photos of our members working on projects across the state. Send us your photos and you'll be featured in the next 'Around the Traps' section of the PTEU Journal.



All you need to do is email us at [nicci@commercepress.com.au](mailto:nicci@commercepress.com.au) with a high resolution image of yourself and your colleagues. We will choose the best photo to accompany a 'Members Profile' which will run in the next edition of the Journal.

## Get the PTEU App on your phone

The PTEU App has been a resounding success with over 35,000 downloads since it was introduced, an amazing result!!

This App enables you to get information quickly and easily on your phone and works with all smartphones.

The App will provide you with a great way to keep up-to-date with current Union information, RDO's, upcoming events, etc. We know that when you're out and about you want fast easy access to our services, that's why we made this App.

### How to get the PTEU App on your mobile:

This can be done one of three ways;

- 1 Visit [www.pteu.asn.au](http://www.pteu.asn.au) on your mobile device
- 2 Google the PTEU on your mobile, then save the App to your phone
- 3 Scan the QR code pictured to download. You can download a FREE QR code reader in your online App Store.



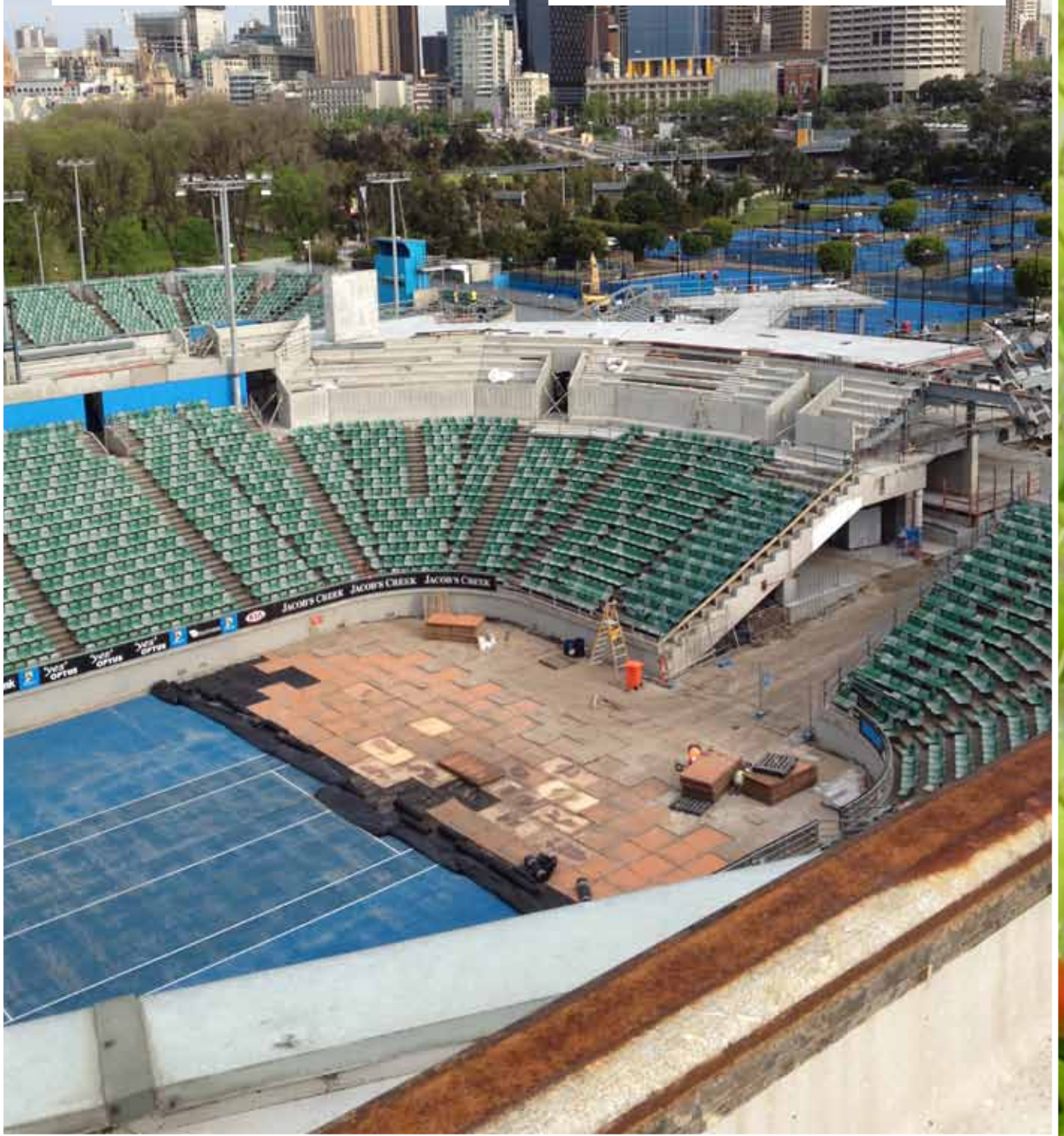
## 3CR Plumbers Radio Spot

We have a fortnightly radio show, which alternates every second Thursday with the Maritime Union of Australia.

Remember to tune into us on  
**855 AM**  
from 6.30am - 7.00am









# Margaret Court Arena Moving Ahead

Works are well under way on the redevelopment of Margaret Court Arena at Melbourne Park. Builder and Project Manager Bovis Lend Lease along with plumbing contractors Richstone Roofing, A G Coombes Air-conditioning, Contract Fire Services and Project Developments are transforming Margaret Court Arena into one of the best sporting venues in the world. When complete, Melbourne Park will have three stadiums with retractable roofs.

The project kicked off just after the 2013 Australian Open Tennis tournament finished, and will wind down just before Christmas, to allow for the set up and operation of the 2014 Australian Open.

The plumbers have done a lot of deep drainage work to marry up to the previous works that were completed in the last stage. The amenities have also been upgraded. A G Coombes have installed air-conditioning into the new arena, and will also be undertaking chiller upgrades in 2014. Richstone have installed the new retractable roof, which has been extremely labour intensive due to the angles and pitch of the roof and the product used.

Contract Fire have been given the task of installing the fire protection systems. It's been a challenging project due to the shape of the arena and the vast amount of angles. The majority of the work has been done using boom lifts. Hydrants and hose reels have been put in using copper pipe which is not always the norm for sprinkler fitters. The boys have also installed four new sets of alarm valves and three thousand sprinkler heads.

## Some interesting facts about the project:

- Over 1200 tonnes of steel was used in the roof
- Over 100 plumbers and sprinkler fitters worked on the job at its peak
- Ortek roofing product was used

Work will continue after the 2014 Australian Open on Margaret Court Arena for a period of time throughout 2014 to complete the project.

**Jake Cranny**  
CBD Organiser





# 2014 CALENDAR

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

## JANUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
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## MAY

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## JUNE

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## SEPTEMBER

## OCTOBER

## NOVEMBER

## DECEMBER



# SEPTEMBER

# OCTOBER

# NOVEMBER

# DECEMBER

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14	15	16	17	18	19	20	12	13	14	15	16	17	18	19	20	14	15	16	17	18	19	20
21	22	23	24	25	26	27	19	20	21	22	23	24	25	26	27	21	22	23	24	25	26	27
28	29	30					26	27	28	29	30	31				28	29	30	31			

	Public Holiday		Annual Leave		RDO		No Work Weekend		School Holidays		Picnic Day		World Plumbing Day		Return to work on 12 Jan 2015
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## VICTORIAN SCHOOL TERM DATES

TERM 1: 28 January 2014 - 4 April 2014  
 TERM 2: 22 April 2014 - 27 June 2014  
 TERM 3: 14 July 2014 - 19 September 2014  
 TERM 4: 6 October 2014 - 19 December 2014

## PUBLIC HOLIDAY DATES

New Year's Day: Wednesday 1 January  
 Australia Day: Monday 27 January  
 Labour Day: Monday 10 March  
 Good Friday: Friday 18 April  
 Easter Saturday: Saturday 19 April  
 Easter Sunday: Sunday 20 April  
 Easter Monday: Monday 21 April  
 Anzac Day: Friday 25 April

Queens Birthday: Monday 9 June  
 Melbourne Cup Day: Tuesday 4 November  
 Christmas Day: Thursday 25 December  
 Boxing Day: Friday 26 December

## PTEU

52 Victoria Street,  
 CARLTON SOUTH VIC 3053  
 TEL: 03 9662 3388  
 FAX: 03 9663 2613

President

**Nazza Ottobre**

State Secretary

**Earl Setches**

Assistant Secretary

**Paddy McCrudden**

## GENERAL MEETING DATES

### Melbourne

52 Victoria Street, Carlton South  
 March 25th  
 June 24th  
 September 30th  
 November 25th

### Geelong

127 Myers Street, Geelong  
 March 19th  
 June 18th  
 September 17th  
 November 19th

## PICAC and CEPUCE

offer the following courses to union members:

Initial 5 Day Occupational Health & Safety Training Course  
 First Aid Level One - Two - Three  
 Traffic Management  
 Poly Butt Welding

Fire Training (Sprinkler Fitters Only)

Computers - Basic - Intermediate - Advanced

Confined Space Entry

Backflow Prevention

Earthmoving

Asbestos Removal

Asbestos Awareness

Elevated Work Platform

Boom Lift

Forklift

Install primary Ground (Trench Shoring)

Safe Work Roofs

Welding (MIG & TIG)

Installation of Split Air Con (Mechanical Plumbers Only)

Gas Type A

Gas Type B

Disconnect/Reconnect

Thermostatic Mixing Valves

## C+BUS (SUPERANNUATION)

Caseldene Place, Lonsdale Street,  
 MELBOURNE VIC 3000  
 TEL: 1300 361 784

## INCOLINK (REDUNDANCY)

1 Pelham Street,  
 CARLTON VIC 3053  
 TEL: 9639 3000

## CO-INVEST (Long Service Leave)

478 Albert Street,  
 EAST MELBOURNE VIC 3002  
 TEL: 9664 7666

## WORKSAFE

TEL: 9641 1555

**Tune-in to the  
 Plumbers' Radio  
 Program, every second  
 Thursday morning  
 at 6.30am on 3CR  
 - 855 on the AM dial**

**For further information contact  
 your training office on 9356 8910**

# REGIONAL VICTORIA STARTING TO MOVE



While the region has had a challenging 12 months, the next 2 years are looking good. In the Eastern suburbs, South Yarra and Prahran there are jobs popping up everywhere.

**The Eastland Shopping Centre** project is starting up, with demolition work currently taking place. The Premier Dennis Napthine was there recently turning the first soil over on the \$575 million redevelopment, which will include a town square and a new state-of-the-art Ringwood Library, Learning and Cultural Centre which will provide a range of services for the community including an art gallery and Council service centre.

**The Malmsbury Juvenile Justice Centre** currently have a \$35 million project underway, using all union contractors. Ranges Plumbing are doing the hydraulics, AusCool the air-conditioning and Precision Fire, the Fire

Sprinkler work. This job will take 18 months to complete and will include 40 beds, a recreation room, as well as a new visitors centre and education wing.

**The Bendigo Base Hospital** is being upgraded in what will be a \$1 billion project by the time its finished in 6 years time. A new hospital will be built in the first 3 years, and once patients have been moved into the new one, the old hospital will be renovated. They have started piling and plumbers will start work there in March next year. A.G. Coombs, Cooke & Dowsett, and Contract Fire are the companies working on site, using predominantly local labor. This is a massive boom for building workers in Bendigo, a project the size many people won't have seen before. Hickory are also building a 4 story hotel on the site for nurses.

**Lansell Square Shopping Centre** in Kangaroo Flat is





also undergoing a \$24 million redevelopment. There is also a \$25 million dollar job due to start soon at Bendigo's old prison site, with plans to make it into an arts centre. The \$25.8 million development also includes a range of facilities to be used by the neighbouring Bendigo Senior Secondary College, such as a dance studio, small theatre, rehearsal rooms, two commercial grade kitchens and a new canteen. Ranges, McCaig Air-conditioning and Kaizen Fire Protection will work on the project. This job will start early in the New Year.

There is also proposed upgrades to the **Bendigo Swimming Pool** and the **Bendigo Airport**, so things are looking great for Bendigo.

A new cancer wing is currently being developed at the **Albury Hospital**, which is a \$50 million project. Hansen Yunken are undertaking the project and we're currently

in the process of speaking to our contractors.

There's also lots of little jobs happening in **Wangaratta**.

After a volatile last 12 months we can now say that Regional Victoria is now doing really well, except perhaps for the Shepparton region.

Regional Members should also note that there are now two agreements for regional Victoria, a Border Agreement (for the Albury, Wodonga region) and a Regional Agreement. Both have both been certified and signed off by the Fair Work Australia with Members receiving a payrise and backpay.



**Neil O'Brien & Adrian Gell**  
Regional Victoria Organisers



# Geelong Report

## Increased Training Opportunities for Regional Members

The PTEU, along with industry partners have invested in land in the Geelong region. This 1.7 acres of land in Breakwater will be the site of PICACs first satellite campus.

Planning for development of the centre is well underway, and it is envisaged that the centre will significantly open up training opportunities in the region, while also better catering for our country members from Ballarat, Colac, Warrnambool and the Western Suburbs of Melbourne. Stay tuned for updates.

2013 has been a solid year for PTEU Members working in the region, major projects are underway at Deakin University, Geelong Hospital, and Torquay Secondary College, which has kept our members busy.

Other projects currently underway include the Waurm Ponds Shopping Centre, Western Heights Secondary College, the Waurm Ponds Police Complex and the Geelong Ambulance Station.

Work on the Epworth Hospital at Deakin University is yet to commence.

The Geelong Branch would like to wish all of our members a happy and safe Christmas break and thank you for your support in 2013. We look forward to 2014 being a prosperous year for our membership.



**Glenn Menzies**

Geelong Area Organiser

Geelong Trades Hall  
127 Myers St, Geelong  
Ph: 03 5222 1036



Simon Harding, Cooke and Dowsett,  
St John of God Hospital Geelong



The Moon Unit, with Shop Steward Levi Cameron,  
St John of God Hospital, Geelong

# Social Media & Workplace Privacy



**There is no privacy at work. That is the reality of the modern workplace.**

And it will only get worse. Technological and social trends are eroding the line between private conduct and workplace conduct while at the same time intensifying the ability of employers to intrusively monitor their employees.

Social media is a case in point. Many employees instinctively feel that their Facebook posts or Twitter feeds are the epitome of private conduct which employers have no right to regulate.

But this is not the case.

The law recognizes that employers may be able to discipline an employee for what might be considered private conduct - if it has a material connection with employment because it might damage the employer's interests or cause disharmony in the workplace.

So a Facebook message or Twitter feed which damages the employer's public reputation or causes conflict at work, may allow an employer to discipline or terminate an employee.

There have been some spectacular examples of this type of issue. A few months ago, Test Cricketer David Warner launched a Twitter tirade against two journalists after a story appeared in a newspaper about the Indian Premier League. Warner's employer, Cricket Australia, fined him over \$5000 for a breach of the Cricket Australia Code.

But it is not just public figures who will experience the tension between the workplace and private through the prism of social media.

There have been a number of cases before the Fair Work Commission and the Federal Courts where employees have challenged an employer's decision to dismiss or discipline based on an employee's social media posts. The cases have involved employers as small as a Kyneton Pizza Shop and a Subway outlet on the one hand, to employers as big as Linfox and the Commonwealth Government on the other.

The leading case on social media and dismissal is *Stutsel v Linfox Australia Pty Ltd*. The case is important because it provides some guidance to both employees and employers about what factors the Commission will consider when determining the fairness of a social media dismissal.

Mr Stutsel was dismissed by Linfox because of posts made on his Facebook page. Mr Stutsel was a union member and through his union he sought reinstatement. The Commission found the termination harsh and reinstated Mr Stutsel. The factors that the Commission took into account included that Mr Stutsel had thought his Facebook privacy settings were at the highest level, that some of the posts complained of had been made by people other than Mr Stutsel and that Mr Stutsel was an employee with 22 years service. The Commissioner was particularly critical of Linfox's failure to have implemented a social media policy in the workplace. Linfox appealed the reinstatement to the Full Bench of the Fair Work Commission but lost their appeal. Linfox have appealed to the Federal Court and the decision is reserved.

One of the interesting features of the case is a comment made by the Full Bench of the Fair Work Commission. The Full Bench recognized that, depending on the circumstances including the gravity of an employee's comments and the degree to which those comments are circulated, an employer may be able to dismiss an employee due to social media breaches connected to the workplace. But the Full Bench seemed to caution employers from imposing unrealistic standards on employees about what they can and can't say on social media about the workplace.

Perhaps as time passes, employers will learn to be more robust and not too readily head down the disciplinary path when an employee makes a critical comment about the workplace on social media.

Employers need to understand that there will be a legal, industrial and practical limit to their regulation of employee social media usage. The legal and industrial limit will be found in unfair dismissal cases where employers go too far and sack employees for social media transgressions which have distant connection or minimal impact on the workplace.

Hopefully a more practical limit will be the ultimate regulator of how far employers will push the envelope on policing employee social media. An employer who intrusively and unreasonably seeks to regulate social media use by employees, may find it hard to retain motivated employees.



# Australian Training Delegation takes part in the 60th United Association Instructor Training Program

On 7 August this year an Australian Training Delegation from PICAC travelled to the United States of America to visit the United Association (UA) training facilities and participate in the UA Instructor Training Program (ITP), held in Ann Arbor, Michigan.

Because of its sheer size and exposure to the very exacting requirements of the nuclear energy, military and semiconductor industries, the US has developing technologies not seen in Australia. Exposure to an event of this nature by delegates gives insight into the absolute latest practices.

Ann Arbor showcased some of the latest technology and equipment being used by Industry. Delegates were able to see this in action and note how the UA is adapting their training for these technologies. Much of the equipment is not widely used in Australia or in some cases not even available particularly in respect to some of the advanced welding equipment and BIM.

Four delegates; Greg Tink, Lucas Blyth, Russell Menzies and Steve Rocco participated in the ITP and received certificates in Medical Gas Instructor, Introduction to BIM, Industrial Rigging Certification and Occupational Safety and Health Standards 500.

"The training and resources I received were taken back to Australia, to PICAC where I implemented what I had learned in the first Medical Gases pipeline installation course, ran in October this year. The development of this course is a prime example of PICAC benefiting from the partnership with the UA", said Greg Tink of his time training in America.

A highlight of the week for the Australian delegates was the UA International Apprentice Skills Competition. Alex de Koeyer represented PICAC, the first Australian ever to participate. Alex won the Inaugural World Plumbing Day Plumbing Apprentice Skills Competition held at PICAC in March 2013, and became eligible to compete in Ann Arbor. This gruelling competition was held over three days and was designed not only to test competitor's technical skills and theory knowledge, but also their characters.

It was widely commented that Alex was a wonderful Ambassador for PICAC and Australia. The UA has already extended an invitation to Australia to participate in next year's competition.



Glenn Menzies, Lou Szabo, Business Manager, UA local 50 and Shayne La Combre outside UA Local, 50 Toledo, Ohio



Alex de Koeyer in competition



Earl Setches, UA General President Bill Hite, Alex de Koeyer and Glenn Menzies



Mobile Training Unit



Participant at the UA Skills Competition

## What I took out of the training program

In August this year I attended the UA (United Association's) International Instructor Training Program in Ann Arbor, Michigan. Nearly 1700 instructors took part in the program, over a 7 day period.

This year marked the 60th year of the United Association's (UA) Training Department, with 178 Instructors teaching classes undertaken, 386 first timers attending classes and 135 graduating.

There are 300 'local's (union branches) around the States, and this instructor training program has the Trainer from the 'local' come to Ann Arbor, where they're trained in their field of expertise. It's a 5 year training program for these guys, so when they finish and graduate, they can go back to their 'local' and pass on their knowledge.

The main learning from the trip was seeing how they put together

and deliver their training. They are a slick operation and they have it down pat, they're very professional and organised in how they deliver their training.

From my perspective I learnt how they delivered information and training in OH&S. With over 370,000 members the UA have a breadth of knowledge and expertise that we can learn from.

The Information Exchange Program is a real benefit of our official affiliation with the UA. Myself and the PICAC contingent can now forward the knowledge gained to our training unit at CEPUTEC.



**Steve Rocco**  
OH&S Officer





# Melbourne to Host 2019 World Plumbing Conference

The Plumbing Industry Climate Action Centre (PICAC) has secured the 12th Triennial World Plumbing Conference for Melbourne in 2019.

The winning bid was presented by Shayne La Combre, Chief Executive Officer, PICAC at the World Plumbing Council (WPC) General Meeting held in India earlier this month, before the 10th World Plumbing Conference commenced in New Delhi.

“Given the important work of plumbers and the contribution plumbing systems make to our community health and amenity, can there be a more important and vital gathering than the World Plumbing Conference. Melbourne and PICAC will strive to highlight this on a world stage in 2019”, said Shayne.

As hosts of the conference PICAC will welcome up to 1,000 like-minded plumbing industry delegates to Melbourne to witness the technological advancements continually being made, and to discuss the many challenges facing the industry, from emerging diseases, new technologies through to climate change.

The Conference will be a gathering of global thought leaders, focusing on the key intersection of community health and amenity as well as developments in water and energy efficiency.

This will be the second time Australia has hosted a World Plumbing Conference. The Master Plumber's and Mechanical Contractors Association of NSW hosted the inaugural Conference in Sydney in 1985.



Shayne La Combre speaking at the 10th World Plumbing Conference in India

**The 11th World Plumbing Conference will be held in Cape Town, South Africa from 14 – 16 September, 2016.**

## Australia Secures Key Positions On The World Plumbing Council Executive Board

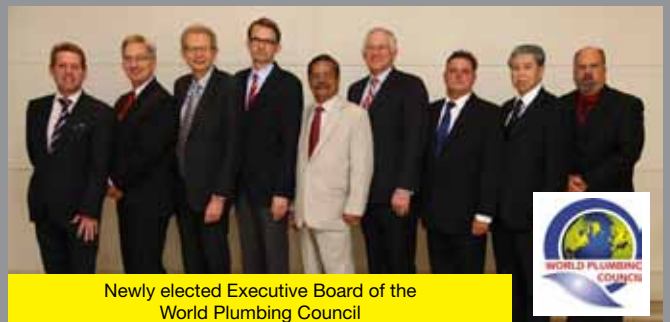
Australia secures key positions on the World Plumbing Council Executive Board.

Shayne La Combre, Chief Executive Officer, Plumbing Industry Climate Action Centre (PICAC) has been elected Deputy Chair of the World Plumbing Council (WPC) and Ken Gardner, Deputy Chair, PICAC has been elected Honorary Secretary/Treasurer of the WPC.

The elections of the WPC Executive Board (EB) occurred at the WPC General Meeting in India earlier this month.

“It is our role to inform the world of the contribution plumbing has made to the health and wellbeing of our society. This contribution cannot be overstated. After all, good plumbing has made more of a contribution to community health than inoculation,” said Shayne, following his appointment.

Shayne was also appointed Chair of the WPC Training and Education Committee.



Newly elected Executive Board of the World Plumbing Council

The mission of the WPC is to promote the role of plumbing in improving public health and safeguarding the environment by uniting the World Plumbing Industry for the benefit of all. Over 3 million children die unnecessarily every year from water related diseases. Commitment to education and training worldwide is key to reducing these avoidable deaths.

“I look forward to working with the Council to further encourage, participate in and facilitate the exchange of information, research and technology applicable to the World Plumbing Industry”, said Ken.

“The world can learn a lot from the advancements made in Australia and we can learn from our global partners,” he added.

Shayne was first elected to the WPC Executive Board (EB) in September 2011. This is Ken's first term.



Matthew Bulat, competing in WPD competition at PICAC, March 2013

# World Plumbing Day at PICAC in 2014



Plans at Plumbing Industry Climate Action Centre (PICAC) are already well underway for World Plumbing Day (WPD) 2014.

## 2014 WPD activities at PICAC include:

**Plumbing Industry luncheon** – Industry stakeholders will attend a luncheon at PICAC and presentations will be made by speakers focusing on the important emerging risks in the industry. It is vital the industry is kept up to date on risks in the industry, particularly considering the deaths of two young boys from carbon monoxide poisoning in Mooroopna and the discovery of Legionella bacteria in a number of the Queensland hospitals.

**WPD Plumbing Apprentice Skills Competition** – This will be an opportunity for leading apprentices to display their skills and knowledge of plumbing and mechanical services in a practical demonstration. The winner of the competition will represent PICAC and Australia at the United Association (UA) International Apprentice Skills Contest in Ann Arbor, Michigan in late 2014. Last year's winner Alex de Koeyer participated in Worldskills in Leipzig earlier this year and represented PICAC in America in the UA contest.

**Plumbing Careers Expo** – RTO's and TAFE's will set up information booths and displays for interested attendees. Students from schools around Victoria will attend and receive an insight into career opportunities and pathways within the plumbing industry.



Guests at the 2013 WPD Industry Luncheon at PICAC

**Plumbing Trades Expo** – Sponsors and other organisations will set up displays of industry innovations, cutting edge products and sustainable solutions for guests. The theme of emerging risks will continue in this area also.

**If you are interested in sponsoring WPD events at PICAC please contact Elaine Mathews, [elaine@picac.com.au](mailto:elaine@picac.com.au) or 03 93568905.**





## COULD YOU BE AN ASBESTOS VICTIM?

Asbestos related disease remains a significant health problem in Australia. This is due to the immense amount of unregulated asbestos used in the construction industry until the 1980s. Unfortunately, the incidence of asbestos related disease is not expected to peak until approximately 2020.

Many people who are diagnosed with an asbestos related condition such as mesothelioma, asbestosis or lung cancer can pinpoint when they were exposed to asbestos. Often it is as a result of working with asbestos, or using asbestos cement building products in the course of domestic renovations.

However, this is not the case for everyone. Maurice Blackburn Associate, Victoria Keays explains: "We are beginning to see a large number of cases for people who are unsure as to how they were exposed to asbestos. They can't recall working with it, they've never performed any renovations and they are at a bit of a loss. Our job is to piece the puzzle together for them."

Victoria recalls a recent case for a woman diagnosed with mesothelioma, who worked all over Australia, including a stint in a country hospital. "My client worked in an area of the hospital that contained a network of

steam pipes. She had no idea what the insulation on those pipes was made from. She had no reason to know – it wasn't part of her job to work on the pipes."

Through a series of phone calls to a few helpful plumbers, Victoria was able to ascertain the type of insulation used, that it contained asbestos, when the pipes were re-lagged and even the firm that installed the insulation. "It really solved this case. These guys are an invaluable resource who know so much about asbestos, and are always willing to help these very deserving people."

Victoria recommends that anyone exposed to asbestos register their exposure to asbestos on Maurice Blackburn's national database. This can be done by calling Maurice Blackburn on 1800 675 140 or online at:

<http://www.mauriceblackburn.com.au/areas-of-practice/asbestos-exposure/register-your-asbestos-exposure.aspx>

If you or any member of your family is diagnosed with an asbestos related condition, it is important that you seek legal advice immediately. Maurice Blackburn provides preliminary free legal advice to PTEU members.



# BUILDING INDUSTRY PICNIC 2013 CAULFIELD RACECOURSE



Well what a fabulous day for a family picnic. Blue skies, face painting, balloons, rides, kids races, Melbourne Heart and plenty of food and drinks.

At \$30.00 a family ticket – all inclusive – there is no better family entertainment around.

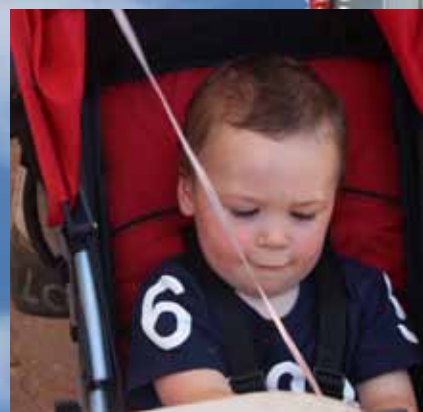
Another successful picnic is under our belts and what a day it was – crowds were good considering the intense heat. Drinks and ice creams were the flavour of the day and a great time was had by all.

Our regional organisers reported that the crowds were good at all picnics in Albury Wodonga, Shepparton, Traralgon, Portland, Bendigo, Ballarat, Mildura and Geelong.

I hope you and your family attended one of these events and hopefully we will see you all next year at the Building Unions Industry Picnic 2014 in your Region.

Many thanks to all the supporters and volunteers at all the picnics. The day couldn't run without your help.

**Bob Vaughan**  
Compliance Officer





# PTEU PLUMBERS WAGE RATES

Effective from 1st March 2014

REGISTERED PLUMBERS				
	Plumber	Unregistered Plumber	Irrigation Installer	Plumbers Labourer
Hourly Rate	\$41.90	\$40.89	\$39.70	\$37.08
Total Weekly Rate	\$1,508.40	\$1,472.18	\$1,429.13	\$1,334.74
Fares (per day)	\$19.85	\$19.85	\$19.85	\$32.61
Travel (per day)	\$31.43	\$30.67	\$29.77	N/A
OVERTIME				
Double Time	\$83.80	\$81.79	\$79.40	\$74.16
Double Time & 1/2	\$104.75	\$102.24	\$99.25	\$92.70
SUPERANNUATION				
Min Super (per week)	\$160.00	\$150.00	\$150.00	\$140.00
Minimum Super 9.25%				
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$15.30	\$21.71	\$27.09	\$34.32
Total Weekly Rate	\$550.62	\$781.63	\$975.38	\$1,235.38
Fares (per day)	\$17.84	\$17.84	\$17.84	\$17.84
Travel (per day)	\$3.82	\$5.43	\$6.77	\$8.58
OVERTIME				
Time and 1/2	\$22.94	\$32.57	\$40.64	\$51.47
Double Time	\$30.59	\$43.42	\$54.19	\$68.63
Double Time & 1/2	\$38.24	\$54.28	\$67.74	\$85.79
SITE ALLOWANCES FROM 1ST OCTOBER 2013				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$2.9 Million - \$218.1 Million = \$3.90 per hour		\$218.1 Million - \$290.7 Million = \$4.05 per hour		
\$290.7 Million - \$436.1 Million = \$4.20 per hour		For projects over \$2.9 Million see chart below:		
Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.30 per hour				
Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour	
\$2.9 – 7.4 Million	\$2.20	\$72.7 – 145.4 Million	\$3.80	
\$7.4 – 18.1 Million	\$2.40	\$145.4 – 218.1 Million	\$3.90	
\$18.1 – 36.4 Million	\$2.70	\$218.1 – 290.7 Million	\$4.05	
\$36.4 – 72.7 Million	\$3.15	\$290.7 – 436.1 Million	\$4.20	
For projects above \$436.1 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.				
Incolink first payment from redundancy increases to \$4913.00				
Redundancy	I.P.T.	P.S.L.	Training Levy	
\$72.15 per week	\$17.05 per week	\$1.54 per week	\$19.14 inc G.S.T	
TOTAL AMOUNT Paid per week = \$109.88				

# PTEU SPRINKLER FITTER WAGE RATES

Effective from 1st March 2014

REGISTERED SPRINKLER FITTER				
Hourly Rate	Weekly Rate	Fares Per Day	Travel Per Day	Registration
\$41.15	\$1,481.40	\$19.10	\$41.15	\$31.89
Minimum Service/Testing/Site Allowance \$2.51 per hour				
Overtime x 2	Overtime x 2.5	Minimum Super	Total Weekly	
\$82.30	\$102.88	\$160.00	\$1,873.01	
Minimum Super \$160.00 per week or 9.25%				
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$18.38	\$20.21	\$27.57	\$33.08
Total Weekly Rate	\$661.68	\$727.56	\$992.52	\$1190.88
Fares (per day)	\$19.10	\$19.10	\$19.10	\$19.10
Travel (per day)	\$13.79	\$15.16	\$20.69	\$24.81
OVERTIME				
Time and 1/2	\$27.57	\$30.32	\$41.36	\$49.62
Double Time	\$36.76	\$40.42	\$55.14	\$66.16
Double Time & 1/2	\$45.95	\$50.53	\$68.93	\$82.70
SITE ALLOWANCES FROM 1ST OCTOBER 2013				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$2.9 Million - \$218.1 Million = \$3.90 per hour		\$218.1 Million - \$290.7 Million = \$4.05 per hour		
\$290.7 Million - \$436.1 Million = \$4.20 per hour		For projects over \$2.9 Million see chart below:		
Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.30 per hour				
Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour	
\$2.9 – 7.4 Million	\$2.20	\$72.7 – 145.4 Million	\$3.80	
\$7.4 – 18.1 Million	\$2.40	\$145.4 – 218.1 Million	\$3.90	
\$18.1 – 36.4 Million	\$2.70	\$218.1 – 290.7 Million	\$4.05	
\$36.4 – 72.7 Million	\$3.15	\$290.7 – 436.1 Million	\$4.20	
For projects above \$436.1 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.				
Incolink first payment from redundancy increases to \$4913.00				
Redundancy	I.P.T.	P.S.L.	Training Levy	
\$72.15 per week	\$17.05 per week	\$1.54 per week	\$19.14 inc G.S.T	
TOTAL AMOUNT Paid per week = \$109.88				





# HE AIN'T HEAVY HE'S MY BROTHER

**Well known Sprinkler Fitter Brothers Russell and Warren Davis will this year compete in their 20th Pier to Pub Ocean swim in Lorne.**



Russ decided to take the plunge to keep fit, after being confined to a wheel chair many years ago.

In his first swim Russ came last out of his age group, taking about an hour to finish.

The following year Russ joined a swimming club in Croydon, and under proper coaching the swim then took about 25 minutes, not a bad improvement in anybody's language.

Trying to train at least 3 times per week, Russ can clock up to 40 laps or 2km per session, in readiness for the 1.2km ocean swim, which is the largest ocean race in the world.

His brother Warren who doesn't actually compete in the race, is always there to put Russ in the sea, then collect him once he is finished, throw him on his back and race towards the finish line.

As Russell often states I owe him a huge thank you, but knowing Warren for a long time there would be no better enjoyment than to be at Lorne with his brother on his back, racing towards the finish line.

Is there any better example of steely resolve or brotherly love than this?

Russ has a pretty swift best time of 19 minutes and 50 seconds, which he hopes to beat this year.

Russ intends to keep on competing as long as he can, to maintain his fitness, no doubt with his brother Wazza by his side.

All the best to the Davis Boys from all your Comrades at the PTEU.



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# A Battle That Had To Be Won

**By Barry Fitton**

(Barry is a retired Union member and the father of a disabled son who is a Community Residential Unit resident).

## A Special Year for Persons with a Disability

2013 is the year when there was universal agreement by all political parties to introduce a National Disability Insurance Scheme to improve the circumstances of those individuals with a disability in our community.

Denis Napthine, our Premier, was boldly upfront during the public presentations espousing his concern for the welfare of the disabled and the need for them to get a better deal.

## Money grab by the Napthine State Liberal Government

In the middle of the year the carers, parents or guardians who represent disability pensioners residing in State Government operated Community Residential Units, received a letter from the State Government. They were given notification that the charges for board and lodging would be increased from 50% of the disability pension to 75% and in addition, the government would take 100% of any amount received for rental assistance from Centrelink.

I'd like to make a couple of points here. Firstly, public tenants of the housing commission are charged a maximum of 25% of their pension.

Secondly, Rental Assistance is a payment from the Federal Government to stop people on pensions from falling below the poverty line. So by taking away the Rental Assistance payment the State Government would be committing these residents to live in poverty.

In this letter of notification the Government had also stated that they did not expect families and carers to contribute to the reasonable daily living expenses. However a survey conducted by concerned parents and carers had concluded that in most situations the parents and carers are already subsidizing the living costs of these residents to an average of \$138 per fortnight.

Some manage to break even through financial necessity and some contribute far in excess of that figure depending upon the need of the person with a disability and their capacity to pay.

## The Cost of Living for a Resident

The cost of maintaining any reasonable lifestyle for a person with a disability is constantly increasing and the capacity for parents and carers to subsidise them is diminishing.

If these residents attend a day placement facility they are also meeting increasing charges as these facilities struggle to remain viable.

This whole initiative is causing concern and consternation to the parents and carers as well as many others who are concerned for the welfare of the disabled.

Is this the way to treat the most vulnerable group in our community?

Most of the people affected by these changes were not able to represent themselves and were unlikely to be represented by any advocate and were not in a financial state to fund any major campaign. Many of them have had enough trauma in their lives without having to face these additional challenges.

Many family members and friends have already turned their back on disabled persons because of the complex demands in their everyday living.

## What would have occurred if these changes were introduced?

The level of disability pension may vary according to the individual but generally they are in receipt of \$732 per fortnight.

75% of which is \$549. Leaving \$183 per fortnight.

\$91.50 per week to provide for: Day centre fees, chemist, special dietary supplements, dental, medical, clothing, footwear, hairdressing, linen, ileostomy and continence aids, toiletries, taxi fares, other travel expenses, carer costs, personal furniture, drinks and snacks, sporting activities(bowling and horse riding), dining out, gifts to family friends and other carers, recreation and holidays, televisions and CD players as well as discs and DVD's.



Barry and his son Michael

Many find it necessary to take out health insurance to ensure that they can get appropriate treatment when it is required as sometimes the public system is not geared to provide for those with a disability.

Recreational activities can be very costly as they regularly have to pay for a carer to accompany them. If these increased charges were introduced all the residents would have to sacrifice much of their quality of life and definitely most of their recreational activities.

### **The fight begins**

A campaign was launched by a small handful of parents, disabled people and several community organizations, to fight these proposed changes. A legal challenge to the Government was launched in VCAT to protect the rights of residents by Villamanta Disability Rights Legal Service Inc.

VALID (an organization which advocates on behalf of persons with an intellectual disability) co-ordinated a campaign of parents and carers to fight the introduction of these increases. At this time

approaches were made to various entities within the Government but they all headed for cover.

### **Actions start to take effect**

A petition and information sheets was drafted and widely distributed, with the PTEU funding the supply of bumper stickers which were very effective in getting the message across. Liberal members had their offices picketed until they sat down and discussed the issue with concerned parents. Church groups also discussed the issue and provided copies of the petition for the congregation to sign.

### **Final Victory**

In the week before the Federal Election the State Government advised all parents and carers that they were not going to proceed with the increased charges. At the time of the retraction by the State Government over 200 people had joined the action taken by Villamanta Disability Rights Legal Service Inc and the petition to the State Government had 7,400 signatories.



# BE WARY OF WHAT ENERGY DRINKS ARE DOING TO YOU



Earlier this year a study found that a growing number of people are reporting caffeine toxicity from energy drinks. I've expressed concern in the past at the lack of awareness and understanding of the risks associated with consuming energy drinks.

These drinks contain very high levels of sugar, in addition to high levels of caffeine or gaurana (which contains caffeine). To give you an idea, one small energy drink has the equivalent of one cup of coffee with seven teaspoons of sugar.

## Do energy drinks live up to their name?

With their main ingredients of caffeine and sugar, yes energy drinks will provide you with a quick burst of energy. However this isn't a lasting effect, and drinking several in a row will result in adrenal fatigue, with your kidney and liver working overtime.

While one drink may not be an issue, research often doesn't take into account that many people drink two to four of these drinks each day. People often wonder why they're feeling lethargic, have headaches and can't sleep, failing to realise that they've probably become addicted to caffeine and sugar. Often too, when people are drinking large amounts of energy drinks, they're failing to drink water, probably suffering from chronic dehydration without even knowing it.

**In the past 10 years there has been a significant increase in the consumption of energy drinks, particularly by young people. There has been considerable debate about the contents of these drinks and whether they're safe.**

## Energy drinks and alcohol

In the recent studies undertaken there were many negative effects reported when caffeine-based energy drinks were consumed with alcohol. Researchers found there was a direct association between frequency of energy drink consumption and risky and violent behaviour.

Mixing energy drinks with alcohol is problematic because the stimulants in energy drinks mask the effects of alcohol. As a result, more alcohol is consumed, placing you at a greater risk of the effects of intoxication. The research showed that people who consumed energy drinks mixed with alcohol were found to be three times more likely to have a high blood alcohol content. They left bars later, drank for longer and were more intoxicated, and alarmingly they were four times more likely to report that they intended to drive a car.

## Limit your energy drinks

As I've raised previously in this Journal, we are continuing to hear stories of incidents on jobs where our members are feeling the negative effects of excessive energy drink consumption. I remind you of the story of one of our members who drank four energy drinks in the morning and consequently blacked out.

With most of our work being done outdoors where you need to consistently keep hydrated, there is a real concern that if people are replacing water with energy drinks, they're putting their health at serious risk.



**Chris Giblin**  
OH&S Officer



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 BEANIE (GREY)	 BEANIE (BLACK)	 STUBBY HOLDER	 FLAG	 3 FOLD LEATHER WALLET
 BEANIE (GREY)	 BEANIE (BLACK)	 STUBBY HOLDER	 FLAG	 LEATHER BELT (S-XXL)

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Black Hoodie		\$50.00		
Black Zip Up Hoodie		\$50.00		
Collared Jumper		\$50.00		
PTEU Shirt		\$26.00		
Work Shirt		\$35.00		
Safety Vest		\$35.00		
Casual Shirt (1)		\$26.00		
Casual Shirt (2)		\$26.00		
Skull Shirt		\$26.00		
Logo Cap	one size fits all	\$10.00		
PTEU Cap	one size fits all	\$10.00		
Logo Beanie	one size fits all	\$10.00		
Beanie (Black)	one size fits all	\$10.00		
Beanie (Grey)	one size fits all	\$10.00		
Stubby Holder	-----	\$5.00		
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Leather Belt		\$20.00		
			TOTAL	\$

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Jason Boyle,  
Cbus Member



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