

# PPTEU

SPRING EDITION 2017



## Journal



STAND UP FIGHT BACK



PPTEU LEADING THE WAY ON FIRE SAFETY



ARE YOU IN CONTROL OF YOUR GAMBLING?





*A message from your President...*

## OUR PRIORITY IS PROTECTING YOUR RIGHTS & CONDITIONS

**Nazza Ottobre | PPTEU President**

Welcome to the Spring 2017 edition of the PPTEU Journal. As members will read in the Reports from the Secretary and Assistant Secretary, the PPTEU and all the construction sector unions are under attack from the Federal Government on several fronts. Not since the dark days of the Howard Government's Work Choices have working people been under such sustained attack in this country.

**Members should be confident that our union, is strong and united behind Secretary Earl Setches and Assistant Secretary Paddy McCrudden. We are under attack, but we are up for the fight and working harder than ever to protect our members from attacks on their wages, conditions, rights and safety.**

The Secretary and Assistant Secretary's Reports inside give members a good overview of the political and industrial environment we are in, and provide an update on where we are up to in terms of EBA compliance with the new ABCC's Building Code. I strongly encourage members to read these Reports and generally to stay informed about what is going on in what is a complex and changeable political and industrial environment.

Despite all the attacks, the PPTEU is as strong as ever, and staying focussed on

delivering for our members and ensuring the industry and our trade remains strong. We are leading the way in terms of training, providing members with the best industry led training in Australia in Plumbing, Fire Protection as well as related safety and industry development.

Together with our Industry partners we recently opened the Geelong facility and have started work in Narre Warren on the new research facility. Our members can access the very best, world class training and train on state of the art equipment, at no cost to them. We are very proud of what we have been able to achieve for members in terms of training and facilities development. More information on what is going on in industry training, including more on the Narre Warren project, is covered inside this edition.

In OH&S, and in partnership with Incolink and others, we are delivering more safety and well-being related training, support, advice than ever before. And it is vital work in our sector in which:

- Suicide rates are 71% higher than the rates for other employed men in Australia.
- Every year 191 construction workers take their own lives – one every second day.
- Around 5,500 construction workers will attempt suicide each year and of them around 970 will be permanently disabled after a suicide attempt.

- A construction worker is six times more likely to die by suicide than an accident at work, and **27 people have been killed in 2017** (6 more than at the same time last year).

We have a Federal Government clinging to Office with a one seat majority introducing a range of new laws aimed at undermining the ability of the union and Incolink to continue to provide services that support members and save lives. We are fighting back and doing all we can to prevent this anti-union laws which could have very serious consequences for our members and their safety at work and their well-being more broadly.

Inside this Spring Journal, members can read about some of the exciting developments relating to our Affiliation with the UA; check out a couple of the more unusual jobs going on around town – the massive data storage project at Derimut and the amazing development at picturesque Cape Schanck. There are also member profiles, retirements and vales, and an important story about the need to keep control of your gambling, and not letting it control you.

Thank you to all members for your ongoing support. Our union, our sector, our pay and conditions, our fundamental rights and our ability to look after the interests of members is being directly threatened by the Federal Government. I encourage all our members to get behind our Secretary and Assistant Secretary as we stand up and fight back.



# Inside This Issue...



## SPRING EDITION 2017

### 2018 GENERAL MEETING DATES

#### Melbourne

52 Victoria Street, Carlton South

28 Mar 2018 | 26 Jun 2018  
25 Sep 2018 | 27 Nov 2018

#### Geelong

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

29 Mar 2018 | 27 Jun 2018  
26 Sep 2018 | 28 Nov 2018

<b>8-15</b>	PFI Awards Night
<b>16-17</b>	PICAC Narre Warren
<b>18-21</b>	UA - Collaborating for Success
<b>22-23</b>	Grown Frown - A World of Unemployment
<b>24-27</b>	Fire Protection
<b>28-29</b>	OH&S - Plant & Equipment
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## PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

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*A message from your Secretary...*

## **STRONG, UNITED AND FIGHTING HARD FOR OUR MEMBERS' RIGHTS AND TO PRESERVE OUR TRADE**

**Earl Setches** | PPTEU Secretary

Despite attacks on our fundamental rights by the Turnbull Government, and attempts to limit our ability to represent our members, the PPTEU is going from strength to strength. Our membership base is strong, and our organisation is financially solid. We are strong and united, and we need to be because the fight for our rights will continue until Turnbull and his ABCC are punted from the political and industrial arena.

As we approach the end of 2017, our Union, along with others in our sector, remains under direct and sustained attack from a Federal Government determined to destroy us, and strip away rights and conditions of workers. The Government wants to make us all less safe at work, to work longer for less, and to have fewer protections against replacement by unskilled workers or against exploitative bosses.

### **ABCC – Building Code Compliance**

The centrepiece of the Turnbull Government's anti-union agenda is the Australian Building and Construction Commission (ABCC), and the new unjust and dangerous Building Code, which it is there to enforce. The new Code came into operation on 1 September this year.

As members will have heard me and other trade union leaders say, the ABCC's new

Code is just plain bad for workers. The ABCC reduces worker safety; bans several reasonable conditions; removes workers' rights like the right to silence; is discriminatory in that it treats construction workers differently to anybody else; and it treats workers and their families as though they are criminals.

When the ABCC was last in operation, under the Howard Government, workplace deaths of construction

workers reached a 10-year high. The ABCC makes it harder for Union and workplace health and safety representatives to ensure safety on site.

As well as fighting every day for our members against the Federal Government's IR agenda, we are leading the way on other important issues affecting our industry, and the safety of the community.



## **Developing an effective regulatory framework for the modern plumbing industry.**

As members may be aware, the Victorian Plumbing Regulations (2008) are in the process of being re-made. Regulations “sunset” after 10 years and we are working closely with the State Government and the regulator, the Victorian Building Authority, to ensure that the Regulations that are re-made next year clearly define and preserve the scope of regulated plumbing work so that only qualified and licensed plumbers can do that work. We will make sure that the new regulatory framework maintains our licensing and registration system, which is key to our trade remaining strong and to the keeping the community safe.

## **A safe and skilled national Fire Protection Industry**

Members will be very familiar with the current controversy surrounding the widespread use of highly flammable polyethylene (PE) cladding on Australian buildings. It is becoming all too apparent that right across the country, our built environment – from residential apartment towers to hospitals, public buildings office developments – is not nearly as safe as it could and

should be, and that a Grenfell type disaster, which killed 80 people in London earlier this year, is a very real possibility here too.

We know the VBA won't do anything about it, and so we are calling on the Federal Government to take immediate action to address this situation which is putting our residents, our hospitals and our schools and shopping centres at risk. This PE cladding is everywhere, and we need a co-ordinated national and strategic approach to its removal and replacement.

Eliminating the unacceptable risks relating to the cladding that is already on our buildings, and making those buildings safe, is a priority. Another is addressing the current level of inconsistency in terms of licensing and registration for Fire Protection professionals in Australia's states and territories. On this issue, the PPTEU is leading the way.

There is great variability in the licensing requirements in Australia. It varies from having highly-skilled, accredited professionals working in states such as Queensland and Victoria to having no licensing requirement at all for workers in states like Western Australia. This situation erodes quality across the board, and

the attracts unskilled workers to the high value markets of Melbourne and Brisbane, undermining their robust industry licensing and quality assurance systems. We end up in a race to the bottom in other words, which is unacceptable in an industry as important to community safety as ours.

As discussed in more depth inside this edition, the PPTEU and the industry employers, the National Fire Industry Association (NFIA) are calling for the Federal Government to establish a National Fire Industry Safety Commission to lead the way forward on a national licensing framework initiative, to deliver quality outcomes and safety to the Australian community.

I encourage all members to read the important notices inside this edition regarding minimum training requirements for safe use of boom type elevated platform work, and about changes to Incolink membership benefits.

**I also hope all members enjoy a well-earned break and take care of themselves over the Christmas season, and stay safe on and off the job site.**





*A message from your Assistant Secretary...*

## **PPTEU IS UNDER ATTACK FROM A FEDERAL GOVERNMENT DETERMINED TO DESTROY US**

**Paddy McCrudden** | PPTEU Assistant Secretary

As we approach the end of 2017, the Australian political and Industrial Relations environment is anything but certain. The Federal Government is hanging on by a thread, and the dual citizenship debacle means that an election could happen at any time.

Despite having no mandate or legitimacy, the Turnbull Government is attempting to maintain its attack on workers and on Australian construction workers in particular.

The Government's agenda is clear. It wants to destroy the construction sector unions however it can. As shown in the case of disgraced former head of the ABCC, Nigel Hadgkiss, it is prepared to break the law to do it. Hadgkiss was forced to offer his resignation to his boss, Senator Cash, in September

after he had to admit that he had recklessly misrepresented union rights to employers for two years. Hadgkiss admitted that he had breached the Fair Work Act by not updating ABCC information and guidance material in 2014 that would have reflected new union rights to enter workplaces introduced by Labor. In other words, he wilfully and deliberately obstructed unions from entering workplaces and representing their members.

The Government is not only attacking members pay and conditions through the biased ABCC and its restrictive and draconian Building Code, it is trying to directly attack unions and their officials. The Registered Organisations Commission (ROC) was set up with the specific purpose of making it harder for unions to represent their members. The Government promised an independent watchdog, but what they have given us is a completely biased attack dog. So biased is it that the first thing it did when it was established was to raid the

AWU offices looking for some irrelevant paperwork relating to a legitimate donation a decade ago. The whole thing blew up in their face of course when Senator Cash was exposed as a liar and her staff exposed as politically motivated.

Make no mistake, the sole purpose of the ABCC and the ROC is to try and destroy the construction sector unions. And there is more planned. Currently there are five new Bills before the Parliament to further attack union's ability to look after their members and keep them safe at work. Four of those are about restricting the role of unions in funding and managing superannuation funds – funds which regularly outperform the commercial funds and deliver better returns to members.

The other new Bill seeks to impose a range of new and unnecessary restrictions on the use of welfare and training funds, putting at risk the great services members currently have access to through Incolink and the free safety and industry training provided to



members through PICAC. The jobs of the OH&S Officers in ours and other unions, which are funded in part through employer contribution schemes like Incolink, are also under threat.

This makes absolutely no sense to our Industry, where the safety of workers and the community is the highest priority. As is the case with training resources, the current arrangements allow Incolink and the Industry to invest resources efficiently and effectively in worker safety and well-being.

This is particularly important in the Australian construction sector in which:

- Suicide rates are 71% higher than the rates for other employed men in Australia;
- every year 191 construction workers take their own lives – one every second day;
- a construction worker is six times more likely to die by suicide than an accident at work;
- 27 people have been killed in a workplace accident 2017 (6 more than at the same time last year); and
- around 5,500 construction workers will attempt suicide each year and of them around 970 will be permanently disabled after a suicide attempt.

Despite these alarming statistics the Government is attacking services like Incolink. Any

regulatory changes that reduce the ability of the Industry, through Incolink, to provide its services will have serious consequences. Incolink provides:

- Support for workers with mental health and drug & alcohol problems;
- support on worksites during critical incidents;
- suicide prevention programs;
- counselling for over 3,000 workers annually;
- physical health checks for 4,000 workers annually;
- funding for training for over 16,000 workers annually; and
- funding for 21 OH&S officers.

We will be fighting hard against the introduction of the proposed new laws. The Government has no business introducing such important legislation when the Parliament is such a circus and the Government's legitimacy under serious question. We will be campaigning to stop these Bills becoming law and when Federal Labor is elected – hopefully sooner rather than later - we can put an end to the ABCC and ROC.

In the meantime, **if any members are approached by their bosses with any proposal to vary their EBA or conditions in any way, members should contact the union immediately.**

Despite the best efforts of the Turnbull Government to nobble us

and other construction unions, our Union and our industry is going from strength to strength. Having developed and implemented an industry training model at PICAC, a model that delivers the best Plumbing and Fire Protection training in the country, we are bringing that training opportunity to more people in more places.

As featured in this edition of the Journal, construction of PICAC's third facility, the Narre Warren research facility, has commenced. Planning is also underway for a new facility in Brisbane, allowing more Australians than ever access to the best industry led training available in the country.

At a state level, 2018 is shaping as an important one. There will be an election in November, and it is vitally important that the Andrews Government is returned. Only Labor understand the importance of our registration and licencing system, and the only way to protect it is to make sure Labor is in Government.

**I wish to thank all members for their support throughout 2017, and on behalf of the PPTEU, wish you all a happy and safe 2018.**



# AWARDS NIGHT

Saturday 5 August 2017



PLUMBING & FIRE INDUSTRY  
AWARDS





## On Saturday August 5, 2017 the Plumbing and Fire Protection Industry came together for the third annual Plumbing and Fire Industry Awards (PFIA).

Held for the first time this year in the very sophisticated and glamorous Grand Hyatt Melbourne, the PFIA is a joint initiative driven by key industry stakeholders -the Plumbing and Pipe Trades Employees Union, the Master Plumbers, the National Fire Industry Association, the Plumbing Industry Climate Action Centre, the and the Association of Hydraulic Service Consultants Australia, which was a presenting partner for the first time in 2017.

The aim of the Awards is to recognise excellence in the training and development achievements of individuals and companies, and acknowledge professionals at every stage of their career and across the various disciplines.

This year over 500 people celebrated the achievements of their peers at the sold out event. Guests were entertained in style by polished stage performer and MC Tim Campbell, and later in the night Joe Camilleri and his band the Black Sorrows belted out some crowd favourites.

In attendance at the gala event were several high-profile guests, including Labor Senator Kimberly Kitching and the Hon. Senator Kim Carr, who was there representing the Leader of the Opposition, The Hon Bill Shorten.

Senator Carr drew on the regulatory failings around the Grenfell tragedy, and the near tragedy at Melbourne's Lacrosse Tower, to make some important points about the vital role strong regulations, including things like our licensing and registration system, plays in ensuring public safety.

Also present were the Member for the Federal seat of Wills, Labor's Peter Khalil, and Victorian Upper House Labor MP Shaun Leane, Parliamentary Secretary to the Special Minister of State and Parliamentary Secretary for Infrastructure, and Councillor Oscar Yildiz of Moreland City Council and Founder and CEO of Bully Zero Australia Foundation.

The Awards cover a broad range of industry activities and contributions, and recognise Indigenous and female industry professionals, excellence in OHS, education and sustainability, and outstanding contributions from the fire protection industry.

Congratulations to all the finalists and winners, especially to Lou Maglio who received the prestigious William P Hite Leadership Excellence Award, the most prestigious award in the industry.

Thank you to all our members that supported the event and to all those who worked hard to ensure it was a stunning success. The PFIA stakeholder committee did an outstanding job.

### THANK YOU ALSO TO ALL THE PFIA SPONSORS:

**MAJOR SPONSOR:** Cbus

**PLATINUM SPONSORS:** AHSCA, City of Melbourne, Conex Banninger, D&E Air-conditioning, Davey Water Products, Energy Safe Victoria, Fire Industry Training, Incolink, InSinkErator, PICAC, Plumbing Joint Training Fund, RAW Recruitment, Reece, Tradelink, Victaulic

**GOLD SPONSORS:** Maurice Blackburn, simPRO, Victorian Building Authority.

**SILVER SPONSORS:** Commerce Press, IAPMO Oceania.

## The PPTU CONGRATULATES all the Award winners



### Excellence in Fire Protection Award

David Beaumont

*Network Fire Systems*



### Sustainable Professional Award

Cooke & Dowsett



### Project of The Year Award

CBS Plumbing for the Victorian Comprehensive Cancer Centre



### NFIA Apprentice Award

Bradley Mackenzie

*Grant Fire Services*



### The AG Coombs Mechanical Services Award

Jack James

*Fraser & Mountain*



### Frank Maskell General Plumbing Award

Calan Haydon

*Geschke*



### NA Smith Gas Award

Jarrad Gstrein

*Plumbing Apprenticeships Victoria*



### Andrew Letter Master Plumbers Gold Medal Award

Calan Haydon

*Geschke*





## Lucas Blyth Winner

### Excellence in Education & Training Award

The Education and Training Award, sponsored by the Plumbing Joint Training Fund, is awarded to "a plumbing, fire protection or HVAC industry professional who has delivered innovations, solutions and / or new technologies to improve the delivery of education and training services to the Industry."

In 2017, the Award was presented to Lucas Blyth of Fire Industry Training (FIT), and it is hard to think of a worthier winner.

Lucas is a fitting and worthy winner of an Award that recognizes innovation, because in many respects Lucas' career in training – like training for the Fire Protection Industry more broadly – has been a series of innovations. Both have also been a series of successes.

Lucas says he was humbled to receive the Award which he says reflects the success of FIT, which has transformed from an empty warehouse and a good idea into the largest provider of specialist

Fire Protection training in Australia in under a decade. He believes that his and FIT's shared success is due to the hard work and the vision and determination of many people. Lucas says he is very pleased to receive the Award but is very quick to point out that he has been successful in his role because FIT has been successful, and FIT has been successful because of key people, like Carmel Coate, Earl Setches, Russell Menzies, John Arnell and a range of other very passionate trainers and professional administration staff.

A Sprinkler Fitter by trade, Lucas started his apprenticeship in 1999 at RMIT, which was the only option in those days. Lucas was 20 years old then, and already had a trade behind him as a Fitter and Turner. A downturn in manufacturing saw him laid off from his job with Cigweld and so he thought he'd give Sprinkler Fitting a try. Lucas got himself a job with Gemfire and started his career in the Fire Protection Industry.

As soon as he entered the industry, Lucas says he "loved it" – the work, the training and the people. He completed his apprenticeship in 2003 and for the next half a dozen years worked first for Gemfire then Wormald, doing a broad range of contract, service work and testing.

By the mid 2000's, Lucas was going along happily, working as a supervisor at Wormald when the offer of a trade school teaching role "dropped in his lap"; and his career changed direction. As Lucas tells the story, he was dropping an apprentice off at RMIT one day, when Arthur Mete, who ran the RMIT school, approached him and asked him if he'd ever thought about being a trade school teacher. Arthur said they were looking to replace a guy who was retiring and thought Lucas would

be a good fit.

Lucas, who always rated Arthur's judgement, decided to give it a go. That was in 2007, and Lucas took the job at RMIT and completed a Certificate IV in Training and Assessment while he taught classes under the mentorship of Arthur and others. The T&A qualification took about a year to complete and between 2007 and 2011 Lucas taught the Sprinkler Fitting Apprenticeship at RMIT.

In August of 2011 Lucas accepted a job at Fire Industry Training (FIT). Then, FIT was very much a start-up, concerned solely with delivery of post-trade courses. The Diploma of Fire Systems Design was only just taking off and the apprenticeship was still being delivered by RMIT.

Back then, Lucas explains, there was very little training infrastructure to speak of -

*"We had pretty much an empty shed, so the first project was to work with the Advisory Group to design and build a facility, so you could say I was thrown in the deep end to some extent".*

*"Vin Ebejer was the CEO then, and we had a grant from the Federal Government, which was Labor then, to build a Fire Protection Centre of Excellence, so we just set about building one. Sounds simple right?"*

Well not really, but they did it. When asked to reflect on those days, Lucas says that the most important thing was teamwork, and being prepared to work outside of your comfort zone and to try new things. He says that in those days he was "doing both the face to face teaching of students, as well as marketing of the Centre of Excellence and FIT, administration and general





business operations. We were light on for staff and had a massive project to bring to life and so we just all pitched in."

In 2013, RMIT announced that they were no longer willing or able to continue to offer the Sprinkler Fitting apprenticeship. The numbers were not adding up for them and government cuts to TAFE funding were not helping.

So RMIT had all the training equipment, the valves and pipes etc but no use for them. The new Centre of Excellence had all the space and none of the equipment. So, armed with a truck and a few tools, Lucas, Russell Menzies, Andy Wallace, Steve Rocco, Jake Cranny and a few others spent a few days dismantling the RMIT set up and relocating it to Phoenix Street Brunswick.

Lucas still looks back on those days with a sense of great pride:

*"Earl (Setches) made a decision when the RMIT course wound up, that it was up to us to, quite literally, save the trade. There was nowhere else to deliver apprentice training in Fire Protection and if Earl and Ox and*

*others hadn't made this happen, the trade was finished. So, to say it was important is a bit of an understatement. The trade was saved, simple as that".*

Lucas recalls that they had about 3 months to write all the training material, build a facility, recruit trainers and do basically everything. Once they had designed a course, they had to get approval from the Commonwealth regulators (ASQA) to deliver the course nationally. Lucas also had to work with the Governments of Victoria as well as Tasmania and the Northern Territory, because FIT were taking students from those jurisdictions also. They also had to arrange for all the existing RMIT students to swap over to FIT.

It was a daunting task, but through a team approach and lots of dedication, success started to come. In only its second year of operations in 2013 FIT won the Plumbing Industry Commission's Small Training Provider of the Year Award.

Key to the successful establishment of the Fire Protection Centre of Excellence was the UA - The United Association of

Journeymen and Apprentices of the Plumbing, Pipefitting and Sprinkler Fitting Industry of the United States and Canada. Through our union's Affiliation with our US counterparts, the UA provided invaluable expertise and know how about how to design, build and grow the facility.

Over the next few years, student numbers grew and some new trainers came on board, like Russell Davis, Roger Byrne, Angelo Sciarra, Damien Schroeder, Jean Paul De David and Jason Tutty and others. Now, all Fire Protection Apprentices from Victoria, South Australia, the NT and Tasmania attend FIT, which is about 280 apprentices. FIT has 12 full time staff in Victoria (training, administration and management).

This year FIT effectively took over responsibility for also delivering all Fire Protection training in Queensland, and is now delivering a national curriculum through what was formerly the Service Trades College. Given that Western Australian Fire Protection apprentices do their training through Queensland, FIT can now deliver nationally consistent apprenticeship training in every



State other than NSW. And there are plans there too, with funding approval from the NSW government to deliver the course, FIT is now looking for a NSW location to deliver it from.

*"So, we are basically going to do it all again now, just in NSW this time. We are going to find a site, plan it, build it, staff and equip it and away we go. Oh, and we want to start delivering next year, so we have about 3 months to work all this out".*

Lucas says the success of FIT both in Victoria and now in Queensland, gives him a lot of confidence in terms of future challenges, like bringing FIT training to the NSW market:

*"Once you know you can do it once, and you have learned a few lessons along the way, you know you can do it again, so that builds personal and organizational confidence, which is important".*

Lucas says you have to be confident in your people and listen to learn. He says the time spent sitting down with instructors and students regularly to review the performance of the training and the relevance of the content or how it is delivered is key to success. As he puts it:

*"If you don't sit down and ask the clients about their experience of what you are delivering, you are never going to improve".*

Lucas says the full 360-degree feedback loops FIT has established between instructors, students, employers and even manufacturers means that courses can stay relevant, and be delivered in a way that maximises student learning opportunities and the workplace relevance of the course material.

FIT deliberately and strategically invests in developing the capability and skills of its training staff. This is something FIT has borrowed from the UA, an organization that invests heavily in ensuring their instructors are as skilled and up to date as possible.

Lucas has a strong connection with the UA. He graduated the UA Instructor's Training (Russell Menzies and Greg Tink are the only other Australian to do so), an experience he says he is very grateful for.

Lucas is also a member of the Sprinkler Fitting Training Director's Group of the UA, a group of 22 people who, like Lucas, run Sprinkler Fitting trade schools in Australia, Canada and the US. The group shares information on course content and delivery.

*"We share information and knowledge about what works and doesn't work in training. For example, the group recently helped us set up remote learning modules for some subjects over the internet. The UA knew which program was the best and so we saved time and costs and delivered our first trial last week and it worked brilliantly".*

Lucas says he is very proud of what has been achieved by all the team at FIT over the past decade or so. He is particularly proud of the fact that we (the Australian Sprinkler Fitting Industry) are now competing in an international skills competition for Sprinkler Fitting, which he says indicates just how far we have come. Held for the first time 3 years ago on World Plumbing Day, apprentices have represented Australia for the past 3 years in the USA and, as Lucas says "they have held their own and got great feedback from the judges, so a win might be just around the corner".

**The PPTEU are very grateful to have Lucas in our industry, and congratulate him on winning the Education and Training Award. Well done Lucas!**



## **Robbie "Bomber" Peden** Winner

### **Indigenous Professional Award**

Robbie "Bomber" Peden is the sort of bloke who leaves a lasting impression. His physical presence carries with it the sense of menace and determination that saw him win the IBF Super Featherweight title in 2005, represent Australia at two Olympic Games and win a Commonwealth Gold Medal at the 1994 in Victoria, Canada.

These days Robbie is a no nonsense, straight talking professional, focussed on facilitating employment and training opportunities for young men and women (both Indigenous and non-Indigenous), and to helping those young men and women take advantage of those opportunities.

This year Robbie was recognised for his professional achievements outside of the boxing ring when he was awarded the 2017 Indigenous Professional of the Year at the Plumbing and Fire Industry Awards.



Robbie works for RAW Recruitment, an organisation dedicated to providing Group Training and Employment Services for Aboriginal job seekers and employers of Aboriginal people. RAW aims to reduce Aboriginal disadvantage by engaging men and women through sport and community and assisting them into sustainable employment. RAW provides a full suite of employment and training services across several industries, including the Plumbing and Fire Protection Industry. RAW provides:

- Labour Hire and Temping services;
- Direct Employment;
- Traineeships and Apprenticeships;
- Cultural Awareness Strategy and Training;
- Reconciliation Action Plan (RAP) Development and Audits;
- Aboriginal Employment Strategy;
- On the job Mentoring; and
- Pre-Employment Training.

Robbie's main focus at RAW is managing the PPTEU's Indigenous plumbing program. At present there are 20 apprentices who came to RAW through the PPTEU program and who are now in employment and training. Robbie's role is to "look after" those 20 young people, and his recognition by the PFIA is a strong indicator of how good a job he is doing.

Robbie says his role is very hands on, but that's the way he likes it and that's what works best.

*"I text them every morning at 7.00am - all 20. They need to respond with Work, Trade School or Sick. Nothing else. That's the rules and they know that".*

Not surprisingly, Bomber doesn't get much push back from the young people he looks after.

He says that despite how far we have come as a society in terms of equality, there is still several layers of disadvantage that Indigenous people have to overcome.

*"We all know the reality of Indigenous disadvantage. The only way to overcome it is to be dedicated,*







*work hard and be disciplined and focussed – no shortcuts”.*

*“It’s like anything in life, whether it’s boxing, or learning to be a great plumber or having a good relationship or anything else, you have to work at it and stay dedicated. Good things happen when you do that, and they don’t if you don’t, simple as that”.*

He also says that taking a positive view of things is very important. For example, he makes the point that we often hear about how the Indigenous population, which accounts for only 2% of the general population makes up 80% of the prison population, which is terrible.

*“But you don’t hear so much about Indigenous people making up 15 or 20 per cent of the AFL draft. We need to translate that success into the workplace”.*

Robbie says he loves his job, and that the best part is seeing young people achieve success through hard work and discipline.

*“It’s all about their journey, the positives and negatives. I always ask myself what can I do to better myself and what can I do to help them to better themselves. By providing for them, I get something out of it. It gives me a great sense of purpose, direction and satisfaction. It’s all about putting in, about leading by example. I keep my word to them, and expect them to be straight with me. That’s how I lead.”*

Robbie says he has always valued the support of those around him. He says his Mum and Dad have always been his foundation, and that Alan Jones and Christian Gaylard at RAW are a great support to him in his role. Robbie says he is also very grateful for the support and guidance he has received from and Longy (the great Michael Long), and our Secretary Earl Setches.

*“Those four guys are all great blokes, who care deeply about creating opportunities for young men and women. We are focussed on Indigenous employment, but we also employ non-Indigenous people and are all about providing opportunities for highly skilled, ticketed employees”.*

Robbie loves to draw on the lessons he has learned in life as a proud Indigenous man, and as a world class boxer, to teach young people.

*“I tell them how hard you have to work to be successful. I tell them how when I was a young boxer there were people around who told me I wasn’t good enough and would never make it to the Olympics. I went twice. I tell them how good it felt when I won a Commonwealth Gold Medal, beating the “Pommy” – I tell them hey, they took my land, so I took their gold. You have to fight in life if you want to make a better life”.*

Robbie presently looks after 20 young people, and is anticipating that number more than doubling.

*“Currently we have 20 that we look after through the union program, and I’d like to see that grow to 50 over the next 2-3 years. That’s what we can strive for and I believe that is achievable.”*

**Congratulations Robbie, and we wish you and RAW Recruitment all the very best for the future.**





## Lou Maglio

Winner

### William P. Hite Leadership Excellence Award

This Award is presented to an industry participant who has excelled in a leadership role, and whose impact has made a significant difference for the benefit of all in the plumbing, fire protection, HVAC and pipe trades industries.

The winner of this award is nominated and selected by an industry panel. Previous winners have been Carmel Coate, who won the inaugural award in 2015, and last year Doug McClusky and Vin Ebejer, two industry legends, shared the award.

In 2017, the William P. Hite Leadership Excellence Award was presented to Lou Maglio. As our Secretary Earl Setches said in presenting the Award to Lou on the big night, the William B. Hite award is the highest honour our industry can bestow on an individual. It is an award that is all about recognizing the amount of

work and time and effort people give in terms of putting back into our industry, to make it better for all of us.

Earl pointed out that he and Lou had some arguments and tough negotiations over the past 20 years or so, but said he always had the utmost respect for Lou and that Lou's motivations were always about making the industry better. Earl said:

*"Lou has put in countless hours, looking after young apprentices, mentoring them, and even examining them. He is a great leader of our industry".*

Lou has been a part of the Plumbing and Fire Protection Industry for over 40 years. He started as an apprentice in the 1970's with Thomas Walker Plumbing. Then in 1985, Lou teamed up with Allen Morris and Peter Coleman to start the Entire Group and formed Entire Fire Protection. By 1986, Mark Franklin had joined the group and formed Entire Mechanical Services to carry out mechanical (air-conditioning) installation projects and complement the growing fire contracting business.

In 1992, Entire Engineering was started to provide a reliable supply of pre-fabricated pipe and fittings for both Fire and Mechanical projects. As the contracting and pipe fabrication businesses evolved, in-house support departments grew organically to meet their needs. By the 1990's estimating, commissioning, drafting, small projects, testing, and service departments were an integral part of both Entire Fire and Mechanical Services businesses.

By the mid 1990's, Entire's in-house mechanical and fire engineering departments had evolved and were designing fire and mechanical projects from the ground up or were value managing existing projects to meet the needs of clients. Today, the Entire group of companies is a respected provider of fire and mechanical installation projects. Entire's service and maintenance businesses also provide service to a wide variety of external clients.

Lou continues to work in the business every day as the General Manager. Lou is also a Board member of Fire Industry Training (FIT).

When asked about his Award, Lou said he was humbled and grateful to receive it.

*"It is a great honour to receive the Award, and to be presented with it by Earl Setches who I have such respect for, was really special".*

Lou believes the industry is in very good hands with the current industry leaders, but as usual is focused on the future:

*"We have come so far in terms of skills and training, and have fought hard to preserve our licensing and registration system. We have to keep that up and strengthen our licensing regime to better qualify the workers of the future".*

**Congratulations Lou on receiving the William P. Hite Leadership Excellence Award.**

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





L-R - Dave Viola, Chief Operating Officer and Executive VP, the IAPMO Group; Russ Chaney, CEO the IAPMO Group; Glenn Menzies of the PPTEU; PICAC CEO Shayne La Combre; DJ Nunez, President, the IAPMO Group; Paul Bonsak, Managing Director, IAPMO Oceana

# PICAC NARRE WARREN CONSTRUCTION UNDERWAY!



Monday 11 September 2017 was a significant day in the history of the PPTEU and the Australian Plumbing Industry as a whole. It was the day when the PPTEU, as well as representatives from Master Plumbers, PICAC, and IAPMO “turned the first sod” in a ceremony to mark the beginning of the construction phase of PICAC Narre Warren.

Building the Plumbing Workforce of the Future



PICAC Narre Warren, located in the heart of one of the fastest growing population and housing corridors in Australia, will be PICAC's third Victorian campus. Adding the Narre Warren campus to Geelong and Brunswick will allow PICAC to re-train up to 400 workers each year as well as up to 200 new Apprentices in Plumbing and Fire Protection year on year.

The new facility and the opportunities it brings is great news for PPTEU members, who can access industry training at PICAC - the best quality training available in Australia - at no cost. It is also very important to the community and economy, especially given the growing demand for Plumbing and Fire Protection skills, and for re-training as the economy transforms away from things like car manufacturing and coal fired electricity generation.

In developing the new facility, the PPTEU, through PICAC, has partnered with the International Association of Plumbing and Mechanical Officials (IAPMO), one of the world's leading plumbing product certification agencies. The concept behind the Narre Warren facility is new, innovative and different to PICAC's other facilities.

Unlike the Brunswick and Geelong campuses, which are focussed on training delivery, the Narre Warren facility will be a purpose-built research centre. Its focus will be on information exchange and knowledge-sharing to drive alignment between Australian industry training and the latest products and innovative techniques from around the world.

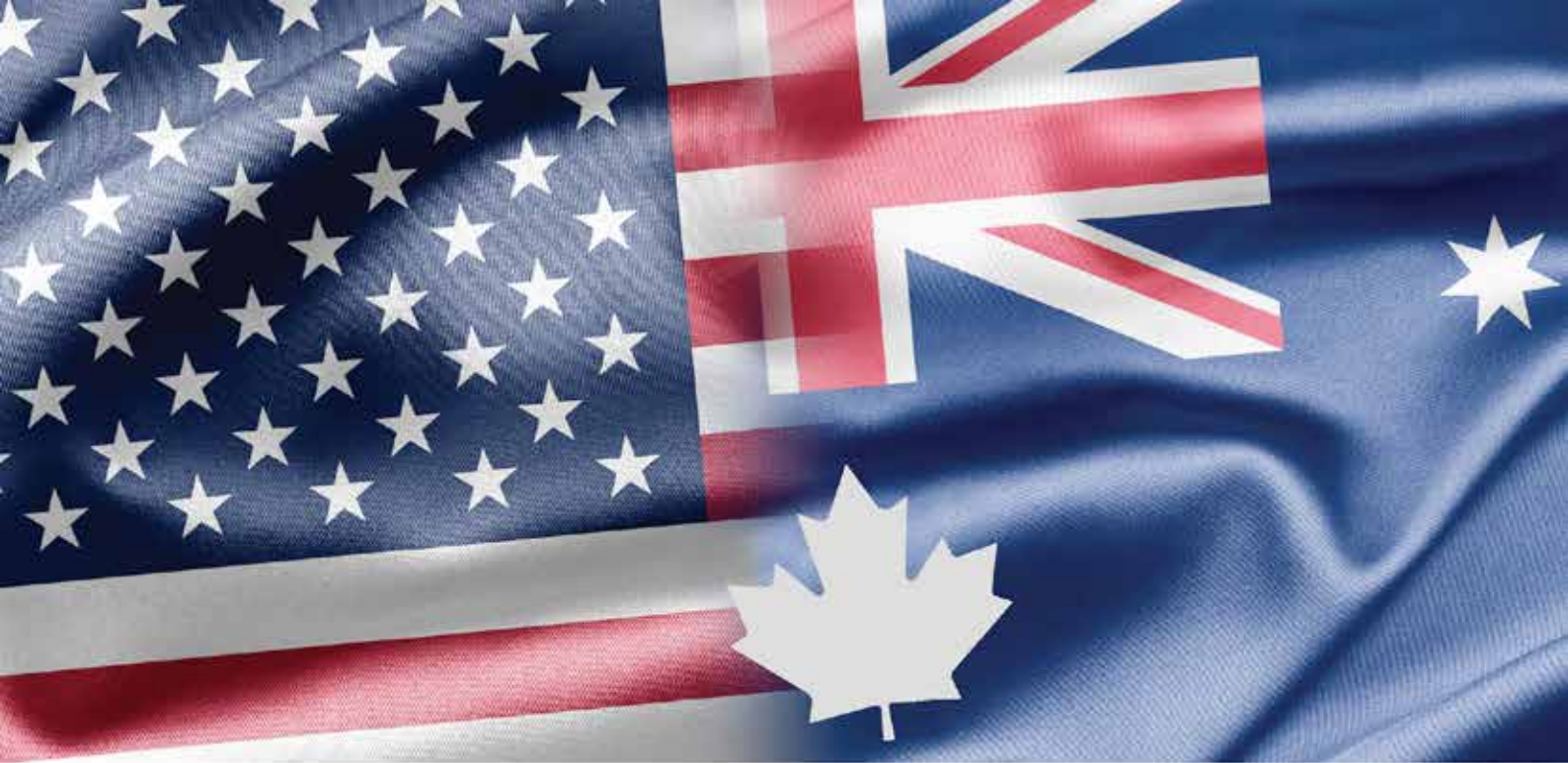
Through this facility we will play an important role in ensuring Australian plumbers have the skills necessary to take advantage of the rapid advances in product development and technology in energy and water efficiency products, which will become increasingly important to our economy going forward. It will better enable PICAC and the industry to understand, anticipate and rapidly respond to these changes, ensuring the Australian industry and community are able to realise the benefits of new energy and water efficient products.

**PICAC Narre Warren is set to open in late 2018.**



Shayne La Combre turns the first sod on what will be a state of the art research facility





# UNION PLUMBERS IN AUSTRALIA, THE USA & CANADA

## COLLABORATING FOR SUCCESS

### UA - PPTEU AFFILIATION

The Plumbing Industries in Australia, the US and Canada are raising the bar in terms of skills and training in the international plumbing sector. They are sharing knowledge, building skills and leading the way when it comes to protecting the health and safety of their respective communities.

The Affiliation between the United Association (UA) and the PPTEU, formalised in August of 2012, is proving to be highly valuable to the plumbing and related industries - both here in Australia, and in the US and Canada.



William P. Hite signs the Affiliation with new General President McManus and PPTEU Secretary Earl Setches in 2012





## AUSTRALIA, US AND CANADA – THREE THRIVING PLUMBING INDUSTRIES

The industries on both sides of the Pacific are thriving. They are growing in terms of overall value to the economy and in terms of the availability and sophistication of products, systems and techniques.

The Australian Plumbing and Pipe Trades Industry generates upwards of \$15B in annual economic activity and employs about 50,000 Australians. In the USA, the value of the Industry to the economy is greater than \$100B per annum and is forecast to grow by at least 12 per cent over the next 5-7 years (IBIS World – Plumbing Industry Data 2017).

The Industry in Australia and North America is employing more people than ever before, and playing a key role in protecting the health of their respective communities. The sector is training more people, in more places, in more innovative ways, and in more contemporary facilities than any time in the long proud history of our trades.

In August this year, our Secretary Earl Setches visited with his UA counterpart, **General President Mark McManus**. McManus was elected last year to replace the retiring, long serving, and pioneering General President William P. Hite.



UA General Secretary Mark McManus  
with PPTU Secretary Earl Setches

The new General President has some very big shoes to fill, but comes to the role with a wealth of experience. Prior to his election as General President, he served as Secretary-Treasurer, and as an International Representative for the states of New Jersey and Pennsylvania.

Like his predecessor, Mark McManus is a progressive trade unionist, committed to preserving the skills of the plumbing and pipe trades while pursuing social and economic justice for all working families. He is a pragmatist, who understands the importance of industry collaboration, and is committed to ensuring UA members have an opportunity to take their knowledge to the world, and to opening the US industry to the world's best and latest technologies and techniques.

With respect to the importance of the UA's Affiliation with the PPTU, Mr McManus said:

*"The Affiliation—the first of its kind between two unions—is a bold, strategic step for the future and advances the relationship between plumbing, pipefitting, sprinkler fitting, and HVACR service industries across the globe. In the new global economy, it is critical that we work to protect labor rights on an international scale and maintain workforce standards worldwide. This groundbreaking agreement has enabled the exchange of knowledge and skills between the United States, Canada, and Australia."*

Over the past few years there have been several great examples of the relationship between the PPTU and the UA delivering benefits to both parties. Australian apprentices, in Plumbing and Sprinkler Fitting compete locally

and then as part of the UA competition, offering Australian apprentices a unique opportunity to compete against the world's best. We have now had three Australian industry representatives compete the UA Instructor Training, bringing back techniques and skills from their North American and Canadian counterparts.

We provided the US industry with the benefit of our experience in managing drought, harvesting rainwater and in water recycling technology. They provided us with their experience and know-how when it came to building our Centres of Excellence in Fire Protection and in Welding.

## NEW UA TRAINING FACILITY, CHICAGO ILLINOIS

Just as the UA informed the design of our Centres of Excellence, our state-of-the-art training facilities at PICAC Brunswick and PICAC Geelong have inspired the next evolution in plumbing industry training facility design in the US.

Using the award winning PICAC model as a conceptual template, the UA Local 130 in Chicago has just opened a building which sets a new benchmark in plumbing and related industry training.

The **Chicago Journeymen Plumbers Local Union 130 UA**, with over 6,000 members is one of the largest straight-line plumbing locals in the United Association (UA) which represents 350,000+ building tradesmen across the United States and Canada.

In September this year, the Chicago Local opened **JAC Training Facility** in West Loop, which lies along the west bank of the Chicago River. Described in the US media as more closely



resembling a trend-setting tech company than a union apprenticeship training centre, the scale of this centre is beyond anything the industry has developed before.

Designed specifically to showcase state-of-the-art sustainable technology that is typically hidden away behind walls, the Local 130 JAC Training Spaning three levels the 48,000-square-foot centre features training environments which have been carefully designed to replicate real world conditions that future plumbers would expect to face in the field, like a wood-frame home and a sunken pit designed to simulate an underground construction site.

As in the PICAC model, the facility itself incorporates and displays the energy and water efficiency and management systems being taught within it. The facility highlights the water circulation, greywater harvesting, and solar heating processes behind transparent panels.

In addition to traditional classrooms for teaching theory, hands-on educational workshops will allow students to learn welding, cutting, and soldering. The building's material palette also borrows heavily from the plumbing trade as its perforated, copper-anodized facade draws a clear parallel to old-school copper piping.

"Greywater" is also harvested from drinking fountains, showers and wash sinks, and used throughout the building as one more water conservation technique, while teaching apprentices methods of installation.

The facility also includes a large indoor multi-purpose event space plus green roof with an outdoor terrace facing Chicago's skyline.



Patrick McCarthy, Recording Secretary Plumbers Local 130, Glenn Menzies PICAC, PPTEU, James F. Coyne, Business Manager Plumbers Local 130 UA, Craig W. Thomas, President Warren Thomas Plumbing, James M. Majerowicz, Training Director, Plumbers Local 130.

The 48,000-square-foot centre will also feature training environments meant to replicate real world conditions that future plumbers would expect to face in the field like a wood-frame home and a sunken pit designed to simulate an underground construction site.

Apprentices learn how harvesting rain water saves

precious water. Harvesting tanks monitor how much water is being used within the building and how much water is being saved. The water is then recycled throughout the building as a responsible water conservation technique.

The three-story, \$20M(US) building has a penthouse and a 3,835 sq. ft. green roof. The green roof and multi-purpose room overlook an incredible view of the Chicago skyline, but also contain solar panels for students to learn solar technologies. Every room, nook and cranny of the training center is designed with a specific purpose. IT closets line the hallways. Labs with exposed piping and mirrors show students what goes on behind the walls.



"Let the training begin" - New U Local 370 Training Centre opens in September 2017

A large underground pit filled with stone will teach apprentices how to dig through rock beds to install pipe, just like they would do on a jobsite. Three-story ceilings allow space for a three-ton crane so apprentices can learn how to rig properly. There's space for 40 people to work with lifts at the same time, and 20 welding booths to accommodate the 20-student welding, soldering and brazing classes.

Local 130 Business Manager James Coyne said that the Joint Apprenticeship Committee trustees worked with Gensler Architects to create the building that will prepare plumbing apprentices for high tech careers well into the future.

"They really listened to our needs. Our building isn't just beautiful; it's also practical and flexible for the future. Our students, as well as our journeymen, are using technology for diagnostics and measurement. And, of course, they're being taught AutoCAD and new software programs. Plumbing isn't what it used to be so it's fantastic that our building is adaptable and able to keep up with ongoing technology and equipment upgrades."

Apprenticeships have increased by 400 students at the Local 130 JAC Training Center over the past three years, with 20 women currently enrolled in the program. Three new instructors have been hired to keep up with the dramatic increases in apprenticeship enrollment.



## PLUMBERS LEADING THE WAY IN THE FLINT WATER CRISIS

Another highlight of the UA visit was to learn first-hand about the amazing response by Local UA 370 in Flint in Michigan to the water crisis in that city over the past year or two.

As members may be aware, in 2014 Flint changed their primary water source to the Flint River, but did not implement corrosion-reducing phosphates which allowed lead from old pipes to contaminate the water. Two independent studies found lead poisoning caused by the water was found in the city's population.

At one point 12 people died because of a Legionnaires' disease outbreak that has since been linked to the improperly treated water by experts. Recent evidence suggests city officials neglected indicators of the growing water crisis.

In a situation with parallels to the flammable cladding debacle here in Australia, the UA and other industry experts had been warning city officials for some time that there was a looming crisis.

In January 2016, President Obama declared a state of emergency about Flint's water supply.



UA's Harold Harrington briefs President Obama on the Flint crisis

Frustrated by the inaction of officials and mindful of the risks to the health of families, members of the UA Flint Local 370 took matters into their own hands. Leading the UA's response

to the crisis was Harold Harrington, the Business Manager for the UA Local 370 Plumbers and Pipefitters.

Harold, who experienced water in his own home with lead levels ten times the legal limit, organised the UA effort. Led by Harold, the UA members volunteered tens of thousands of hours and all their skill and went door to door installing faucets and filters to help get lead out of people's tap water. They were soon joined by a small army of more than 300 plumbers driving in from Lansing, Detroit, Saginaw, and other cities across Michigan.

Over 300 UA members sacrificed their time and money because it was the right thing to do. The leadership and generosity shown by the UA in coming to the direct aid of the Flint community was recognised by then President Obama, when he spoke to the people of Flint in May of 2016:

***"You've got members of one union, UA Local 370, that have donated tens of thousands of dollars and 10,000 hours of their time. They've installed thousands of filters, hundreds of faucets by going door to door, night and day. They're not asking for anything in return, they're just doing the right thing."***

President Obama made some other points which are relevant to us in the context of the flammable cladding situation and the impact of deregulation generally:

***"We underinvest in bridges that we drive on, and the roads that connect us, and the schools that move us forward."***

***And this is part of the attitude, this is part of the mindset: We especially underinvest when the communities that are put at risk are poor, or don't have a lot of political clout and so are not as***

***often heard in the corridors of power.***

***And this kind of thinking -- this myth that government is always the enemy; that forgets that our government is us -- it's us; that it's an extension of us, ourselves -- that attitude is as corrosive to our democracy as the stuff that resulted in lead in your water. Because what happens is it leads to systematic neglect. It leads to carelessness and callousness. It leads to a lot of hidden disasters that you don't always read about and aren't as flashy, but that over time diminish the life of a community and make it harder for our young people to succeed."***



Earl and Glenn with UA Local 370 Business Manager Harold Harrington

The situation in Flint is still difficult. Today, residents still use lead filters and bottled water for safety, and they still pay bills for water that they can't use and for health problems that were the result of the crisis. But the \$87 million settlement reached between residents and the city of Flint mandating pipe replacement has already begun to bring new water infrastructure into some parts of the city. All of Flint's 18,000 damaged pipes are set to be replaced by 2020, and that replacement has already started.

We are very proud of the efforts of our UA brothers in helping the people of Flint.



# VICTORY!

**SACKED CROWN  
CASINO MAINTENANCE  
WORKERS REINSTATED  
ON FULL UNION  
CONDITIONS**



# FROWN

## A WORLD OF UNEMPLOYMENT

At the end of July this year, 16 Crown Casino gaming technicians lost their jobs when Amtek took over the maintenance contract for Crown gaming machines. Crown Casino sacked the maintenance workers and replaced them with Amtek contractors, who are paid about half of the average \$76,000 annual wage earned by the sacked technicians.

In November this year, the technicians all got their jobs back, on the same union conditions they enjoyed previously and with additional job security.

Crown ultimately caved to union pressure. The union movement ran a strong campaign, which kicked off with a big rally of more than 200 unionists outside Crown Casino in July, and then used Facebook very effectively to shame the company about the way it was ripping off the maintenance workers.

## **“SHAM” ENTERPRISE AGREEMENTS – THE UNION MOVEMENT IS FIGHTING BACK**

In the first judicial ruling against so-called “sham” enterprise agreements, the Federal Court has overturned a major labour hire deal voted on by just three workers, but which later covered more than a thousand in the mining industry.

The precedent ruling against One Key Resources, which is one of the biggest labour providers in the black coal industry, is a big blow to the common practice for labour hire firms that undercuts wages and conditions.

Justice Geoffrey Flick found One Key Resources’ 2015 enterprise agreement was invalid because three workers with limited job experience could not genuinely agree to a deal that covered 11 job classifications extending well beyond mining and construction and into road transport, clerks and hospitality.





"Such an agreement would lack 'authenticity' and 'moral authority'."

The court heard One Key Resources hired three employees between March and August 2015 and then got its executive assistant to read out a proposed agreement to them before the employees voted for it.

Immediately after the Fair Work Commission approved the agreement the employer increased its staff dramatically and by January 2017 was employing 1,118 casual employees in the black coal industry.

**ACTU secretary Sally McManus** said

"too many employers are exploiting loopholes in the current laws that let them get away with these sham agreements."

"Sadly though we know that these sham agreements are more and more prevalent across the economy and that's why we need to change the rules to protect working people."

Labor has promised to introduce legislation that will crack down on "sham" EBAs if it is elected.

**Change**  
THE  
**RULES**

Join AustralianUnions





# AFTER GRENFELL AND LACROSSE.....

- ✓ WE NEED A NATIONAL FIRE INDUSTRY SAFETY COMMISSION,
- ✓ WE NEED A NATIONAL LICENSING SCHEME FOR FIRE PROTECTION, AND ...

## WE NEED THEM NOW

Members will be very familiar with the current scandal surrounding the widespread use of highly flammable polyethelene (PE) cladding on Australian buildings. It is becoming all too apparent that right across the country, our built environment – from residential apartment towers to hospitals, public buildings, office developments and so on – is not nearly as safe as it could and should be.

In fact, the recent Senate Inquiry (Senate Economics Committee, non-conforming building products – Interim Report, Aluminium Composite Cladding, Sept 2017) interim report suggests that there are an estimated 10,000 Australian high and medium-rise buildings have the combustible cladding on their exteriors. It is, quite literally, everywhere.

In the aftermath of the June 14 Grenfell Tower fire disaster in London, Australian federal and state governments have scrambled to get a handle on the scale of the problem. There has been plenty of finger pointing and blaming going on too. One thing there is widespread agreement on is that the problem is real, it's complex, and the risks are enormous.

State governments have been clambering over one another to claim that their audit of the use of PE cladding in their State is more comprehensive than anyone else's. When looked at together these audits tell a very scary story, especially in terms of the hospitals and other public spaces with flammable cladding on them. Recently, the Australian Capital Territory (ACT)



government announced that there was flammable cladding on the Centenary Hospital in Canberra and that it would be replaced. The women's and children's facility opened in 2012, three years after the ACT government declared it had clamped down on the use of flammable cladding.

In Queensland, the state Labor government claims it has initiated "Australia's best response" to the flammable cladding issue and declared that 44 buildings—23 government and 21 private constructions—are currently being investigated.

The Princess Alexandra Hospital in Brisbane has up to 24,000 square metres of combustible cladding. Three other health facilities in the state—Lady Cilento Children's Hospital in South Brisbane and hospitals in Cairns and Mackay—have also been named. Apart from these facilities, none of the remaining 40 buildings have been identified.

**NSW estimates that there are well over 1000 buildings it has identified as potentially containing flammable cladding.** In Victoria, the state Labor government has established a taskforce headed by former Premier Ted Baillieu and former Deputy Premier John Thwaites, both of whom presided over governments that deregulated the building industry. An inner-city building audit conducted in response to the Lacrosse fire found that 87 out of 170 high-rise buildings were covered with flammable cladding. The audit results, however, are far from transparent.

Only 24 of the 87 identified buildings are listed on the Victorian Building Authority website. Audit findings tabulated in 19 cases state that the Municipal Building Surveyor (MBS) determined that these buildings were "safe for occupation" and "no further action" was required. Another four were deemed to be "safe for occupation" while the MBS "is determining the appropriate action."

The Australian Senate has conducted an Inquiry into the issue, looking at everything from how this material enters the Australian market in the first place, to what, if any are the safe uses of PE and what needs to change to ensure the issue is addressed.

As a result of all the inquiries and audits, there is a growing understanding of the size and complexity of the problem, and the regulatory failings that have caused it. The reality is that governments across Australia have created the conditions for the use of dangerous building materials by weakening the regulatory framework through privatisation, self-regulation and performance-based solutions.

There is less clarity and certainty of direction when it comes to what the impacts of the PE infestation of our building stock. Who will pay for remediation? What is the insurance status of these buildings? What does the mean for occupancy rates, investment returns? What role could/should state and federal governments play in addressing the problem?

Three months after Grenfell, and 3 years after the near disaster at the 23-storey Lacrosse apartment tower in Melbourne in 2014, the cladding remains in place at Lacrosse and dozens of other buildings and residents face the same danger.

One of the problems that has contributed to the current mess, is the inconsistency of licensing requirements across Australia. License conditions vary from state to state, from highly-skilled, accredited professionals working in states such as Queensland and Victoria to having no licensing requirement at all for workers in states like Western Australia.





**To tackle this part of the problem, the PPTEU and the National Fire Industry Association NFIA call for Federal Government to establish a National Fire Industry Safety Commission to lead the way forward on a national licensing framework initiative, to deliver quality outcomes and life safety confidence to the Australian community.**

The Plumbing and Pipes Trades Employees Union (PPTEU) and the National Fire Industry Association (NFIA) convened an urgent meeting at PICAC of Victorian Fire Protection Industry employees and employers where they reinforced their commitment to the delivery of skills outcomes and quality fire protection installations and fire protection maintenance for the Australian community.

Over 100 Fire Protection professionals including employees and employers were addressed by the PPTEU represented by National Secretary, Earl Setches and Director of Fire Protection, Andy Wallace, the NFIA represented by CEO, Wayne Smith and Director, Education and Training, Carmel Coate and the Shadow

Minister for Innovation, Science and Research and Victorian Senator, Kim Carr who discussed the very serious concerns facing the industry.

Senator Carr commended the Industry for its proactive stance of this vital issue and was keen to progress any recommendations that the PPTEU and NFIA have to improve the standards of the industry and stated the importance of maintaining highly-skilled professionals working in Fire Protection.

A similar event was held at PICAC's Queensland site, where Opposition Leader Bill Shorten attended and confirmed federal Labor's commitment to working collaboratively to finding a better way to drive quality and safety in our built environment.

Mr Shorten said

***"The nation is on notice — those 80 tragic souls who passed away in Grenfell are our wake-up call. Australia is not immune from what happened in England. We have a patchwork of different systems across Australia. We have too many unlicensed and unqualified people ticking boxes and trying to pretend we have a safe system"***

He indicated that Labor would work with the government on reforming standards, but warned if the government did not act quickly he would make it an issue.



The PPTEU and the NFIA are calling for the Federal Government to establish a National Fire Industry Safety Commission which will:

- ☑ **comprise industry and regulators;**
- ☑ **have an industry representative as Chief Commissioner;**
- ☑ **be the national regulator for fire protection companies, their operatives, service providers and products;**
- ☑ **approve product for use for fire safety measures**
- ☑ **conduct audits of installations, at completion and throughout the life of the installation;**
- ☑ **approve qualifications for registration/licensing;**
- ☑ **accredit skilled people to carry out fire protection life safety work, with the minimum qualification requirement being certificate three level based on national training packages.**

The body should be charged with bringing together the whole of the fire industry to ensure that a genuine level of knowledge, skills and fire safety standards for people and products are defined to ensure the safety of the Australian community.

The industry is well placed to achieve this as the PPTEU and the NFIA are already in an active partnership to deliver skills outcomes and quality fire protection installations and fire protection maintenance for the Australian community.

The need for action to ensure community safety is now urgent. As our Secretary Earl Setches put it:

***"It's a scandal that in a country like Australia, dangerous materials like the cladding we all saw burn so quickly in London, can be on our buildings, and that regulators and governments have basically ignored calls from industry to do something about it. Now, tragically those risks we have been telling the VBA about for years represent a clear danger. And if nothing changes, it will happen here, it's just a matter of time. We need action."***





# AM I TRAINED 1 THAT PLANT &

## THE CONSTRUCTION INDUSTRY IS A DANGEROUS PLACE TO WORK.

### THAT'S NOT EXACTLY BREAKING NEWS AND OUR MEMBERS KNOW THIS ALL TOO WELL

They also know how much time and effort goes into developing and implementing safe work practices

OH&S has come a long way over the past couple of decades, and sites are generally much safer now than they have in the past. **However, we still see injuries and fatalities – most of which are completely preventable – occurring on site at an unacceptable rate.**

It is great that so much progress has been made in terms of safety on site, but when you look at the big picture, it is clear there is still a great deal to be done. Safe Work Australia (SWA) is the Commonwealth agency funded to do research and identify trends in workplace safety on a national scale. SWA recently published consolidated data which highlights the enormous toll workplace accidents take on the community (Safe Work Australia 2017 – [www.safeworkaustralia.gov.au](http://www.safeworkaustralia.gov.au)).

For example, SWA data shows that in 2016, there were 30 construction industry workers killed at work. This year 27 construction workers have lost their lives due to workplace incidents, many more than at the same time last year.

Approximately 13 000 workers' compensation claims are accepted from the construction industry each year for injuries and diseases involving one or more weeks off work. So that's about 35 serious claims each day.

In the 13 years from 2003 to 2015, 3,207 workers lost their lives in work-related incidents. In 2015 alone there were 195 workplace deaths across the economy. Victoria's annual road toll is about 250, so that gives you a sense of the scale of the unnecessary carnage on our worksites.

There are any number of reasons and circumstances behind each individual accident or injury. Every case is different, but there are some common themes, and some areas where the stats in terms of deaths or injuries are going in the wrong direction. Height related death and injury is in that category.

***While overall fatalities are down in Australia, the numbers of deaths and serious injuries from height related accidents is increasing. More than 25% of deaths and injuries relate to heights and/or involve an aerial lift of one sort or another.***

We have all seen and read about several tragedies that have occurred on sites relating to scissor lifts or boom lifts. Tragically preventable recent examples include the Royal Adelaide Hospital site, where two workers were killed in separate lift related accidents in 2014 and 2016, and in Docklands in Melbourne last October when a worker was crushed to death while operating a boom lift.

Serious accidents involving lifts happen way too often, and the physical, emotional and



# TO OPERATE EQUIPMENT?

financial costs can be huge. Members might recall a previous Journal story a couple of years ago about two young members who were badly injured in a scissor lift accident back in January of 2015.

There are dozens of other instances where workers have been seriously injured in falls, lift tip overs, or when the lift crashes into objects or crushes occupants against a building.

Prevention is the key to safety, and when it comes to the operation of equipment like lifts, the best form of prevention is ensuring that only people with the authorised applicable skills and certifications operate the relevant machines.

It has come to our attention that one of the areas where there is a level of confusion about exactly what licences or certifications are required to safely operate different lifts. **The PPTEU OH&S Unit recently released a Hazard Alert** to clarify the minimum training requirement for the safe use of Boom Type Elevated Work Platform (WP) and

Scissor/One Man Vertical Lift Type Elevated Work Platform.

That Hazard Alert is included below, and we strongly encourage members to read it and be aware of their responsibilities to themselves and their workmates.

In particular, members should note that the operator of a scissor lift (SL) or cougar lift (VL) must be able to provide evidence of adequate training delivered by accredited training providers. The union's training centre, PICAC, is an accredited provider and so members can obtain verification of competency through PICAC free of charge. It is important to remember too that as a member of the PPTEU you have access to free training delivered by CEPUTEC at PICAC, which is a state of the art award winning facility offering the best industry training available. At PICAC members can do courses in Boom Lift and Scissor Lift as well of dozens of other plumbing, fire protection and OH&S related courses.

ANY MEMBERS WHO HAVE ANY QUESTIONS ABOUT THE SAFE USE OF LIFTS, OR THEIR AUTHORITY TO OPERATE EQUIPMENT, PLEASE CONTACT YOUR SHOP STEWARD OR OH&S REP ON SITE.

MEMBERS CAN ALSO CALL THE UNION'S OH&S UNIT DIRECT ON 9662 3348





# HAZARD ALERT

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

State Secretary Earl Setches

Phone (03) 9662 3388

Fax (03) 9663 7516

E-mail [ohs@ppteu.asn.au](mailto:ohs@ppteu.asn.au)

## Minimum Training Requirement for the Safe Use Of Boom Type Elevated Work Platform (WP) and Scissor/One Man Vertical Lift Type Elevated Work Platform

### Background

Several incidents involving the use of scissor lifts and one man type vertical lifts (commonly referred to as a cougar lift) have identified a misunderstanding in regards to “Licence to Perform High Risk Work” (LHRW) WP, and proof of training in the safe use of scissor lifts (SL) and vertical lifts (VL).

### What's the difference?

**To operate a boom type elevated work platform** (boom length greater than 11 metres) the operator must hold a “Licence to Perform High Risk Work” (WP classification) issued by a Registered Training Organisation (RTO) on behalf of WorkSafe Victoria. (Strict exceptions may apply in regards to training the operator).

**To operate a scissor/cougar lift** the operator, and their employer, must be able to demonstrate they have been trained in the safe use of both types of plant; the scissor lift (SL) and /or the cougar lift (VL). Both require separate certificates of competency, as do all types of Plant. Proof of training cards are generally issued by RTO's such as CEPUTEC.

For inquiries regarding currency or renewal of “Licence to Perform High Risk Work” contact WorkSafe Licencing Branch on 1300 852 562 or

[licencing@worksafe.vic.gov.au](mailto:licencing@worksafe.vic.gov.au)

**See over**







# HAZARD ALERT

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

State Secretary Earl Setches

Phone (03) 9662 3388

Fax (03) 9663 7516

E-mail [ohs@ppteu.asn.au](mailto:ohs@ppteu.asn.au)

## The application of the two:

To operate a boom type elevated work platform with a boom length greater than 11 metres you must hold a LHRW "WP" classification licence as described above.

You do not need a High Risk Licence as described above to operate a scissor/cougar lift.

The operator of a scissor lift (SL) or cougar lift (VL) must be able to provide evidence of adequate training delivered by accredited training providers as described above.

**The holder of a "WP" classification High Risk Licence is not permitted to operate a scissor/cougar lift without also demonstrating proof of adequate training as described above.**

HRWL expire after 5 years. WSV will notify the permit holder if contact details are current. It is the permit holder's responsibility and their employer to ensure currency.

S. Rocco V2 2016







# ARE YOU IN OF YOUR G OR IS GAM IN CONTR

Many of our members love to have a punt. Whether it's a flutter on the horses, a wager on the footy or a crack at the pokies, plenty of us love a bet. And that's fair enough. It's fun, it's a good way to socialise and have a laugh. It is central part of Australia's cultural heritage. We love nothing more than punting it up with our mates.

True. The trouble is, many of us love it too much. Damage is being done – to individuals, to families and to communities and towns. For more and more of us it's not fun anymore, just a stressful tail chasing spiral into the financial and personal abyss.

Australians are a determined lot though, and our collective capacity to ignore the devastation and just keep on punting seems bottomless. In fact, Australians spend more money on gambling (ie: losing) per capita than any other country. We are the world champions. Hooray!!

Or, maybe not. According to the annual national gambling data published by the Victorian

Responsible Gambling Foundation, in 2016, Australians lost more money per person – an average of US \$990 – than any other developed country on earth. And we didn't just win, we romped it in, winning the Loser Stakes by the length of the Flemington straight. Singapore was the runner-up at \$650, with Ireland a few lengths back in third place, losing \$500 per person.

Total gambling expenditure in Australia increased by 7.7% from \$21.114 billion in 2013-14 to \$22.734 billion in 2014-15, and the next data set is expected to show an even greater increase.

Access to gambling opportunities is one of the reasons behind Australia's leading position when it comes to losing money. For example, Australia has more

poker machines per person than any country in the world, excluding casino-tourism destinations like Macau and Monaco. It has nearly 200,000 machines – one for every 114 people.

The amount lost per pokie gambler (just in pubs and clubs) in both NSW and Victoria is around \$3,500 per year, or around \$65 per week. The ACT sits at around \$3,000 per gambler per year, followed by the NT and Tasmania at around \$1,500 per year.

To put this in some perspective, the average Australian adult spent \$1,245 on electricity and gas in 2014-15.

But it is not just pokies. These days, there are dozens of on-line betting "service providers",



# CONTROL GAMBLING?

## GAMBLING OUT OF CONTROL OF YOU?

offering all manner of inducements, and taking bets on everything from the name of the first goal scorer in the footy to the name of the Royal baby. Betting “enthusiasts” can bet 24-7, anywhere in the world, without leaving their bar stool.

**It is no wonder we have a problem.**

When millions of dollars are stripped out of communities and towns, the impacts are significant. Local businesses struggle, local services and resources are strained and family budgets are stretched to breaking point.

At an individual level, problem gambling can be very harmful too. It can cause huge problems in people's lives. Side-effects of problem gambling include:

- **Depression and anxiety**
- **Debt, financial difficulty, bankruptcy**

- **Legal problems**
- **Relationship problems**
- **Work problems – poor performance, skipping work, job loss**

Problem gambling is a community wide problem, affecting people from all walks of life, age groups and backgrounds. There are some common themes though, which should make our (predominantly male) membership sit up and take notice.

Men are statistically more likely to become problem gamblers than women, and men aged between 20 and 50 become problem gamblers at a higher rate than any other cohort in the population. Obviously, many of our members are in that statistical high risk zone.

There is no simple way of measuring whether a person is a “problem gambler” or not. Incolink and the Responsible

Gambling Foundation and others offer some guidance on what some of the key indicators are. These include:

- **If you need to borrow money to gamble**
- **If you lie about how much you spend on gambling**
- **If you are skipping work to gamble**
- **If you think about gambling everyday**

We suggest members think about their gambling, and ask themselves these hard questions. If members need it, help is available. Gambler's Help provides support for people affected by problem gambling. The services are free, professional and confidential.

Members can also access Incolink Member Services who can support you if you are having problems with gambling.

Contact Incolink on **1300 000 129** or email **wellbeing@incolink.org.au**

For more information call **Gamblers Help** on **1800 858 858** or visit **www.gamblershelp.com.au**





**NEW**

# 24/7 Counselling & Support

for Incolink members and their families



Drug, Alcohol and  
Gambling



Financial and Debt  
Problems



Relationship  
Difficulties



Anxiety and  
Depression



Stress



Grief and Loss



Anger

**Need to talk?**  
**For a free and confidential chat**  
**Call 1300 000 129**

[incolink.org.au](http://incolink.org.au)

1 Pelham Street, Carlton VIC 3053  
Ph: (03) 9668 3061 | 1800 337 789







# 2018 CALENDAR

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

## JANUARY

S	M	T	W	T	F	S
	1	2	3	4	5	6
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## FEBRUARY

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## MARCH

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## APRIL

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## JUNE

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## JULY

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## SEPTEMBER

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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 9 Jan 2019

### VICTORIAN SCHOOL TERM DATES

TERM 1: 30 January 2018 - 29 March 2018  
 TERM 2: 16 April 2018 - 29 June 2018  
 TERM 3: 16 July 2018 - 21 September 2018  
 TERM 4: 8 October 2018 - 21 December 2018

### PUBLIC HOLIDAY DATES

New Year's Day: Monday 1 January  
 Australia Day: Friday 26 January  
 Labour Day: Monday 12 March  
 Good Friday: Friday 30 March

Easter Saturday: Saturday 31 March  
 Easter Sunday: Sunday 1 April  
 Easter Monday: Monday 2 April  
 Anzac Day: Wednesday 25 April

Queens Birthday: Monday 11 June  
 Melbourne Cup Day: Tuesday 6 November  
 Christmas Day: Tuesday 25 December  
 Boxing Day: Wednesday 26 December



# AIR TRUNK DATA CENTRE - DERRIMUT

The old saying goes that it is money that makes the world go around. That might be true, but these days, data is as important as money when it comes to keeping the world moving. Without data, today's world stops. Flights are grounded, the stock market closes and the internet grinds to a halt.

Not surprisingly then, data storage is a multi-billion dollar industry these days. Keeping data secure, at a constant temperature, and protected from fire and any other damage, is very big business. All parts of the economy, from multi-national corporations, to governments, banks, telecommunications companies, and a just about everyone else in the economy and society, relies on its information rich data in order to survive.

The modern data centre is no simple building. Data integrity and security is paramount in these installations, and to achieve that, temperature control, fire protection and energy efficiency are vitally important.

Major data storage facilities, in which companies can securely store their sensitive i-cloud data, are being built on the fringes of Sydney and Melbourne, and our members are working, or have worked, on many of them.

One that is presently under construction is the massive \$50M Air Trunk Data Centre in Derrimut. Like all data centre projects, this project is complex, and utilises the very latest techniques and products to achieve a completely "fail safe" environment.

The Derrimut project is an FDC Construction project. FDC are building the facility for Air Trunk, a Singaporean based data centre company. There are currently about 20 members on the job, and up to 40 were on site at the peak of the installation phase. The project is due for completion this year, and work is going on around the clock to meet that target.

Data Centres are basically massive server rooms known as data halls. They need to be secure. They need reliable power and they need fail safe temperature and fire control systems. Corporations pay top dollar to store data in these secure facilities and failure in terms of compromising secure data would not only be disastrous for the companies involved and their customers, it would commercially terminal for the Data Centre operator. So, no risk is overlooked in terms of securing the data on site. Some centres, like this new one at Derrimut, even have their own sub power stations to sure up continuity of supply.

These warehouse size rooms are kept air conditioned in order to drive out the heat generated by the

constant rapid activity of data transferring. However, if in case the air conditioners malfunction it might lead to heating up of the room and also cause a fire hazard. So, the air conditioning and fire protection are pivotal elements of the building and effective operation of the facility.

ARA Fire Protection are doing the Fire Protection work at the Air Trunk site. The gas suppression system being installed at the centre is a IG 541 Inergen Gas. This System comprises of around 150 gas cylinders that are designed to protect the data halls in the case of a fire. This system forms part of a fire engineered solution instead of being a deemed to satisfy design. The pipe work used on the system is high pressure rated being schedule 40 and 80 steel. Due to the size required of such a large system many of the fittings had to be specially made.

Quadrant Mechanical are doing the air conditioning work on the project. Quadrant have had over 30 employees on the project over the course of this year. More than 80% of the copper pipe works on site was pre-fabricated prior to install. This was done on-site. Also fabricated on site prior to install were 2 x 300mm 12 meter long chilled water steel flow headers and 2 x 300mm 12 meter long chilled water return headers.

Each data hall is conditioned via 20 equally sized chilled water Computer Room Air Conditioning (CRAC) units which are provided with chilled water via four equally sized adiabatic chillers connected to four independent /or interconnected chilled water circuits.

The chillers are Adiabatic Freecooling Units with Screw Compressor Backup, Liberty AFC, manufactured by Liebert/Emerson. The chillers contain an onboard hydronics module, which consists of a variable speed primary pump.

The Liebert® AFC water chillers are controlled by the "ICOM" microprocessor, managing all of the unit operating conditions. The user can change and/or modify the operating parameters through the display keyboard install.

Elite Mechanical Services have been engaged for refrigeration pipe work installation on All Dx crac units and vrf multi head systems. Total Insulation are insulating the pipe work with arma flex and all exposed / external pipe work is then aluminium clad.

Cormack Plumbing are doing the sanitary work and Premier are doing the Roofing and have 6 roofers currently on site.







# ROUND THE TRAPS



# RACV CAPE SCHANCK RESORT KANE CONSTRUCTIONS PTY LTD

One of the great things about working in the Plumbing and Fire Protection Industry is the variety of sites and work. Our members work on city and regional projects, public and privately funded developments, on large and complex CBD apartment blocks, on new hospitals, schools, shopping centres and many more places.

Often the work our members do is inside, and often in some pretty unpleasant and confined surroundings. Occasionally though, our members get to work in unique and beautiful settings. Which is exactly the case for 80 or so members over the past 12 – 18 months working at the picturesque Cape Schanck Resort development on the Mornington Peninsula.

The new RACV Resort building is as impressive and dramatic as the landscape that surrounds it. Perched on the edge of the rugged cliff tops overlooking Bass Strait, the five story multi-purpose building has been designed to capture the amazing 360 degree views - over the ocean to one side, the adjacent golf course and National Park on the other and across the narrow peninsula to the southern end of Port Phillip Bay. On a clear day you can also see the city from the site which is about 100 kilometres from the CBD.

The **\$135 million project** consists of the construction of approximately 30,000m<sup>2</sup> of new building over the five levels. The Resort sits on a 7.6ha site which includes the existing RACV clubhouse facility, carpark (110 spaces) and golf driving range.

The new Resort, expected to open to (well-healed) visitors in **March 2018**, has everything you could want right there on site. The main resort building will have 120 new accommodation rooms, a restaurant with a seating capacity of 140, several lounges, cafes, kids play facilities, several indoor and outdoor sitting areas, underground and at grade car parking, conference and function facilities for up to 500 people, gym, indoor pool, spa and more.



The project is on track. PPTU Shop Steward on the project, All Staff's Steve "Guesty" Guest, says the job has been "pretty smooth, with no major dramas or hold ups".

The weather has been testing at times, especially the wind, which whistles off Bass Strait at a fair old clip some days. Overall though, Guesty reports that the boys on the job have enjoyed it, especially the scenery, which is nothing short of spectacular.

As Guesty puts it *"there are not many sites where you can look up from your work and see whales breaching off shore and kangaroos hopping across the golf course."*

As well as **All Staff**, which had about 40 blokes on site at the peak of the work a few months ago, on site are **Cormack Plumbing** are doing the sanitary work and **Premier** are doing the Roofing and have 6 roofers currently on site. **Action Fire** have had up to 15 on the project. **KBR Commercial Pty Ltd** have had about 10 on site, doing the refrigeration work. **Mulgrave Insulation** have had three members on the job as have **Ofinac Acoustical Engineering Pty Ltd**.

Good luck for the rest of the project to all the happy crew down at "The Schanck"!

# AROUND





# ND THE TRAPS





AROUND





ND THE TRAPS



# RETIRED

## *sprinkler fitter*

### TREVOR WINNELL

One of the genuine good blokes of the Sprinkler Fitting Industry, Trevor Winnell is soon to retire after 45 years as a Sprinkler Fitter and 40 plus years as a member of our great union.



Trevor has been a bit crook of late and recently had a few months off work. He took the opportunity to write down some of the highlights of his time in the Industry, and his thoughts about how it and the union have evolved over the years.

Trevor was kind enough to provide his written reflections to us so they can form part of the recorded history of our union. As always, Trevor did a thorough and detailed job, and we don't have room to include it all here. Below are some of the edited highlights that we hope capture the essence of what Trevor Winnell is all about.

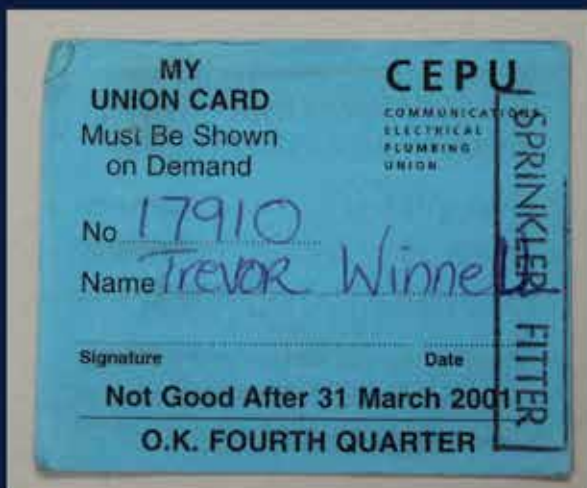
Trevor started his Sprinkler Fitting career at Wormalds all the way back in 1972. When Trevor was offered a job as a "fitter's mate" (the old apprenticeship system had collapsed by then and the one we know now had yet to be created) he was working as a motor mechanic, having completed a four and half year apprenticeship.

As a fitter's mate, Trevor could make \$20 a week more than he could as a fully qualified mechanic so he was very happy to give it a go. And he never looked back, working over the next four decades with several companies including Wormald, Fire Protection International, Firecheck and Spraysafe.

Trevor says the Industry has changed in virtually every way

you can think of since the early 70's. Then, the Industry was dominated by about four or five employers, including Wormald, Thomas Walker & Sons, American Automatic and one or two others. There were only about 150 fitters in the game and it was a hard trade to get into. You had to know somebody, which is why the industry was, and often still is, a family affair. Trevor's father Ted and uncle Les both worked in the Fire Protection Industry, for Wormald, for over 40 years. Trev's brother Mick has also been a long standing PPTU member and is still in the sprinkler game, and Trevor's nephew is also in the trade.





Now, of course, the Industry is a much bigger and more complex one, with dozens of employers working on a wide variety of projects. The working conditions are much better now too, of course. Before scissor lifts came along in the 80's, fitters worked off extension ladders and scaffolds. Trevor recalls a job he did down at the Woolstores at Brooklyn for 12 months, working off 40-foot extension ladders. To say it was hard on the legs would be an understatement.

Fortunately, Trevor lived to tell the tale of just how dangerous this work was. He was working for Wormalds in Wangaratta back in 1974 when he fell 10 feet onto concrete from a ladder. He "cracked his skull" as he puts it. He had 3 months off work and has been partially deaf in one ear ever since.

Recently, with the assistance of the union and injury compensation lawyers Maurice Blackburn, Trevor has undertaken legal action with a view to being compensated for the industrial deafness he has lived with for all his working life.

Trevor was an active member of our union throughout his career. He remembers the mid 1970's especially, a time of high union activity and bitter industrial unrest in the sector. That unrest was the Sprinkler Fitters demanding fair pay and safe conditions, and included stop works, bans and strikes - one which went for 16 weeks. These fights were tough but they were successful, and delivered the 38 and then the 36-hour week, and pay that recognised the skills and experience of fitters.

Trevor recalls the meetings and battles fought and won by the union under the leadership of George Crawford and Billy Davis. He remembers the vocal and passionate union meetings and staunch unionists like Kerry Stonehouse and John Costello, and the post meeting sessions at the John Curtin Hotel. Most of all he remembers the sense of solidarity and comradeship amongst the Sprinkler Fitters.

Mateship has been a key theme of Trevor's working life; and his family life. Trevor is passionately patriotic, and his family has a long and proud tradition of service and sacrifice in the armed service of Australia. Trevor's father was taken prisoner by the Japanese forces in WWII on the island of Ambon. He and his fellow prisoners endured unspeakable suffering at the hands of their captors and survived the most de-humanising degradations imaginable. Of the 528 prisoners on Ambon in 1942, only 119 survived to the end of the war. One of them was Sergeant Edward Thomas (Ted) Winnell, Trevor's father.



Trevor's grandfather was in Gallipoli and three of his uncles and two of his aunts served in the AIF during WWII. The Winnell family have made an enormous sacrifice for this country.

Trevor has made many trips overseas to visit the sites that so shaped his family and the country. These included 6 pilgrimages to Ambon with his late father. In retirement, Trevor plans to continue to work with the veterans of Ambon to ensure the sacrifice these brave men and women made for our country is never forgotten.

In his extensive reflections on his life as a sprinkler fitter, Trevor is keen to get the message out to young members, and would be members, that without each other, and without the union, none of the improvements he has seen over the years would have been possible. He wants to warn the next generation of sprinkler fitters against complacency.

If he could say one thing to the young blokes starting out it would be to not take anything for granted. The conditions they enjoy today, the safety, the good money, the access to training, to Incolink, the superannuation, allowances etc etc - all exist because of the work and dedication of the union members that went before them.

**THANKS FOR ALL YOUR HARD WORK AND FRIENDSHIP, AND FOR TAKING THE TIME TO WRITE IT ALL DOWN. ALL THE VERY BEST FOR YOUR RETIREMENT.**



# REGISTER NOW FOR THE **APPRENTICE SKILLS CONTEST** AT WORLD PLUMBING DAY 2018

The plumbing industry is getting ready for the annual international celebration of our great trade - World Plumbing Day.

11 March is recognised in countries all around the world and provides an opportunity for the plumbing industry to educate the wider community about the hugely important work that plumbers do.

PICAC will hold their annual World Plumbing Day event which includes an Industry Forum and a huge Trade Expo.



Glenn Menzies, Andrew Fabb, Rowan Morton, Earl Setches



Rowan Morton, World Plumbing Day 2017



## A BIG HIGHLIGHT OF **WORLD PLUMBING DAY** IS THE **APPRENTICE SKILLS CONTEST.**



World Plumbing Day Apprentice Skills Contest 2017

Apprentices including those who have just completed their apprenticeship and who are under 28 years of age. The three finalists in each category then become eligible to compete in the United Association Apprentice Skills Contest in Ann Arbor, Michigan in August 2018.

In addition to showing outstanding technical skills, the nominees to participate in Ann Arbor undergo an interview process in which they were required to present to a panel of expert judges. During this process, the nominees are selected based on a range of criteria including, but not limited to; Attitude; Depth of character; Industry commitment and understanding; Problem solving; Community involvement/contribution; and Communication skills.

An informal pizza night will be held at PICAC soon where the judges and past competitors will give you an overview of what to expect in both contests and talk to you about their experiences. Contact Emily at PICAC for more information: [events@picac.vic.edu.au](mailto:events@picac.vic.edu.au)

In 2017, the Australian Industry was represented by Andrew Fabb and Rowan Morton in Sprinkler Fitting and Plumbing respectively.

Following the United Association Apprentice Skills Contest in Ann Arbor, Michigan we asked Andrew Fabb, Sprinkler Fitter a few questions about his experience.

### ***How did you prepare for the Contest? Did you feel prepared enough?***

*Preparation was a bit of work with copper and working with the different techniques. Rolling offset calculations was a very important part of my preparation although I still needed more time and effort with the theory.*

### ***Did you notice any particular difference in the industry/the way they work?***

*There was a lot more difference than I would have thought. From the systems they use (pump sets), to the cutting machines, many different fittings (flange, roll grooved and threaded) and another big one was the pipe dope instead of the old faithful hemp and soap.*

### ***What did you learn?***

*Personally it was a great experience and a greater insight into the importance of the union, not only in Australia but the world and has left me wanting to be more involved in my Union.*

***"Most definitely I recommend anybody to experience the same opportunity. Meet great people, gain so much knowledge and it's a great thing to have behind you."***





# 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.



**Carl Schlink VK3EMF**  
9/9/1945 - 24/8/2017

## **CARL JACKSON (SCHLINK)**

In late August this, we lost one of the great characters of the Sprinkler Fitting industry when Carl "Jacko" Jackson passed away, aged 71.

Inspiring, quick witted with an infectious laugh, Jacko, or Big Carl as he was often known, was a big presence in our industry. A working-class warrior, Carl joined our Union in 1974 and fought hard for our members right through to his retirement in 2015.

In the course of his 40 plus year career, Jacko served our Union in a range of roles. He was a Shop Steward for many years, and a Trustee for the Sprinkler Fitters Fighting Fund. He actually signed our Secretary Earl Setches up into the Union as an apprentice.

Big Carl was passionate, vocal and never shy about putting his point of view. There was never a mass meeting that Big Carl wouldn't take over the microphone at some stage to have his say, always finishing off with an hilarious comment.

Jacko was a ferocious advocate for members' rights and safety on site. He had high standards and expected high standards of others. Jacko was big in stature as well as reputation, and many a foreman would shudder at the thought of him coming onto

his site because they knew it had to be up to his standards.

Carl treated everyone with respect and was respected by everyone in return. There was no such thing as second class for Carl, he treated everyone equally. Carl would do whatever it took when it came to protecting the rights of workers. He would take on any boss.

Vale Jacko, and thank you for all you did for our Union, and for all the great laughs.

Carl was the much loved and loving husband of Lois, father of Lee Anne, and grandpa of Levi and Sierra. He will be sadly missed.

## **FRANK MATARAZZO**

Frank was born on the 6th of October 1946. He passed away peacefully at home on the 20th of July 2017.

## **DAVID HARRISON**

David was born on the 15th of July 1940. He was a retired Union member, who passed away on the 22nd of July 2017 at the age of 77.

## **TANNER BELL**

Tanner was born on the 15th of May 1996. He tragically passed away at the young age of 21 on the 17th of October 2017.

He will be forever missed.

## **ROBERT 'ASPRO' JOSEPH SINCLAIR**

Robert was a Life Member of the Union, who passed away peacefully on the 2nd of August 2017 at the age of 76.





**Victorian Trades Hall**  
54 Victoria Street, Carlton South 3053  
Ph: 03 9639 6144  
Fax: 03 9639 6155  
Email - [info@unionassist.org.au](mailto:info@unionassist.org.au)

## WORKCOVER SUPPORT FOR UNION MEMBERS

**Union Assist, working with your Union, provides expert advisers to help you with your WorkCover disputes at the first level of appeal - Conciliation.**

**Union Assist's service is available to union members.**

**This service is provided free.**

### **If you get sick or injured at work**

- Report your injury
- See your own doctor
- Lodge a claim for WorkCover
- Obtain WorkCover certificates of capacity from your own doctor, for time away from work
- You must attend all doctors' appointments arranged by the insurance company
- Union Assist suggests that you do not talk to a WorkCover investigator, as there is no legal requirement to do so. If approached ring Union Assist or your Union first.

- WorkCover has terminated your payments;
- Your employer won't provide a return to work plan;
- Your doctor has recommended particular treatment, but the WorkCover Agent (insurance company) hasn't given an answer or has refused treatment; or
- You believe that your wages (pre-injury average weekly earnings) have been calculated wrongly.

Union Assist provides independent advice and representation to assist workers in the WorkCover conciliation process.

### **Union Assist can:**

- Advise you about your rights and obligations under WorkCover;
- Assist you to prepare and lodge a request for conciliation;
- Assist you to prepare for negotiations with the WorkCover Agent and employer;
- Provide a representative to attend WorkCover conciliation conferences with you and support you at them; and
- Refer you for legal advice where necessary.

### **Unhappy with a WorkCover decision?**

If so, Union Assist can help you. Trade Unions believe that workers who are injured should be able to get independent advice and support to deal with disputes over Work-Cover. We can help with disputes over issues such as:

- The WorkCover Agent (insurance company) has rejected your claim for WorkCover;
- WorkCover has reduced your payments without legal justification;

## **Any Questions?**

Union Assist provides services in the Melbourne metropolitan area and rural Victoria.

**If you need help with WorkCover, contact your union or Union Assist. – (03) 9639 6144**



# NEVER IS UNION MORE UNITED THAN WHEN A FELLOW MEMBER NEEDS HELP!

In late May this year, in the space of just two days, our Union received three separate calls from members worried about one of their work mates and fellow members. For different reasons, these three guys were experiencing emotional and financial difficulties and their mates were looking out for them.

That's what unionism is all about, looking out for your mates, and we wanted to do whatever we could to help out. So, after doing some background research and a short discussion, the Committee decided the best way to help all three guys was to run one big raffle to benefit all the families in a combined effort.

As they always do, construction workers did themselves proud and were more than happy to throw a few bucks in, and buy a few tickets to assist fellow workers experiencing hard times.

After eight weeks of selling tickets, which raised a sizeable amount of money (over \$23,000), the raffle was drawn at one of our Monday morning Organisers' Meetings. Ricky Steele's ticket was plucked out of the bucket first and he became the proud new owner of 500 coldies!

As you can see from the picture above, Ricky was pretty happy to receive his voucher for his 500 beers from our Industrial Officer Paul Coffey. I'm sure he will put his prize to very good use.

The generosity of union members, and construction workers in particular, is something you really have to experience to fully appreciate. A big thank you to all those who assisted us and bought tickets.



THIS IS WHAT IT  
MEANS WHEN WE  
SAY WE ARE A  
PROUD UNION!



# Changes to Leisure Time Insurance Benefit

after 1st October 2017



**From 1 October 2016 there were a number of changes to the redundancy and benefit payments. These changes are positive for many Incolink and PPTEU members and are part of the range of benefits and services that come with an Incolink membership.**

## Redundancy Rate CPI increase

From 1 October 2017 employers will now pay \$78.05 per week instead of \$76.35. As the employer pays in arrears, this will show in the member's account balance from November 2017.

## Redundancy Benefit – Initial Claim amount increase (Default severance/redundancy account).

The Initial Claim amount will increase from \$5,312.00 to \$5,429.00 giving more when a job finishes.

## Insurance Benefits Increasing

The level of cover provided under the Incolink Accident and Illness Benefits Program is increasing due to changes in the rates paid by employers.

Weekly Benefits	Employer pays IPT to another Insurer	Redundancy Contribution and IPT Premium with Incolink			
	(only redundancy paid to Incolink; no IPT shown on your Incolink statement)	Leisure Time Injury and Illness			
		Before 01/10/16	1 October 2016	1 October 2017	1 October 2018
- With dependants	\$950	\$1250	\$1400	\$1450	\$1500
- Without dependants	\$730	\$1050	\$1250	\$1300	\$1350
- Apprentice with dependants	\$650	\$900	\$1000	\$1050	\$1100
- Apprentice without dependants	\$595	\$850	\$900	\$950	\$1000

Note: The increased rates are only applicable whilst an employer is paying the redundancy pay contributions and the Income Protection and Trauma Insurance premiums on behalf of their workers and remain current at the time of injury/illness. The weekly benefits are effective from 1 October 2016 for injuries and illness occurring on or after this date. <sup>A</sup>From 14 November, 2016, tax is withheld from gross weekly benefits by QBE as per ATO guidelines.

## Example: Cover for a worker with dependants

If your employer is paying Incolink redundancy contributions only, the maximum benefit you can be paid is \$950 gross<sup>A</sup>. If, however, your employer is paying Incolink redundancy and IPT, the maximum benefit you can claim is \$1,450 gross<sup>A</sup>. Note, tax is withheld from gross weekly benefits by QBE as per ATO guidelines.

## How do you know who has you covered?

Please check if your employer is with Incolink IPT or they have IPT with an employer association fund, i.e., through the AMCA or the Master Plumbers Association.

If your employer carry's IPT insurance other than with Incolink, you must lodge a claim on that insurer for an Illness claim. When making an Injury claim, you must lodge two claims, one on Incolink so as you receive \$950.00, and another claim on the employer IPT insurer for the \$500.00 top-up. You will receive \$1450.00 in total.

Please contact your OH&S Officer, Steve Rocco or Chris Giblin for any advice when making a claim, or for any previous claim.

It is important for members to regularly check their Incolink account to ensure their employer is up to date with paying the required contributions and insurance premiums. This can be done through WorkerLink via the Incolink smartphone app or the website, [www.incolink.org.au](http://www.incolink.org.au)

## For more information, or if you have any questions,

please call Incolink Customer Service on 03 9639 3000 or email [redund@incolink.org.au](mailto:redund@incolink.org.au) or go to the website at [www.incolink.org.au](http://www.incolink.org.au)





# TAO LIM

## MEMBER PROFILE



### A “switched on” and hungry young apprentice.

To describe Tao Lim as enthusiastic would be an understatement. Alert, smart and eager to learn, Tao has one of those magnetic personalities that you can't help but like. He knows and is on good terms with everyone, from the Alimak driver to the ladies in the site canteen - and everyone he comes across in between.

But, Tao is much more than just a happy face and a great bloke to have around on site. He is a “switched on” and hungry young apprentice - the very sort our industry needs more of.

In the final half year of his four-year apprenticeship, which he is doing through the Master Plumbers Group Training Scheme, Tao is working for Geschke doing sanitary plumbing. Malaysian born and Australian raised, at 22 years old Tao says he is very happy he chose plumbing as a career:

**“I originally wanted to be a cabinet maker, but with so much stuff being mass produced in China, there are not that many jobs for cabinet makers. I knew I wanted to work in a licensed trade - where I can work anywhere in Australia or overseas - so I chose plumbing and I'm very glad I did.”**

A proud member of our union, before joining Geschke Tao worked for Chaddoak and before that for a domestic sanitary contractor. He has worked in both the EBA and the non-EBA sector, and he is in no doubt which one he likes more:

**“When I started I was taking home about \$8 an hour, so it wasn't great. It was very hard, not great conditions in terms of OH&S and things like that. EBA rates are much better, so I'm very pleased to be part of the union and working in the EBA sector.”**

Tao says he loves the opportunities he has had through Geschke to work on a range of projects and so some quite unique work. For example, Tao worked on the \$400M quarantine facility in Donnybrook Road in Mickleham where he helped install stainless steel sewer piping (to prevent bacterial contamination). He also spent several months on the Tower 10 Apartment tower project in Docklands and is currently working at the new Werribee Hospital development.

**“There is great variety, and you also get to work on the latest techniques and some rare things, like stainless steel sewers, they are not common, so it's great experience.”**

Tao's skills and work ethic saw him awarded the Alfred Atherton 4th year apprentice of the year for 2017 at the Master Plumbers Apprentice Awards.

Tao says his immediate focus is to make sure he completes his qualification in March next year. Beyond that he says he just wants to be the best sanitary plumber he can be, and to learn as much as he can. To do that he plans to visit America and is exploring opportunities for scholarships and/or sponsorships through Incolink amongst others. Tao also understands the PPTU's commitment to upskilling and training, and hopes our connections with the American Plumbing Union (the UA) can lead to training opportunities in the future.

Tao says he was very proud to receive the Apprentice of the Year Award and credits the hard work he did early on his time for laying a good foundation:

**“I think all the hard yards in the first and second year really paid off for me. Yes, I am very proud.”**

So are we Tao. We think you are a great representative of our industry and an example of how our industry can train and develop some of the best all round plumbers in the country.



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Blackburn  
Lawyers  
Since 1919

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FIGHT  
FOR  
FAIR®**

# LEGAL ISSUE?

## WE CAN HELP.

### PPTEU member benefits

Free telephone advice  
Free first consultation  
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**







# PPTU PLUMBERS WAGE RATES

FROM 1ST MARCH 2017

## REGISTERED PLUMBERS

	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer
Hourly Rate	\$46.21	\$45.12	\$43.79	\$40.92
X36 (weekly)	\$1,663.56	\$1,624.32	\$1,576.44	\$1,473.12
Fares (per day)	\$22.36	\$22.36	\$22.36	\$36.74
X5 (weekly)	\$111.80	\$111.80	\$111.80	\$183.70
Travel (per day)	\$46.21	\$45.12	\$43.79	-
X5 (weekly)	\$231.05	\$225.60	\$218.95	-
Total Income (weekly)	<b>\$2,006.41</b>	<b>\$1,961.72</b>	<b>\$1,907.19</b>	<b>\$1,656.82</b>
OVERTIME				
Double Time	\$92.42	\$90.24	\$87.58	\$81.84
Double Time & 1/2	\$115.53	\$112.80	\$109.48	\$102.30
MIN SUPER OR 9.5% OF THE GROSS WAGE				
Superannuation (per week)	\$175.00	\$170.00	\$170.00	\$160.00

## APPRENTICES

	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
Hourly Rate	\$17.24	\$19.74	\$24.47	\$30.53	\$38.67
X36 (weekly)	\$620.64	\$710.64	\$880.92	\$1,099.08	\$1,392.12
Fares (per day)	\$20.10	\$20.10	\$20.10	\$20.10	\$20.10
X5 (weekly)	\$100.50	\$100.50	\$100.50	\$100.50	\$100.50
Travel (per day)	\$4.31	\$4.94	\$6.12	\$7.63	\$9.67
X5 (weekly)	\$21.55	\$24.70	\$30.60	\$38.15	\$48.35
Total Income (weekly)	<b>\$742.69</b>	<b>\$835.84</b>	<b>\$1,012.02</b>	<b>\$1,237.73</b>	<b>\$1,540.97</b>
OVERTIME					
Time and 1/2	\$25.86	\$29.61	\$36.71	\$45.80	\$58.01
Double Time	\$34.48	\$39.48	\$48.94	\$61.06	77.34
Double Time & 1/2	\$43.10	\$49.35	\$61.18	\$76.33	\$96.68





# PPTEU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2017

## REGISTERED SPRINKLER FITTER

	1 March 2016	1 March 2017	1 March 2018	1 March 2019
<b>Hourly Rate</b>	\$44.38	\$46.09	\$47.80	\$49.08
<b>Total Weekly Rate</b>	\$1,597.68	\$1,659.24	\$1,720.80	\$1,766.88
<b>Fares (per day)</b>	\$20.73	\$20.86	\$22.33	\$22.93
<b>X5 (weekly)</b>	\$103.65	\$104.30	\$111.65	\$114.65
<b>Travel (per day)</b>	\$44.38	\$46.09	\$47.80	\$49.08
<b>X5 (weekly)</b>	\$221.90	\$230.45	\$239.00	\$245.40
<b>Registration (weekly)</b>	\$14.61	\$0.00	\$0.00	\$38.27
<b>Total Income (weekly)</b>	<b>\$1,937.84</b>	<b>\$1,993.99</b>	<b>\$2,071.45</b>	<b>\$2,165.20</b>
<b>Service/Testing/Site Allow (min per hour)</b>	\$2.72	\$2.82	\$2.92	\$3.00

Superannuation minimum \$175 or 9.5% - whichever is greater

## APPRENTICES - 1 March 2017

	1st Year	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$20.71	\$22.78	\$31.06	\$37.28
<b>Total Weekly Rate</b>	\$745.56	\$820.08	\$1,118.16	\$1,342.08
<b>Fares (per day)</b>	\$21.53	\$21.53	\$21.53	\$21.53
<b>X5 (weekly)</b>	\$107.65	\$107.65	\$107.65	\$107.65
<b>Travel (per day)</b>	\$15.52	\$17.08	\$23.29	\$27.95
<b>X5 (weekly)</b>	\$77.60	\$85.40	\$116.45	\$139.75
<b>Total Income (weekly)</b>	<b>\$930.81</b>	<b>\$1,013.13</b>	<b>\$1,342.26</b>	<b>\$1,589.48</b>
<b>Service/Testing/Site Allow (min per hour)</b>	\$2.82	\$2.82	\$2.82	\$2.82

Superannuation 9.5%

## SITE ALLOWANCES FROM 1ST OCTOBER 2016

City of Melbourne & Inner Suburbs New Projects and Shopping Centres

\$3.0 Million - \$230.7 Million = \$4.10 per hour	\$230.7 Million - \$307.5 Million = \$4.25 per hour
\$307.5 Million - \$461.5 Million = \$4.40 per hour	For projects over \$3.0 Million see chart below:

Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.55 per hour

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 – 7.8 Million	\$2.35	\$76.9 – 153.8 Million	\$4.00
\$7.8 – 19.2 Million	\$2.55	\$153.8 – 230.7 Million	\$4.10
\$19.2 – 38.5 Million	\$2.85	\$230.7 – 307.5 Million	\$4.25
\$38.5 – 76.9 Million	\$3.35	\$307.5 – 461.5 Million	\$4.40

For projects above \$461.5 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.

## Height Allowances

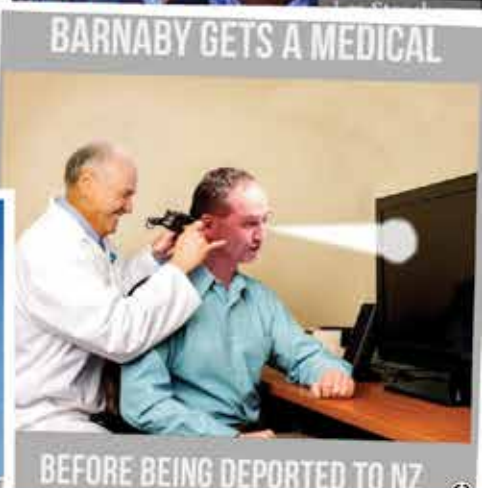
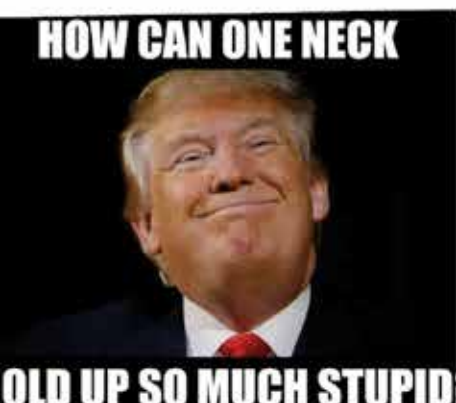
From commencement of building 15<sup>th</sup> Level \$0.54 per hour

From 16 <sup>th</sup> to 30 <sup>th</sup> Level	From 31 <sup>th</sup> to 45 <sup>th</sup> Level	From 46 <sup>th</sup> to 60 <sup>th</sup> Level	From level 61 onwards
\$0.64 per hour	\$0.99 per hour	\$1.28 per hour	\$1.59 per hour





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







# OFFICIAL MERCHANDISE

OF THE PLUMBERS UNION



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PTEU SHIRT



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SAFETY VEST



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CASUAL SHIRT (2)



SKULL SHIRT



LOGO CAP



PTEU CAP



LOGO BEANIE



GREY BEANIE



BLACK BEANIE



STUBBY HOLDER



FLAG



LEATHER WALLET



LEATHER BELT

## 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		
<b>TOTAL</b>				<b>\$</b>

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.



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