

PTEU

WINTER EDITION 2014



Journal



Indigenous Plumbing & Sanitation Foundation (IPSF) officially launched



UA & PTEU Affiliation



World Plumbing Day 2014



Building & Construction Industry Code 2014



Your New Union Card



President's Report

Unfortunately there hasn't been a lot of positive news for our union movement and for our members over the last 6 months. In March this year the Abbott government reopened the 457 visa loophole, allowing employers to hire an unlimited number of foreign workers under a temporary working visa.

Employers will not be penalised if they hire more foreign staff than they applied for, leaving the 457 visa system wide open for rorting.

This move by the Abbott government undermines Australian job security and deliberately reopens a loophole that can easily lead to the exploitation of foreign workers. There is a real lack of foresight being displayed by the government.

It's outrageous that while we're facing a jobs crisis the Federal government has pushed through changes that undermine local jobs and conditions.

Why is it that Abbott and his cronies are happy to give jobs to foreign workers while there are workers and industries in Australia who so badly need their support. They have shown a continual lack of vision in their failure to back companies such as Holden, Ford and SPC to name just a few, while other industrialised companies do everything they can to support their manufacturing sector because they know how vital it is to a strong economy.

We should all be nervous at what we're in for with the new Building and Construction Industry Code. While most of our current EBA's are 50-60 pages, they'll be reduced back to 2 pages and RDOs, penalty rates etc will be casualties. It certainly looks as if the Abbott government is making every effort to bring back another variation of Work Choices.

Unfortunately sometimes the union movement is a victim of its own success. While we've been able to negotiate great EBA's for our members over the years, some people forget where these benefits have come from. The reality of having Federal and State Liberal governments is that their last priority is protecting the wages and conditions we've fought hard for over the years.

The State Liberals are attacking us on other fronts as well. In March the State Liberal government passed a 'silencing law', restricting peoples rights to peacefully assemble and giving police the right to 'move on' protestors.

PTEU members and over 4000 unionists and community activists marched on the Victorian State Parliament in February to protest over these draconian anti-protest laws.

Labor have committed to getting rid of these new laws if they win the upcoming Victorian election in November.

Let's start the process of getting rid of the Napthine government before everything that we have fought for is completely eroded.

Nazza Ottobre
PTEU President



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Plumbing Trades Employees Union – Victorian Branch

52 Victoria Street, Carlton South 3053 Ph: 03 9662 3388 Fax: 03 9663 2613

www.pteu.asn.au info@pteu.asn.au

PRESIDENT

Nazza Ottobre

SECRETARY

Earl Setches

ASSISTANT SECRETARY

Paddy McCrudden

COMPLIANCE

Bob Vaughan - 0407 773 448

OH&S

Steve Rocco - 0433 875 546

Chris Giblin - 0433 694 310

ORGANISERS

Nick McCubbin - 0412 560 573

Norm Kelly - 0409 355 665

Glenn Menzies - 0419 608 288

Adrian Gell - 0419 605 069

Andy Wallace - 0411 255 726

Jake Cranny - 0402 817 127

Neil O'Brien - 0438 831 050

Billy Ramsay - 0447 733 122

Kevin Fitzgerald - 0499 440 669

INDUSTRIAL OFFICER

Paul Coffey - 03 9662 3388

GENERAL MEETING DATES

Melbourne

52 Victoria Street, Carlton South

September 30th

November 25th

Geelong

127 Myers Street, Geelong

September 17th

November 19th

Secretary's Report



It's been a challenging last 6 months for the union, with attacks coming at us from all fronts. With winter now upon us, we are also faced with the bleak reality of a Federal and State Liberal government who are literally looking to sabotage our industry.

History has shown us that once conservative governments remove your existing conditions and rights, they rarely get replaced by incoming governments, so it's important to hold on to what we have. The last thing Australia needs is a far right agenda which takes away the rights and incomes of our members. If we are to move into the future fairly and equitably, we should be aiming for a fair contribution for employers, workers and government, for the greater good.

I'm outraged at the Abbott governments proposed Apprentice Loan Scheme which will essentially move the cost of training apprentices from governments and employers to individual apprentices. Under this loan scheme, the money must be paid back when an apprentice's salary reaches \$49,000. This is not the answer to the problem of making ends meet on an apprentice wage, or the high levels of drop outs due to low wages. This is a HECS style loan which must be paid back with interest and is certainly not a 'hand up' as Abbott is suggesting.

We continue to work with PICAC to build a satellite campus in Geelong, bringing a world's best, training facility to the region. The artists' impressions on page 20 will give you an idea of the plans for the site. With large employers such as Shell, Ford, Alcoa and Qantas winding down operations in the area there is a critical need to bring career changing training to the region. Many of these industries have employees who could transfer their skills to the plumbing sector with appropriate competency development.

Due to the growing number of courses on offer at PICAC's Brunswick site we are in the process of expanding the facility, with three new classrooms currently under construction. There has been significant progress over the past few weeks, with the project nearing completion. The conceptual image on page 10 will give an idea of how the new pod structures will look. This upgrade of facilities will allow maximum use of the Great Hall, while ensuring training and large scale events can still take place.

If Abbott gets his way, the Royal Commission which began in April will destroy the union movement. Abbott is trying to dismantle this country's safety net, but with nearly 2 million Australian's active union members, he has a fight on his hands. We have seen no evidence of criminal activity in the construction industry and would be the first to condemn anyone who is found to be misusing funds or behaving improperly.

On a separate issue I read recently that Gina Rinehart received multi-million dollar low interest loans from the US government to ensure she only purchased Caterpillar machinery made in America. And here we are in Australia, not even able to come up with a few million to assist SPC or Ford workers. The US look after and try to promote American jobs, and our lame duck government just gives our jobs and industry away to 457 visa holders.

The PTEU now has a Facebook page, check us out at [**www.facebook.com/PlumbingUnion**](https://www.facebook.com/PlumbingUnion), we'll keep you up to date with industry events and the issues affecting our trade.

Earl Setches
PTEU Secretary

Assistant Secretary's Report



What's the most important thing for a plumber – a job. It's important for everyone to remember that if we don't protect the trade, the work that you currently enjoy, work that only licenced and registered plumbers can do, will be reduced significantly. There won't be as many jobs out there if licensing registration of plumbers disappears.

Upskilling plumbers is of the utmost importance. The reason we're building schools all around the state is to ensure that our members have the skills to maintain the highest plumbing standards in the world.

From young job seekers to pensioners, students to apprentices and mature age workers, there are few Australians that will not feel the effects of the Federal Budget. With cuts to family payment benefits, Medicare, industry assistance, higher education and the public sector, no one will escape this vicious budget. From a trade perspective the Tools for Your Trade program, which used to provide financial incentives for apprentices to buy their tools, will be abolished, cutting \$914 million from support for apprentices.

The proposed changes to Pensioners in the coming years are an absolute disgrace. The retirement age will be raised to 70 in 2035 and all pension increases will be cut from 2017 – including the age, disability support pensions, and single parent's payment.

Our way of life is being attacked on several fronts, not just the budget. The State and Federal governments are taking extra chunks of the pie with massive increases in state fees and charges over the last few years. ABS statistics from 2011 show that electricity bills have gone up 38.7%, property rates and charges 27.2%, hospital costs 18.3%, secondary education costs 19.5%, primary 15.1% and public transport fares are up 14.3% since 2011.

The Napthine and Abbott governments have been working together on the Building and Construction Industry Code, which will essentially force companies to take an anti-union stance or risk being excluded from government work. This new Code is set to drive down wages on all major projects and poses a real threat to our members wages and conditions. As our Industrial Officer Paul Coffey illustrates on page 6 of this Journal, our EBA's will be watered down to a point that they're largely worthless.

The Napthine government is pushing to deregulate plumbing, with the appointment of the Red Tape Commissioner John Lloyd, who headed up the ABCC when it was last commissioned. He has handed down 35 recommendations, one of them was for the deregulation of roofing. We believe that if the Napthine government have their way, legislation will be pushed through to deregulate the plumbing industry.

There's individual companies out there lobbying government to do away with registrations in all fields of plumbing. The biggest attempt we see at this stage is government letting anyone do roofing. There are some organisations within the industry who would like to eliminate trade school altogether by getting apprentices working on the job straight away, with no theory component to back them up.

They are also proposing that there would be exit points in Apprenticeships so that they can become guttering specials or downpipe installers. In reality though what this means is that people would only be competent in one facet of plumbing and there would be no need for a 4 year apprenticeship. Individuals could just go off and do a 6 week course and specialise in one aspect of plumbing. Service companies in particular would look to use unskilled people to do work that is currently registered. What this would do is bring down the level of plumbing expertise out there in the community to a much lower level and consumers could suffer as a result. This is essentially a 'race to the bottom' in knowledge and skill. Deregulation would not only effect the commercial plumbing industry, but residential as well.

For hundreds of years plumbers have protected the health of the nation and we don't want just anyone out there putting in plumbing systems that are substandard. Rest assured we will be fighting them every step of the way on this.

For the first time in many years there is a marked difference between the current government and the Opposition on where they sit on deregulation. The current government is on the path to deregulate the industry. Plumbers often say to me 'There's no difference between the two parties so it doesn't really matter who I vote for'. This time around when you go to the polls you will be voting for your jobs.

Paddy McCrudden
PTEU Assistant Secretary

What's most important to plumbers

- **Jobs**
- **Protection of the trade**
- **The regulation of plumbing**
- **Skills**

The Building and Construction Code

➔ How it will impact you

Have you wondered what conditions you're going to lose once the Building and Construction Code comes in? This Code is a direct attack on your wages and conditions and will limit the unions ability to represent you. It also inhibits our ability to intervene and ensure you get paid your correct entitlements.

This is the biggest attack in living memory on your capacity to earn a fair and reasonable wage.

The rationale behind the governments introduction of this Code was supposedly due to the construction industry's lack of productivity. But recent reports by an independent industry body refute these claims, highlighting a considerable spike in productivity over the last 2 years within the building industry.

Here is a brief overview of what the Code will mean for PTEU members.

If your Employer is tendering for Government work or on projects where the Government has provided funding, the following clauses can no longer be included in your Enterprise Agreement.

- ➔ Any clauses that prohibit employers' ability to be productive.
- ➔ No Shop Stewards facilities on site and no Shop Steward meetings.
- ➔ Any clauses that limit the employment of casual, daily hire or labour hire employees, and no ratios of any kind.
- ➔ Any clauses that provide a first on last off redundancy criteria.
- ➔ Any clauses relating to consultation regarding the employment of sub-contractors, will now be illegal. So this essentially means that sub-contractors can now replace employees.
- ➔ 'All in' payments will now be legal.
- ➔ The union may no longer be able to monitor any aspects of the agreement, ie making sure members are being paid their correct entitlements.
- ➔ No union logos allowed on clothing or company equipment, no union posters, flags or logos allowed on-site.
- ➔ Employers may now choose your superannuation and redundancy funds. This means we may no longer specify that the funds must go into CBUS or Incolink. Your boss could choose a retail fund over an industry fund, which historically haven't had the same high returns, and are not focussed on the members. This means Employers may choose funds where they get a kick-back, or may start their own redundancy funds, which don't have the current safeguards and your entitlements may not be secure.



Paul Coffey
Industrial Officer

YOUR NEW UNION CARD

UNION CARD

MUST BE SHOWN ON DEMAND

Valid until 31st March 2015



Name: **Joe Citizen**

Union No: 549751587

CI CARD: 6485710275

REGISTRATION: 875249865

CBUS: 024687132

INCOLINK: 714259743

CO-INVEST: 222784519

Classification: Plumber

Enquiries:

52 Victoria Street

Carlton South, VIC 3053

P: 03 9662 3388 F: 03 9663 2613

E: info@pteu.asn.au

www.pteu.asn.au

PICAC Training: P: 03 9356 8902

NOTE: Members wishing to resign from the union must do so in writing.
MEMBERS MUST NOTIFY THE UNION OF ANY CHANGE OF ADDRESS.
ALWAYS CARRY THIS CARD. MUST BE SHOWN ON DEMAND.

One Card – six uses.

Our new Union card will save you having to carry around a wallet full of cards.

These new improved Union cards will have your **C.I.(Construction Induction) Registration number CBUS, Incolink and Co-Invest numbers** all on the one easy to find card.

To get your new card updated simply fill in the form below and send it to us. Every time we send out your Union card we will update your details onto the existing card.

Please remember to check the details and contact us if there is a change to your address or details.



UNION CARD ORDER FORM

Name: DOB / / Union number

Registration Number C.I Card

CBUS Co-Invest Incolink

Email

I request all correspondence including my accounts to be emailed to me ☐ YES ☐ NO

Date / / Signed

Please return this form via Mail, Email or Fax.

Mail
Accounts PTEU
52 Victoria St
Carlton Sth 3053

Email
info@pteu.asn.au

Fax
(03) 9663 2613



UA & PTEU Affiliation **Strong, Prosperous & Unstoppable**

The Affiliation between the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA) and the Plumbing Trades Employees Union (PTEU) is only two years old, yet it is already one of the most important, active and effective trade union affiliations in the world today.





The plumbing industry has a key role to play in both public health and environmental and energy sustainability. The development and sharing of world's best practice plumbing standards, information, products, training materials and training approaches, is key to enabling plumbing to play its vital role.

It was in this context of global challenges requiring global responses, and the important role plumbing has in developing those responses, that the Affiliation was born. Formally ratified in Michigan in 2012 the Affiliation is the realisation of the shared vision of two national industry leaders.

General President of the UA, William P. Hite and Earl Setches, Federal Secretary of the PTEU, are both committed and passionate industry champions in the US and Australia respectively.

They both recognise the vital role plumbing plays in terms of world health and sustainability and in turn the vital underpinning value and

essential nature of providing the highest quality plumbing training.

They recognised that through industry led co-operation and communication they can create and foster opportunities for plumbers and plumbing in both the Northern and Southern Hemispheres.

The intent behind the establishment of the Affiliation was summarised at the time of the ratification by General President Hite:

"This Affiliation Agreement creates a genuine international collaboration for the plumbing workforce and the broader industry. It is the foundation to seeing the growth of a global plumbing industry with exciting new opportunities for participants reaching an unprecedented scale."

The Affiliation brings together a considerable body of knowledge, resources and experience. It links together nearly 400,000 plumbers, pipe fitters, sprinkler fitters and service technicians across the US, Canada and Australia. The Affiliation



provides the communication infrastructure through which knowledge; information; experience; and opportunity can be channelled and shared.

The intent behind the Affiliation has quickly translated into action. Communication lines between the UA and the PTEU are open and active. For example, the PTEU has been working closely with the UA on a range of green initiatives and the development of contemporary environmental regulations related to water conservation, irrigation systems, rainwater harvesting and water treatment.

Australia - A World Leader in Green Plumbing

Australia has made some significant advancement in the development of green plumbing products and practices and is seen as a world leader in this space. It is extremely positive for development of the green plumbing industry globally that the Affiliation enables the Australian skill, knowledge and experience to be shared and disseminated across the US and Canada.

In relation to this important example of the intent of the Affiliation in action, Earl Setches commented that:

"The PTEU have assisted the UA in advising their Government on legislative changes in the areas of water conservation and energy saving initiatives. It is imperative our water use behaviours change for the betterment of our communities. Climate change is real. It is essential all industries throughout the world are pro-active to try and avoid a situation of drought, which we experienced only a few years ago."

Focus on Excellence

A common belief in the importance of excellence, development and quality training is both the glue that binds, and the force that drives this powerful collaboration.

Plumbers are a crucial trade providing a valued and vital service for consumers, communities and industries throughout the world. A highly trained and innovative plumbing workforce; one that can advocate for sustainability and drive the uptake of high efficiency plumbing systems and components; is crucial to finding and embedding sustainable solutions in Australia, the US, and Canada as well as globally.

This shared commitment to training excellence underpins another key example of the Affiliation in action, the recent expansion of the facilities at the Plumbing Industry Climate Action Centre (PICAC) in Melbourne. PICAC, the industry based training centre supported by the PTEU, recently added a Fire Protection Centre of Excellence and a Welding Centre of Excellence, and developed and commenced the use of Mobile Training Units.



The vital role the Affiliation played in these expansions and developments can be summed up by the remarks of Glenn Menzies, PTEU Ambassador to the UA, at the opening of the new facilities in 2013:

"The benefits to our members and the Australian plumbing industry are clearly evident. By providing access to training resources developed consistent with worlds best practice, our industry is taking up the challenges of new technologies, new risks and new approaches. This would not have been possible without the unwavering commitment of General President Hite and his team."



General President Hite opens Fire Protection Centre of Excellence at PICAC

Given the vital role the UA played in its establishment it was fitting that the Apprenticeship College of the Fire Protection Centre of Excellence at PICAC was officially opened by General President Hite. The Centre was the end result of many months of dedicated work from professionals on both sides of the globe. Professionals drawn from the PTEU and UA ranks worked together, discussing and reviewing the content of the sprinkler fitting training package and sharing training delivery materials and ideas.

Students will train to become the tradespeople who install and maintain the fire protection systems we rely on in our homes, schools, nursing homes, offices and industry sites to preserve life and protect property.

Welding Centre of Excellence

The construction of Australia's Welding Centre of Excellence is nearing completion and fit out of equipment will begin in the coming weeks. This Centre of Excellence will be dedicated to continually developing competency in the most contemporary welding techniques. Australia is only able to develop such a Centre because of the Affiliation. The US is a world leader in welding technology, and it became apparent early in the partnership that Australian skills were falling behind those of their American counterparts. Through the close relationship between the Australian and US industries, as reflected in the Affiliation, the Australian industry has the opportunity to be exposed to some of the most recent developments in welding technology.

The UA has directly assisted PICAC to become one of the few Institutes in Australia that uses welding simulation technology. In relation to the role the Affiliation played in making the Welding Centre of Excellence a reality, Earl Setches explained that:

"...Because of its sheer size and exposure to the very exacting requirements of the nuclear energy, military and semi-conductor industries, the USA has developing technologies not seen in Australia," said Earl. "Access to the contacts of the UA means Australia will have the newest innovations in the world's best facility."



Mobile Training Units

Another positive example of the benefits of the Affiliation, in terms of both finding and sharing innovative solutions to complex challenges, is the development by PICAC of Mobile Training Units.

The Australian industry recognised a need to increase the flexibility of, and access to, vital industry training. The USA has significant experience in delivering training well beyond the training centre doorway, and the UA was able to share that experience with Australia under its alliance with the PTEU.

The provision of practical advice and guidance by the UA was key to PICAC's increased capacity to deliver flexible, targeted and accessible high quality plumbing training. When launching the mobile training program Glenn Menzies outlined the importance of the contribution of the UA and the key advantages of this training model:

"When first introduced to these innovations we were so impressed by the advancements the UA had made in mobile training and the better training access this provides. They literally arrive on location in a semi articulated truck, the mobile training units are unloaded, training is delivered over a number of days, the truck is loaded up and everything moves on to the next location. These units are capable of travelling to locations where no alternative is available."

Instructor Training Program

Another central feature of the Affiliation is that within the US, Canada and Australia participation by representatives of all three national industries in international events, skills competitions and other industry forums is strongly encouraged.

For example, a PTEU Training Delegation will participate in the 61st UA Instructor Training Program (ITP) in Ann Arbor Michigan this coming August. This well-established event promises to deliver the highest level of instructor training, allowing participants to take back training delivery in the newest innovations and technologies available, through the latest training techniques.



The ITP is also an opportunity for manufacturers to showcase some of the latest product developments. Much of the equipment is not widely used in Australia or in some cases, not even available particularly in respect to some of the advanced welding equipment. Greg Tink from PICAC explained some of the key advantages of Australian industry representation at the ITP:

"The training and resources I received at the ITP were taken back to PICAC, where I implemented what I had learned in the first Medical Gases pipeline installation course ran in October last year. The development of this course is a prime example of the PTEU and PICAC benefiting from the partnership with the UA."

The Australian delegation in August will include two highly skilled apprentices. Brent Eacott and Nathan Frauenfelder will compete in the UA International Apprentice Skills Competition representing their respective apprenticeships, Sprinkler Fitting and Plumbing. These apprentice skills competitions are designed to be both mentally and physically challenging. Held over three days they are a genuine test of the competitors' technical skills and theory knowledge, but also their resilience and capacity to think clearly under pressure.

Onwards and Upwards



The ITP is just one example of how the Affiliation supports the sharing of international best plumbing information and practice. By facilitating things like the provision of advice regarding contemporary regulatory approaches to water management in Australia; or advice to Australia on contemporary US welding or training delivery approaches; the Affiliation strengthens the plumbing sectors in the US, Australia and Canada.

By developing and strengthening these sectors, and the relationships between them, the world's capacity to deal with the very real challenges it faces – in terms of population and environmental pressures – is in turn strengthened.

The meeting in Michigan in August is greatly anticipated by the UA and the PTEU. UA Ambassador Terry Urbanek captured the positivity and enthusiasm, and the importance of the Affiliation itself:

"We are looking forward to welcoming our Australian Brothers to Ann Arbor once again. This year marks the 25th Instructor Training Program held at Washtenaw Community College. The sharing of information is essential for our industry to continue to grow. The first two years of the Affiliation have been filled with huge success on both sides. I cannot wait to see how far we can go together."

The next issue of the PTEU Journal will include a snapshot of the ITP in Michigan, including a report on the Apprentice Skills Competition, as well as more updates from the UA.

ASBESTOS ISSUES AT THE ROYAL VICTORIAN EYE AND EAR HOSPITAL

A legacy of poor Asbestos removal processes and record keeping has left contractors undertaking the refurbishment of the Royal Victorian Eye and Ear Hospital working in a highly contaminated workplace.

After a number of meetings on-site with management and a number of potential Asbestos exposures the project has ground to a halt and a comprehensive review of all site procedures is currently underway.

Just some of the issues facing our members at this site include:

- Incomplete and inaccurate Asbestos Register
- Heavily Asbestos contaminated plant rooms
- All ceiling spaces deemed as contaminated
- Working in an occupied working hospital

Due to the hazardous nature of working in this complex contaminated environment the PTEU has been working with our contractors to ensure all PTEU members working on this site will receive Asbestos awareness training as a minimum.

Just a reminder to all members, if you are working in an environment that may contain Asbestos, stop and say something. You don't have to prove it is asbestos, Management have to prove it is not.

**Occupational health and safety unit supported by Incolink Funding.*



ASBESTOS TRAINING

Asbestos awareness,
Asbestos B class removal,
A class Asbestos licencing training
courses are all available at PICAC.

Visit the website at www.picac.vic.edu.au
or call 9356 8902.

CHANGES TO Work

Members will notice the WorkSafe logo disappearing in the coming months. The Minister for WorkCover, Gordon Rich-Phillips decided the WorkSafe brand was too recognisable and successful in getting the message out to reduce workplace injuries, and will now use the WorkCover slogan and branding.

After raiding the coffers of WorkCover of almost \$500 million to balance the State budget, the Liberals believe we no longer need to work safe, because we can all breath easy that they have us covered.

As a footnote: budget allocation to do this? Zero dollars, the transition all comes out of current expenditures, therefore reducing resources from safety projects even further. Oh, and just remember, we all have to stay in the workforce till we're 70+.





INDIGENOUS PLUMBING & SANITATION FOUNDATION



IPSF Chair Earl Setches with Michael Long, Executive Board Member, IPSF

Essendon great Michael Long launched the Indigenous Plumbing & Sanitation Foundation (IPSF) on May 28 to coincide with the Indigenous Round of the AFL, National Reconciliation Week and the 10 year Anniversary of The Long Walk.

Michael's role as a Board Member on the Indigenous Plumbing & Sanitation Foundation illustrates his commitment to making a real difference in the everyday lives of Indigenous Australians.

"As a Board Member, I'm committed to building productive partnerships with the community, business and government sectors to help raise funds for worthy projects", said Michael.

Long also had support from Dustin Martin (Richmond Football Club), Neville Jetta (Melbourne Football Club) Lindsay Thomas and Daniel Wells (North Melbourne Football Club), who told the gathering what the Indigenous Round meant to them.



IPSF Executive Board Member Scott Dowsett (middle) with Lindsay Thomas and Daniel Wells, North Melbourne Football Club

Leader of the Opposition Bill Shorten is a strong advocate of the Foundation.

"I am a proud supporter of the Indigenous Plumbing and Sanitation Foundation. This remarkable initiative, made possible by the Plumbing Trades Employees Union, empowers young Aboriginal people through the Indigenous Apprentices Program, while delivering essential services to under-resourced remote communities."

Plumbing is on the front-line in the defence against disease and this is where the IPSF has an important role to play.

The Indigenous Plumbing and Sanitation Foundation has been established to provide direct relief from disease and sickness for people in Indigenous communities who are living with poor sanitation.

According to the Indigenous Plumbing and Sanitation Foundation (IPSF) Chairman, Earl Setches, the reality for many self-administered remote Indigenous communities is that they face acute challenges in maintaining access to reliable clean water and effective sanitation.



Earl Setches, Dustin Martin Richmond FC, Tehani Mahony IAP Graduate and Russel Telford AG Coombs

"This is frequently due to a lack of available, skilled tradespeople, with the end result being that access to basic sanitation is often denied," said Earl.

"Plumbing is on the front-line in the defence against disease and this is where the IPSF has an important role to play," he added.

Determined to make a difference, in 2004 the Plumbing Trades Employees Union (PTEU) began working with business and the Indigenous community to find a solution to the low plumbing standards which often exist in the remote areas of Australia.

An Indigenous Apprenticeship Program began, which gave Indigenous youth the opportunity to gain plumbing trade qualifications and skills which could then be translated back into their local community.

"Over the last ten years almost 40 young Indigenous men and women have completed their apprenticeships, with many returning to their communities as fully qualified plumbers to enrich their regions with a skill base to improve water and sanitation infrastructure," said Earl.

Building upon the success of the Indigenous Apprenticeship Program, the IPSF plans to expand the initiative to embrace more Indigenous apprentices from regional and remote areas, while also funding initiatives which improve sanitation standards within these communities.

"We are committed to building productive partnerships with the community, the business sector and Government to increase the number of young Indigenous youth obtaining training and employment, by creating more plumbing apprenticeships", said Earl.



Michael Long speaking at the launch



Earl Setches in conversation with launch MC Bryan Dawe



Michael Long, Opposition Leader Bill Shorten and Earls Setches at the MCG during the Indigenous Round of the AFL

The main aim of the Foundation is to provide relief from poverty and sickness for people in Indigenous communities who are confronted with poor sanitation, putting them at risk of disease and sickness.



For more information about the Indigenous Plumbing and Sanitation Foundation visit: www.ipsf.org.au or email info@ipsf.org.au.

Minister Peter Hall leads events to

Recently retired Minister for Higher Education and Skills, Peter Hall led celebrations at the Plumbing Industry Climate Action Centre (PICAC) on Tuesday, 11 March 2014 to mark World Plumbing Day (WPD).



Shayne La Combre, CEO of PICAC, Carmel Coate, Executive Director of National Fire Industry Association, retired MLC, The Hon. Peter Hall, Minister for Higher Education and Skills, Earl Setches, Federal Secretary of Plumbing Trades Employees Union, Ken Gardner, Chief Executive Officer of Master Plumbers, Kelvin Thompson, Federal Member for Wills

WPD is an international event on March 11 every year, initiated by the World Plumbing Council as a means of highlighting the important role plumbing plays in the health, safety and sustainability of our community.

PICAC hosted a series of events on Tuesday 11 March 2014 to mark WPD in Victoria.



Almost 400 guests attended PICAC on WPD

Plumbing Industry Luncheon

Two hundred and seventy Industry Stakeholders attended a luncheon with speakers focusing on 'Emerging health risks affecting the plumbing industry.'

In speaking on this important day Minister Hall said, "I am pleased to be able to play a role in supporting the plumbing industry through increased government subsidies for training people in this vital trade. Well trained plumbers are as important today as they ever have been and are in the front line in the fight against disease and ensuring the healthy standard of living we enjoy."

Guest speakers included Peter Tighe, Chief Executive Officer of the Asbestos Safety and Eradication Agency who launched Asbestos: The Silent Killer DVD starring AFL legend Kevin Sheedy.

mark World Plumbing Day 2014



Shayne La Comb, PICAC CEO with the winner of the 2013 WPD Plumbing Apprentice Skills Competition Alex De Koeper. Alex acted as Marshall at the 2014 Competitions

Plumbing Apprentice Skills Competition and Sprinkler Fitting Apprentice Skills Competition

Thirteen leading apprentices from across Victoria displayed their skills and knowledge of plumbing, mechanical services and fire protection in practical demonstration. The finalists are eligible for selection to represent PICAC and Australia at the United Association International Apprentice Skills Contest in Ann Arbor, Michigan. Congratulations to Swinburne University's Nathan Frauenfelder and Fire Industry Training's Brent Eacott who won the competitions.



Earl Setches with Brent Eacott, Daniel Fox, Michael Edwards and Matthew McAuliffe who competed in the Sprinkler Fitter Apprentice Skills Competition

Plumbing Trades Expo

Organisations including, Incolink, IAPMO, Reece, Standards Australia and Energy Safe Victoria set up informative displays of industry innovations, cutting edge products and sustainable solutions for guests.

Plumbing Careers Expo

Seventy students who are considering a future in the plumbing industry took the opportunity to meet with representatives from Registered Training Organizations, TAFE Institutes, group schemes, employers and others involved in vocational education and training.



Earl Setches with the judges, marshalls and the apprentice who competed in the Plumbing Apprentice Skills Competition

PICAC Calendar

Remember that fully financial PTEU members can undertake courses at PICAC for free, have a look through the PICAC Training Schedule included with this Journal. New for 2014 is the Medical Gas course. This 3 day training course provides participants with the skills and knowledge to safely install Medical Gas Pipeline Systems. Visit www.picac.vic.edu.au for details on upcoming courses.

IAPMO & PICAC Partner to establish World-Class Research and Development Centre in Australia

The International Association of Plumbing and Mechanical Officials (IAPMO®) and the Plumbing Industry Climate Action Centre (PICAC) have announced a partnership that supports PICAC facility expansion through the establishment of The IAPMO Centre for Research Development, a world-class research and development centre in Melbourne, Australia.

IAPMO and PICAC have worked in parallel toward advancement of the plumbing industry for years and this partnership consolidates many of those efforts and gives both organizations access to world-class resources and professional expertise.

Australia sits at the gateway of the Asian Pacific community, an economic centre expected to experience major growth through trade and innovation over the next 15 years. The Asia Pacific middle class is anticipated to expand from 300,000 to 3.3 million by 2030 and Indonesia's GDP will surpass that of Germany within 10 years.

"I'm absolutely thrilled that IAPMO and PICAC are able to forge such a meaningful partnership, with significant long-term positive benefits for the industry through the ongoing development of this technology park," IAPMO CEO GP Russ Chaney said. "IAPMO continues to dedicate resources to ensure our industry remains on the leading edge of the remarkable growth occurring throughout the Asian-Pacific region."

Being right on the developing edge for new materials, technologies and processes will not only expose the Australian Plumbing Industry to future trends and innovation sooner, it will more importantly ensure the ongoing development of contemporary skills and competency.

"The IAPMO and PICAC partnership will contribute to the continuing globalization of Australia's plumbing workforce and industry. We will continue to work together for all of our stakeholders to grow a Global Plumbing Industry with endless opportunities", said Shayne La Combre, CEO of PICAC.



Be SunSmart

Why talk exposure to the sun in the middle of winter?. Just like the asbestos story in Australia, education around UV exposure is more important, because it's not the potential to be exposed that is the issue here, it's guaranteed exposure.

We all need to understand that the problem is not the direct exposure to the sun and its heat, it's the UV that occurs every day of the year.

Slip slop slap EVERY DAY with 50+ sunscreen on all exposed skin, Download the SunSmart App, or check the daily UV levels in the weather section of the newspaper.

Download the free SunSmart App

You can download a free SunSmart App, which will let you know when you do and don't need sun protect. Simply download the App and select your location in Australia.

You can then set up a sun protection alert and receive daily reminders of the times of day sun protection is required. You can also select to receive the alert at the time of your choice or at the exact time the UV is forecast to reach a level that can damage your skin and eyes. The App also has a sunscreen calculator which determines how much sunscreen you need to apply, taking account of your size and clothing.



Breaches Of Workplace Safety Following Workers Death Unknown Due To Legal Privilege

On the 29th February 2012 Coroner Kim Parkinson delivered findings in relation to the death of Keith Dickman. In her findings the Coroner formed the belief that an indictable offence may have been committed, and referred the matter to the DPP.

The DPP made a decision not to file charges against any parties, and the rationale for this decision was documented in his memorandum dated 7 January 2013.

The Union made a request under Freedom of Information to gain access to the rationale behind their decision not to file charges. The response to that request can be found on the Union web site.

What is extraordinary is that the reason or cause of a workers death can be hidden under the veil of secrecy through reasons of professional privilege.

What has not been forthcoming is the answer to the Coroners belief that an indictable offence may have been committed.

The Union addressed failures of the WorkSafe investigation at the Coroners hearing, some of those concerns can be found in the Coroners findings published on the Union web site.

Of major concern to the PTEU at the time was the fact that the WorkSafe inspector failed to write a single notice on the day of the incident, and the subsequent WorkSafe investigation failed to highlight the changes in the work process leading up to the incident.

In response to these concerns WorkSafe is now required to present themselves to the Coroner within 2 weeks of a fatality occurring for a briefing on the proceeding investigation.

It was clear from the inquest that Keith did not die due to his own actions. Who was responsible remains unanswered.

The motive of the Union has always been to find the reasons as to why the provisions set out in the OH&S Act failed to protect a worker, and those questions still remain unanswered.

Or is it the reason has been found?

For more details on the Keith Dickman case go to www.pteu.asn.au/oh-s/keith-dickman.

Plumber Expertise Avoids Imminent Tragedy



The following story was shared on the PICAC facebook site and received tremendous feedback, with the story shared many times.

The 92 year old occupant of this property in metropolitan Melbourne had a very close call. Her local plumber carried out a routine carbon monoxide test on the gas wall furnace, which it failed. The potentially lifesaving decision to replace the unit was an easy one.

It is unclear how long the unit had been leaking carbon monoxide into the property. The scorch marks on the plasterboard and the damaged clothes, which were located in a wardrobe on the other side of the wall, indicate that there was a very real possibility of serious property damage or even loss of life.

It is essential even small gas maintenance work is only carried out by a qualified and competent plumber/gasfitter.



VALE

Alan Hawkins – from Entire passed away from cancer.

John Costello – Sprinkler Fitter, was made a Life Member of the PTEU in 2006, and had been a member of the Union for 62 years. He was a former Committee of Management member, a long term Shop Steward and a great defender of the Union.

Geelong Roundup

New Plumbing Training Centre of Excellence for Geelong



Artists impression of the new PICAC site

The Plumbing Industry Climate Action Centre (PICAC) has purchased its first satellite campus in Geelong. Plumbing Trades Employee's Union (PTEU) and Master Plumber's and Mechanical Services Association of Australia (Master Plumbers) have purchased a site just under 6500 square meters, at Breakwater, Geelong. The sale was settled on 2 December 2013.

"PICAC has realised the need to expand and the Greater Geelong region has always been seen as an area that would benefit from all we have to offer", said PICAC Chairman Earl Setches. "When large employers like Shell, Ford and Qantas are pulling out we believe there is a critical need to bring real, quality, career changing training to the region".

PICAC is a unique industry collaboration with PTEU, Master Plumbers, National Fire Industry Association and the Air Conditioning and Mechanical Contractors' Association.

"Key Industry Stakeholders have worked collaboratively to design and build a world class training centre in Melbourne," said Ken Gardner, Deputy Chairman, PICAC. "The Centre is built by industry, owned by industry and delivering for industry, the same will be the case in Geelong."

It is envisaged all courses currently available at PICAC's Brunswick location will also be available in Geelong.

"We have already started modifying some of our training resources to make them mobile, allowing for very flexible delivery in all our facilities," said Shayne La Comb, Chief Executive Officer, PICAC. "Easy access to quality needs based training is vital for the industry, and long overdue."

In addition to servicing the Greater Geelong Region, the centre will also cover the Surfcoast Region, Ballarat, Colac, Warrnambool, Bendigo and Western Victoria. The Western Suburbs of Melbourne will also be catered for with easy access from the Ring Road.



Geelong Region

Numerous Projects Firing Up in The Geelong Region

2014 is in full swing with numerous projects firing up in the Geelong region. Projects underway in the area include the Epworth Hospital, the Geelong Hospital redevelopment, the Geelong Library, and Coles in Lara. There are also numerous other projects at Deakin University and at the Waurin Ponds Campus.

As members will be well aware, hospitals create a lot of work for all sectors of our membership. Here is a snapshot of the Epworth Geelong.

Builder Brookfield Multiplex have commenced work on a new health precinct in the vicinity of Deakin Universities Waurin Ponds campus, it will generate substantial benefits to Geelong and surrounding regions, the total value of the development will be \$447 million.

Stage 1 (\$277 million) will be operational by July 2016 and it is envisaged it will create 900 full time construction jobs.

Once the hospital is fully operational 46000 patients will be treated annually from Greater Geelong and Western Victorian regions, and it will employ over 700 full time staff.

Stage 1 will deliver new emergency, medical, surgical, and rehabilitation facilities, advanced health services such as robotic surgery, and a specialised complex care unit to provide dedicated stroke and cardiac care.

As of going to print the Plumbing Trades contracts were yet to be let, but feel free to contact me in regards to contractors engaged for the project.



Glenn Menzies
Geelong Area Organiser



Geelong Hospital redevelopment



Luke Hurst Aim Fire & Geelong Organiser Glenn Menzies



The boys from Cooke & Dowsett and D & E - Geelong Hospital

Nick McCubbin Joins The PTEU Team

Over the years I have observed with fascination the role our proud union has played in governing and policing the construction industry. It must be said that PTEU members have found themselves the worthy recipients of rates and conditions as good as any in the construction industry. On top of a generous hourly rate, entitlements such as the allowances and our beloved RDOs make our trade a really worthwhile occupation.

Our trade is one of the lucky ones largely because it requires registration to practise it. This is part of the protection that we must fight hard to maintain. Deregulation of our industry means that the consumer will get an inferior product because skills will be lost. This is another area where the PTEU has led the way.

Since Easter I have had the honour of being employed by our proud union. Finally after 25 years in the construction industry I have been given the opportunity to contribute as an official for our union, to serve the members, be it members who have just joined or members who are like paint on the walls. Our proud union under the guidance of our hard working executive committee and officials must continue to strive for fairness on our construction sites. Even in lean times there are enough layers in the construction cake for us all to come out with a fair and just outcome.

Industrial bullies like Gina Rinehart, Twiggy Forest, backed by Alan Jones and Andrew Bolt have no place in Australian politics. We must continue to fight against the cowardly attacks from the coalition. It is incumbent on unions to further the cause of fairness in the greater community, be it the effort made towards charities like the Children's Hospital, or assistance that is given to homeless people. Unions represent a larger section of the community even when we are unaware of such things.

Your union membership is your right. It is who we are and it definitely has its rewards. The coalition, by its actions, has shown its determination to destroy unions and therefore attacking everyday families. In short, tipping the balance of the construction industry in the direction of employers generally distorts things so that workers are left high and dry. I firmly believe there are enough layers in the cake for everyone.

Finally I would like to thank the executive committee for having the faith in me to allow me to become an official. I would like to say the PTEU owes me nothing and I consider it a privilege to represent our membership.

Cheers

Nick McCubbin



WE SUPPORT OUR OWN

We were recently contacted by a couple of our members to assist in helping to raise funds for their nephew, who needed the family car converted to make it accessible for a motorised wheelchair.

Young Toby Taylor-McKain is 11 years old, and has Duchenne Muscular Dystrophy. After discussions with uncles Matt Taylor and Aron 'Azza' McKain and the Union, we decided a fundraiser was the best way to go.

Our Shop Stewards and Organisers hit as many sites as we could with raffles and donations, and we can proudly say that we achieved the target of \$20,000 with ease.

The conversion is now under way. This great result could not have been achieved without the fantastic support of all our members, in fact the industry as a whole. Be proud you blokes on site, this is a fantastic effort!.



Terry, Jake, Earl Matt, Billy, Azza and Andy

This just goes to show that we really do look after our own, once again many thanks from the Union. Many thanks also from Azza, Matt and especially Toby.



Jamie Edward



Jarrod Costello and Harry Andonopoulos (both former students),
along with Arthur Mete - VBA examiner



Billy, Pat Curran and Andy

Sprinkler Fitters Make Their Mark at PICAC

2014 is a year that we should all be proud of as it was the first year that Sprinkler Fitting apprentices successfully completed their Cert 3 in Fire Protection Training with Fire Industry Training at the Plumbing Industry Climate Action Centre (PICAC).

Billy Ramsay and I were in attendance to witness the Victorian Building Authority examinations. We could not have been more proud as this was an enormous step for the Union to take over the training after RMIT had funding withdrawn. With training to no longer be conducted at RMIT, the PTEU stepped in to ensure that Sprinkler Fitting apprentices would still be trained in Victoria at the Apprenticeship College of the Fire Protection Centre of Excellence at PICAC.

This occasion must surely rate alongside the decision to turn Sprinkler Fitting into a trade – initiated by the likes of Bill Davis and Barry Fitton way back in 1984.

Unfortunately I was not an apprentice, having started in 78-79 when the training provided on site was at the discretion of “charge hands”. They were hard and tough times and a bit of a “sink or swim” situation on occasions, but we prevailed. I can only look on with envy at the fantastic training facilities our apprentices now enjoy – courtesy of this great and proud union.

“Would have made my apprenticeship a hell of a lot easier” was a sentiment made by Billy and no doubt shared by many fitters of that era. Billy started his apprenticeship with Matthew Hall Fire Protection in 1988 working at the Melbourne Central Site. Both Billy and I have racked up a combined total of 60 years in the Fire Industry. We now both work for the members and could not be more proud of the way training has been received by apprentices, employers and the industry itself. It is satisfying to know that the Fire Protection Industry is in safe hands with a bright future for generations to come.



Andy Wallace &
Billy Ramsay

The Fall Of A Once Great Company



Back Left to Right: Luke Forbes, Steven Hutchinson, Jason Dowling, Jake Cranny, Front Left to Right: Tim Keating, Gary Coleman, Kane Marlow, Mark Chislett, Stuart French

JLW was a company that serviced the plumbing and engineering industry in Australia for nearly 140 years, having been established in 1875 by James L Williams. Beginning as a plumbing company, JLW later turned its hand to mechanical services.

Throughout their long history JLW have worked on many landmark projects throughout Australia. Back in 1930 they were involved in the Footscray district Hospital and ORICA House, this was also the first fully air-conditioned building and the first truly multi-story building in Melbourne.

Other projects that were undertaken by JLW include the Royal Adelaide Children's Hospital, which was completed in 1964 and was the largest mechanical services contract of that era.

JLW also completed the installation of air-conditioning and mechanical services at the Rialto Towers, the tallest concrete structure in the Southern Hemisphere, the Grand Hyatt, Shell House, 101 Collins Street, AMP Bourke Palace, Telecom Corporate and ANZ World Headquarters. In recent times JLW were the mechanical contractor for the Melbourne Convention Centre.

Speaking to older members that were trained by JLW, the company was known to employ up to 10 apprentices a year from places like Collingwood Tech, Brunswick, Heidelberg and South Melbourne. Training wouldn't be just done on the job, it would consist of time at the welding shop, service calls, maintenance shops in the city and back to the factory. Over this long period of time you can only imagine how many plumbers this company have trained.

Only the Directors of JLW will know why or how a company with so much history could be placed into liquidation.

THE END IS NIGH

Monday 3rd March - 10.30am. That was the time when everybody found out that JLW was to be no more. In all there was 72 men on a number of jobs in the CBD, 385 Bourke Street, 27 Little Collins Street, 82 Flinders Street apartments and at 90 Collins Street. When I met with those impacted, the men were dealing with the situation as best they could, some guys had been through this before, while others were in shock. Most of the workforce had been long term employees and were understandably concerned about their future employment.

Numerous meetings were held with the men firstly, and then the building contractors became involved. After a week of discussions we were comfortable that all the men would be gainfully employed with new contractors and paperwork that needed to be done was organised by the union IR Representative.

With all of the men back at work, I would like to thank the contractors that were involved for helping us achieve a positive outcome for both parties, the workers and the building contractors, Equiset and D & E Air-conditioning. Lastly I congratulate the men, who in trying circumstances supported myself and the union throughout this time to get the best outcome possible in the circumstances.

Stuart French was an OH&S Rep for JLW for over 20 years.

"Even though it was a big company JLW was a really family orientated company, with generations of families having worked through the organisation. Many of the blokes I've worked with have only ever worked for JL Williams.

"We were all disappointed, we thought all the jobs were making money and we were confident the company had climbed out of the financial hole they'd been in several years ago. When we were told that the company had gone under, our Union Rep Jake Cranny told us to tell the boys to shed up in the lunchroom."

"Jake advised us what we had to do and we sat here for 2 days until the issues were resolved. There were many meetings between the union, builder and D & E Air-conditioning, and as the OH & S Officer, Jake invited me to come and be involved in the process. We thrashed things out, which was a very interesting process to be part of, and we were all very happy with the outcome."

An interesting story out of this process came from one of the young apprentices. After explaining what had happened to his diehard Liberal stockbroker father, his dad was very impressed at what the union achieved in such a short period of time.

Jake Cranny
Organiser

REGIONAL VICTORIA

GETTING ITS FAIR SHARE OF WORK



Bendigo Base Hospital crew

There's lots going on in the Bendigo region at the moment, which is great news for our members, with several major projects well underway. Regional Victoria is getting its fair share of work after a slow couple of years.

In Malmsbury, the Juvenile Youth Justice Centre extension is continuing, with Ranges Plumbing, Auscool Air-conditioning and Watershed Roofing all working on the project.

The Lansell Square Shopping Centre Project in Kangaroo Flat is now half complete. We have all union contractors on this site, under our current Agreement. Watershed Roofing, Premier Plumbing, SRS Mechanical and Baker Refrigeration are all working on this job, which is due for completion at the end of the year.

The \$800 million Bendigo Base Hospital project continues, due for completion in 2016. This first stage involves building the new hospital and the second stage is a refurbishment of the old site, once the new site is occupied. At the moment Cooke & Dowsett have a small crew on board of about 15 guys but this will ramp up significantly once our members get access to areas where the formwork has been stripped out. In the coming weeks A. G. Coombs, McCaig Air-conditioning, and Contractfire will commence work on the site.

Our other Bendigo contractors are busy on multiple projects with more than 12 months work scheduled in. Burns Air-conditioning and Bendigo Refrigeration have 12 months - 2 years of upcoming work ahead of them.



Lansell Plaza project: SRS Mechanical, Premier Plumbing, Baker Refrigeration

Contract Control, Ranges Plumbing, McCaig Air-conditioning and Kaizen Fire Protection are working on Bendigo's old prison site, which is being made into a Performing Arts Theatre.

There's also a new aquatic centre planned for Bendigo and work coming up at the Bendigo Airport, so it's great news for union members in the Bendigo region.

Shepparton has several jobs just coming out of the ground now. Complex Industrial and Mechanical Services are doing the work at the Shepparton Police Station.

Albury has the big cancer centre currently underway, with the structure now started. OP Mechanical Services and Cooke & Dowsett are working on this job.

The Eastland project in Ringwood is finally starting to move. The demolition stage has finished and the dig is $\frac{3}{4}$ of the way through. We have a couple of contractors on board, and anticipate that by the end of the year a lot of the service trades will have moved in.

The Ringwood Aquatic Centre project is moving along and due to be opened by Christmas.



Neil O'Brien & Adrian Gell
Regional Victoria Organisers

PTEU PLUMBERS WAGE RATES

Effective from 1st March 2014

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

PTEU SPRINKLER FITTER WAGE RATES

Effective from 1st March 2014

REGISTERED SPRINKLER FITTER				
Hourly Rate	Weekly Rate	Fares Per Day	Travel Per Day	Registration
\$41.15	\$1,481.40	\$19.10	\$41.15	\$31.89
Minimum Service/Testing/Site Allowance \$2.51 per hour				
Overtime x 2	Overtime x 2.5	Minimum Super	Total Weekly	
\$82.30	\$102.88	\$160.00	\$1,873.01	
Minimum Super \$160.00 per week or 9.25%				
APPRENTICES				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$18.38	\$20.21	\$27.57	\$33.08
Total Weekly Rate	\$661.68	\$727.56	\$992.52	\$1190.88
Fares (per day)	\$19.10	\$19.10	\$19.10	\$19.10
Travel (per day)	\$13.79	\$15.16	\$20.69	\$24.81
OVERTIME				
Time and 1/2	\$27.57	\$30.32	\$41.36	\$49.62
Double Time	\$36.76	\$40.42	\$55.14	\$66.16
Double Time & 1/2	\$45.95	\$50.53	\$68.93	\$82.70
SITE ALLOWANCES FROM 1ST OCTOBER 2013				
City of Melbourne & Inner Suburbs New Projects and Shopping Centres				
\$2.9 Million - \$218.1 Million = \$3.90 per hour		\$218.1 Million - \$290.7 Million = \$4.05 per hour		
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TOTAL AMOUNT Paid per week = \$109.88				

JOHN CELEBRATES 40 YEARS OF PTEU MEMBERSHIP



Andy Wallace & John Shanahan with his 40 year PTEU member badge

Currently working in the city on the Swanston Square project, John Shanahan was clearly moved to receive his 40 year union membership badge from Organiser Andy Wallace.

Coming from a family of 10, John left school at 15 to make his way into the workforce. It was John's neighbour, a plumber and strong union man, who introduced him to the industry.

"In the early days Allan Christensen and Ken Hales passed their plumbing experience on to me. Union Officials, John Rutherford and Bill Davis through to today's team of Terry Smart and Andy Wallace, they're all very good people to get along with and will always point people in the right direction," said John.

John started his plumbing career with Gardner and Naylor, moving on to many of the big plumbing companies, AG Coombs in the 70's and 80's, AE Smith in the 90's and 2000 and now Ellis Air. He has also been a Shop Steward, recently returning to focus on supervising and his role as leading hand.

"Over the years the Union has been an invaluable resource. It showed me how to conduct myself, organise work and safety wise we can't go past union knowledge and learnings.

"To the young boys coming up through the industry I'd say 'look learn and listen, it's so very important in the building industry.'"

If you can't work because of injury or illness - look into your Superannuation lump sum

It pays to check your superannuation if you are injured or sick. You could be eligible for a disability lump sum.

"Many people don't know they are covered for disability benefits under their super," said Maurice Blackburn superannuation lawyer, John Berrill.

Have you or a family member stopped work because of illness?

John was a factory worker who suffered injuries in a work accident. He also suffered from depression and couldn't work.

John was on workers comp and had a lot of debts.

Maurice Blackburn discovered he had work superannuation which included a \$54,000 disability lump sum. His compensation lawyers hadn't told him about it.

Maurice Blackburn made a claim for John and won. He now has money to pay the bills.

Centrelink Disability Pensions

Michelle, was on a Centrelink Disability Support Pension because of a mental illness and a car accident. Her guardian contacted Maurice Blackburn to see if we could help.

"We found out that Michelle had employment superannuation from an old job working in a pub and she was covered for a disability lump sum of \$50,000," Mr Berrill said.

"Although Michelle hadn't worked for many years because of her mental illness, we were able to successfully claim the disability lump sum."

Millions of dollars in super claims

Maurice Blackburn has helped thousands of people to claim millions of dollars in superannuation benefits.

"Superannuation payments are different to WorkCover and workers can claim both," Mr Berrill said. "We are experts in tracking down your super and will take on your claim 'no win, no charge'."

**Conditions apply*

OFF WORK DUE TO SICKNESS OR INJURY?

YOU MAY HAVE A CLAIM

THE PTEU AND MAURICE BLACKBURN SHARE A PROUD HISTORY OF FIGHTING
FOR UNION MEMBERS.

PTEU MEMBER BENEFITS:

- Free telephone legal advice to members & families
- Free first consultation
- Free standard Will

EXPERTS IN:

- WorkCover
- Asbestos Law
- Road Accident Injuries
- Superannuation & Insurance Claims
- Public Liability
- Faulty Products
- Comcare
- Will Disputes
- Asbestos Diseases
- Class Actions



Contact or visit your local office today:

www.mauriceblackburn.com.au | 1800 810 812 | No win - No fee*

* CONDITIONS APPLY



AROUND THE TRAPS

Element Apartments

The Element Apartments are a \$25 million project comprising of 10 floors and due for completion by the end of the year.



Hamish Buckley - United Plumbing Group



Ahran McLeod



Ahran McLeod



Apprentice Alex Sikalias



Mark Fenby- SRC



Mark Fenby- SRC



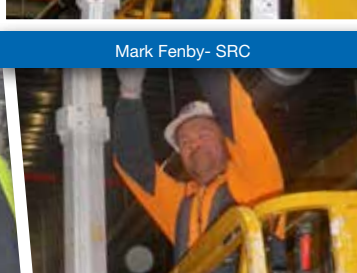
John Klaromenous- Auscool



Joel Hume- Auscool



johnathan Kantzidis- UPG



Mark Fenby- SRC

Abode Apartments

The \$136 million Abode development consists of 442 deluxe apartments and will also include ground floor retail tenancies, a leisure area on level 9 and a proposed sky lounge for level 55.



Dean Mc Gowan - CDC



Jake & Razor



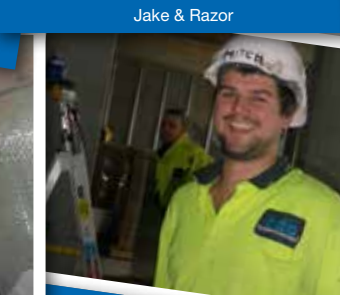
Jim McRae - Macfire



Kevin Griffith - CDC



Lachie Thorp - CDC



Mitch Chugg- CDC



David Maggiore & Sammy De Petro - CDC



Dean Mc Gowan - CDC

There are several major developments and projects currently being undertaken in Melbourne. Here are just a few.

Swanston Square

Swanston Square is a 34 storey, 520 apartment residential tower, due for completion in August 2015. Over 50 plumbers are working on the site.



Anthony Hudson - CDC



Arty Pugh - Shop Steward



Chris Martin - D&E Aircon



Dave Carr



Dave Rutter - D&E Aircon



Haeth Coonan - D&E Aircon



Daniel Tibaldi - CDC



Jack Bridges - CDC



John Tedesco



Jack Bridges - CDC



Lee Koerner - CDC



Matt Manjiejona



Paul Marsh - D&E Aircon



Phil Mier & Chris Branchflower



Prasen Karan - D&E Aircon



Scott Bernes & Christian 'Krispy' Alexander



Daniel Tibaldi - CDC

AROUND THE TRAPS

Frankston Aquatic Centre

This project is valued at \$55 million and is due for completion at the end of August.



Allen Michael- Nepean Air



Adam Coff



Adrian Bugega- Nepean Air



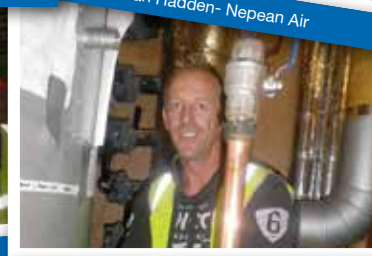
Adrian Hadden- Nepean Air



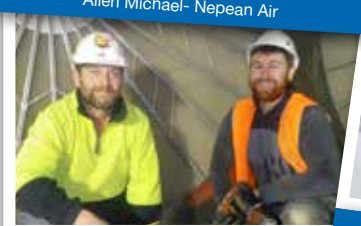
Chris Ross- Nepean Air



Darron Wilkinson- Nepean Air



David Cook- Nepean Air



Dean Logiudice & Sean Roche - Protech



Sean Harper - PPC Roofing



Steve Driver- Nepean Air & Robert Campbell- Swimplex Acquatics



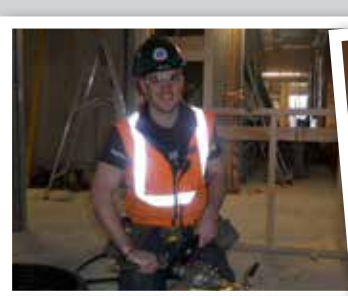
Uwe Ludwig - Total Insulation

Frankston Hospital

Stage 3 of the Frankston Hospital works are underway, at an estimated cost of over \$80 million, which includes an expansion of the emergency department. The project is due for completion at the end of the year, with over 30 members working on site.



Adrian Cordery - Precision Fire



Brad Pyers - Chadoak



Cameron Caithness- Precision Fire



Mark Fisher, Peter Tekyszak, Dean Winbanks - PJM



Nick & Shop Steward Adam Hammond



Paul Tinsley - Precision Fire



Stelios Liakopoulos

567 Collins

The Leighton Properties project is valued at over \$280 million, with over 60 plumbers working on site. The 26 floor project is due for completion mid 2015.



4th year apprentice Paul Blight
- Project Developments



Aaron Mckain - Entire



Daniel Swart - AE Smith



Dave Vella - Project Developments



Gus MacLatchy - AE Smith



Marty Healey - AE Smith



Matty Ferriggi and Matt Taylor - Entire



Mick Vella - Foreman



Mick Vella - Foreman



Nathan York & Bluey Patford- AE Smith



Stuart Gillespie - Project Developments



Terry Smart and Jake Cranny



Plumbers Union Launches Asbestos Awareness DVD

The Plumbing Trades Employees Union (PTEU) have invested in a DVD which highlights the health risks of working with Asbestos.

As at June 2013, the AMR (Australian Mesothelioma Registry) had 619 people diagnosed with mesothelioma. There is no national data on asbestosis, another hideous disease caused by Asbestos exposure.

The significant number of mesothelioma and asbestosis deaths that have occurred in recent years are a direct result of work-related exposure to asbestos fibres as far back as 40 years ago.

Considering the widespread use of asbestos in construction and manufacturing during the post-war decades there is likely to be more, as yet undiagnosed, cases of asbestos-related diseases among workers from these two industries, placing the plumbing trades at high risk.

While most of us are aware of the serious health risks associated with dealing with asbestos the Plumbers Union has taken the initiative and developed a DVD to highlight the risks of working with this toxic material.

The DVD is aimed at young workers, in a language that they can identify with.

“Our members need to be aware that the main source of exposure to asbestos fibres is from old buildings which are undergoing renovation or demolition, which places them in the direct line of threat,” said Steve Rocco and Chris Giblin from the Plumbers OH&S Unit.

Kevin Sheedy narrates the DVD, an ex plumber himself, he brings a heartfelt and inspirational approach to the subject.

“It’s a hidden killer, you can’t smell it or see it, but the microscopic fibres

work their way into your lungs. It can be 20 years before it starts taking affect,” said Sheeds.

Steve and Chris make the point that you can never be too careful.

“If you have any reason to believe that something may contain asbestos, Stop, don’t risk it, and don’t let your mates risk it. Talk to your employer, supervisor, Union, or Health and Safety Representative. If you see something, it’s crucial that you speak up.”

To view the DVD, go online to www.pteu.asn.au/oh-s/asbestos-information.

The Asbestos Awareness DVD was launched at World Plumbing Day on 11th March 2014 at the Plumbing Industry Climate Action Centre (PICAC) by Peter Tighe, CEO of the Asbestos Safety and Eradication Agency (ASEA).



Plumbers Union Merchandise & Order Form

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Carlton South VIC 3053

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Fax: 03 9663 2613

Email: reception@pteu.asn.au

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 CASUAL SHIRT (2)	 SKULL SHIRT	 LOGO CAP	 PTEU CAP	 LOGO BEANIE
 BEANIE (GREY)	 BEANIE (BLACK)	 STUBBY HOLDER	 FLAG	 3 FOLD LEATHER WALLET
 BEANIE (GREY)	 BEANIE (BLACK)	 STUBBY HOLDER	 FLAG	 LEATHER BELT (S-XXL)

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Black Hoodie		\$50.00		
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Collared Jumper		\$50.00		
PTEU Shirt		\$26.00		
Work Shirt		\$35.00		
Safety Vest		\$35.00		
Casual Shirt (1)		\$26.00		
Casual Shirt (2)		\$26.00		
Skull Shirt		\$26.00		
Logo Cap	one size fits all	\$10.00		
PTEU Cap	one size fits all	\$10.00		
Logo Beanie	one size fits all	\$10.00		
Beanie (Black)	one size fits all	\$10.00		
Beanie (Grey)	one size fits all	\$10.00		
Stubby Holder	-----	\$5.00		
Flag	-----	\$40.00		
3 Fold Leather Wallet	-----	\$30.00		
Leather Belt		\$20.00		
			TOTAL	\$

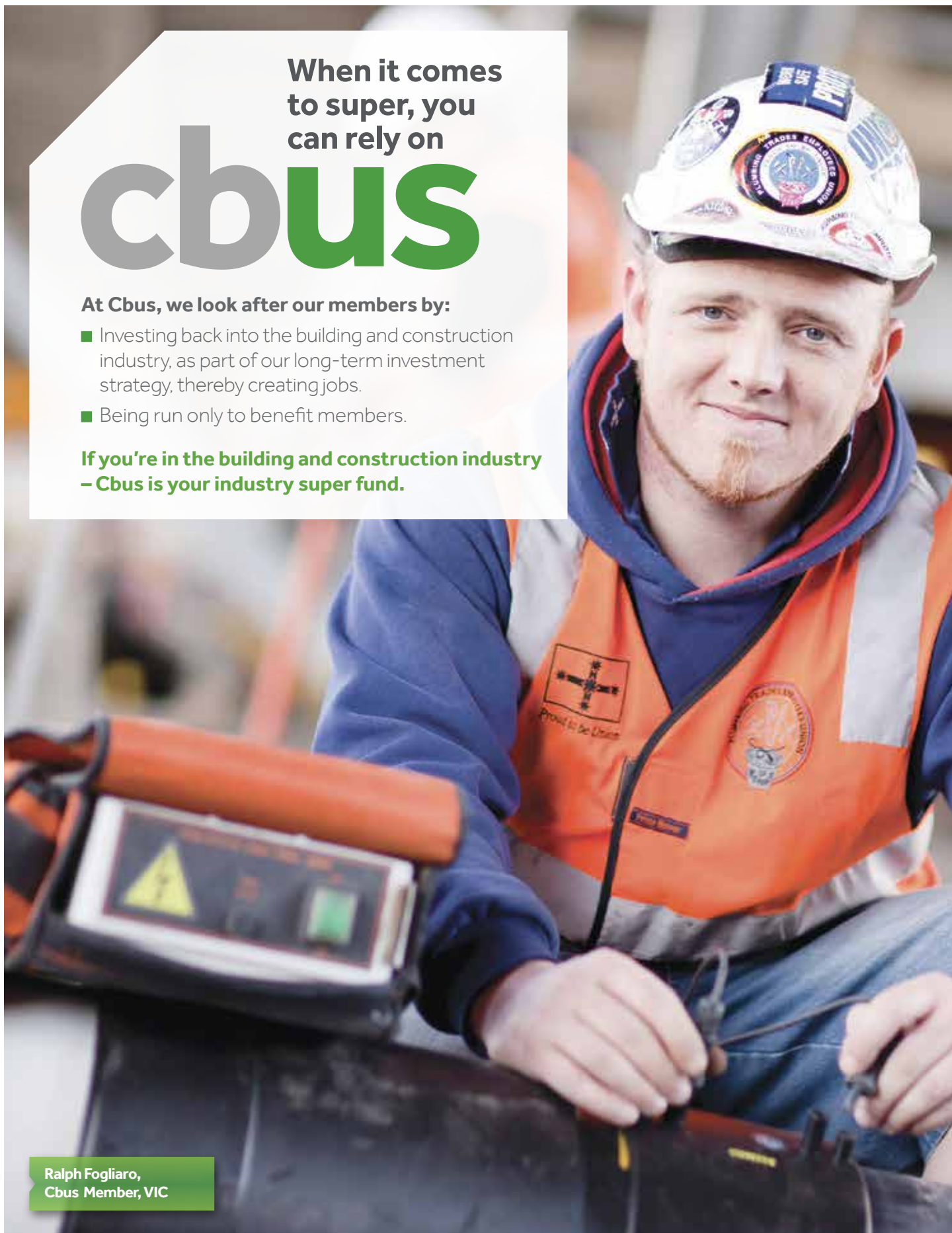
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Ralph Fogliaro,
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