

PPTEU

WINTER EDITION 2020



Journal

STRONG, SKILLED & ESSENTIAL!

PPTEU HAS YOUR BACK IN THE CRISIS



ADAPTING TO WORK IN COVID-19



PAY RISES AND BETTER PROTECTIONS
LOCKED IN FOR 4 MORE YEARS

PPTEU & PICAC

**ENSURING
YOUR
SAFETY
ONSITE**



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& PICAC BRANDED FACE MASK



A message from your President...

WE ARE ALL IN THIS TOGETHER, AND WE WILL ALL GET THROUGH THIS TOGETHER.

Glenn Menzies | PPTEU President

Welcome to the Winter 2020 edition of the PPTEU Journal.

2020 is only half over and already it feels like it's been a huge year for our union, our industry and our community. The **COVID -19** crisis has shaken our economy like nothing before. People's lives are being upended left and right. Entire sectors of the economy are completely shutting down, going into "hibernation" for who knows how long.

Fortunately, construction is still operating, and so are we. Our office may be shut but we are not closed. Like all workplaces, we have made adjustments to ensure that the vital support, services and advice we provide to our members can go on through the crisis.

And you can rest assured that all the officials and on-site delegates and reps are working hard to ensure that we keep going as long as it is safe to do so. And, if we do have to shut down parts of the sector, we are working hard with all the relevant bodies to **make sure our members get looked after.**

Inside this edition of the Journal, members can find hear directly from the Secretary and Assistant

Secretaries about what the situation is regarding COVID -19 and what it means for members. We have also included relevant information about the procedures for working safely on site in the COVID - 19 environment and provided information and links regarding members entitlements and available assistance measures.

These include both the financial benefits potentially able to be accessed by members, but other services too. We know the stresses associated with the COVID health crisis and its economic ramifications are very significant. There is huge uncertainty around how the industry will operate next month, in three months, in six months or how it will look this time next year. Nobody knows how long it will last or what the long terms impacts will be.

It is vitally **important that members look after their mental health** as well as their physical health during the crisis. Mental health is already a major issue in the broader construction sector, with hundreds of construction workers taking their own lives each year, and many more suffering depression, anxiety and/or drug and alcohol problems. **Incolink member services**

offers free counselling to members and their families to help deal with these issues, and to provide tailored advice specific to your situation. Incolink counsellors can also be a referral point to more specialised mental health services which members may require.

We are determined to keep members working for as long as it is safe for them to do so, which is in the **hands of Australia's Chief Health Officer**. If the health and safety advice changes, and it is declared unsafe to keep operating, then that advice will be followed. These are very uncertain times. But one thing members can be certain of is that your union has your back. No member will be left in the cold. We will make sure every member receives everything they are entitled to and which is available to them.

If you have questions about potential shutdowns, available funds, or any other aspect of this very fast-moving crisis, please contact the union and we will do all we can to assist. You can also check the PPTEU Victoria Facebook page or go to our web site at www.ppteu.asn.au

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WINTER EDITION 2020

2020 GENERAL MEETING DATES

Melbourne

52 Victoria Street, Carlton South

30 Jun 2020 | 29 Sep 2020 | 24 Nov 2020

Geelong

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

1 Jul 2020 | 30 Sep 2020 | 25 Nov 2020

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PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

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Earl Setches

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A message from your Secretary...

OUR PRIORITIES ARE CLEAR - HEALTH AND SAFETY OF OUR MEMBERS FIRST, PRODUCTIVITY SECOND.

Earl Setches | PPTEU Secretary

These are extraordinary and very challenging times. None of us have ever known anything like this before. But nothing changes **our priorities which are health and safety first**, productivity second.

At the time of writing, our industry is still operating, but under COVID restrictions at a reduced capacity. Our members who live and work outside of metro Melbourne and Mitchell Shire are in Stage 3 restrictions. Those of us in the city are under Stage 4 restrictions for the next 6 weeks.

For those under Stage 3, work will continue pretty much as normal. For those under Stage 4, there are some important things to be aware of. First, you will need a permit, signed by your employer, to be able to travel to and from work. Our work is considered essential work, so get a permit to make sure you don't get a fine while going to or from work.

Exactly how the changes will impact you and your workplace will depend on the specific circumstances of each employer. We think it is not unreasonable to estimate that up to 80 per cent of our members will be either stood down or laid off at some point of this crisis.

We are prepared for this. We will be talking to the government regularly with a view to getting back to work as soon as possible once we get on top of the pandemic. But in the meantime, we have made sure there are various options to help members in a range of circumstances to get through this crisis:

- Jobkeeper
- Jobseeker
- Long Serve (Co-Invest)
- Incolink
- Cbus
- Annual Leave

Please see opposite page for details about these options.

For many of not most of our members who are likely to find themselves stood down for all or part of the shutdown, their employer will be eligible for **Jobkeeper**. If your company is eligible for Jobkeeper, and many will be, that means the government pays your employer who then pays you \$750 per week. When coupled with the **\$500 per week hardship payment from Incolink**, members could receive \$1250 per week through the crisis.

If members do get laid off (as opposed to stood down temporarily) they will be eligible for **Jobseeker**. Those members who do find themselves laid off will be eligible for the \$500 per week hardship payment from **Incolink**. Laid off members could also claim their full redundancy amount, (up to \$8000 per month), but I would caution members to think carefully before drawing down on their redundancy given this is likely to be a short term lay off, and those funds may well be needed down the track if longer term lay offs occur.

Members are reminded also that their **Co-Invest Long Service Leave** is there, and can also be draw down option. There is also the **Cbus superannuation** hardship draw down option, where members in hardship can access up to \$10K of their super. Again, I strongly caution members against doing that unless they are in genuine hardship.

Many members also have some accrued **Annual Leave** they could potentially access. However, we strongly suggest not using your Annual Leave at this time if you don't have to. It's not a holiday, it's a pandemic, and make sure you exhaust all government assistance available before touching your Annual Leave.

In spite of the challenges of the pandemic, the **core business of our union goes on**, and that is about getting **the best pay and conditions for our members**. After a tough round of negotiation, I am very pleased to advise members that a new

Plumbing Enterprise Agreement has been finalised and it is a good deal for members.

The new **Enterprise Agreement 2020-2024**:

- locks in a **14 per cent pay rise** over the next four years
- preserves all **existing entitlements** and allowances
- **protects the funds** which protect you
- supports our **training and our next generation**
- delivers **new benefits** to members such as bill payer insurance

As well as important information about the COVID-19 crisis and the new Enterprise Agreement, this Winter 2020 edition of the Journal covers some other important issues for members.

None more so than the growing issue of suicide in our industry. Already this year, we have lost three members to suicide. Suicide not only devastates the family and loved ones left behind, it also has a ripple effect throughout workplaces and communities. If you are having a tough time for whatever reason, or if you are feeling anxious or depressed, reach out and talk to someone.

There are services available on site (Blue Hats) and on the phone (Incolink), so please use them if you need to. And if you can see your mate is struggling, talk to him, encourage him to seek out help. It might just save a life. So please remember to look out for each other, both on and off-site, during this crisis.

And look out for the vulnerable people in your family or neighbourhood. Shoot a text to an old mate, or a retired member or look in on your elderly neighbour. We need to lead the way and help everyone during this health and economic crisis.

STAGE 4 LOCKDOWN

PAYMENT OPTIONS

JOBKEEPER

\$1500.00 P/FORTNIGHT

If you have been stood down due to COVID-19, your Employer may be eligible to claim JobKeeper assistance of \$1500.00 p/fortnight paid directly to you by your employer.

INCOLINK

If you are stood down, and unable to work as a result of COVID-19, you may be eligible to access your Incolink funds by way of the Incolink COVID-19 payments.

If you are made redundant or are unemployed you will be able to make a claim from your Incolink account. All claims are made via the WorkerLink portal.

www.incolink.org.au

COINVEST

Coinvest Long Service Leave can also be accessed if you have worked in Industry for 7 years or more. All claims are made online via the online services portal.

www.coinvest.com.au

ANNUAL LEAVE

Can be claimed when stood down at your request and agreed by your employer.

JOBSEEKER

If you are stood down or terminated from your employment you may be eligible for CentreLink payments.

www.servicesaustralia.gov.au

CBUS

You can withdraw up to \$10,000.00 from your Cbus account.

www.cbussuper.com.au

PPTEU WEBSITE

The PPTEU website has a dedicated Covid-19 page which addresses Industry assistance and links to your Funds.

www.ppteu.asn.au/covid-19/funds-assistance

24/7 COUNSELLING AND SUPPORT

All members including regional based members can access Incolink counselling services across Victoria and Tasmania simply by calling **1300 000 129** anytime.



WE ARE IN THIS TOGETHER. SOLIDARITY

If you test positive to the COVID-19 virus, or if your workplace is impacted by a case, please advise the union immediately. If you have any questions about your entitlements or any other related matters please contact your delegate, or OH&S representative, or call us on (03) 9662 33 88.



A message from your Assistant Secretary...

THE WORK OF OUR INDUSTRY GOES ON AND SO DOES YOUR UNION.

WE WILL ALL GET THROUGH THIS TOGETHER. YOUR SKILLS AND EXPERIENCE ARE PROVING TO BE ESSENTIAL NOW AND WILL CONTINUE TO BE SO AS THE ECONOMY BOUNCES BACK.

Paddy McCrudden | PPTEU Assistant Secretary

Thank you to all the members for your efforts over the past few weeks as we all respond to the COVID-19 crisis. Members have been asked to make changes to how they work in a whole range of ways and I know the vast majority of members have been doing the right thing and observing all the social distancing protocols etc.

None of us in the industry have ever experienced a situation like this before, and hopefully we won't again. Our industry is still operating, in some very challenging conditions, keeping the vitally important construction sector and the hundreds of thousands of Australians who depend on it, going and protecting your jobs. How long restrictions will be in place, and how long we can continue to operate is entirely in the hands of the medical authorities. For now, that health advice is that we can continue to operate providing the social distancing and hygiene protocols are observed.

Our first priority is always the safety of our members and so if the official health advice changes, and working on site is deemed unsafe, then we will

respond accordingly. As the Secretary makes clear in his report, we have, along with other unions and industry associations, come up with a range of means by which members can access their own funds and government support in the crisis. I encourage all members to read that information which is contained inside this edition, and to call the union or your onsite rep if you have any question about how to access funds.

In some good news, recently we completed negotiations with the Master Plumbers about the next Enterprise Agreement. And, we have done a deal which looks after our members today and will help preserve our trade for future generations.

At its core the new Agreement deal involves pay rises of a total of 14 per cent over the next four years, with a **portion of that pay rise being distributed by your employer towards a range of member benefits.**

A part of each annual rise includes a component which is disbursed directly to extra severance payments, extra insurances, bill payer insurance, picnic levy, training levy and Apprentices. These extra contributions and insurance payments are vitally important to the long-term viability of these funds and go directly to supporting members when they need

it most. This is especially important in these uncertain COVID times.

Inside this edition of the Journal is a centre page lift out with all the key information about the new Agreements. Please take it out and leave it in the lunch room or wherever members are likely to see it. It's a good deal, which delivers what members need now, which is the security of knowing that if you do lose your job in the COVID crisis, the funds that will support you are there when you need them in terms of redundancy pay, bill relief, or counselling or other supports.

I strongly encourage all members to read all the information about the new Agreement and if you have any queries, ask your Steward or Organiser, or ring the union.

The work of our industry is continuing through the COVID crisis, and so does the work of your union. We will all get through this together. Your skills and experience are proving to be essential now and will continue to be so as the economy bounces back. So please work sensibly, wear a mask, follow the rules, and look after yourself and your families at this time. This will end, and we will be standing strong and united when the economy emerges from hibernation.

Sprinkler Fitters must keep their registration up to date!

Registration and licensing are vitally important to individual members and to the future of the trades. So we are calling on all members to make sure that their licenses and registrations are current. Your Agreements include an allowance to cover the costs, so there is really no excuse for not making sure you are up to date.

Without strong licensing and registration systems we would not be able to command the good rates in our Agreements, there would be unqualified people working in the sector and consumers and the community would be less safe from all the hazards associated with plumbing and fire protection.

That's why we have fought hard and long to preserve registration and licensing in our trades. There have been regular threats over the years, from governments and regulators, to break up our trades and the registration and licensing systems which underpin them. In Fire Protection, the push to break up the trade into a series of tasks is strong, with the Fire Protection Association (FPA) and other vested interests campaigning to open up parts of the Fire Protection trade, like Inspect and Test, and

open these work scopes up to non-registered or licensed professionals.

When the Victorian Plumbing Regulations were reviewed and re-made in 2018, we successfully pushed for an explicit clarification to be added to make it very clear that routine service work for fire protection equipment is regulated work in the Fire Protection class.

You must be registered to do sprinkler fitting work, and it has come to our attention that we have many members currently doing regulated work who have not kept their registration up to date. We need to address this situation quickly, because it weakens our arguments at a policy level about the value of retaining our registration system, and push back against the FPA, if sprinkler fitters themselves don't value it enough to keep it current.

**SPRINKLER FITTERS
SAVE LIVES**



A message from your Assistant Secretary...

HANG IN THERE, OBEY THE SOCIAL DISTANCING RULES, AND BE CONFIDENT THAT YOUR UNION IS RIGHT BEHIND YOU IN THIS CRISIS.

Andy Wallace | PPTEU Assistant Secretary

Hello Comrades

Thanks for everything you have done, and are doing, to make sure our industry keeps operating through the current crisis.

Every day we can keep operating matters. How long we can is beyond our control, but what is within our control is how well we comply with the social distancing rules. So far members are doing a great job and please keep it up. If we get loose about hygiene or distancing and the virus gets hold in the industry, we could be shutdown, so please don't drop off.

Apart from the virus, there are a couple of key things I want to bring to the attention of members in this Winter edition of the PPTEU Journal. In particular I am talking directly to those in the Fire Protection side of the industry.

Issue one is Registrations!! It is vitally important that everyone out there who should be registered is registered. One of the greatest assets we have as skilled tradespeople is our registration and licensing system. It is what separates us from the rest. It is

not just a piece of paperwork, it is the system the industry relies on to make sure only people with the skills necessary to work on fire protection systems have the skills to do it properly and safely.

But it seems we have more than a few of our sprinkler fitter members who have, for whatever reason, not renewed their registration. Registration costs just over 100 bucks a year (\$330 for three years). In your Agreement there is a weekly allowance paid to you for registration costs, which over that same three-year period adds up to more than \$5,000. So please, if you have let it lapse, jump onto the VBA website and sort out the payment.

We are forever being called on to justify our registration and licensing system. Governments get pressured to make changes to open up and fragment our trades, and basically let in cheap unskilled workers to our regulated work scopes.

Our registration and licensing is how we protect our scopes of works, and ensure that the community is protected from fire because the sprinkler systems work when they needed to. Just like at Lacrosse Tower, which

would have been another Grenfell tragedy had the sprinkler system failed. It's no accident that the sprinklers worked when they had to. The system was installed, serviced and maintained by skilled and qualified professionals, not by people with a flimsy accreditation.

As Assistant Secretary McCrudden outlines in his report, the process for making a new Agreement for fire has been interrupted by the pandemic. **We are working closely with the employer associations and will have a new Agreement for members to vote on in coming months.** In the interim, your current Agreement applies. If any members have concerns or questions about this please contact your rep or Shop Steward, or phone the union direct.

Suicide and mental health is also something I want to talk about, mainly because part of the problem in my view is that we don't talk about it enough. Even though there is more energy, time, money and programs going into improving mental health services, the problem is getting worse not better. Already this year we have lost three members to suicide. Young lives are being cut tragically short.

If we were losing a member a month to any other issue that is all we would be talking about, so I want to encourage all members to be open about how they are feeling, and to seek help if and at the time they need it. Help is there. On site, members can speak direct to a Blue Hat representative, trained in mental health First Aid, or to your Shop Steward, OH&S rep or Organiser who can put you in touch with the right professional services you need. Keeping emotions bottled up doesn't work. It's not being manly to suffer in silence. It takes guts to put your hand up and say you need a hand, and your family and friends will be very glad you did.

In order to fully appreciate what we have today, it is important to never forget where we came from, and the hard work and tough fights fought and won by our predecessors. That's why we are adding a new section in our Journal. Using past Journals and union Newsletters as a guide, we will look back to different points in our history and see what the issues were like then compared to now. In this edition we take a look back to December 1983, at the start of the Hawke Government and the early days of the now famous Wages Accord.

My job is to listen to your concerns and work to make sure you all get the pay, conditions and safety you are entitled to. I look forward to seeing you all out on site and hearing about what matters to the men and women of our great union.



“Members of the union are obliged to ensure that the sacrifices and struggles of the past were not in vain”

Billy Davis,
former Assistant Secretary
and PPTEU life member

PPTEU & PICAC ENSURING YOUR SAFETY ONSITE

Please find enclosed your
very own PPTEU and PICAC
branded protective face mask!



For more information – refer to the flyer contained in this mailout.

SUICIDE IN THE CONSTRUCTION INDUSTRY

A PROBLEM WE NEED TO TALK ABOUT!

Six Australian men kill themselves every day, and at least one is a construction sector worker. That's about **350 of our industry colleagues killing themselves every year.** We need to do better than that.

Those numbers are as stubborn to move as they are alarming. Despite some great work and some excellent programs being rolled out on work sites across the country, suicide remains a scourge in our industry.

Where it was once quite a rare thing to lose one of our members in their twenties or thirties, it seems that in the Vales section of every Journal we produce now we farewell a young member lost to suicide. It is heartbreaking for the families and friends, but it also has an impact right throughout our membership and on sites across the industry.

The ripple effect when we lose someone so young is very real, and the impacts can be widespread. We need to talk about this stuff. If we were losing a worker every day for any other reason it is probably all we would be talking about, but with suicide our default settings are different. We tend to avoid the topic, but we shouldn't. We need to try and understand what is driving these tragedies if we hope to reduce them.

We have recently featured articles about the great work Incolink does with their Bluehats program in Victoria, which involves training volunteers on site to be a safe first point of contact for workers experiencing mental health problems or feelings of depression and anxiety. In other states it is Mates in Construction rolling out a similar **on-site education-based suicide prevention program.**

These programs are helping to make inroads into the problem, but suicide rates in our industry remain very high relative to other industries. **Construction has the highest rates**

of suicide other than defence and emergency services personnel. Why?

Suicide is not an easy thing to talk about or to understand. As a collective, the Australian community tends to avoid talking about it. We talk in euphemisms ("the black dog got him", "there were no suspicious circumstances", he died "suddenly and unexpectedly"). We tend not to speak directly and avoid saying the word - suicide. We need to change that. **If we can't talk about it, we can't fix it.**

Suicide is also difficult to predict sometimes. "We never saw it coming" is often expressed by families, friends and workmates in the dark aftermath of suicide. We have all heard it, and many of us have said it, or at least thought it. It's a perfectly natural human response to the shock of suicide, which so often seems to come right out of the blue.

Obviously, this is not always the case though. Research tells us **there are warning signs** which may, but not always, show themselves.



We have for some time now been able to draw a line between identifiable contributors like depression, anxiety, and substance abuse for example. Other research is telling us that men might not show their distress in ways that we can readily see or diagnose. He's probably not crying. In fact, he might look exactly like he did last week.

Contemporary thinking in the field suggests what we should keep an eye out for are **situational factors** like gambling issues, employment uncertainty, financial stress and relationship breakdown that are reliably linked with suicide in men. When we start to add these stressors into our frame of reference for male suicide, the adage that "we never saw it coming" falls away. We all see this every day.

Other emerging themes of research relate to **workplace culture**. Although community attitudes are evolving, there remains a strong culture in many parts of the national construction sector which promotes traditional Australian male cultural norms around "toughness" and silent stoicism. The "suck it up buttercup" attitude still exists in pockets of our industry, and it is not helpful in a mental health context.

We know that **talking to somebody is important** and talking to someone trained to deal with people in distress, like your on site Bluehat representative, is even better. They can direct you to the specific professional services that could save your life.

As well as the Bluehats on site, which all members will be aware of, Incolink provides a range of services which are free to PPTU members. Services include problem gambling education, alcohol and other drugs preventative education programs, and counselling support for individual workers and their families.

Incolink Bluehat Suicide Prevention Program



Need to talk? The Incolink counselling service is open 24/7. For a free and confidential chat with an Incolink counsellor call **1300 000 129**.

VIOLENCE AGAINST WOMEN & CHILDREN IS NEVER OK.



Family violence experts are warning that rates of domestic abuse will skyrocket during the COVID-19 shutdown. We want to remind all members that no matter how much pressure they are under, taking it out on the family is not only unacceptable, **it is criminal.**

Domestic violence services have already reported that more than 40 percent of workers had seen an increase in client numbers, with over a third of cases directly linked to the virus outbreak.

In Victoria, women's support service Wayss said police requests for assistance with cases had almost doubled in the past few weeks, as they dealt with a form of abuse "not experienced before."

"Just having the people in the house, rather than having the pressure release of going to work, or being able to travel freely outside of the house are contributing factors," Wayss CEO Liz Thomas recently told the ABC.

If members are feeling under pressure, they have help available. Through Incolink **member services** members can get access to free expert **family violence counselling services.**

All members including regional based members can access Incolink counselling services across Victoria and Tasmania simply by calling **1300 000 129 anytime.**



COVID-19 TESTING IS KEY

**to keeping our
members safe and
our industry running**

So far so good.

The construction industry has done a great job to keep operating through the COVID-19 crisis. Our members, and members of the other construction unions have worked hard to make sure the protocols are followed and that we give ourselves the best chance of avoiding shutdowns.

The Incolink Health Bus has been on the road delivering mobile on-site COVID-19 testing to sites since late April. Through the initiative, which is also supported by Cbus, **12,000 COVID-19 tests** of construction workers have been completed on worksites across Victoria and Tasmania.

We encourage all members to get tested. It is free, quick and painless.

Testing is being undertaken in partnership with Incolink's existing bus partner the Australian Prostate Centre (APC). Their team of GPs and nurses will supervise and conduct the nasal and mouth swabs approved by the State Government.

Workers will receive a result within 48 hours.

Any worker showing symptoms of COVID-19 is already encouraged not to attend work. The Incolink covid-19 onsite testing program is a targeted preventative program conducting voluntary testing on asymptomatic (without symptoms) workers in the construction industry. As per DHHS guidelines, asymptomatic workers who have volunteered to be tested for in this program are not required to self-isolate and can return to work or go about their usual activities whilst waiting for their results. All Incolink covid-19 testing clinics are supported by a doctor. If a worker develops symptoms onsite prior to attending the covid-19 testing, they will receive a consultation with the doctor. The doctor will assess the worker's symptoms and may send the worker home to self-isolate whilst waiting for their results. Any positive test by the worker will be notified to Government and the worker will be required to self-isolate for a period of 14 days. **Any Incolink member who is unable to work due to COVID-19 will be eligible for the Incolink COVID-19 payment.**



Pictured: top, PPTEU Organiser Paris Andriske takes the Covid-19 test. **Middle,** Federal MP Bill Shorten and PPTEU Secretary Earl Setches being tested. **bottom,** Assistant Secretary Andy Wallace being tested at 180 Flinders Street.

THE PPTEU – LEADING THE WAY IN PLUMBING AND FIRE PROTECTION TRAINING

Under the leadership of our Federal Secretary Earl Setches, over the past decade or so **our union and our industry has taken giant leaps forward** in many ways, but none more so than in **training**.



As our members know, it is training which underpins our licensing and registration system, and it is our licensing which is the foundation of our trade. **Training is the key to the future of our trade**, and it also key to our collective ability to **adapt to climate change**. It is plumbing and related skills training that will enable the community to make the most of innovations in water capture and storage, heating and cooling, fire protection and renewable energy.



In the wake of the Millennium Drought in the early part of this century, governments at state and federal level were scrambling for answers to the changing rainfall and weather patterns. Sounds familiar doesn't it.

Governments knew they needed to find solutions. The community needed ways to better preserve, utilise, capture, store, transport, pipe, and even produce water to reflect the new normal of water scarcity. They looked to our union and our industry for answers and the industry partnership called the Plumbing Industry Climate Action Centre (PICAC) was born.

PICAC is a partnership between our great union and the major industry employer bodies – the Master Plumbers and Mechanical Services Association of Australia, the National Fire Industry Association and the Air Conditioning and Mechanical Contractors Association.

In conceiving of PICAC, the industry recognised that traditional models of practitioner training were not sufficiently broad to allow practitioners to be trained in all aspects of sustainable water management and energy efficiency. Basically, the contestable model of VET sector delivery was coming up short. Industry was not getting what it wanted or needed from the training system. Industry groups like the Master Plumbers and the hydraulic consultants and others were experiencing a level of frustration that the system was not delivering up the skills it needed.

Industry also recognised that there needed to be a central point of reference for best practice in water and energy efficiency, a place where ideas can be filtered and tested, and where innovation can flourish.

As a creation of the industry, PICAC is uniquely placed to anticipate and respond to the changing training needs and requirements of Industry. PICAC operates on a not for profit basis in the interests of the industry.



Since its creation in 2008, PICAC has trained or re-trained upwards of 10,000 Plumbing and Fire Protection professionals in new green technology and water efficiency techniques.

PICAC training is free for PPTEU members.

The vision is for the industry to safeguard its own future by establishing a series of **networked training centres around Australia**. With four major state of the art facilities (3 in Victoria and 1 in Queensland) now developed, it is fair to say that vision is going well. PICAC is now seeking to grow its training footprint in NSW, starting in the area of Fire Protection training, and in WA.

The next time you are visiting Victoria, or having a holiday in Queensland, do yourself a favour and go and have a look at one of the PICAC training centres and **check out the incredible facilities**.

If you are interested in what a **net zero energy future** might look like, go and visit the **PICAC Narre Warren** complex. Complex is the right word because that is what the supporting engineering and design work is – complex. The facility achieves its net zero emission status by incorporating a series of design and technological measures which enable renewable energy for the building to be supplied by a combination of geothermal and solar technology. The facility also incorporates a passive design strategy, which includes a focus on natural light and ventilation, and a highly insulated building fabric.

At **Beenleigh**, about halfway between Brisbane and the Gold Coast, PICAC has just completed a brand-new state of the art plumbing and fire protection training complex. With some funding support from the Queensland Labor

Government, PICAC has developed an asset in the heart of the population growth belt in SEQ which will bring world class training opportunity to generations of plumbers in that region. The gas training facilities there are particularly impressive, and PICAC is working on developing the gas training room further to accommodate developments in **hydrogen energy** and related training for gasfitters.

Training the next generation of plumbers is our industry's responsibility. This is something we have learned from our strong relationship with our brother and sisters in the United States and Canada. As many members may know, the PPTEU has an Affiliation Agreement with the UA (the United Association) which has been very positive for both parties, sharing knowledge and expertise about how to deliver world class training.

Reflecting the contribution the UA has made to the advancement of the Australian industry, the Narre Warren Inauguration ceremony also included a re-signing of the Affiliation Agreement between the PPTEU and the UA.



Speaking at the Inauguration, Secretary Earl Setches, thanked the UA and General President McManus, who was a special guest at the event “.....The UA, and in particular Mark McManus’ predecessor the great William P. Hite, showed us firsthand the advantages of working collaboratively with our key industry partners, like the Master Plumbers, in terms of developing trades people and their skills. We have replicated the UA training model of training our own and in the process have elevated our industry to a new standard”.



Thanks to strong leadership, and collaboration across industry, our union is setting and then raising the standard in plumbing and related industry training delivery and facilities. As PPTU members, that is something we can all be very proud of.

Training at PICAC

To see the different courses (including Fire Industry Training, Master Plumbers Training, AMCA Training and much more) and read detailed descriptions, dates and fees, offered at PICAC please visit www.picac.edu.au

THE UA PPT^{EU} AFFILIATION CREATES AN UNEXPECTED FRIENDSHIP

By Shop Steward
Shaun Neilson

Last September, in my role as a PPT^{EU} Shop Steward, I was lucky enough to attend the World Plumbing Conference at the Melbourne Exhibition and Convention Centre. As well as a great learning experience, I made a connection with one of our brothers from the United Association which has made a big impact on me and my family.



THIS IS THE STORY...

During the Conference, we had a chance to meet with the UA delegates, and to hear from UA General President, Mark McManus.

Our Secretary Earl Setches strongly encouraged us to reach out and introduce ourselves to the UA guys. So, I walked up and introduced myself to the nearest UA delegate.

I thought I could start talking about baseball as my family has always been involved in baseball here in Australia. My Dad and I played at the Waverley Wildcats most of our

lives and my nine-year-old son, Cliff had just finished his first season at the Mornington Pirates, completing the perfect season where they didn't lose a game including the Grand Final.

I couldn't believe my luck when the first American guy I spoke to, Tom, was from Pittsburgh - home of the Pittsburgh Pirates. The Mornington Pirates have the same uniform as the Pittsburgh Pirates!!! We had a great talk about American baseball and about baseball here in Australia.



We swapped email addresses and over the next few weeks sent a few emails back and forward continuing our talk about baseball and general chat about Australia and America, and Cliffs baseball career.

Just before Melbourne Cup weekend I received a package in the mail from America, and I could see that it was from Tom! When I opened the package there were two playing tops, one for me and one for Cliff. Cliff's top had his favourite players name and number on the back.

I couldn't believe his generosity as they would of cost him a fortune. My family and I went to the Gold Coast for the Melbourne Cup long weekend and we couldn't get the Pittsburgh Pirates shirt off Cliff. At Sea World he got pulled out of the crowd to feed the dolphins, and of course he had his Pirates shirt on!

When we got home from the Gold Coast I boxed up a few Australian lollies, some vegemite, some Australian Christmas decorations and a 2020 Mornington Peninsula calendar and sent them to Tom.

We still keep in touch via email and I know one day when I get to America we will meet again in person and if he ever comes back to Australia I have promised him a tour of the Mornington Peninsula.

I can't believe that all these cool things have happened just from listening to Earl and introducing myself to some of our American brothers!

Bushfire Recovery PLUMBING INDUSTRY PLAYING ITS PART

Water for Wildlife Project

The PPTEU and Master Plumbers Victoria organised students from the Plumbing Industry Climate Action Centre to put together water feeders for ongoing bushfire relief during World Plumbing Day.

Each feeder contains about 14 litres of gravity delivered water for wildlife. They will be put to use in fire-ravaged habitats, giving much needed relief to affected animals.

We will keep members updated as the project develops.



← THEN & NOW →

Welcome to the first in what we hope to be a long series of Then and Now pages. This is the space we intend to set aside in the Journal to reflect on elements of our great union's history. In every issue we will go back in time to a particular era, and look at what has changed and what hasn't, to help us understand where we have come from and what might be coming next.

1983

To start off, we thought we would go to a time many members will remember, December 1983. Bob Hawke had just led Labor to victory after 8 years of the Fraser Coalition Government. It was a time of great change and renewed hope in the Labor movement and society.

Hawke was a confrontational union leader. But the Hawke who asked the Australian people to elect him as their PM in 1983 was a self-possessed teetotaler who preferred consensus over confrontation.



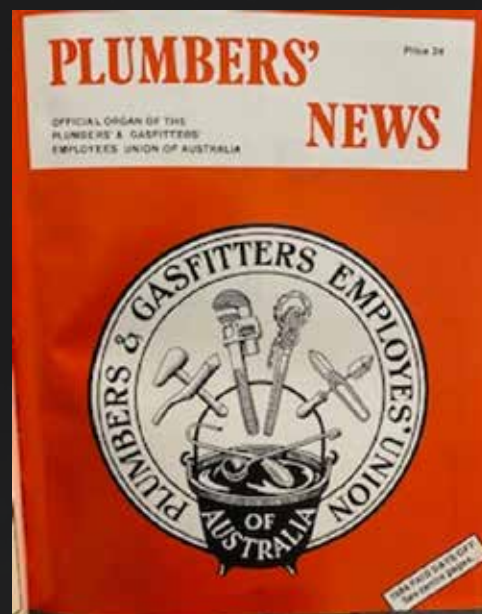
In opposition, Labor developed the idea of a formalised agreement between the unions and Labor in government, which was adopted as policy at the Labor Party conference in 1979. The Prices and Incomes Accord was a series of agreements between Labor and the ACTU where unions would moderate their wage demands in exchange for improvements in the “**social wage**”.

The Accord’s social wage elements included better public health provision through Medicare, improvements to pensions and unemployment benefits, tax cuts, and – eventually – superannuation.

The Accord was a key component of the Hawke-Keating governments’ economic reform program. Along with the floating of the Australian dollar, opening the door to international banks and the reduction of tariffs, the Accord signalled a turn toward a more globally engaged Australian economy.

The first thing you notice looking at the Plumber’s News from 36 years ago in December 1983, is the **wage rates**. Back then, the wage rate for a licensed plumber in Victoria was just over \$8 per hour. With allowances for “Fares” and “Travel”, a plumber could have expected to make \$330 in a good week. An apprentice was paid less than half that, under \$4 per hour, or a bit over \$100 per week.

Looking back also reminds us how far we have come on **safety** as well as rates of pay. In the December 1983 edition, there was a detailed report about three new fangled things coming out of the US called eye goggles. What is now standard PPE for a whole range of activities on site, was a new concept, and the union had to explain how this would benefit members.



SPRINKLER PIPE AWARD

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Operative: 6 October 1983

	1st Class	2nd Class	Adult Helper	Under 18
Hourly rate	8.50	7.70	7.31	Up to 10
Weekly rates	303.10	262.50	277.70	Over 10
Fares	13.50	13.50	13.50	
Minimum travelling time	21.90	28.90	27.40	
Weekly private A.L.	368.50	334.90	316.60	
17 1/2% A.L. loading	25.30	24.38	23.14	
	5.37	4.88	4.65	

JUNIOR

	Apprentice	Junior
Hourly rate	4.00	4.00
Weekly rates	136.00	136.00
Fares	13.50	13.50
Minimum travelling time	21.90	21.90
Weekly private A.L.	300.70	300.70
17 1/2% A.L. loading	27.84	27.84
	5.53	5.53

Registered 1st class Sprinkler Fitter — N.S.W. only

	Hourly rate	Weekly rates
Hourly rate	8.80	8.80
Weekly rates	305.20	305.20
Fares	13.50	13.50
Minimum travelling time	21.90	21.90
Weekly private A.L.	300.70	300.70
17 1/2% A.L. loading	27.84	27.84
	5.53	5.53

Page 42

Department of Housing and
Department of the Capital

Operative: 6 October 1983

ALL STATES — NOT A.C.T.

	On Comm.	After 1 Year	After 2 Years	Plus fare N.S.W.
PLUMBER				Old S.A.
Base rate	303.00	307.20	311.50	Tas.
Tool allowance	7.70	7.70	7.70	Vic.
Industry allowance	11.40	11.40	11.40	W.A.
Registration allowance (if applicable)	12.20	12.20	12.20	
Pumping trade allowance	9.10	9.10	9.10	
	343.40	347.60	351.90	A.C.T.

Interstate differentials:

	Plus 70c per week	Plus \$1.10 per week	No difference	Less 50c per week	No difference	Plus 60c per week	Less 10c per week	Plus 15c per week	Plus 30c per week
N.S.W.	— except Broken Hill								
Qld	— Broken Hill								
S.A.	—								
Tas.	— except Whyalla								
Vic.	— Whyalla								
W.A.	—								
	— except Yalourn								
	— Yalourn								

PLUMBER

Base rate
Tool allow
Industry a
Pumping t

Plus fare
Licence all

PLUMBERS' NEWS — DECEMBER 1983

ASBESTOS

This Union, has for a considerable time, made the hazard of asbestos known to the membership through articles in the Plumbers' News, pamphlets and posters distributed to the various stewards, and by stressing the dangers at job safety meetings. This has made the membership alert, and resulted in many asbestos hazards being reported to union officials.

With the assistance of the Workers' Health Centre and the continuing increase of asbestos materials being detected, it is felt that another article informing members of our policy would be timely.

This Union's policy is that members should not work with asbestos products unless it can be demonstrated that an asbestos free alternative is not available.

Amazingly, the other emerging safety issue was **asbestos**. The depth of the hazard posed by asbestos was still a long way off being understood back then. And, where as we now have a zero tolerance approach to asbestos, and strict protocols attached to its removal and transport, back then the advice from the union was – “members should not work with asbestos products unless it can be demonstrated that an asbestos free alternative is not available”.

Another quite striking thing about the Journals from that era, is how **deeply political** they are. The leaders of the union then, especially General Secretary John Rutherford, penned long dissertations on the politics of the world, including lengthy critiques of the then new Prices and Incomes Accord between business and unions.

For example, in a 3000-word analysis piece in December 1983, Secretary Rutherford outlines his views on capitalism, socialism, the role of unionism and the overall working-class struggle. He included his 10-point analysis of modern society and its problems.

It's a heavy read, but when you pick it apart what hits you is that so much of what he was writing about then are still core issues for the union movement today. The more things change the more they stay the same, as they say. For example, Rutherford says that:

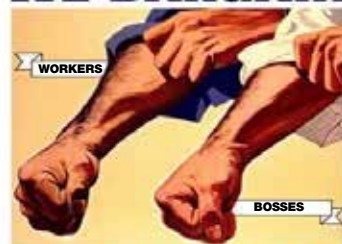
- **Ruling groups throughout the world are moving further to the right, intensifying their political oppression and adopting many fascist-like methods (anti-union legislation, the sacking of workers engaged in industrial action, jailing of unionists etc.);**
- **Workers conditions are being gradually eroded; and**
- **The impact of technology is lessening the numbers of workers in a position to resist the overall attacks as larger numbers of them are de-skilled and removed from industrially strategic positions.**

Sound familiar?

STOP

MORRISON'S ATTACK ON WORKING PEOPLE AND OUR UNIONS

**TOGETHER
WE BARGAIN**



**DIVIDED
WE BEG**

NOT EVEN A PANDEMIC CAN SLOW DOWN MORRISON'S ATTACK ON WORKERS!

On the broader IR front, the Morrison Government has not taken its foot from the throat of unions in the crisis. Despite the government's "all in this together" rhetoric, it has shown its true colours by attacking the rights of workers during a national pandemic.

While our members and thousands of other hard-working trade union members are fronting up for work despite the risks to their health, the government is stabbing them in the back. In April the Federal Government snuck through new regulations to reduce the notice period employers are required to give employees of proposed amendments to enterprise agreements from 7 days to 1 day.

This is regulation, not legislation, so it did not need to be voted on in Parliament. It is sneaky play to try and allow employers to rush through variations without employees or unions having adequate time to understand the changes and get advice. It is not hard to imagine that some unscrupulous employers will try to exploit the current climate and the fears of workers to try to cut wages, conditions and entitlements.

Any changes to conditions or pay still needs to be voted on and passed by the majority of members in a workplace, that

part hasn't changed. What the new regulations do is reduce the consultation time down to virtually nothing. The new regulation is meant to be temporary and will be reviewed in 6 months. The trouble is, any variations made under this new regulation will be in place for the life of the Agreement, which could be years.

Employees are best protected by not agreeing to variations in the first place without union input. If a variation is being rushed through – it can only be bad news for workers. The strong advice from all unions and their legal advisers is, that if you don't have time to understand the variations, **vote NO.**

And now it seems Christian Porter is going to proceed with his union busting laws that the Senate rejected last year. Despite the fact that the very people these new laws attack are the same people currently keeping the economy alive, the Attorney General appears determined to make their lives harder. It's sad to think that nurses, construction workers, allied health professionals, aged care workers, delivery drivers, cleaners, and many more workers are being applauded by the public and at the same time being attacked by the government.

Porter's draconian legislation was defeated last year for good reason – its bad legislation. But

he is bringing it back, including provisions to undermine the integrity of industry redundancy funds. It is hard to believe that at this time of national crisis the government would want to enact laws to make it harder for workers to be treated fairly; for unions to access sites to ensure safety; and for funds like Incolink to provide member services, like suicide counselling, to their members; but they are.

The federal government fundamentally misunderstands and underestimates working people. It fails to recognise that the harder workers are pushed, the more they push back. We will of course keep fighting these government attacks, keep standing up for our members and their families, and keep working together and with our industry partners to ensure the working men and women of Australia receive the pay and conditions that deliver them the dignity and respect they deserve.

**NO TIME?
VOTE NO.**

COVID-19

HAS THE POTENTIAL TO DECIMATE REMOTE INDIGENOUS COMMUNITIES



We are all acutely aware of the devastating power of the COVID-19. It is killing thousands of people around the world and has stopped the world economy in its tracks. Our greatest defence against the spread of the virus is our access to safe water and sanitation.

In cities and regional centres around Australia, the hygiene protocols have been able to be implemented because households have access to clean, safe water and toilet facilities. Self-isolation is challenging but it is do-able, for most of us. Social distancing and hand washing is annoying maybe, but most of us have the housing and sanitation facilities to manage.

But for thousands of Australia's who live in remote Indigenous communities, the situation is very different, and very dire. **For Aboriginal Australians, COVID-19 has great potential to wreak havoc in their communities.**

COVID-19 particularly impacts the elderly and those with underlying conditions such as cardiovascular (heart) disease and diabetes.

Around 50 per cent of adult First Nations people live with one of the major chronic diseases such as cardiovascular (heart) disease, kidney disease or cancer. Almost one-quarter have two or more of these chronic conditions.

These risks are compounded by the overcrowded housing and often **appalling inadequate toilet and hand washing facilities**, where we live. One in eight First Nations people live in overcrowded housing. This means COVID-19

could spread rapidly. And overcrowding poses real challenges for isolating suspected cases.

This **overcrowding is worse in remote settings**, which face significant challenges in containing and responding to the COVID-19 pandemic because the health services are already at capacity; the workforce is already reliant on fly-in-fly-out staff, including many from New Zealand which has imposed quarantine restrictions; and currently there is little access to testing for COVID-19.

The governments of the Northern Territory and Western Australia, in consultation with key regional groups, such as the Northern Land Council, have put in place a range of measures to limit access to communities and prevent contamination, but there are a growing number of voices calling for more to be done to safeguard these very vulnerable communities.

The Aboriginal Community-Controlled Health services sector has mobilised and is leading an advisory group alongside governments and is meeting regularly to work on getting much needed supplies of PPE, sanitiser etc to where it will be needed. They are developing a management plan specific to the Aboriginal and Torres Strait Islander populations.

As a union committed to improving water and sanitation facilities in remote communities, the PPTEU we will be seeking opportunities in the months ahead to see what role we can play in helping safeguard remote communities. It is vitally important to do what we can to protect the vulnerable, especially the community Elders, who are the keepers of knowledge and stories, and the backbone of many remote Indigenous communities.



FLINDERS GATE PROJECT

PPTEU Shop Steward Matt Attard is doing a great job looking after up to 80 members on the John Holland project on Flinders Street – Flinders Gate project.

The \$300 million office tower and retail complex is located directly opposite Melbourne's Federation Square. The project involves the development of 12,100 square meters office space over the existing carpark and the refurbishment of the existing buildings at 189 Flinders Lane (3,700 square meters).

Working on the Flinders Gate site with Matt are members from Entire Fire, Entire Mechanical, Axis Plumbing and Signal and Hobbs, Sifon Systems, Ofinac Acoustic Engineers and VicSar Installations.

There are several apprentices on this project, including two from Entire Mechanical Services - Jack Stoneman and Matt Torcasio. Both are mature age apprentices and both are paid up and proud PPTEU members.

The Journal sat down with Jack and Matt to talk a bit about how they got here and why they chose a career in plumbing.

Jack Stoneman, 27, started his apprenticeship in July 2019 after working for several years as a plasterer before deciding to give plumbing a try "I wanted a change; I wanted a licenced trade behind me. I enjoy it because it's challenging, and I learn something new every day."

Jack, who is originally from Ararat, loves his job in the big smoke. But he also likes to go back home on the holidays to catch up with family and friends "I like going back home and hanging out with Dad, bit of fishing love it".

And when asked about the other Plumbers on site "Yeah all the blokes on site are pretty good to work with, I like Entire they are good to me and I am also proud to be in the union".

Matt Torcasio, 33, began his apprenticeship at the start of this year "Plumbing is in my family. My father and brother are both plumbers. I did a few other jobs and didn't really have the motivation to do my training when I was younger, but now I do. I'm really glad I came back to plumbing. I find the PPTEU has always been really supportive. They [PPTEU] support me when I'm at work or not at work, like the benefits such as Incolink, Co invest, CBUS and CEPUTEC. All these additions that are associated with the union are a good thing."

Outside of work, Matt is very passionate about footy "I barrack for Collingwood and I also played seniors for Chelsea Footy club for 16 years and lucky to be in a Premiership in 2006."

Both guys say they would really encourage any person, either fresh out of school or a bit more mature like them, to take up the great trade of plumbing.



Matt Torcasio (L) with PPTEU Shop Steward Matt Attard and Jack Stoneman (R)

SOCIAL DISTANCING AT WORK!



NEXT GEN

DEVELOPING THE NEXT GENERATION OF UNION LEADERS HAS NEVER BEEN MORE IMPORTANT!

By Paris Andriske | PPTEU State Organiser



PIC: A well-attended special Next Gen meeting was held in February to honour fallen comrades

To say that 2020 has been abnormal would be an understatement. We had the summer bushfires reeking havoc all over Australia. We returned to work in January to a city blanketed by smoke. Only then to be hit by a world wide pandemic now known as COVID-19, the Corona Virus.

But with these challenges we often find ourselves working closer together, and can really be appreciative of the work friendships that we would otherwise take for granted.

As highlighted in previous Journals the PPTEU has fostered a new programme with the Next Gen Group which aims to give our younger members and future leaders the tools and resources to learn and grow in a relaxed and friendly environment. It is a way for like minded members to have input in the shape and future of their Union in a relaxed environment. Since its inception in 2018 we have had a number of meetings and social events all with a joint theme or cause, to promote trade unionism and our Union to our younger members.

In late January this year we lost one of our Next Gen Group members and up and coming Shop Steward Anthony "Ant" Moody. This was devastating as we were all ready to tackle 2020 head on and grow our Next Gen Group, when all of a sudden one of our own had been cut down in his prime.

The funeral was a stark reminder of how much Anthony was loved amongst his work mates, family and friends, so when the Next Gen group decided to organise their next meeting in celebration of Anthony's life we went about organising something special. Just as we were ready to set a date news filtered through our industry that another young member Trent Rawson had also lost his life way too early at the age of 18. The organisers spent the next day visiting Trent's work mates at various different sites around Melbourne. Trent's co-workers were very shaken by the news and we can only imagine how both Trent and Anthony's family would have been feeling during this tragic time and our thoughts and sympathies are still with them today.

Our Next Gen Group Meeting was held on the last Friday in February at Trades Hall. It was held in honour of both Trent Rawson and Anthony Moody. We had over 60 members turn up with a common bond over the loss of our fallen comrades.

It was a simple affair with good music, a bbq and all money passed over the bar to be given to a good cause linked to suicide prevention and mental health. We had a visit from Retired Member Greg Hall who after hearing about Trent and Anthony wanted to come and share his story of a former employee and PPTEU member Brent Hird who had committed suicide earlier this year in February at the age of 43. Greg had known Brent since he was a boy and had a many fond memories both social and work related. Greg spoke from the heart and with passion about suicide, Mental Health and how as workers we have to stick together to stand up for what we believed in and to always look after each other.

Looking around the room that night, with all the Next Gen Members sharing this moment together, there is no doubt that our Union does have proud history and a strong future.



PIC: Anthony Moody (L) with Andy Wallace, Ryan Russell, Simon Jewell, Gavin Murphy, John Haitas

As part of the Next Gen initiative, the PPTEU is now on Instagram.



Follow us **@PPTEU**

#nextgen#stepup#ourfuture#learnandgrow

**STAY TUNED ON INSTAGRAM
OR BE OLD SCHOOL AND
CHECK AT WORK FOR
POSTERS ADVERTISING
UPCOMING EVENTS.**



2020 CALENDAR

www.ppteu.asn.au

JANUARY						
S	M	T	W	T	F	S
			1	2	3	4
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AUGUST						
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OCTOBER						
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NOVEMBER						
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DECEMBER						
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Public Holiday
Annual Leave
RDO
Lock Down Weekends
School Holidays
Picnic Day
World Plumbing Day
Return to work on 12th Jan 2021

VICTORIAN SCHOOL TERM DATES

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

PUBLIC HOLIDAY DATES

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

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

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

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



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

Protect your family today.

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

Have peace of mind knowing your loved ones will be looked after.

Don't put it off any longer.
Unionwills.com.au



Maurice
Blackburn
Lawyers
Since 1919

**WE
FIGHT
FOR
FAIR®**

JESSE IS SMILING AND CYCLING HIS WAY TO BETTER MENTAL HEALTH!



Jesse proudly wearing his Bluehats helmet sets out for his ride

Jesse Callea is positivity on wheels. Always smiling and up and about Jesse is one of those guys that can lift the spirits of a whole work site just by being himself. And he is prepared to do whatever he can to share his positive energy and help others struggling with mental health challenges.

Like many of our members, Jesse has had his ups and downs in life. He has had some dark times. But, at 33, he has come through those struggles and is now embracing life with a renewed enthusiasm and passion. Jesse says there are a couple of key things that helped him turn things around and stay on a positive path:

"I had great support. Paris Andriske from the Union has been fantastic, always checking in and helping me access the supports I needed, He used to say to me all the time "help me help you", which was really saying talk to me, tell me how I can help. That support led me to the Incolink support services and the Bluehats metal health program. They do great work and really helped me.

The other key thing for me was and is exercise. The positive endorphins I get from riding my bike make a huge difference to my outlook, helping me stay positive. Onwards and upwards!"

So when the opportunity to combine his passion for men's mental health and his love of cycling came along, Jesse jumped at it. Thanks to the support of many including our members on the PM Apartments in Port Melbourne and the Multiplex job at 472 Bourke Street, Jesse raised hundreds of dollars in sponsorship for him to participate in the annual MS Charity ride. But then the Coronavirus shut down happened and the charity ride was cancelled.

Typically for Jesse, he was not deterred. He fashioned his

Bluehats hard hat into a bike helmet, put on his PPTEU tee shirt and took on the ride solo. Jesse rode the 22kms from Port Melbourne to Brighton Beach, raising over \$500 and proudly flying the flag for our union and for better mental health.

Jesse asked us to give a big shout out and thanks to all the co-workers, members and their families that supported him. Along the way Jesse stopped off for a coffee at Café Di Lido and struck up a conversation with the owner Teresa Matarazzo. Teresa's son Marcello is a Sprinkler Fitter and her other son Natale is an electrician. She was keen to support the mental health of men in the community and the industry and gave Jesse a generous donation to Beyond Blue. Jesse also met, and received support from, John Hopkins, Chair of the Hopkins Group and Beyond Blue ambassador.

Thank you Jesse for your positivity and your efforts to help others to help themselves.



Jesse with Teresa Matarazzo and John Hopkins

Members are reminded that they always have someone to talk to. On site, members can access the Bluehats program, and, through Incolink, members can receive free counselling by trained professionals 24/7.

Incolink 24/7 Counselling: 1300 000 129



VALE

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

LEN COOPER

Earlier this year the PPTAU lost one of its longest serving and most respected members when Leonard (Len) Keith Cooper passed away aged 84. Len was a Life Member (2001) of our union, having joined way back in 1957. Many of our members who have been around a while will remember Len who was a regular at our retired members functions.

Len spent much of his working life with the Gas and Fuel Corporation and was an active unionist. Len served as a Branch Committee of Management Member and was involved in a range of industrial issues and campaigns over the years.

Thank you, Len, for your dedication and service. Our sincere condolences go to Len's family and friends.



CHRIS APPS

11 Jun-1949 - 29 Dec 2019

We are sad to report that we recently lost one of our very long serving members and staunch unionist. Chris Apps, who worked for many years with All Staff Plumbing was widely known and well respected in the industry. We extend our sincere condolences to Chris' family and friends.

MARIO MARIANI

26 Dec 1949 — 7 Oct 2019

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

Mario was a very well-respected veteran of our great industry. Always mechanically minded, Mario loved every element of his work. When he wasn't working Mario would be helping family and loved nothing more than a weekend project and a trip to Bunnings. Mario loved working with his hands, and when the work was done, Mario liked to kick back and enjoy a hard-earned cold VB.

MICHAEL (MICK) LEWIS

7 Jun 1941 – 2 Jan 2020

Many of our members will have come across Mick over the years. Mick was a long time BLF Organiser and staunch unionist. Mick was one of those unionists that sadly, is few and far between.

He was a leader of men, who never took a backward step to protect and improve workers' rights and even proudly went to jail defending what he believed in. Mick could always be seen at rallies, protests or picket lines. If there was an injustice being done or a fight to be had for workers, you could guarantee Mick would be on the front line.



ANTHONY MOODY

11 May 1991 – 27 Jan 2020

In late January this year a fine young man and an active and very well-respected member of our union tragically lost his life. 28-year-old Anthony Moody died suddenly and unexpectedly at his home. Our deepest sympathy goes to his partner Elise and his family. Anthony was extremely well liked by his workmates and his loss will be deeply felt by many.

Our sincere condolences go to the friends and family of the following members who recently passed away

PAUL TOTIKIDIS

Lagger, passed away aged 45.

TRENT RAWSON

Apprentice Sprinkler Fitter, aged 18

NORMAN CHARLES TACEY

Who sadly passed away late last year.

BRENT HIRD

Who died in February this year aged 43.

PAUL ANTHONY FOSTER



PPTU PLUMBERS WAGE RATES

FROM 1ST OCTOBER 2020

REGISTERED PLUMBERS

	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer
Hourly Rate	\$51.01	\$49.79	\$48.30	\$44.98
X36 (weekly)	\$1,836.36	\$1,792.44	\$1,738.80	\$1,619.28
Fares (per day)	\$24.30	\$24.30	\$24.30	\$39.92
X5 (weekly)	\$121.15	\$121.15	\$121.15	\$199.60
Travel (per day)	\$51.01	\$49.79	\$48.30	N/A
X5 (weekly)	\$255.05	\$248.95	\$241.50	N/A
Total Income (weekly)	\$2,212.56	\$2,162.54	\$2,101.45	\$1,818.88

OVERTIME

Double Time	\$102.02	\$99.58	\$96.60	\$89.96
Double Time & 1/2	\$127.52	\$124.47	\$120.75	\$112.45

SUPERANNUATION 9.5%

APPRENTICES

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

OVERTIME

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



PPTU SPRINKLER FITTER WAGE RATES

FROM 1ST OCTOBER 2020

REGISTERED SPRINKLER FITTER

	1 March 2019	1 October 2020
Hourly Rate	\$49.08	\$49.85
Total Weekly Rate	\$1,766.88	\$1,794.60
Fares (per day)	\$22.93	\$23.39
X5 (weekly)	\$114.65	\$116.95
Travel (per day)	\$49.08	\$49.85
X5 (weekly)	\$245.40	\$249.25
Registration (weekly)	\$38.27	\$39.42
Total Income (weekly)	\$2,165.20	\$2,200.22
Service/Testing/Site Allow (min per hour)	\$3.00	\$3.09



SUPERANNUATION 9.5%

APPRENTICES - 1 OCTOBER 2020

	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$22.53	\$24.79	\$33.87	\$40.70
Total Weekly Rate	\$811.08	\$892.44	\$1,219.32	\$1,465.20
Fares (per day)	\$23.39	\$23.39	\$23.39	\$23.39
X5 (weekly)	\$116.95	\$116.95	\$116.95	\$116.95
Travel (per day)	\$17.06	\$18.72	\$25.54	\$30.65
X5 (weekly)	\$85.30	\$93.60	\$127.70	\$153.25
Registration (weekly)	\$0.00	\$0.00	\$0.00	\$0.00
Total Income (weekly)	\$1013.33	\$1,102.99	\$1,463.97	\$1,735.40
Service/Testing/Site Allow (min per hour)	\$3.09	\$3.09	\$3.09	\$3.09

SUPERANNUATION 9.5%

SITE ALLOWANCES FOR ANY SITE COMMENCING AFTER 1ST OCTOBER 2020

Current Projects which have Site Allowance determined will stay in place until such time as the information below exceeds current rates.

All Shopping Centres / Airports & "City of Melbourne and Inner Suburbs New Projects" as defined

\$5.0 Million - \$250 Million = \$4.35 per hour

City of Melbourne & Inner Suburbs Renovations & Refurbishment work = \$3.75 per hour

All Projects over \$250 MILLION WILL BE SUBJECT TO THE RATES BELOW

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$5.0 - \$30 Million	\$2.50	\$100 - \$250 Million	\$4.00
\$30 - \$50 Million	\$3.00	\$250 - \$400 Million	\$4.50
\$50 - \$100 Million	\$3.50	\$400 - 1 Billion	\$5.00

For projects above \$1 Billion, there shall be an increment of 10 cents per additional \$100m or part thereof.

Refurbishment of Multi - Storey Commission Flats \$3.60 per hour

Demolition Allowance from 1 October 2020 \$7.50 per hour

HEIGHT ALLOWANCES From commencement of building to 15th Level \$0.59 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
\$0.670 per hour	\$1.09 per hour	\$1.41 per hour	\$1.73 per hour

Redundancy \$100.00 per week, I.T.P. per week \$27.00, P.S.L. per week \$3.00.

SHARING EXPLICIT MATERIAL WITH YOUR COLLEAGUES COULD HAVE SERIOUS CONSEQUENCES

Sharing explicit material with a workmate could land you in serious trouble. It could even cost you your job.

Any photograph, video or visual representation that contains nudity or semi-nudity or sexual activity is considered to be explicit.

Sending this material to a colleague via social media, email or text message, or showing it to them at work could be a breach of workplace policies, as well as your employment contract.

Most employers have policies that prohibit this kind of conduct, such as a code of conduct, an IT policy, and/or an equal opportunity policy that deals with matters including sexual harassment. Breaching any such policies by sharing explicit material could result in disciplinary action being taken against you, up to and including your termination.

Sharing explicit material can also constitute workplace sexual harassment if it is unwelcome and causes someone to feel offended, humiliated or intimidated.

Both men and women can experience sexual harassment at work and sexual harassment can be directed to a person of the same sex.

Sexual harassment can also be experienced by someone who is not directly involved in the exchange of explicit material. This means a third party who is made aware of such materials being exchanged, who feels offended, humiliated or intimidated by it, may make a sexual harassment complaint.

All workers have a right to a workplace free from sexual harassment, which is why it's important to be aware of the seriousness of such behaviour and the impact it may be having on the people around you.

YOUR EMPLOYER'S RESPONSIBILITIES

Every workplace is expected to have current, valid and legal company policies that include complaint procedures and training for staff and company management. All enterprise agreements and contracts should also outline employer and employee obligations under current sexual harassment legislation.

Employers must also take reasonable steps to prevent and eliminate sexual harassment from the workplace. This goes

beyond simply developing a policy and hoping any sexually untoward behaviour ceases to occur. Active strategies must be implemented to monitor, prevent and eliminate the occurrence of sexual harassment at work.

HOW THE FAIR WORK COMMISSION VIEWS SUCH BEHAVIOUR

In a case that went before the Fair Work Commission in 2019, a worker who claimed he accidentally sent a photo of his erect penis to a colleague outside of work hours failed to have his dismissal overturned.

The worker argued he had made an "honest mistake" by sending the image on Snapchat, a social media app he wasn't very familiar with, instead of another photo.

His employer suspended him while it conducted an investigation, then dismissed him for breaching its code of conduct, bullying and harassment and social media policies.

The FWC found that the worker had "overstepped the boundaries of acceptable conduct with a fellow employee to such a degree that no amount of regret or apology can lessen the seriousness of the incident".

It held that the out-of-hours conduct related to his employment because the company's social media policy applied to all employees when they were interacting with their colleagues. This provided a valid reason for terminating his employment.

WHAT CAN YOU DO?

If you have been sexually harassed or you have witnessed any form of sexual harassment in your workplace, you can report the incident or make a complaint to your employer or the Victorian Equal Opportunity and Human Rights Commission or the Australian Human Rights Commission. You have protection under the law from victimisation or adverse action being taken against you for making such a complaint.

The PPTEU provides support, advice and representation to members who are facing disciplinary action at work, who have experienced sexual harassment at work, and who are being accused of engaging in sexual harassment at work. If you are being faced with any of these issues you should contact the PPTEU immediately.

For more information about how Maurice Blackburn Lawyers can help you, speak to your union for a referral, go to www.mauriceblackburn.com.au or free call 1800 810 812.



NEED LEGAL HELP?

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

Maurice Blackburn's expert lawyers can assist members in:

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

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

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

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



**Maurice
Blackburn**
Lawyers
Since 1919



Making sure insurance is there when you need it

IMPORTANT UPDATE:

The Coronavirus (COVID-19) has created a unique situation and we understand that many of our members are feeling concerned about how it will impact them.

Cbus are providing up to date information on our website and have added some additional resources to answer some of the common questions members have.

We encourage you to use our website as your first port of call for information at cbussuper.com.au/corona-response.

Protecting our members

The Government is introducing new rules that will remove automatic insurance cover for thousands of younger workers and those with low super balances.

We've worked hard to ensure that manual workers – who work in high-risk jobs – can continue to access important automatic cover.

Fighting for members

We know how important it is that Cbus members are covered from their first day on site.

Cbus and other industry organisations lobbied the Government to ensure that members in dangerous jobs stay protected. As part of this, we provided evidence to the Federal Government that showed that the majority of our members work in dangerous occupations.

As a result of these lobbying efforts, an exemption to these rules was introduced. Thanks to this exemption, eligible Industry Super members who work in a manual occupation will continue to have access to automatic insurance cover when they join.

Find out more at cbussuper.com.au/changes-to-your-super

➔ Changes take effect from April 1, 2020

"I pay more to insure my car which is a piece of tin. This is my life we're talking about."

(Cbus member)

New insurance premiums

From 1 April 2020 the cost of death and total and permanent disablement (TPD) insurance will increase, and will now be based on the member's age. How this impacts members in manual, non-manual and professional occupations and members in electech is shown below:

Weekly cost per unit of cover from 1 April 2020

Age band	Manual		Non manual and professional		Electech	
	Death	TPD	Death	TPD	Death	TPD
15-24	\$1.44	\$1.45	\$1.67	\$1.22	\$1.22	\$1.61
25-34	\$1.49	\$1.50	\$1.73	\$1.26	\$1.26	\$1.67
35-49	\$1.53	\$1.55	\$1.78	\$1.30	\$1.30	\$1.71
50+	\$1.66	\$1.69	\$1.94	\$1.41	\$1.41	\$1.86
Cost before 1 April 2020	\$1.33	\$1.35	\$1.55	\$1.13	\$1.13	\$1.49

Improvements

- The biggest rise in cost is for those aged over 50 (an increase of less than a coffee a week). For Manual workers in this age group, the rise will provide them with extra cover. This includes more TPD cover from ages 51–60 and more death cover from ages 60–64. As a result, these workers are now on par with Electech members (something members have asked for for some time).
- Members are no longer restricted to having less TPD cover than death. This allows members to apply for a higher level of cover for TPD if they want it. This is something members have requested for some time.
- A better TPD definition has been introduced which includes psychiatric impairment (mental disorders) and makes it easier for affected members to claim if they need to.

Find out more at cbussuper.com.au/April-insurance-changes



Want to know more? Speak to your local Cbus Coordinator for more information
cbussuper.com.au/support/contact#cbusco

New levels of insurance cover

How much automatic death and TPD cover manual and electech members get is shown below.

Years of age	Manual				Electech	
	Death cover for four units		TPD cover for four units		Death cover for two units	TPD cover for two units
	Before 1 April 2020 (\$)	After 1 April 2020 (\$)	Before 1 April 2020 (\$)	After 1 April 2020 (\$)	Before and after 1 April 2020 (\$)	Before and after 1 April 2020 (\$)
15 - 20 #	52,000	52,000	52,000	52,000	100,000	100,000
21 - 29	208,000	208,000	156,000	156,000	100,000	100,000
30 - 34	208,000	208,000	145,600	145,600	100,000	100,000
35 - 39	208,000	208,000	135,200	135,200	100,000	100,000
40 - 44	208,000	208,000	124,800	124,800	100,000	100,000
45 - 50	208,000	208,000	104,000	104,000	100,000	100,000
51	192,000	192,000	96,000	100,000	100,000	100,000
52	176,000	176,000	88,000	100,000	100,000	100,000
53	158,000	158,000	79,000	100,000	100,000	100,000
54	140,000	140,000	70,000	100,000	100,000	100,000
55	132,000	132,000	66,000	92,000	100,000	92,000
56	124,000	124,000	62,000	84,000	100,000	84,000
57	116,000	116,000	58,000	75,000	100,000	75,000
58	108,000	108,000	54,000	66,000	100,000	66,000
59	100,000	100,000	50,000	57,000	100,000	57,000
60	92,000	100,000	46,000	48,000	100,000	48,000
61	84,000	100,000	42,000	42,000	100,000	39,000
62	76,000	100,000	38,000	38,000	100,000	30,000
63	68,000	100,000	34,000	34,000	100,000	21,000
64	60,000	100,000	30,000	30,000	100,000	10,000
65	50,000	50,000	Nil*	Nil	20,000	10,000
66	40,000	40,000	Nil	Nil	20,000	10,000
67	32,000	32,000	Nil	Nil	20,000	10,000
68	24,000	24,000	Nil	Nil	20,000	10,000
69	24,000	24,000	Nil	Nil	20,000	10,000

* TPD cover will stop at age 65, however you can apply to extend TPD cover to age 70.

Members aged 15-20 are provided with 1 unit of automatic death and TPD cover per week and this is shown above.

Cbus Insurance Facts



Cbus paid 95% of all insurance claims in 2019



\$246 million in benefits were paid to members in the financial year 2018/2019



Over the last five years Cbus accepted over 90% of insurance claims (to 30 June 2019)



We paid out more than \$1.1 billion in insurance benefits (death, disability and terminal illness) over the 5 year period from 1 July 2014 to 30 June 2019



1,436 out of 1,522 claims lodged were accepted and paid in the financial year to 30 June 2019



Cbus
Locked Bag 5056
PARRAMATTA NSW 2124



1300 361 784
8am to 8pm (AEST/AEDT)
Monday to Friday



cbusenq@cbussuper.com.au
cbussuper.com.au



Visit Cbus in person in Adelaide,
Brisbane, Melbourne, Perth and Sydney.
Details: **cbussuper.com.au/contact**

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

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

04-20

EXCLUSIVE OFFER FOR PPTEU MEMBERS

The COVID – 19 crisis has created anxiety and uncertainty across the economy. Simply Finance and Automotive have come together to create a specialized offer to PPTEU members. We are offering unprecedented deals to match these unprecedented times.

The COVID-19 deal for PPTEU members allows members to **take full advantage of the Federal Government's taxation stimulus, such as Instant Asset Write Off and increasing availability of**

Unsecured Business lending.

Simply Finance is a Melbourne based business run by Adam Lane. In establishing the business, they set out to create a no frills, simple and efficient car purchasing and financing service. The team at Simply will assist you in fleet pricing unachievable by a retail client across all makes and models of vehicles for members and their families.

Simply Finance & Automotive have a wealth of knowledge and understanding

of the industry, which will see you avoid the common pitfalls that come with buying a car or getting a loan. They will provide a comprehensive range of the most suitable car loan options, giving you more choices that ensure your needs are met. They understand what you need, and how to deliver it in the simplest and easiest way possible.

www.simplyfinance.com.au/covid-19-government-stimulus-march-2020/

New/Used vehicle buying

Our Simply Automotive team can save you money on buying New/Demo vehicles. Just let them know what you want, and they can save you thousands off the new car retail pricing.

e.g. Jack is looking at the New Ford Ranger at \$52,000 New purchase price. After our brokers do what they do well, he was able to walk away with the same vehicle that was only \$42,000.

Asset Finance

We can find you some amazing rates in the marketplace, which will also help you reduce your tax for the financial year.

e.g. Jack owns a property and is a director of a company that has been trading for more than two years. Vehicle purchase can be approved without having to provide financials on a vehicle up to \$150,000.

Cashflow Finance

e.g. Jack has a company that has a monthly turnover of \$50,000. Based on this he can get a lend for \$40,000 to be paid back over the next 2 years.

Alternatively, he can get an ongoing redraw facility to the same value.

Debtor Finance

e.g. Jack provides stock to other businesses, but has a 30 day payment policy. Jack can get up to 90% of the invoice amount the moment he generates the invoice, shortening the payment term to immediate.

e.g. Jack has a large payment he is waiting for but needs the funds sooner to be able to deliver on his next project. Jack can borrow against the single payment or set up a facility allowing him to bring forward any amounts owing to him, and essentially only pay when he needs the funds.

Trade and Supply Chain Finance

e.g. Jack requires additional stock to keep up with demand, but is required to make payment in full immediately. However, his cash flow does not allow for this. Simply Finance can assist in funding this payment by delaying it or staggering it over a longer period

e.g. Jack's suppliers offer large discounts to stimulate demand. Jack comes to Simply Finance who can quickly source finance which is cheaper than the discount being offered allowing him to scale up his business

Sale and Lease Back EXCLUSIVE OFFER for PPTEU Members

Here at Simply finance, we have the unique position to be able to offer our existing and new clients the ability to free up working capital on their vehicles. Whether they be fully owned, or under finance.

You may well be eligible to right off the asset completely as a new purchase

*if under \$150,000 and your company turns over less than \$500 Million annually

You can claim up to 50%, at any asset value over \$150,000.

If you have previously claimed the instant asset write off, this is your chance to upgrade your current asset and not incur a large profit on sale as you are replacing it. (please consult your accountant for tax advice)



Contact Simply Finance at **1300 115 263** and tell them you're a member of the PPTEU. Adam Lane and the team at Simply will look after all your requirements.

You can see more about Simply Finance including full Terms and Conditions at www.simplyfinance.com.au/discount-new-cars/



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MERCHANDISE OF THE PLUMBERS UNION

HOODIES



JUMPERS



FLURO VEST



COLLARED JUMPERS



T-SHIRTS



POLO SHIRTS



MORE ITEMS & ORDER FORM ON REVERSE.

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

www.ppteu.asn.au



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BEANIES



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33



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35



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CAPS

ACCESSORIES



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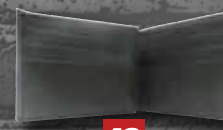
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MERCHANDISE ORDER FORM

SHIPPING DETAILS

Name: _____

Address: _____

City: _____ Post Code: _____

Mobile: _____

Email: _____

PAYMENT DETAILS

Total Amount: _____

☐ Cash ☐ Cheque ☐ Credit Card

Name on card: _____

Card number: _____

Expiry Date: _____ CSV: _____

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

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

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

TOTAL \$

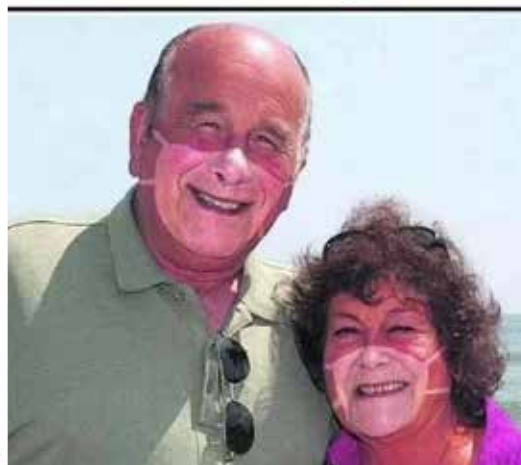
Note that sizes range from S to XXXL.
Leather Belt size range from S to XXL

Plus postage



Meme while around the social media traps....

Just back from our cruise. Had a great time.



The future of t-shirts



No Paper no worries

Jim's

Bum cleaning service



SCOTT MORRISON GIVES EVIDENCE AT THE BUSHFIRE ROYAL COMMISSION



The Iron Ladyboy



CALL THE LINCOLN PROJECT

Canavan Virus...



think tank



CALOMBARIS STEALS \$7.8M IN WAGES

FINED:
\$200,000



UNION SUBMITS LATE PAPERWORK

FINED:
\$445,000

IF WE DIVIDE 125 GENDERS BY THREE BATHROOMS



HOW MUCH CLIMATE CHANGE DO WE HAVE?





You need the cover that's right for you.



Does your Death and TPD insurance cover you at work?

Many Cbus members work in a physically demanding, hazardous industry¹. If you work in a hazardous occupation, Cbus may be the only option or one of few options to obtain insurance cover². Other super funds may restrict or exclude automatic insurance cover for one or more of the following occupations: concreter, bricklayer, plasterer, labourer, plumber, painter, rigger, welder, scaffolder, or dogman².

We're here to help.



Speak with your Coordinator



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

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