

PTEU

SUMMER EDITION 2015



Journal



STRONG, UNITED & SKILLED
PLUMBING INDUSTRY
TRAINING LEADING THE WAY



PICAC: Award Winning Training Provider



Plumbing & Fire Industry Awards Night of Nights



Check All Your Contributions



President's Report

2015 has been a great year for our Members, our Union and our Industry. In this edition of the Journal, I want to take the opportunity to remind Members how strong our Union is, in terms of its ability to achieve great results for Members, but also how important and meaningful the work we as Plumbing and Fire Industry professionals all do is for the economy and the community.

In a year in which the Union movement, particularly in the Construction Sector, have been subjected to an unprecedented level of politically motivated and baseless scrutiny, our Members can be proud that our Union went from strength to strength. In 2015, thanks to good governance, dedicated hard work and strong and united leadership our Union continued its great record of delivering excellent pay and conditions to our Members and of continuing to improve the level of safety and skills of our Members.

Members can look forward to the New Year with great confidence. Negotiations around the finer points of a new EBA are nearing completion with the new 3 year deal to be put to a mass meeting of Members early in 2016. Just as they did with the last EBA, and the one before that, Members can be confident that our leadership team will negotiate the best deal our Members have ever had.

The Federal Government can throw as much mud as it likes at the Trade Union movement, and try and poison the public's perception of Unions with unfounded allegations, but we know how important and valuable strong leadership and our organised collective voice is. It is important to our Members because it results in great EBA conditions, but it is also important because it keeps workers safe and keeps employers accountable.

Safety of our Members is core business for our Union, and our OH&S team are continuously seeking opportunities to promote safety, be it in the classroom or on-site. As usual this edition includes some examples of the work the Union does in the OH&S space to make sure we all come home safe from work. Also in this edition is an important story on the role you can play ensuring that you keep your employers accountable for the payment of their compulsory Superannuation, Long Service Leave (Co-Invest) and Redundancy and Insurance (Incolink).

As well as looking after the interests of current Members, our Union has played and continues to play a vital role in ensuring the skills of our Members – and those of the next generation of Plumbing and Fire Protection professionals – allow them to take advantage of the opportunities emerging in the sector.

The Plumbing Industry globally is one of the most dynamic and rapidly evolving sectors in the world. New compounds for piping and steel are driving innovations in plumbing and welding techniques in ways not imagined a decade ago. Fortunately for our Industry and our Members in particular, our leadership in particularly the Secretary Earl Setches, had the vision several years ago to recognise that this changing sector needed a new approach to training, one that was industry owned and driven.

Back in 2010 Earl brought all parts of the Industry together to articulate a vision of a purpose built Industry owned and operated Training Centre that would develop new and innovative ways of training plumbing and Fire Industry professions, providing the skills industry need now and will need tomorrow. As highlighted in this edition, the Plumbing Industry Climate Action Centre – Earl's vision – is now an Award Winning Training Provider.

PICAC in Brunswick, an entity conceived of, driven and now Chaired by our Secretary is now being recognized for the outstanding leadership it represents and training it delivers. PICAC is a working demonstration of the most up to date energy efficiency technologies. PICAC's facilities include the Fire Protection Centre of Excellence, the Occupational Health and Safety Centre of Excellence, a demonstration Green Plumbing House and a world class Reticulated Water System, and the newest technology in water and energy efficiency.

In a context of rapid advances in technologies and equipment design, as well increasing levels of consumer and regulatory focus on energy efficiency in the home, PICAC is providing industry with an overarching, current and definitive point of reference, to help the Plumbing sector meet the challenges of today and tomorrow.

Congratulations to Earl and Paddy and all the all the team on a very successful year in 2015 and I wish all the Members and their families a very happy and safe 2016.

Nazza Ottobre
PTEU President



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2016 GENERAL MEETING DATES

Melbourne

52 Victoria Street, Carlton South

March 22nd

June 28th

September 27th

November 29th

Geelong

127 Myers Street, Geelong

March 23rd

June 29th

September 28th

November 30th

Secretary's Report



This issue of the PTEU Journal is the last for 2015, a year in which our Union and our industry went from strength to strength. I'd like to take the opportunity to thank all the officials and staff, but especially you the Members, for your dedication, your support and your hard work. In this pre-Christmas message I also want to reflect on some of the significant achievements this year and focus on some of the key challenges and opportunities ahead in 2016.

The Victorian economy is growing and the future is looking bright for building and construction especially. The crucial role our industry, and the skills of our Members - in traditional plumbing but also modern sustainable high tech water and energy management - will be key to that future. Plumbing skills are crucial to a sustainable future in an increasingly water scarce environment and we have put in place the facilities and partnerships that will ensure those skills are there. Our Award Winning Industry Training Center PICAC is being utilised by more Apprentices and post Apprentice students in more specialized areas of plumbing, fire protection and energy and water efficiency than ever before.

Through our partnerships with industry and internationally, particularly our Affiliation with our American counterparts the UA, our Members are part of the biggest network of plumbing professionals in the world, providing our Members with the opportunity to access the very best training techniques, knowledge and skills the world has to offer.

The skills of our industry participants, both the established industry leaders and the next generation of skilled plumbing professionals were celebrated this year at the inaugural Plumbing and Fire Industry Awards in October. The Awards, which are covered in detail in the edition, celebrate the great achievements of our industry and also the diversity and inclusiveness of the modern plumbing and fire protection industries, recognizing the contribution of women to the industry and celebrating the success of our young Indigenous Apprentices.

This year, in the face of relentless and ideologically motivated attacks from a Federal Government which is openly hostile to working Australians, particularly organised labour and particularly in the building and construction sector, our Union has continued to thrive.

The year to November marks the first year of the Andrews Labor Government, a Government that is demonstrating that it understands the importance of our licensing and registration system by abandoning the previous Government's deregulation plans. It is a Government that is following through on the commitments it made pre-election, to invest in skills and training, to reinvigorate the TAFE sector and to equip Victorian workers with the skills they will need as new industries and jobs replace traditional manufacturing ones, in Melbourne as well as regional centers like Geelong, where a new PICAC will open shortly.

The Andrews Government respects working people and their families, and the Grand Final Friday holiday is a great example of that. It effectively replaces the Show Day holiday stolen from workers in the dark days of the Kennett regime and should serve as an annual reminder of the importance of work-family balance and of the whole of community value and social capital generated by fostering shared community celebration.

These successes have all been achieved in a context in which ours, and all Unions but particularly those involved in building and construction, have been under ongoing attack. As is discussed further in the Assistant Secretary's Forward, the Conservatives may have changed leaders but the anti-worker agenda of the Government is the same as it was under Abbott. Turnbull is a deregulation zealot who has Unions, Industry Superannuation and workers' pay, conditions and rights firmly in his cross hairs. The leader may have changed, but in terms of IR, this Government will try and dish up the same slop, just in a nicer looking bucket.

Approaching an election year in 2016 it is clear that there are some very significant high level political and ideological battles and challenges ahead. And we are, and will continue to meet those challenges, protect our worker's rights wherever we can, like the concessions won around the China Free Trade Agreement, and work hard to defeat the Conservative's anti-worker agenda wherever we can.

In this edition of the Journal, as well as the regular emphasis on safety issues at work, and some great snaps of some of our Members at work on some incredibly complex and impressive sites around this great State - from mega retail complexes to world class state of the art cancer hospitals - you can read about what is going on at our world class Training Centre, read about the importance of checking your C-Bus, Co-invest and Incolink payments are being made correctly see all the highlights from the Awards night dinner.

Thank you again for all your support this year and I wish all our Members and staff and their families a happy, and most of all a safe, Christmas and New Year.

Earl Setches
PTEU Secretary

Assistant Secretary's Report



As the Secretary outlined in his Report, there is much to be positive about for our Members at present, and the prospects for the future of our industry are very bright. The new EBA will preserve and enhance our Members pay and entitlement for the next 3 years the broad economic context for building and construction is positive in terms of growth and opportunity.

We do however, as a Union and as working Australians more broadly, face ongoing attacks from a Federal Government obsessed with a deregulatory agenda. The plainly biased Royal Commission into Trade Unions has spent millions of taxpayer dollars on a political witch hunt aimed at undermining the Union movement and smearing its leaders, Union and political. Commissioner Heydon donned his metaphorical rubber glove and subjected our Union to the same rigorous proctologic probing as our building and construction industry counterparts yet found no evidence of wrongdoing on our part. The whole exercise has been a colossal waste of time and money.

Mercifully for all Australians, but especially for working people, time was finally called on Tony Abbott's polarizing and bitterly divisive period of "leadership". And, whilst we are all the better for the fact that Abbott is now just another out of touch member of an increasingly isolated cohort of far right wing, backbench sitting ideologues dreaming of a return to the 1960's, it is cold comfort for the Union movement.

Prime Minister Turnbull may be less combative in his language than his predecessor but we must not be fooled by his charm offensive. In terms of Industrial Relations Turnbull is every bit as determined as Abbott - and Howard and Reith before him - to "reform" the labour market, which has always been Conservative code for attacking organised labour. He is extremely close to big business and is likely to be even more focused on de-regulation of the labour market than Abbott.

A change in the Liberal leadership is unlikely to change the government's "anti-worker agenda". Mr Turnbull supported the Liberals' cuts to penalty rates, the minimum wage, rights at work and selling out of Australian jobs. Most concerning is Malcolm Turnbull's claim that he wants to go back to the style of government Australia experienced under John Howard - the government that delivered WorkChoices.

The free market, free trade, deregulate-at-all-costs agenda of the Federal Government means that we, as a Union movement, need to work harder than ever to ensure Australian workers, and in our case our Members', rights are not trampled on in the process. The China Free Trade Agreement is a prime example of this. Through the hard work and tough negotiation of Unions and Labor political leaders, significant protections for Australian workers were adopted.

Under the deal, labour market testing will apply to people who enter Australia on work agreements, including workers brought in on 457 visas under the China-Australia deal as part of an IFA. Secondly, 457 visa market salary requirements will be strengthened to reflect wage rates paid under Enterprise Agreements, a move that means 457 visa workers will be more expensive to hire as pay rates on Enterprise Agreements are typically higher than the minimum award rate. And thirdly, there will be new visa conditions for people on 457 visas in licensed trade occupations such as Plumbers. The new conditions will require that 457 workers not work in plumbing until they have their licence or reregistration.

So as a result of hard Labor negotiations what was achieved was a deal that saw as a comprehensive package of safeguards for Australian jobs, with policy being turned into legal obligation, which is a substantial strengthening of the safeguards.

Another emerging front in the battle against de-regulatory policies which appear to suit Turnbull's big business mates but which potentially damage workers, both individually and collectively, is in superannuation. Apparently blind, or perhaps just indifferent to, the great benefits to Members from having strong and robust industry based superannuation funds, Turnbull and co want to make changes to the way industry superannuation currently works - and works very well.

Encouraged no doubt by his former money market mates eager for a slice of the very successful industry based superannuation pie, our still "wet behind the ears" PM is using warm and fuzzy notions of "choice" and the Productivity Commission as a Trojan Horse for attacking and potentially undermining the strength of the existing default fund system - a system that has yielded great benefits for working Australians including our Members.

Specifically, the government wants to open up choices for employees by targeting the deemed choice of fund which may be specified in enterprise agreements and workplace awards. The Productivity Commission will also be asked to look at "competitive processes" for allocating default fund Members to products. Industry super funds are raising concerns about the government's push to make changes, which also include potential changes to governance arrangements for Industry Funds whose boards typically include an equal number of employer and employee representatives. It appears as though the proposed governance changes and the bank lobbying on default super is a concerted effort to dismantle the industry super fund model which is ridiculous given industry super funds have achieved superior returns to their Members over the long term.

For our Union, there is much to be proud about in 2015 and to be excited about going forward. A key area of focus this year was the next EBA, which will see our existing hard won conditions preserved and improved. The EBA will be presented to Members at a mass meeting early in 2016.

I'd like to join with the Secretary in thanking all the talented and united team here at the Union and all the Members for their support over the course of 2015, and in wishing you all a safe, happy and much deserved Christmas break.

Paddy McCrudden
PTEU Assistant Secretary

AROUND THE TRAPS

Eastland Shopping Centre

Eastland in Ringwood first opened its doors to shoppers in 1967. Now, nearly 50 years on, what was once just another suburban shopping center has been re-born and transformed into a world class shopping and dining precinct.

To say the project is large and complex is a massive understatement. Probuild, one of Australia's biggest and most successful construction companies, in partnership with QIC Global, one of Australia's leading fund managers, have brought this exciting development to life, increasing the size of Eastland by 50 per cent.

A range of exciting new retailers will elevate Eastland's existing retail offer to provide customers with access to all national

major retailers, including Myer, David Jones, Target, K-Mart, Big W, Coles, Woolworths and Hoyts, as well as more than 350 specialty stores on completion.

And our Members have made a huge contribution to the success of this showpiece development. At the peak of the project more than 180 Members have been on-site from a range of companies including A and S Fire, All Staff Air-conditioning, Highbury Plumbing, Signal and Hobbs Roofing and Syphon Systems.

Stage 1 of this \$655M development is now open, with the project to be complete by mid 2016.



William Tannock - All Staff Air Conditioning
with PTEU Organiser Neil O'Brien



Rob Puckering A&S Fire



Graeme Davis A&S Fire



Winks A&S Fire - Sprinkler Fitter



PTEU Members on site at Eastland Shopping Centre

Chadstone Shopping Centre

There are about 120 PTEU Members currently on site at the new and latest development of the now massive Chadstone Shopping Centre complex.

Chadstone is undergoing a \$600 million expansion, which will include 40 new retailers, a 10-storey office building and even a hotel. In total, about 34,000 sqm of retail and office space will be added to the complex.

When complete, the once humble “Chaddy”, which first opened its doors in 1960, will become one of the biggest retail complexes in the Southern Hemisphere.

Our Members, including Roofing Plumbers, Mechanical Plumbers, Sprinkler Fitters, and Air Conditioning specialists are playing a key role in bringing this incredible project to completion, which is expected to be late next year.

Shop Steward Danny McDonald says “the job is going really well. We have over 100 Members on site from a few different companies at the moment. We have Members on site from Signal and Hobbs, CDC Plumbing and Highbury Plumbing. Also the Air Conditioning guys from Quadrant and D&E, and Sprinkler Fitters from Elite Fire, so we have plenty going on”



PTEU Members on site at Chadstone Shopping Centre



Badger - Signal & Hobbs



Eddie - CDC



Aaron - Signal & Hobbs



Rolagi - Signal & Hobbs



Dwayne - Signal & Hobbs

AROUND THE TRAPS

Monash Children's Hospital Development

Our Members are also helping build a valuable piece of community infrastructure that will help generations of Victorian children to come. We are very proud that about 115 Members are currently on site at the new Monash Children's Hospital, which will be Australia's third largest and most high tech and sophisticated Children's Hospital in the country.

Located at Monash Medical Centre Clayton the new 230-bed, purpose-built Monash Children's Hospital was conceived as a response to the growing need to service Melbourne and Victoria's increasing population. The facility will be one of two statewide tertiary paediatric facilities, and the only venue in the state which provides foetal surgery,

Head contractor Lend Lease Building (Boulderstone) expect this \$250M Project to be completed in late 2016.

Shop Steward on site Craig Seers says the work is complex, with some complex medical gasses work for example, but our Members "are more than up to the challenge, and the Project is going really well". He says all the different parts of the industry work in really well together.

"On site right now we have Members from A G Coombs, Cook & Dowsett, BSI roofing, Contract Fire and Vic Insulation, amongst others, and progress has been great. It will be a very impressive building when it's done". We couldn't agree more Seersy!



Dom - Cooke & Dowsett



Theo - Cooke & Dowsett



Chris & Nathan - Cooke & Dowsett



Matt - Cooke & Dowsett



Jess - A G Coombs



PTEU Members on site at Monash Children's Hospital (Why is our Safety Rep the only one not wearing his hard hat?! C'mon Seersy!!)

Caulfield Village Project

The Caulfield Village Project is not your average development project. It is a project which effectively creates a new mini suburb in the heart of one of Melbourne's oldest established areas, and directly adjacent to the time honored Caulfield Racecourse.

This very contemporary project is a joint venture between two well established Melbourne based businesses – BECK Property Group and PROBUILD, and will take at least 8 years to complete in full. The first two Stages of this 5 Stage development have already been completed.

In what might be a glimpse into the future development of other Melbourne suburbs, Caulfield Village is much more than just a housing development. It will ultimately comprise three different precincts offering various types of high quality housing, planned open spaces for recreation and a shopping zone.

There are between 50 and 60 Members on site at the moment with that number expected to increase as more Stages are developed. On site at the moment are Members from a range of companies, including CDC Plumbing, the Entire Group – Fire and Mechanical, as well as All Systems Ventilation and M&J Goodchild Air Conditioning and Refrigeration.



PTEU Members on site at Caulfield Village



"Azza" - Entire Fire



John - Haitas Safety Rep



Ian - Entire Mechanical



Steve - CDC Plumbing



John - All System Ventilations

Geelong Roundup

Construction of the New PICAC Geelong

2015 has been a good year for PTEU Members working in and around the Geelong region.



The highlight of the year undoubtedly was the completion of the Construction Stage construction of stage 1 of PICACs Geelong Training campus. The new purpose built facility will be operational in 2016 and will open up more training and recruitment opportunities for current Members residing in and around the region.

It will also provide opportunities for new industry participants to acquire contemporary plumbing and related industry skills in a state of the art training facility. Providing opportunities for training and skills development in jobs of the future – in sustainability, water and fire management for example - is particularly important in a region where economic and employment conditions are changing, and many traditional manufacturing skills are less in demand than they once were.

Our next edition will have more on the opening of the Geelong PICAC.

Some of the projects that our Members have made a big contribution to include the Epworth Hospital Project, a high tech acute care and rehab hospital opening next year, the \$50M Geelong Library Project as well as the Major Redevelopment of Deakin University, the St John of God Hospital development and Geelong Hospital project.



Projects on the go, which will keep our Members busy in 2016 include, the \$25M Barwon Water Head Office redevelopment, the \$70M plus stage 4 grandstand development of Kardinia Park. Our Members will also be working on the Leopold Shopping Centre, and new infrastructure such as schools, shopping centres, to service the newly established suburb of Armstrong Creek.

On behalf of the Geelong Committee, I would like to take this opportunity to wish all Members and their families a Merry Christmas and a safe holiday period. Also many thanks to all the hard working committee Members of the Geelong Branch,

General Meeting Dates 2016.

23rd March.

29th June.

28th September.

30th November.

I am looking forward to seeing you all in the new year,



Jake Cranny,
Geelong Branch President.

EARTHWORKER - A CO-OPERATIVE APPROACH TO JOBS AND SUSTAINABILITY

The energy and water challenges Australia and the world faces as a result of a changing climate are complex and multi-faceted. Meeting those challenges requires a complex and multi-faceted approach, with a range of organisations and the community making a contribution to meeting our energy and water needs of tomorrow.

As featured throughout this edition of the Journal, we at the PTEU play a key role by ensuring Plumbers and Fire Industry professionals have the skills to take advantage of the latest innovations in water and energy capture, storage and distribution. Where others in the community are developing innovative approaches to producing and making available to the community innovative energy efficient concepts and solutions, we are happy to support them. The Earthworker Cooperative is an interesting example of a different and innovative approach to developing jobs in the sustainable energy industry. The brain-child of trade union stalwart Dave Kerin, Earthworker has now set-up the first worker-owned manufacturing cooperative, Eureka's Future Workers' Cooperative, which manufactures tanks for solar hot water systems in Dandenong, Victoria.

Everyday people contributed around \$600,000 to allow this to happen. This achievement resulted from much hard work over many years by many committed people, primarily on a volunteer basis. Earthworker directs a portion of profits back into the community. For example, it installed solar hot water systems into low-income households through the Father Bob Maguire Foundation, and have a commitment to directing 5% of profits to continue doing this work.

Eureka's Future is the first cooperative, but Earthworker is setting up other cooperatives, in many different industries, all over Australia. They are looking at building cooperatives in fossil-fuel dependent areas (such as the La Trobe Valley), to ensure that the people in these communities are not left behind during any transition to renewables.

Eureka's Future will distribute locally made solar hot water products direct to the public and also to the Plumbing Industry.

To find out more visit :

www.earthworkercooperative.com.au

You can also join the Eureka's Future Plumbers Group on Facebook and stay in touch at facebook.com/groups/425993354261351/ or search for "Eureka's Future Plumbers" on Facebook.

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- 5% of all surplus puts solar hot water in Father Bob Maguire & social housing

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14 Commercial Drive, Dandenong South

CALL: 1300 GO EARTH / (03) 9768 5404

www.earthworkercooperative.com.au or
www.everlastwaterheaters.com

TRAINING AT THE PLUMBING INDUSTRY CLIMATE ACTION CENTRE

TRAINING COURSES



The Plumbing Industry Climate Action Centre (PICAC) Training Schedule for courses during the January – June 2016 period has been released. The comprehensive guide provides a breakdown of all scheduled classes for the upcoming six month period.

CEPUTEC will continue to run a suite of Occupational Health & Safety and High Risk Work courses – with a range of courses due to be delivered at the PICAC Geelong Centre in the new year.

The Welding Centre of Excellence at PICAC in Brunswick is continually expanding, with new equipment being added on a regular bases. The Welding Centre is open every Monday (including RDO's) from 7.30am

to 3.30pm and every Wednesday evening 3.30pm to 8.00pm. Contact CEPUTEC for bookings.

Other training courses worth noting include Type A and Type B Gas appliance servicing, which are not widely available outside PICAC and are expected to fill quickly. For plumbers seeking to gain their Victorian licence in any stream, the 'Establish Legal and Risk Management Requirements for Small Business' unit is required by the Victorian Building Authority and is running from August to October 2015. The course provides participants with the skills and knowledge required to identify and establish a range of business structures and to comply with the ever more complex regulatory, legal, taxation and insurance requirements of establishing and running a small business.

It is also important to highlight the importance of receiving Asbestos Removal training from an accredited organisation. Plumbers are often the first people to identify asbestos in a building. It's a material that was used extensively in bathrooms, toilets and laundries and in insulating pipes and heaters – all places that plumbers are likely to be working. To ensure that you or your staff are properly training, PICAC has developed a range of nationally-recognised competencies from the Building and Construction training package. Participants will leave training with confidence that the skills and knowledge learnt are at a nationally accepted standard.



JANUARY - JUNE 2016

Depending on the level of exposure you have with Asbestos, students can undertake a range of courses including, Asbestos Removal Class A which covers the removal of friable asbestos, non-friable asbestos and supervise asbestos removal. Asbestos Class B will provide an appropriate level of training for Class B (non-friable) asbestos removal. There are also a number of refresher courses available for those who have completed training previously, but wish to stay up to date with the most current practices.

**Full PTEU Members
are able to train at the
Centre free of charge, so
ensure you are taking
advantage of the world
class facilities and
training that is offered.**

As always, if there is a course that you or your business require which is not listed or is running on dates which do not suit, contact PICAC on 03) 9356 8905 to discuss further. In most cases, arrangements can be made and tailored to your specific needs.

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PICAC TRAINING SCHEDULE

JANUARY - JUNE 2016

2016



PICAC WINS VICTORIAN SMALL TRAINING PROVIDER OF THE YEAR



Carmel Coate and Shayne La Combre accept the Award for Victorian Small Training Provider of the year from head of the Department of Education and Training, Gill Callister

The Plumbing Industry Climate Action Centre (PICAC) was awarded the 2015 Victorian Training Award for Small Training Provider of the Year on Friday, 28 August, at the Victorian Training Awards Presentation Ceremony held at Crown Palladium.

The Victorian Department of Training and Education hosted nominees ranging from Apprentices, Trainees, VET Teachers, Small and Large Training Providers and Employers at the gala, dedicated to highlight outstanding achievers from the Training sector.

PICAC was a finalist for both Small Training Provider of the Year and Industry Collaboration of the Year. The award received is recognition for the high standard of training delivered at the Centre, which has been made possible with the support of partner organisations the Plumbing Trades Employees Union, Master Plumbers and Mechanical Services Association of Australia, National Fire Industry

Association and Air Conditioning and Mechanical Contractors' Association of Victoria.

Since its inception, the objective for PICAC has been to provide world class training to the critical, highly skilled trade of plumbing. Training at PICAC is available to plumbing industry participants throughout their career lifecycle. From its beginnings in water and energy efficiency training, PICAC has rapidly grown and evolved to become the preferred training provider amongst both plumbers and employers.

Unlike many traditional training providers, PICAC has invested in new technologies and consults

closely with stakeholders to ensure all delivery meets the emerging requirements of the industry. The ability to partner with major firms, including manufacturers and distributors and to invest in premium equipment and training methodologies has PICAC's graduates held in very high regard with prospective employers.



"The best in Victoria" PICAC CEO Shayne La Combre, and Board member Carmel Coate with Victorian Minister for Training and Skills the Hon Steve Herbert MLC

The unique industry partnerships that form PICAC, also enables the Centre to provide free or subsidised courses for PTEU and Master Plumber Members. However, training is open for all industry participants with a range of courses on offer at the Brunswick campus – and with more planned to be delivered at the soon-to-be-completed Geelong Campus in Breakwater.

It is encouraging to see an Industry focused Training Centre such as PICAC receive the recognition of excellence from the State Government, who have continually supported the growth and development of the Centre.

As winner of the Victorian Small Training Provider of the Year award, PICAC was automatically nominated for the National Small Training Provider of the Year title at the Australian Training Awards, held in Hobart on Thursday, 19 November 2015. The Australian Training Awards are the peak national awards for the vocational education and training (VET) sector, recognising individuals, businesses and registered training organisations for their contribution to skilling Australia. Winners from the Victorian Training Awards (in aligned categories)



Minister Herbert addressing the dinner - "Nothing matters more to our future prosperity than a skilled workforce"

have the opportunity to compete with other states and territories to be named the best in Australia.

For more information on training at PICAC you can visit www.picac.vic.edu.au





A LOOK BACK ON A CAREER IN SPRINKLER FITTING



Rick Smalley & Andy Wallace

All too often Members retire from a long career in our great Industry without the rest of us having the opportunity of receiving the full benefit of their hard won wisdom. We are looking to change that, and in the first of what we hope will become a series of articles intended to help capture the reflections of some long time Members, our Journal Editor caught up for a chat with Rick Smalley when he came into the Union office to collect a badge in recognition of his long term commitment to our Union.

The smiling face of Rick Smalley will be a familiar one to many Members. Rick has been a Sprinkler Fitter in and around Melbourne for the past 41 years and a loyal Member of our Union for every one of them.

When asked to reflect on his career, Rick straight away goes to two things that stand out for him – comradery and progress, and in that order. For Rick, the most valuable thing about his career in Fire Protection which began back in 1974, is mateship and comradery. Rick enjoys the company of his colleagues as much as they no doubt enjoy his. He has made lifelong friendships in the Industry and particularly the Union, which has been central to his happy and successful working life. Rick wanted to make special mention of two good mates who have both passed away, fellow Sprinkler Fitters Ricky Glab and Kerry Stonehouse.

Rick says he was blessed to find his way into the Fire Protection industry, which has grown in sophistication and complexity a lot in his time in it. Rick started his career with Wormalds Fire Protection and worked with them for nearly a decade in the 70's and 80's. He then worked with several other firms including O'Donnell-Griffin and Flame Fire Protection for 13 years between 1991 and 2004, before returning to Wormalds where he still works.

Over the journey Rick has worked on big and small sites, and rattles off iconic Melbourne buildings like the Rialto and Collins Place and big sprawling shopping centers like Chadstone and Northland as some of the more memorable jobs he's worked on.

These days Rick is more focused more on the service side of Fire Protection, and says the physical demands of his work are much less than they used to be. "Back in the 70's, and before the Industry really began to get serious and progressive in the early 80's when Apprenticeships started, the job was much

more physically onerous. For example, we had no scissor lifts back then and spent a hell of a lot of time making and climbing scaffolds and perched on long extension ladders, and we didn't have those tool boxes they have now with wheels, we would lug these great big heavy boxes up and down scaffolds, it was heavy work and wasn't really very safe at all".

Rick explained that thanks to progressive thinkers and true leaders like Billy Davis, who Rick worked with back in 74, the Industry began to become more organised, and safer. But it wasn't without its share of struggles. Rick remembers being involved in some long and bitter Industrial campaigns, like the 12 week strike in 1976-77 and a 16 week strike back in 1974 when wages for Sprinkler Fitters went from \$30 to \$90 per week!

Rick says the value of being a part of the Union movement is not only in the good wages and conditions Unions win for Members, but the important social and community elements around it. "I've been taking my three kids - who are all adults now and building successful lives for themselves - to Union family picnics and things like that for 25 years and that sense of belonging and tradition has been a key part of my whole family's life".

At 59 years of age Rick says he has no plans to retire just yet and is loving his work with Wormalds.

"The enjoyment for me comes from doing something well and having a good time on the job with your mates. It's different now, not as much of a "work hard drink hard" culture as it was back in the 70's and 80's, but the fun side of work is still there".

Rick says, it is the work of the Union that has transformed the Fire Protection Industry from a fringe player in the construction sector to an Industry in its own right, one that is much safer, more organised and financially rewarding than it has ever been before "the future looks really bright for the Fire Protection Industry. The young guys coming into the Industry now are really well trained, with great skills and there is plenty of work and opportunity out there for a young person willing to work hard, and that's how it should be."

The Union, says Rick, is the key reason the Industry is in such good shape and has such a good safety record. He says that "the fact the Union now has a dedicated National fire Protection Officer (see below) is a further indication that Fire Protection is becoming an increasingly important part of the broader Plumbing and Fire Industry."

Just as Rick wants to thank the Union for the support and comradery provided to him over the past 40 odd years, we want to thank Rick Smalley for a being a great bloke to work with and for making such a valuable contribution to the Fire Protection Industry. All the best for the rest of your career Rick and, when the time comes, a well-earned and happy retirement.

PTEU now has a dedicated National Fire Protection Officer

Given the growth in terms of sophistication of the Fire Protection industry referred to by Rick Smalley, and the growth in Member numbers (up to about 700 now) of Sprinkler Fitters amongst our Union ranks, the Union has decided to dedicate a key resource to focus just on the Fire Protection Industry. Andy Wallace, who many Members, particularly Members working in and around the CBD and Bayside areas, will know from his work as an Organiser.

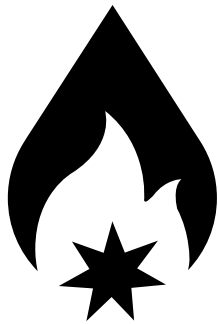
Andy's role is now national Fire Protection Officer, with responsibility for issues in all aspects of the Fire Protection Industry. Andy will be working with Members on any industry issues that may arise, be they related to Registration, Training, or specific on-site issues. Andy will also be defending and promoting our very important Registration and Licensing arrangements and be working closely with Carmel Coate at the National Fire Industry Association, driving alignment between industry requirements and the skills and availability of our Members to do the work.

If you want to discuss any matters regarding Sprinkler Fitting, Andy Wallace is the guy to contact on mobile on 0411 255 726 or by e-mail at andy@pteu.com.au





PTEU Secretary Earl Setches in animated discussion with Federal opposition Leader Bill Shorten and UA President William P. Hite



PLUMBING & FIRE INDUSTRY
AWARDS

**master
plumbers**
Expert. Committed. Professional.



The Inaugural Plumbing and Fire Industry Awards

Saturday 10 October 2015

Saturday 10 October the Plumbing and Fire Protection Industry came together to recognise its high achievers at the inaugural Plumbing and Fire Industry Awards.

As lightning cracked across the city skyline, inside the RACV Club in the heart of Melbourne the atmosphere was electric with anticipation, as established industry leaders from all parts of our industry and their partners turned out in their finery for this glittering gala evening.

The Awards – like so much that happens in the modern Plumbing industry – are the result of co-operation between the key parts of our great industry and were co-hosted by the PTEU, the Master Plumbers, the National Fire Industry Association and PICAC. In the past, Master Plumbers has held the Gold Medal and Training Awards, which have a long and important history in the Industry – 107 years to be exact. However, the Master Plumbers, NFIA, PICAC and PTEU recognised that

there was a gap in the industry for acknowledging training and development at a wider level.

All the senior leaders of those key organisations were in attendance and were joined by more than 350 guests, including the Award nominees and key industry stakeholder representatives. The next generation of industry leaders mingled with those currently and successfully steering the Plumbing and Fire Protection industries.



"Skills are the engine room of the economy",
Mr Shorten tells the dinner

Guests were welcomed to this sophisticated and classy event by Shayne La Combre, the CEO of PICAC who reminded the audience just how vital a highly skilled plumbing workforce is to our very survival as both a successful economy and a sustainable civilization. Shayne handed over to the MC for the evening, the very funny Irish-turned-Australian comedian Jimeoin, who delivered some of his vintage stand-up material, setting a very upbeat tone with his sometimes off-beat view of the world.

Before the business of the Award ceremony began in earnest though, guests were treated to two very special addresses by two very special guests -the Leader of the Federal Opposition the Honourable Bill Shorten MP and William P. Hite, the President of the United Association and Pipefitters (UA).

Mr Shorten spoke of the importance of skills and innovation, and noted the great work of the Plumbing Industry in developing PICAC and playing a key part in fostering the next generation of skilled working Australians. Mr Shorten said the Plumbing Industry offered a model other sectors could follow and shared his vision of an Australia that takes advantage of and expands its education and skills training opportunities, and becomes a world leader in skills and innovation.

Mr Hite, visiting Australia with a UA delegation, continued the theme, expanding on the links between skills development and prosperity, and between knowledge sharing and finding more efficient ways to manage increasingly scarce water. President Hite, who PTEU Secretary Earl Setches described as "one of the most significant and important Trade Unionists in the world" noted the

importance of the Australian experience of finding innovative ways to capture, store, recycle and re-use water in shaping the US response to the challenges of climate change. Due to the Affiliation between the UA and PTEU, which Mr Hite described as "extremely important", that knowledge sharing cuts both ways. It is North American industry expertise, passed on to the Australian industry through the Affiliation, which was crucial to the design and fit out of the Fire Protection and Welding Centres of Excellence at PICAC.



UA President William P. Hite speaking about the importance of
"innovation and knowledge sharing across the global industry"

Next it was time to announce the Award winners. The dozen Awards on offer are grouped into three broad categories – Industry Achievement, Apprentice Awards, and Excellence and Innovation. The breadth of Award categories reflects the breadth of activities the Industry undertakes, and also recognizes the contributions of individuals at different stages of their careers and with different backgrounds and fields of expertise.

The Awards celebrate the complexity, diversity and inclusiveness of the modern Australian Plumbing Industry with Awards recognizing, for example, the achievements of Indigenous Apprentices and the contribution of women to the industry with the





Rose Curtis Award, sponsored by Maurice Blackburn, won by 18 year old Karly Tapner-Gillies. More about Karly and some of the other Award winners, including Indigenous Apprentice Malcolm Dow and the PTEU's own Chris Giblin, and a list of all the Award winners, is on the adjoining pages.



PICAC CEO Shayne La Combre enjoying the Awards night with wife Danielle

All Award winners were very generously received by the audience, but by far the biggest cheer of the night was for the announcement of Carmel Coate as the inaugural winner of the William P. Hite Leadership Excellence Award. The Award, presented by Mr Hite himself, recognizes a leader within the industry whose efforts "make a real difference for the benefit of all". Carmel, who is universally well regarded and admired for her dedication to the fire protection

industry and her passion for high quality training, is the Executive Director for the National Fire Industry Association, and has been involved in the setting of Fire Protection Standards since 1999. Carmel is also a Director of Rocarm Pty Ltd, the Plumbing Joint Training Fund and the Indigenous Plumbing and Sanitation Foundation. Carmel is Chair of Fire Industry Training Pty Ltd (a Registered Training Organisation) and the current Deputy Chair of the Victorian Building Authority Plumbing Advisory Committee.



Master Plumbers CEO Ken Gardner speaking about the value of cooperation in the Plumbing Industry

Congratulations to Carmel and all the other Award winners. The industry should be very proud of the quality of the skills and leadership recognized on this night of celebration, and of the quality, smooth running and sophistication of this the inaugural Plumbing and Fire Industry Awards.

Thank you too to all those who participated in the Silent Auctions and other Fundraising activities on the night. Several thousand dollars was raised which will go directly to supporting the development of programs for the Indigenous Plumbing and Sanitation Foundation, established to improve access to safe levels of water and sanitation in Indigenous Communities, and develop Indigenous economic opportunity through the Plumbing Industry.



Our Secretary Earl Setches with his US counterpart UA President William P. Hite



Secretary Earl Setches spoke of how proud he was of the "next generation of industry leaders being trained at PICAC"



AWARD WINNERS

The Rose Curtis Award - **Karly Tapner-Gillies**



"Embracing the next generation" Karly is joined by PTEU Assistant Secretary Paddy McCrudden and Rachel Schutze representing Award Sponsor Maurice Blackburn Lawyers"

The Rose Curtis Award, sponsored by Maurice Blackburn, is presented by the Plumbing and Fire Industry to the Female Apprentice or Professional who has excelled in her trade.

In 2015 the winner of the Rose Curtis Award was Karly Tapner-Gillies, a first year Plumbing Apprentice at PICAC.

Karly, who earlier this year completed a pre-Apprenticeship course at PICAC, received a cheque for \$1000 to go with her Certificate of Excellence. Karly said she is loving the Apprentice program at PICAC "I've been exposed to a whole lot of different work already, and I've only been an Apprentice for 5 months, I've done some commercial maintenance work, some plumbing on-site and now I'm learning about sprinkler fitting, it's great".



Karly showing off her Certificate of Excellence with her Mum proudly by her side

Karly, a Melbourne girl who says she has always enjoyed working with her hands, chose a career in plumbing because it is a licenced trade, with great career opportunities where "good plumbers will always get lots of work".

She says that her gender is not really a big issue for her, and that she is very much accepted by her fellow students. Karly thinks over time more women will get involved in the industry, and believes success is about work ethic, not gender "if you crack in and have a go and do your work and do it well, you get treated the same as everyone else".

Congratulations Karly and let's hope you inspire more women to become part of our great industry.

Indigenous Professional Award - **Malcom Dow**

The Indigenous Professional Award is presented by the Plumbing and Fire Industry to an Indigenous Professional or Apprentice who has excelled in their trade. The Award is proudly sponsored by RAW Recruitment.

In 2015 the winner of the Indigenous Professional Award was Malcolm Dow. Malcolm is currently nearing the end of the first year of a Plumbing Apprenticeship at PICAC.

Malcolm is supported by RAW Recruitment, an organisation established to provide opportunities and business enhancement through Group Training and Employment Services for Aboriginal job seekers and employers of Aboriginal people. RAW currently has about a dozen Indigenous Apprentices on its books, including several pre-Apprenticeship students.

Known to his mates as "Mouse", Malcolm, who at 29 has a bit more life experience than some of the

AWARD WINNERS

younger Apprentices, says the mentoring provided by RAW Recruitment has been important for his success, and is important for all the Indigenous Apprentices "having an Aboriginal man as a mentor makes a big difference, he really understands things like Aboriginal family responsibilities".

And family matters are very much on Malcolm's mind at present, with a 5 month old baby boy at home. "Life is great at the moment, I have a baby son and family responsibilities now, and am really excited about a career in the plumbing industry".

As well as the mentoring provided by RAW, Malcom says the best thing about the PICAC Apprenticeship is the variety of things he gets to work on and learn about and the different work sites he gets exposure to "I've only been doing this for about 8 months and already have worked on some big apartment sites in St Kilda, and done a couple of weeks of copper work, it's really interesting and I'm learning heaps".

Malcolm says he looks forward to being able to use his plumbing skills to help out friends and family and hopes to one day run his own business "I want to build a career but I also want to be able to give my community the benefit of my skills and knowledge, and also to be a role model for the kids coming through".

Mentoring Malcolm and all the RAW Recruitment Indigenous Apprentices is Robbie "Bomber" Peden. A dual Australian Olympian (1992 & 96), World



Malcolm at PICAC with mentor and friend Robbie "Bomber" Peden

Champion (IBF Super Featherweight Champion 2005) and Australian National Boxing Hall of Fame Member (inducted 2012), Robbie is a no-nonsense customer whose passion and commitment to the Apprentices is plain to see "I back these kids in...I'm a positive person...my glass is not half full, I have a mug and it's full to the brim...these kids will all make it". Robbie says learning a skill like plumbing, and learning to be a good employee, is - like boxing - all about discipline "go to bed early, get up early, eat well, live well, train and work hard and communicate directly and honestly and the success will come".

"Bomber" is a strong believer in the links between sport and work "we have several boxers amongst the Apprentice group, as well as footballers and other sports, it's a really important part of a healthy life for these guys...a positive outlet for energy or frustration". For Malcolm, that positive outlet is the football field, where he is a stand out player with the mighty Fitzroy All Stars, coached by his mentor Bomber Peden "it's great fun and another opportunity for the fellas to get together and build community connections - and Bomber keeps us fit!"

Congratulations Malcom and all the best for your career.



Malcom thanking the industry for its support

AWARD WINNERS

OH&S Award - Chris Giblin



Chris at work



Chris proudly displaying his Certificate of Excellence

We are very pleased that one of our own, OH&S Officer Chris Giblin, won the 2015 Plumbing and Fire Industry Occupational Health and Safety Award. Nominees for this Award, licensed industry professionals judged by a panel of industry leaders to have made an outstanding contribution to on-site health and safety.

The Award is much deserved personal recognition for Chris, who is known throughout the industry for his dedication to the well-being of our Members and his passion for safety. When asked about his Award Chris was typically humble, explaining that he and his colleague Steve Rocco work very much as a team and said that credit for the Award should be shared with Steve and all the Union team who work together to improve safety outcomes for our Members.

Chris has a simple yet vitally important philosophy on workplace safety. He believes that "knowledge and information" are the most important ingredients to a safer workplace and he works tirelessly - be it on the work-site, in the classroom or on the phone to Members and Employers - to promote health and safety.

For Chris, the most important things that he brings to his role, and the keys to the success of the Union's OH&S team more broadly, are his experience, his

training, and his straightforward communication style. Growing up on the farm in the dairying country around Warrnambool, and trading the classroom for the work site at just 14, Chris is no stranger to hard work and straight talking - or early starts!

Adding trade skills to his life experience, Chris got himself qualified as a Plumber in his twenties and worked for several years and in several cities and towns on both big commercial projects and in the domestic market. Chris explains that he always had an interest in OH&S, but it was the tragic death of a close friend - electrocuted whilst working in a roof cavity - that really focussed his mind and drove his passion for workplace safety.

Chris threw himself into OH&S and has obtained Cert III, IV and Diploma level qualifications. He loves the opportunity to, as he says "give back" to an industry and a Union to which he "owes everything". Chris says that the Union supported him all the way in his studies and he feels "an obligation to share that knowledge with as many Plumbers, especially young Apprentices, as I can".

When asked to reflect on what he thinks is the most significant recent development in terms of improving



safety in our industry, Chris points to the world-class industry owned and operated training school at PICAC. "The thing about PICAC is that it is a partnership between all the parts of the industry - the employees, the employers and the training sector. It fosters cooperation and partnership between the various parts of industry, and allows industry training needs to be translated into training outcomes quickly. Everyone has buy-in, and the training is tailored to what industry and our Members need. Welding training - Electrofusion and Polyfusion - is a great example of training developed for industry by the industry and gives students the really important skills and knowledge to undertake these tasks in a competent and safe manner.

Asked about the big challenges still out there to be overcome in terms of OH&S, Chris immediately thinks asbestos, citing this deadly substance as one of the most significant risk to our Members - still. Chris has seen first-hand the deadly effects of lung disease caused by asbestos exposure and fears that the long lead times involved (up to 25 years between exposure and illness) means many people could have been exposed and simply not know it - yet. He says the risks can be mitigated if people are properly trained - "again, it is about knowledge, the more guys know about asbestos, the safer they are".

Chris looks forward to a time when all Tradespeople undergo training to B-Class Asbestos removalist standard. "There is still a lot of this stuff out there, and our guys come across it every day. To keep yourself safe you need to be able to spot it and know who to contact to have it safely removed."

Congratulations Chris.

VALE

2015 marked the passing of several Members. Several had been Members for 30 years, but sadly some had their careers and their lives cut way too short.

Thank you to the following Members who passed away this year for their service and dedication;

Ivan Djugum, born 2/1/1948 of St. Albans

Phillip George Aitken, born 1/2/1956 of Altona

Ray Inkson, born 29/4/1979 of Briar Hill

Albert Cameron, born 7/6/1936 of Kew

Thomas Troselj, born 14/12/1967 of Epping

Jake Dive, born 23/9/1992 of Moonee Ponds

Neil John Owens, 18/8/1933 of Reservoir

Andre Kuppe Plumber, 29/11/1930 of Lalor

We wish to extend all the best wishes to their families and friends this Christmas.

"For whom the bell tolls"

(John Donne 1624)

No man is an island,
Entire of itself.
Each is a piece of the continent,
A part of the main.
If a clod be washed away by the sea,
Europe is the less.
As well as if a promontory were.
As well as if a manor of thine own
Or of thine friend's were.
Each man's death diminishes me,
For I am involved in mankind.
Therefore, send not to know
For whom the bell tolls,
It tolls for thee.

CARMEL COATE

The 2015 winner of the William P. Hite Plumbing and Fire Protection Industry Leadership Excellence Award



When Carmel Coate was announced as the 2015 winner of the William P. Hite Plumbing and Fire Protection Industry Leadership Excellence Award the audience applause were as spontaneous and loud as the congratulations from her colleagues were heart felt. Such is the high regard in which this genuine leader of our industry is held by her peers.



The William P. Hite Leadership Excellence Award is presented to "an industry participant who has excelled in a leadership role in the plumbing, fire protection and pipe trades industry who is making a real difference, for the benefit of the industry as a whole".

Excelling, leading and making a real difference are just three of dozens of positive descriptors that could be aptly used to illustrate the contribution Carmel Coate is making, and has made, to our industry. Over the course of her 30 year career in the Fire Protection industry, which commenced with a role in the then Victorian Fire Industry Association back in 1985, Carmel has been a fierce advocate for those whose interests she is charged with representing. However, it is her capacity to be at once a fierce advocate for the interests of the Fire Protection component of the industry yet at the same time keep the broader and long term interests of the Plumbing and Fire Protection industries as a whole front of her mind, which marks Carmel's time in the industry and helps define her approach to leadership.

To the extent that there is a traditional pathway to a key leadership role in the Plumbing and the Fire Protection Industry, Carmel didn't follow it. Born and raised as part of a big Catholic clan on a farm in the tiny farming township of Coragulac, outside of Colac - a town where her Dad was the Postmaster and where her 81 first cousins still live - Carmel's first job was as a bacterial lab technician. She then found her way to the world of small business working for more than a decade with a major motor cycle importation company.

Carmel explains though that she always enjoyed advocating for the interests of the collective rather than the individual and found her way into small business representation at the then Chamber of Commerce. From there it was to a role with the Fire Industry Association and she never looked back, building a career on clear thinking, straight talking and a no-nonsense style "saying what you mean, putting your views clearly and directly, and following through on your commitments, that's the key" says Carmel.

Asked for her views on leadership, and being recognised by her peers in the winning of the

prestigious Award, Carmel uses language which, typical of her approach, is about the collective rather than the individual. "Basically I just see myself as someone who does their job to the best of their ability, and that's what I expect of others too. I'm also a pragmatist. I advocate for my Members but I also realise there are lots of others with as much and more skin in the game than the Fire Protection part of the industry, and the best interests of the industry as a whole are ultimately paramount"

When invited to reflect on the evolution of the Fire Industry during her time involved within it, Carmel speaks passionately about the growth in sophistication and recognition of the Industry generally, and cites in particular the inclusion of Fire Protection within the scope of Licenced works in the late 1980's as a key landmark.

However on the topic of game changers, Carmel says that PICAC - its conception, development, construction and its current utilisation and planned expansion - is the biggest one this industry has seen. Mainly, she says, because it represents genuine partnership between all parts of the industry and provides a place where resources can be shared and our industry showcased to the world.

"I'm on the Board of PICAC, and one of the great parts about how we work is that we, as a Board, can have robust exchanges of views, and express the views of the component parts of the industry we each represent, but then we make decisions that are in the best interests of the collective and we then work cooperatively to achieve our agreed aims. It's about trust and cooperation, and its working very well".

And, says Carmel, the education products and facilities available to today's students, be they Apprentices or post apprentice students, give more learning opportunities to students than ever before. "Look at e-learning for example. Instead of the old model of getting a group demo of how something worked or fitted together, where he might be down the back and can't see or had a late night before or whatever, the student can now download the e-learning module and watch it a dozen times if that's what is required to learn, and that theory knowledge gained supports the practical hands on learning both on the job and at the College. And mobile training modules we can take anywhere. These things are really important developments for learning and teaching".

Despite all the progress made in the industry, and the great levels of cooperation as represented by PICAC, there are some ongoing frustrations and challenges ahead. The lack of a national licencing scheme for Fire Protection is ridiculous according to Carmel "we came close to getting a national scheme a year or so ago, but Federalism being what it is, we didn't get there. There is no nationally co-ordinated approach to the regulation or licencing of the trade which makes no sense. In South Australia and NSW Consumer Affairs are the licencing body, in Tasmania it's the Fire Brigade and in WA its nobody, and all these jurisdictions set their own standards, its unnecessarily complex and costly and should be fixed".

Carmel says that taking home the William P. Hite Award was very satisfying for her personally, but said that the more exciting thing she took away with her that night was an overwhelming sense of positivity about the future of her industry. She thought the Awards night was a great celebration of what the industry has achieved, but more importantly it was a celebration of the next generation of Plumbing and Fire Protection leaders.

As Carmel said in accepting her much deserved Award, as an industry, we can now "reach for the stars".

Congratulations Carmel.





IT'S TIME!

Check your Superannuation, Insurance and Long Service Leave Balances

One of the most significant issues for Members, and an issue that often only bites when things go wrong, is employer non-compliance with the payment of compulsory employee payments of Superannuation (C-Bus), redundancy and insurance contributions (Incolink) and portable Long Service Leave (Co-Invest).

The required employer contributions for the three compulsory employee payments are a key part of employee entitlements set out in the EBA, and they add up to thousands of dollars over a year.

Too many times workers, including our Members, are left high and dry when a business goes belly-up. There are no shortage of examples of workers, who not only lose their job when the boss goes broke, but they also then find out that that same boss has not been paying his compulsory employee contributions. So for the worker, it's a double hit. Not only have they lost their job they also discover that the employer has not been paying the right amount, or any at all, of

their superannuation contribution. Adding to the pain, the worker and his or her family may not be covered for Incolink's insurances, if there are gaps in the employer's contributions for redundancy and your insurance payments.

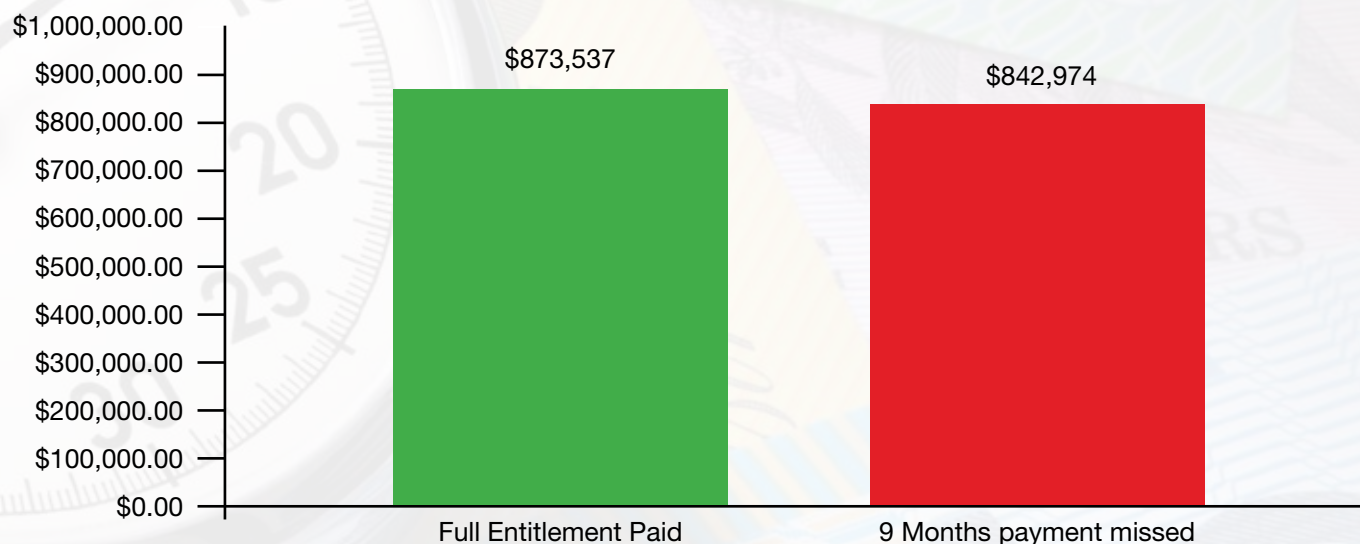
Cbus payments are set at a min of \$165.00 per week or 9.5% whichever is the greater. Incolink and Co-invest payments are additional to this, so an employee should see the all three of these payments reflected on their pay slips.

For example, a Plumber on an EBA receives a minimum gross payment of \$1895.20 per week, without site allowance. That Plumber should receive from their employer and additional to their gross salary payment:

C-Bus (9.5%)	\$180.04
Incolink	\$120.08
Co-Invest	\$24.63
TOTAL	\$324.75 p/w

Every week an employer is not paying these compulsory payments the worker is missing out on \$324.75. That's a massive \$16,887.00 every year.

In terms of superannuation, this is particularly significant because of the multiplier effect of superannuation investments. Below is an illustration of how much missing out on super contributions for just a short period can hurt you in the long run.



As the table shows, which is for illustrative purposes only and subject to variations in investment earnings, **in today's dollars the potential cost of missing 9 months payments or \$6k in SG is over \$30k at retirement.**

For the purposes of the illustration, contributions start at age 30 and retirement is at age 67. Salary is \$98k, and the Superannuation Guarantee contribution is 9.5%.



So what should you do? First thing is to make a point of checking your pay slips each pay period and make sure that Super, Incolink and Co-Invest payments are being made, and in the right amounts. You can also use member log-ins to check your balances in each of your Super, Redundancy and Long Service Leave. The links to those member services are set out below.

C-Bus

www.cbussuper.com.au/superannuation/manage-your-account-online

Incolink

www.incolink.org.au/WorkerLink.aspx

Co-Invest

www.coinvest.com.au/workers/online-services

If you have trouble accessing your balances, or if your employer is not paying your contributions, or not paying the full amount, you should contact your Shop Steward or contact the Union direct.

YOUR PERSONAL TOOLS

AND THE RISK OF USING THEM AT WORK

All Members need to be aware of what the Enterprise Bargaining Agreement (EBA) stipulates, when it comes to reimbursement of stolen tools.

In the last 12 months, I've had more Members contact me than ever before to say they've had their tools stolen, either from the work site or from their vehicles. Just the other day I had a member ring me to say that he'd had his tools stolen from a construction site in the city. Naturally, the builder had the Police investigate and written reports were submitted to the Plumbing Company who in turn passed it onto their insurance company.

The member explained that his boss didn't have a lot of tools himself, so thinking he was doing the right thing by his boss, he brought in more of his own tools from home, including a 'Hilti' cordless power pack and 'laser level' along with some other of his own tools. Unfortunately this is an all too familiar and recurring story.

I pointed out to this member, as I've done so with others in similar situations, that the EBA has specific clauses when it comes to the reimbursement of stolen tools, for example, clause 29.2 of the agreement states "An employee will be reimbursed by the Enterprise to a maximum of \$1310.00 for loss of tools or clothing by fire or breaking or entering whilst securely stored at the Enterprise's direction in a room or building on the Enterprise's premises, job or workshop." The EBA specifically sets out what the minimum tool requirements are. It also makes clear to Members that you should NOT under any circumstance, be pressured into supplying any tools other than those stated in the agreement.

Unfortunately for this member, he is now out of pocket approximately \$4000.00 and has learnt an expensive lesson - **Do not bring extra tools onto sites to assist your employer because the insurance won't cover them if stolen!**

I've heard over and over again 'my boss was a good bloke until this happened' which I have no doubt about, but when things get real, unless you're well prepared and well informed, you could be left minus your tools and out of pocket.

Reports from Victoria Police state thefts from tradie's vehicles (as well as onsite) are on a steep increase. A major contributing factor is the drug 'Ice'. Police say Ice has reached an epidemic status in our country and stealing tradesman's tools is not surprising, given the value of equipment required on the job.

We know it's almost impossible to completely protect yourself from theft, but there are simple measures you can take that will significantly reduce your risk.

According to The Australian Institute of Criminology, theft is more likely to take place during the final stages of construction and on weekdays, evenings or nights. Thieves go for easy targets! Taking all your gear off site or unloading the Ute each day is a pain, but if it saves you losing your gear, it's worth it. Wireless toolbox and trailer alarm devices are also an effective measure that can be easily installed and bought for less than a hundred bucks. It might seem obvious, but 'lock'em up' and secure your site! If you have to leave your tools on site, make sure the site is secured. Put a lock on your tool box and chain it to something solid along with any large tools such as drop saws.

Just be aware. Take appropriate security measures. Be vigilant when it comes to the security of your tools. Don't let this happen to you!



A TRAGEDY THAT MUST FORCE CHANGE



Currently underway is the review into Victoria's Occupational Health and Safety (OH&S) Regulations. All Regulations are reviewed every 10 years to assess the extent to which they are achieving their desired objectives and to consider what changes should be made.

The OH&S Regulation review is being conducted by WorkSafe and gives all stakeholders including Unions and employers, an opportunity to meet with WorkSafe to ensure any changes both maintain and improve safety standards. This consultation with industry is a key part of the Regulatory Impact Statement (RIS) process which is yet to be completed. Any proposed changes following the RIS would need to be approved by the Minister

OH&S Regulation is there to provide for health and safety in relation to hazards in the workplace, and to further the objectives of the OH&S Act. The Union has engaged with WorkSafe in many of the 36 proposals put forward by the Regulator. A particular concern raised by the Union relates to the current definition of a "fall" as defined in the existing Victorian Regulations which draws a distinction between above and below 2M.

Taking the opportunity to make change, the Union made it clear that we would be making submission to align Victorian Legislation to the national standard and adopt the national Model Regulation definition of a "fall" as being from "one level to another".

Central to the Union submission are the findings of the coronal inquest of Keith Dickman, a plumber who

sustained fatal injuries from a fall from a ladder whilst installing air conditioning duct.

Due to the inability or deficiency in the application of the law in Victoria, both WorkSafe and the DPP were unable to proceed to prosecution, despite the Coroners' finding that an indictable offence may have occurred. (The Union made a FoI application to the DPP on the decision, but no answers were forthcoming, and the Union is still unable to verify with WorkSafe if the fatality was statistically recorded as a "fall", due to the fact that the task being undertaken at the time was under 2M, in other words, not a "fall" by definition). In commenting on the relevant Regulations the Coroner described the existing definition of a fall as an "illusory distinction between above or below 2M." (Coroner finding.)

Whilst there is an in principle agreement between stakeholders at this early stage regarding the need to adopt the Model Regulation definition of a fall, any proposed changes will not be finalised until the public comment submission and the cost/benefit analysis phases of the RIS have been completed.



Steve Rocco
OH&S Officer

FAILING TO PRIORITISE SAFETY CAN LEAD TO DEVASTATING CONSEQUENCES

A Melbourne roofing plumber who was seriously injured when scaffolding he was standing on collapsed has been awarded almost \$700,000 in compensation over the workplace incident.

The plumber fell about five metres to the ground when the scaffolding collapsed, striking his head and causing injuries to both wrists, arms and his right leg.

He was hospitalised and underwent multiple operations, including surgery to reattach his Achilles' tendon along with bilateral partial fusions on each wrist.

Although he tried to return to work, persistent wrist pain eventually forced him to permanently stop working less than three years after the fall.

The plumber's lawyer, Travis Fewster at Maurice Blackburn, brought the legal action against the man's employer, and the company that supplied the scaffolding.

"The employer required our client and other employees to dismantle the scaffolding despite having no previous experience, instructions or qualifications to do so," he said.

"We say the employer was negligent in failing to ensure properly trained and qualified people were responsible for dismantling the scaffolding."

The legal action also argued the scaffolding supplier failed to ensure the employer was capable of safely erecting and dismantling the scaffolding.

The legal settlement includes damages for pain and suffering, as well as future economic loss to the age of 65. The man was aged just 37 when the accident happened.

The roof plumber continues to feel the impacts of

his injury every day. He has ongoing wrist pain, nerve damage to his fingers, and difficulty carrying or lifting heavy objects.

In addition to the physical injuries, he has nightmares about the accident and requires medication to help with sleep. He also regularly sees a psychologist to deal with his anxiety and depression.

Before the accident, he prided himself on his fitness, and was a regular swimmer and bike rider. Now he struggles with basic household activities.

Mr Fewster said the legal settlement would provide important financial security and support to the man as he continued in his recovery process.

But he said the ongoing effects of the workplace accident highlighted the importance of workplace safety for all.

"The failure to prioritise safety at work can lead to devastating and lifelong consequences.

"In this case, our client was a young, fit man with a successful career as a roofing plumber. He will never work in his trade again.

"There can be no cutting corners when it comes to safety at work, and we encourage all employers and workers to make sure workplace safety is a top priority."

Maurice
Blackburn
Lawyers
Since 1919

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FOR
FAIR®**

LEGAL ISSUE?

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Free telephone advice
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No win – No fee*
Free standard will**

We Can Help

Workers compensation
Road accident injuries
Injuries resulting from medical treatment
Illnesses related to asbestos exposure
Superannuation & disability
insurance benefits
Injuries sustained in public places
Injuries caused by faulty products
Financial advice disputes
Will disputes

* Conditions apply

** For you and your spouse

1800 810 812
mauriceblackburn.com.au



WORLD PLUMBING DAY 2016

THE 2016 WORLD PLUMBING DAY (WPD) EVENT TO BE HELD AT THE PLUMBING INDUSTRY CLIMATE ACTION CENTRE (PICAC) ON **FRIDAY 11 MARCH 2016**, IS JUST AROUND THE CORNER.

Following a very successful event this year, PICAC is looking to make next year's event even bigger and better. In support of WPD, PICAC conducts a number of significant activities and events to;

- Promote the vital role plumbing plays in societal health and wellbeing.
- Increase awareness of PICAC and our commitment to skills and education excellence.
- Further position PICAC as an industry leader.

The event will consist of an Industry Forum, Apprentice Skills Competition and Plumbing Trade Expo.

- **Plumbing Apprentice Skills Competition and Sprinkler Fitting Apprentice Skills Competition**

The day kicks off with leading apprentices from across Victoria competing and displaying their skills and knowledge of plumbing, mechanical services and fire protection in a practical demonstration. The finalists are eligible for selection to represent PICAC and Australia at the United Association International Apprentice Skills Contest in Ann Arbor, Michigan.

- **Industry Forum** – Industry Stakeholders attended a forum with speakers focusing on issues affecting the plumbing industry today. Previous speakers include – The Honourable Richard Wynne, Minister for Planning, The Honourable Steven Herbert, Minister for Training, Peter Tighe, Chief Executive Officer, Asbestos Safety and Eradication Agency and Paul Bonsak, Executive Manager, Gas Installation & Appliance Safety, Energy Safe Victoria.
- **Plumbing Trades Expo** – Organisations set up informative displays of industry innovations, cutting edge products and sustainable solutions for guests. This is an excellent place for sponsors and guests to network, learn about new technologies and gain important information about the industry.

Sponsors are being sought for the event with a range of sponsorship levels available. This Industry Day is an excellent opportunity for suppliers and manufacturers to make real connections with the tradespeople who use and rely on their products every day.

If you or your organisation is interested in being a part of WPD 2016, please contact events@picac.vic.edu.au or for more information on last year's event, visit www.picac.vic.edu.au/world-plumbing-day

• **Every minute a child dies of a water related disease.**

• **About 500,000 children die every year from diarrhoea caused by unsafe water and poor sanitation - that's over 1,400 children a day.**

• **663 million people – mostly in sub-Saharan Africa and Southern Asia are without access to reliable and safe water. 159 million of those people rely on untreated surface water for their survival.**

• **2.4 billion people still don't have access to safe or any sanitation facilities, with millions relying on open defecation.**





2016

UNION CALENDAR

www.pteu.asn.au

JANUARY						
S	M	T	W	T	F	S
31					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

FEBRUARY						
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28	29					

MARCH						
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APRIL						
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MAY						
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29	30	31				

JUNE						
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JULY						
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31					1	2
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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NOVEMBER						
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DECEMBER						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

Public Holiday
Annual Leave
RDO
No Work Weekend
School Holidays
Picnic Day
World Plumbing Day
Return to work 2017 TBC

VICTORIAN SCHOOL TERM DATES	PUBLIC HOLIDAY DATES	
TERM 1: 27 January 2016 - 24 March 2016	New Year's Day: Friday 1 January	Easter Monday: Monday 28 March
TERM 2: 11 April 2016 - 24 June 2016	Australia Day: Tuesday 26 January	Anzac Day: Monday 25 April
TERM 3: 11 July 2016 - 16 September 2016	Labour Day: Monday 14 March	Queens Birthday: Monday 13 June
TERM 4: 3 October 2016 - 20 December 2016	Good Friday: Friday 25 March	Grand Final Eve: Friday 30 September
		Melbourne Cup Day: Tuesday 1 November
		Christmas Day: Sunday 25 December
		Boxing Day: Mon 26 & Tues 27 December

PICAC and CEPUTEC
offer the following courses to union Members:

CI Induction (Red card)	Boom Lift Forklift
Initial 5 Day Occupational Health & Safety Training Course	Install primary Ground (Trench Shoring)
First Aid Level One - Two - Three	Safe Work Roofs
Traffic Management	Welding (MIG & TIG)
Poly Butt Welding	Installation of Split Air Con (Mechanical Plumbers Only)
Fire Training (Sprinkler Fitters Only)	Gas Type A
Computers - Basic - Intermediate - Advanced	Gas Type B
Confined Space Entry	Disconnect/Reconnect
Backflow Prevention	Thermostatic Mixing Valves
Earthmoving	Cert IV WHS
Asbestos Removal	Diploma WHS
Asbestos Awareness	HSR Refresher OHS Training Course
Elevated Work Platform	

C+BUS (SUPERANNUATION)
Caselden 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 7677

cbus
The super fund for all of us
ph. 1300 361 784

For further information contact your training office on 9356 8910

WORKSAFE
TEL: 9641 1555



TRAVEL ALLOWANCE INCREASED TO 1 HOUR FROM 1ST SEPTEMBER 2015

PLUMBERS				
	Plumber	Unregistered Plumber	Irrigation Installer	Plumbers Labourer
Hourly Rate	\$43.70	\$42.67	\$41.42	\$38.69
Total Weekly Rate	\$1,573.20	\$1,536.19	\$1,491.26	\$1,392.77
Fares (per day)	\$20.71	\$20.71	\$20.71	\$34.03
Travel (per day)*	\$32.78	\$32.00	\$31.07	N/A
*Please Note: Travel increases from 1st Sep 2015	\$43.70	\$42.67	\$41.42	N/A
OVERTIME				
Double Time	\$87.40	\$85.34	\$82.84	\$77.38
Double Time & 1/2	\$109.25	\$106.68	\$103.55	\$96.72
SUPERANNUATION				
Superannuation 9.5% as per the SGC or the following per week (which ever is the greater)	\$165.00	\$160.00	\$160.00	\$150.00
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$15.96	\$22.66	\$28.27	\$35.81
Total Weekly Rate	\$574.56	\$815.62	\$1,017.79	\$1,289.09
Fares (per day)	\$18.61	\$18.61	\$18.61	\$18.61
Travel (per day)	\$3.99	\$5.66	\$7.07	\$8.95
OVERTIME				
Time and 1/2	\$23.94	\$33.98	\$42.41	\$53.71
Double Time	\$31.92	\$45.31	\$56.54	\$71.62
Double Time & 1/2	\$39.90	\$56.64	\$70.68	\$89.52
SITE ALLOWANCES FROM 1ST OCTOBER 2014				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$3.0 Million - \$224.0 Million = \$4.00 per hour		\$224 Million - \$298.6 Million = \$4.15 per hour		
\$298.5 Million - \$447.9 Million = \$4.30 per hour		For projects over \$3.0 Million see chart below:		
Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.45 per hour				
Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour	
\$3.0 – 7.6 Million	\$2.25	\$74.7 – 149.3 Million	\$3.90	
\$7.6 – 18.6 Million	\$2.45	\$149.3 – 224.0 Million	\$4.00	
\$18.6 – 37.4 Million	\$2.75	\$224.0 – 289.6 Million	\$4.15	
\$37.4 – 74.7 Million	\$3.25	\$289.6 – 447.9 Million	\$4.30	
For projects above \$447.9 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.				
Height Allowances				
From commencement of building to 15 th Level \$0.55 per hour				
From 16 th to 30 th Level	From 31 th to 45 th Level	From 46 th to 60 th Level	From level 61 onwards	
\$0.55 per hour	\$0.84 per hour	\$1.08 per hour	\$1.36 per hour	



PTEU SPRINKLER FITTER

Wage Rates

FROM 1ST MARCH 2015

REGISTERED SPRINKLER FITTER				
Hourly Rate	Weekly Rate	Fares Per Day	Travel Per Day	Registration
\$42.72	\$1,537.92	\$19.93	\$42.72	\$33.28
Minimum Service/Testing/Site Allowance \$2.62 per hour				
Overtime x 2	Overtime x 2.5	Minimum Super Per Week		Total Weekly
\$85.44	\$106.80	\$165.00 or 9.50% as per the SGC (which ever is the greater)		\$1,873.01
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$19.18	\$21.09	\$28.76	\$34.52
Total Weekly Rate	\$690.48	\$759.24	\$1,035.36	\$1,242.72
Fares (per week)	\$99.65	\$99.65	\$99.65	\$99.65
Travel (per week)	\$71.93	\$79.09	\$107.85	\$129.45
Min Site	\$94.32	\$94.32	\$94.32	\$94.32
OVERTIME				
Time and 1/2	\$28.77	\$31.64	\$43.14	\$51.78
Double Time	\$38.36	\$42.18	\$57.52	\$69.04
Double Time & 1/2	\$47.95	\$52.73	\$71.90	\$86.30
SITE ALLOWANCES FROM 1ST OCTOBER 2014				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$3.0 Million - \$224.0 Million = \$4.00 per hour		\$224 Million - \$298.6 Million = \$4.15 per hour		
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\$18.6 – 37.4 Million	\$2.75	\$224.0 – 289.6 Million	\$4.15	
\$37.4 – 74.7 Million	\$3.25	\$289.6 – 447.9 Million	\$4.30	
For projects above \$447.9 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.				
Height Allowances				
From commencement of building 15 th Level \$0.45 per hour				
From 16 th to 30 th Level	From 31 th to 45 th Level	From 46 th to 60 th Level	From level 61 onwards	
\$0.55 per hour	\$0.84 per hour	\$1.08 per hour	\$1.36 per hour	

It's that time of year again and at the risk of sounding like The Grinch, this time of year brings with it a whole Santa sack of stuff - not all of it is good.

There's definitely loads to love about Christmas, but there are also many aspects of this time of year that can put pressure on families. The lead up to Christmas and the aftermath can cause financial and emotional stress.

This is a time of year where we tend to become over worked, over tired, skip breaks to meet client deadlines, become fatigued, and dehydrated. It's the time of year for work break ups where alcohol plays a starring role. These days it's not just the drink we of which we need to be aware. There are plenty of chemical substances around, not just on our streets, but also at work gatherings.

Drugs and alcohol can also contribute to violent behaviour and family violence. As we are all aware, over the past 12 months or so, the national spotlight has been shone on family violence which is a significant and widespread problem within the Australian community. Domestic Violence knows no boundaries of geography, socio-economic status, age, ability, sexual preference, culture, race or religion.

The national stats relating to the extent of Australia's family violence problem are very sobering. According to 2015 data published by the White Ribbon Foundation which is playing a key role in co-ordinating Australia's campaign to reduce family violence:

- 1 in 5 Australian women had experienced sexual violence
- 1 in 6 Australian women had experienced physical or sexual violence from a current or former partner
- 1 in 4 Australian women had experienced emotional abuse by a current or former partner
- in 3 Australian women had experienced physical violence
- 1 in 19 Australian men had experienced physical or sexual violence from a current or former partner

The harm caused by family violence can be exacerbated by the use of alcohol but can never be excused because of it.

For more information and to watch a short video, go to www.ourwatch.org.au

At this time of year especially, it's easy to get caught up in the lure of overtime - no breaks in order to meet a deadline, not enough rest, poor diet and excessive drinking. Added to social and family stresses we can experience at this time of year some people can feel overwhelmed.

If you are experiencing symptoms from the list below it might help to talk to someone, like a friend or counsellor

- **Not sleeping well**
- **Eating too much or too little**
- **Drinking alcohol more than you normally do**
- **Getting frustrated easily**
- **Feeling stressed**
- **Not enjoying the things you would normally enjoy**
- **Worrying about money, relationships or work**
- **Feeling really tired all the time**

Fortunately there is free, confidential support from an experienced counsellor available for our Members. Incolink Member Services is there for Members and their families if they are struggling with stress, drugs and alcohol, relationship or financial issues. Contact the Incolink Member Services on (03) 9668 3061 or 0419 568 605 to talk to a counsellor.



OFFICIAL MERCHANDISE

OF THE PLUMBERS UNION



ZIP UP

\$50



HIGH VIS ZIP UP

\$50



GREY HOODIE

\$50



BLACK HOODIE

\$50



ZIP UP HOODIE

\$50



PTEU TEE SHIRT

\$26



PTEU SHIRT

\$26



WORK SHIRT

\$35



SAFETY VEST

\$35



CASUAL SHIRT (1)

\$26



CASUAL SHIRT (2)

\$26



SKULL SHIRT

\$26



LOGO CAP

\$10



PTEU CAP

\$10



LOGO BEANIE

\$10



GREY BEANIE

\$10



BLACK BEANIE

\$10



STUBBY HOLDER

\$5



FLAG

\$40



LEATHER WALLET

\$30



LEATHER BELT

\$20

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: ____ / ____ / 20____

Order you product via email, fax or mail:

Mail
52 Victoria St
Carlton Sth 3053

Email
reception@pteu.asn.au

Fax
(03) 9663 2613

Item	Size	Price	Quantity	Total \$
Zip Up		\$50.00		
High Vis Zip Up		\$50.00		
Grey Hoodie		\$50.00		
Black Hoodie		\$50.00		
Black Zip Up Hoodie		\$50.00		
PTEU Tee Shirt		\$26.00		
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		
Flag	-----	\$40.00		
3 Fold Leather Wallet	-----	\$30.00		
Leather Belt		\$20.00		
			TOTAL	\$

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

Note: Please add \$10.00 for postage per item.

cbus

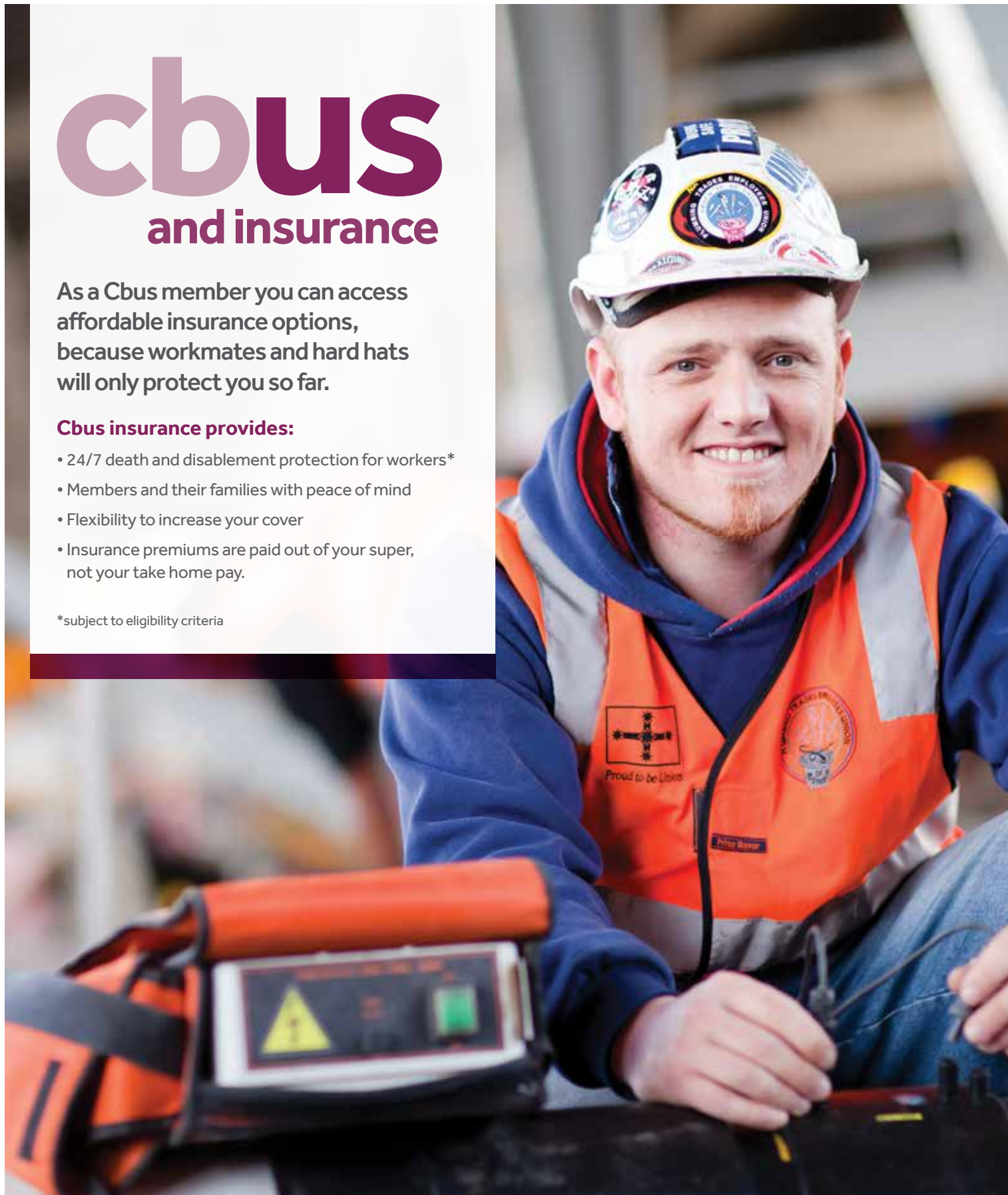
and insurance

As a Cbus member you can access affordable insurance options, because workmates and hard hats will only protect you so far.

Cbus insurance provides:

- 24/7 death and disablement protection for workers*
- Members and their families with peace of mind
- Flexibility to increase your cover
- Insurance premiums are paid out of your super, not your take home pay.

*subject to eligibility criteria



Call Cbus on **1300 361 784**
or visit **www.cbussuper.com.au**



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