

# PPTEU

SUMMER EDITION 2020/21



## Journal



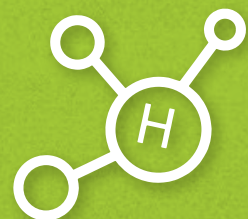
## PPTEU - LEADING THE INDUSTRY THROUGH THE CRISIS



PPTEU IN THE MOLONEY'S CORNER



CONSTRUCTION BLITZ IS GOOD NEWS FOR OUR MEMBERS



SEIZING THE HYDROGEN OPPORTUNITY





*A message from your President...*

## AS WE APPROACH THE END OF 2020 WE SHOULD ALL BE PROUD OF WHAT WE HAVE ACHIEVED

Glenn Menzies | PPTEU President

A crisis is a real-life stress test for organisations, individuals, industries, and communities. 2020 has been a rolling crisis with unprecedented shutdowns and restrictions on our industry and limitations placed on our personal freedoms. It has tested our individual and collective resilience like no other year. As we approach the end of 2020, I believe we should all be proud of what we have achieved together.

It has not been easy, and the pain has not been evenly spread. Some members and some parts of our industry have been, and continue to be, impacted more severely and directly than others. To support those members who have been stood down or lost work, and to support all members through the crisis (and as we covered extensively in the Spring edition of the Journal), a range of financial and emotional supports were developed (or adapted or increased) and made available to members.

**Crucially, the building and construction industry continued to operate through the crisis**, albeit in a limited capacity and with a range of onsite adaptations. Our union worked very collaboratively with other unions, employer groups and industry stakeholders to develop a set of COVID safe onsite operating procedures which, coupled with the testing and supports offered by Incolink and other industry partners, meant our industry remained open and operating. The vital maintenance and servicing work our members do was able to continue, keeping the community safe. The significance of this, to the individual workers who kept their jobs, but also to the broader economy cannot be overstated.

The economic pain would have been much more severe if construction had

ceased, as happened in many other sectors. We know there will be some lingering economic pain to come, and the pipeline of work that existed pre COVID may be impacted by the slowed economy and reduced population growth. However, there is every reason to be optimistic, and to think that the worst is behind us.

The challenge now right across the economy is to make up the lost ground and make sure we have the capacity to **recover, re-build and embrace the new energy sources** and technologies which are emerging. A major emerging opportunity for our industry and our members is hydrogen.

I encourage members to read the article inside this edition about the importance and potential of the hydrogen industry in Australia – for export and domestic consumption. It is significant for us because the **plumbing and gasfitting workforce will be key to Australia being able to reach its hydrogen potential**.

Through your industry owned and operated training facilities at PICAC, PPTEU members can be at the forefront of the hydrogen revolution. Through its partnership with one of the world's major research and standards bodies – IAPMO, PICAC and its industry partners are doing the research work to develop the best, most effective training materials to equip existing plumbers and gasfitters, and the next generations, with the skills needed to ride the hydrogen wave.

The COVID-19 crisis of 2020 has reminded us all of the **importance of our health and safety** – on and off site. It also highlighted the importance of the OH&S systems and frameworks we have in place, which put worker safety first. As an industry, we could not have responded and adapted to the pandemic, if the union movement had not fought so hard over decades to put in place the OH&S architecture we know today.

The safety we enjoy today did not come from nowhere. October 15 this year marked the **50-year anniversary of the collapse of the West Gate Bridge**. 35 men died that day, and dozens more were injured and forever traumatised by the horror of the disaster. Those men died because they were not listed to. The engineering was flawed and unsafe. But back then there was no right to demand an independent engineering assessment as there is today. There was no such thing then as proper project safety committee, no trained and qualified safety reps on site, no OH&S Act (1985), and not a safety harness or guard rail to be seen. That all came afterwards, and in a large part directly because those impacted, many of whom went on to become staunch trade unionists, fought hard and were determined that it never happened again.

The **legacy of the disaster is what we now consider standard OH&S**, and the conditions we enjoy today, and which allowed us to manage COVID so well, can be traced back to the bridge collapse. Every worker who goes home safely to their families can thank the men who lost their lives in October 1970.

It has been a hard year for everyone. For many older Victorians, including some of our retired members, the year has been particularly isolating. **This Christmas, I encourage all members to reach out – visit an elderly neighbour or call an old workmate you haven't seen for a while.** It could be the most important thing you do this Christmas.

Thank you for your support, leadership, and resilience in 2020. I hope members have a safe and happy Christmas and let's hope that for everyone 2021 is a positive and safe one.



## SUMMER EDITION 2020/21

### 2021 GENERAL MEETING DATES

#### Melbourne

52 Victoria Street, Carlton South

30 Mar 2021 | 29 Jun 2021  
28 Sep 2021 | 30 Nov 2021

#### Geelong

PICAC Building: 66 Tanner St Breakwater

31 Mar 2021 | 30 Jun 2021  
29 Sep 2021 | 1 Dec 2021

2-6	Reports
7	Farewell Bob Vaughan
8-11	Everyone is talking about Hydrogen
12-14	Geschke Plumbing & Drainage
15	Blake Inman - 20 years at Geschke
16-19	Refrigeration EBA
19	Vales
20-21	State Budget good news for industry
22-23	Around the traps
24	Supporting Team Moloney
25	Winner - PICAC Narra Warren
26-30	From the Organisers
31	Calendar
32-35	Wage Rates
36	Maurice Blackburn - Annual Leave
38-39	Cbus: Federal Budget 2020
40	PICAC Couse guide out now
41-42	Merchandise order form

**COVER IMAGE** – The team from Cold Comfort Refrigeration in their colourful work shirts to promote conversation and raise awareness about suicide prevention and mental health.

## PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

### PRESIDENT

Glenn Menzies | 0419 608 288

### SECRETARY

Earl Setches

### ASSISTANT SECRETARY

Paddy McCrudden  
Andy Wallace

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Chris Giblin | 0433 694 310

### INDUSTRIAL OFFICER

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### NATIONAL FIRE PROTECTION OFFICER

Andy Wallace | 0411 255 726

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Glenn Menzies | 0419 608 288  
Paris Andriske | 0414 990 013  
Jake Cranny | 0402 817 127  
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Billy Jovanovski | 0488 060 848  
Nick McCubbin | 0412 560 573  
John Haitas | 0423 647 209





*A message from your Secretary...*

## THANK YOU FOR ALL YOUR HARD WORK AND RESILIENCE IN 2020. THERE ARE BETTER DAYS AHEAD

Earl Setches | PPTEU Secretary

**2020 was a tough year - for our members, our industry, and for the entire community of Victoria. It was a year that threw everything at us, but did not defeat us. As we come to the end of 2020, we should all be proud of what we have been able to achieve and be positive about the year ahead.**

This time 12 months ago, nobody had heard of Coronavirus. The population of Victoria was growing by the equivalent of a primary school per month and the pipeline of work for the construction industry was looking very solid. The economy was growing, albeit slowly, and the bushfire season from hell had not yet begun. How quickly things can change!

When the pandemic struck, our first goal was to ensure safety for our members on site. That was and is paramount. **For us it is, and has always been a case of safety first, productivity second.**

As well as keeping our members safe, our priority in 2020 was keeping the industry going in whatever capacity we could. We met with, lobbied and advocated to governments, employer representatives, industry funds and other stakeholders to make sure our members and their families got access to the financial and other supports they needed to get through the crisis.

On sites across the state and within our union offices, we adapted. We worked from home, we went online, we worked different hours and in different ways. We all learned to use zoom. We "pivoted", to online learning for apprentices and post trade training ensuring apprentices did not lose momentum in their training or connection

with their employers. We opened new communication channels with members to make sure they had the latest information.

**The key to 2020 was keeping the industry open.** To achieve that, even in a limited form, it was vitally important to make sure the industry operating rules reflected the importance of the work our members do. The construction industry is not a one size fits all industry. Maintenance plumbing and gas work for example, cannot just cease; and our members work on multiple projects across multiple sites through various construction stages. The rules needed to be tailored and layered with workable practical details.

**Community health, as well as our industry, depended on getting the operating rules right.** The rules had to provide for things like gas heaters being serviced to ensure they are not leaking carbon monoxide and for servicing of fire protection systems on major commercial, public or residential buildings. We had to convey to those making the rules that, for example, hospitals could only continue to function at full capacity if the complex network of systems that sit behind the walls and under the floors of our major public health facilities were properly serviced, maintained and functioning safely. We also had to make sure that the COVID crisis did not translate into a broader health crisis or associated preventable catastrophe (legionella outbreak; fire; water contamination etc).

The Building and Construction Industry Guidelines were drafted, revised, redrafted, and revised again as the health and related information and circumstances changed. Our union was at the table the whole way through helping industry and government to agree a set of guidelines and arrangements that work; and have been vital in terms of

our ability to get to the end of the year with most of our jobs still operating.

I want to thank all members for your efforts in 2020. I want to acknowledge the sacrifices made, especially by those members who were stood down in the pandemic. Your ability to be adapt to, and lead through, the COVID crisis has been exceptional. You have been resilient and strong, and together we are winning the battle against the virus.

**Looking ahead to 2021, we should be hopeful we have past the peak of the COVID health crisis, but aware that there will be ongoing challenges.** The economic legacy of the pandemic will endure. Not all the works we thought would happen will happen. Project scopes may change, and timelines shift. But there will always be work for our skilled members.

As is covered in more detail inside this edition, **the 2020/21 Victorian State Budget includes significant investment to build a pipeline of work** for the building and construction industry.

The focus on capital investment will stimulate employment and boost jobs. Spending on skills development will deliver a pipeline of trained workers to be trained, ready for these projects and beyond.

Your skills, as well as new skills our members will develop going forward in things like hydrogen energy, are going to be critical to our collective ability to bounce back from 2020 and embrace the post COVID economy with confidence.

Thank you for your support this year and for all your hard work. I hope each and every member has a **well-earned break this Christmas** and enjoy it with your family and friends. We all deserve it. Most of all, please stay safe.



*A message from your Assistant Secretary...*

## THE NEW AGREEMENTS DELIVER THE BEST PAY AND CONDITIONS, THE HIGHEST INSURANCE COVERAGE AND THE HIGHEST REDUNDANCY CONTRIBUTIONS THE INDUSTRY HAS EVER KNOWN.

Paddy McCrudden | PPTEU Assistant Secretary

and the associated economic fallout.

As well as doing all we can to keep members in work, throughout 2020 we have been negotiating the next four-year enterprise agreement (PPTEU Enterprise Agreement 2020-2023). Given the context of the worst global pandemic in a century and the biggest economic shock since the Great Depression, we are very pleased to be close to finalising an Agreement which **preserves members' existing conditions and provides for pay rises of 3 per cent per annum rising to 5 per cent in the last year of the Agreement.**

Our members deserve an increase in pay and that's what the new Agreements (Plumbing and Fire Protection) will deliver. In fact, under this Agreement **members will receive the best pay and conditions**, the highest insurance coverage and the highest redundancy contributions the industry has ever known.

Our members **deserve to be looked after.** And, as was outlined in detail to members in the previous Journal (which included a breakdown of

all the increases and allowances provided for in the new Agreement), this new Agreement looks after members on and off site.

At the time of writing, we are hopeful that the new Agreement will be finalised and ratified in the coming weeks. We will keep members updated, and provide updated information about the progress of the new Agreements on our website at [www.ppteu.asn.au](http://www.ppteu.asn.au)

As we come to the end of a long and hard year, I want to thank all members for their cooperation and support, and for taking their COVID responsibilities very seriously. Our members conduct was a key reason we were able to keep the industry going and prevent a breakout in the construction sector. I hope you all have a safe and happy Christmas break and come back to work fresh and ready to go in 2021. There is government backed infrastructure stimulus work as far as the eye can see, and the Victorian economy is depending on you and your skills to lead the economic recovery.





*A message from your Assistant Secretary...*

## DELIVERING GREAT PAY AND CONDITIONS IS VERY IMPORTANT, BUT SO IS LOOKING AFTER OUR MEMBERS ON AND OFF SITE

Andy Wallace | PPTEU Assistant Secretary

Hello Comrades

Wow, what a year that was! Every member of our union should be proud of the way we got through the challenges of 2020 together.

At the time of writing it appears as though the worst of the COVID pandemic is behind us, at least in Victoria. And, as hard as it has been, one of the most important things that happened this year – not only for our members but for the whole community – was that our industry was able to keep going. **There was pain and it was tough, but we did it.**

There were restrictions, stand downs and layoffs, but as an industry, we complied with the COVID rules and got through. There was no construction industry virus cluster, in fact, the industry recorded a rate of transmission which was much lower than other sectors. There was significant work from our OH&S team and many others to ensure we kept going, which we did, and that was vitally important.

**Thank you to everyone who worked so hard to adapt to the restrictions and make sure our union and our industry kept operating, even in a limited capacity.**

The PPTEU, and the other construction unions, played a key role in keeping our industry going safely by developing the details of workable onsite procedures; and by working with redundancy funds, Cbus and government to make sure members who were stood down or laid off had access to funds.

**If 2020 has taught us anything, it is that the work of unions, and being a member of a union, is as important as ever.** The pandemic reminded me, and I hope it reminded others too, that being a union member is not just about good pay and conditions. Getting paid well and having great conditions is very important, but it's not everything. Looking out for each other in times of crisis matters too, and it is that sense of camaraderie and "we're all in this together" that really helped get us through.

All too often, in the good times, we hear people say that "there is no value in being in a union", or that the "fees are not worth it" etc etc. We have all heard it, and we all know people that are late with their fees or complain about paying them.

To all those members I would say **have a look around at what our union, and others, were able to do for members through the COVID crisis.** It was because of the construction unions that

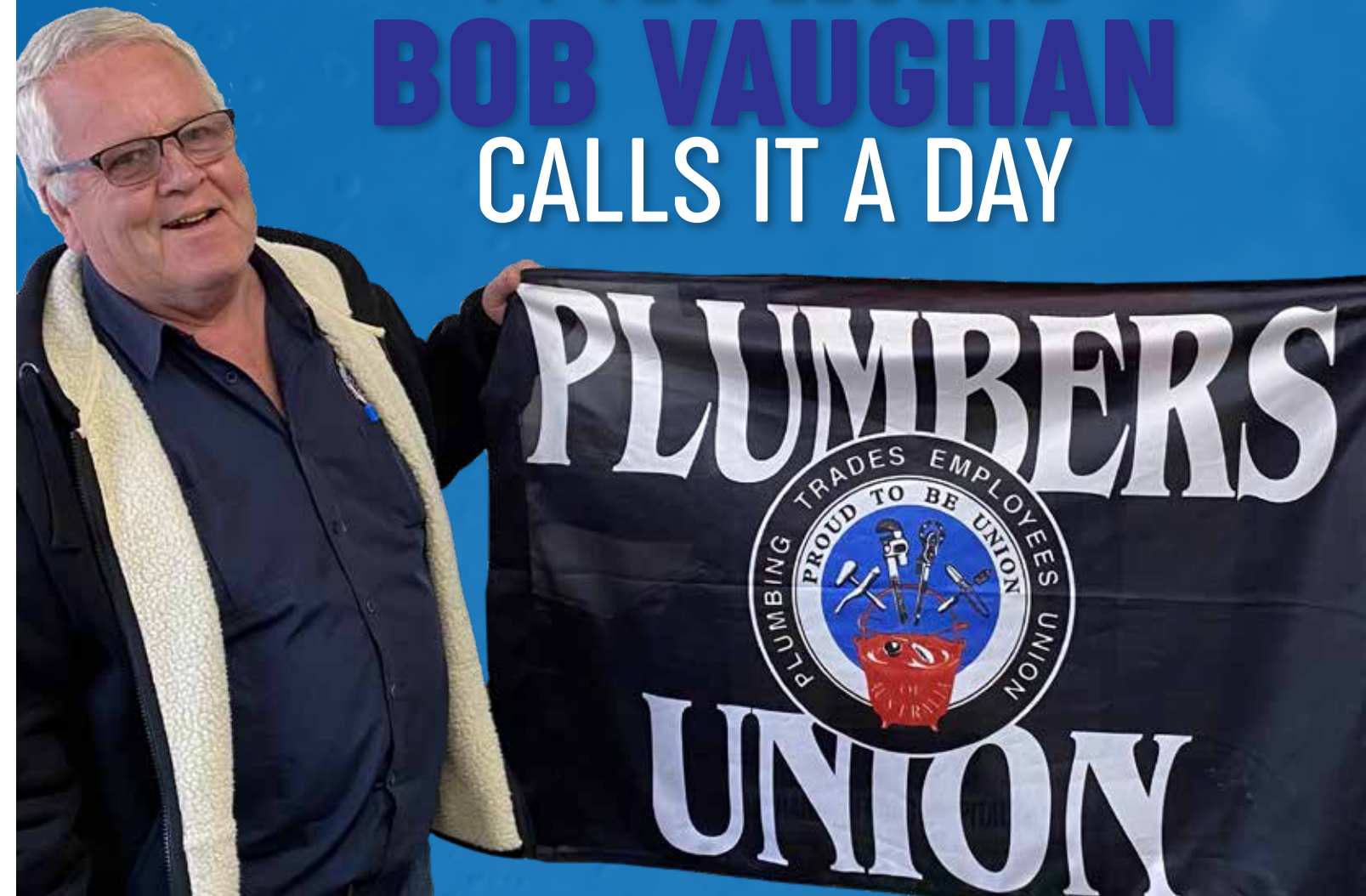
the redundancy, long service and superannuation funds were there when our members needed them. It was because of unions that the OH&S protocols for COVID were able to be developed and implemented effectively; and it was because of the unions that workers had a voice at the decision making table when it came to working out what COVID safe protocols will work.

It is only when we act together that we are powerful and influential, and we should never take the value of collective might for granted.

I strongly believe there is every reason for members and their families to look forward to a very positive 2021. As is well covered inside this edition by the organisers in their reports, there is a strong pipeline of jobs already planned for next year. The Victorian Government's record-breaking infrastructure program outlined in the recent State Budget will ensure that pipeline stays full for years to come.

After a brutal 2020, I hope all of you take the time to have a good break over the Christmas period. But please remember that this period can be a dangerous time, especially for men and especially in terms of mental health. So, please, enjoy yourselves but also **remember to take care of your health and be mindful of the safety and well-being of those around you.**

# PPTEU LEGEND BOB VAUGHAN CALLS IT A DAY



After more than 40 years in our industry, and over 20 years working for the PPTEU, Bob Vaughan has decided to retire and enjoy the good life.

**We are extremely appreciative of the work Bob has done for us and our members over the years. Bob was part of the "re-ignition team" in 1999, and along with Earl Setches, Nazza Ottobre and others, has played a key role in building the union's strength over the past two decades.**

As a Trustee and in his role as Compliance Officer, Bob has been a steady set of hands. His work has ensured all the union governance and administration paperwork is up to date and current and that members understand their Agreements, their rights and their pay and deductions.

Bob has overseen the production of countless PPTEU Journals, organised dozens of union events, mass meeting and rallies. He has looked after everything from merchandise sales to Picnic Days, and pretty

much everything in between, and his knowledge and experience will be greatly missed.

Bob is as well-known and well-liked by his workmates at the union as he is to our members. A sprinkler fitter by trade, and a passionate trade unionist, Bob has always understood the needs of our members, and placed an extremely high value on union membership.

Bob is one of the "old schoolers", who has been in the industry long enough to know that the fantastic rates and conditions members have today did not come from the clear blue sky. Every benefit members have today, whether it is the great safety on site, the Incolink and redundancy funds, the great pay etc, were hard fought for and won by Bob and others of his generation.

**Thanks Bob for all you have done for our union and our members. We wish you all the very best in your retirement. No doubt you will be thinking about your mates at work while you kick back with a few cold cans, with your feet up and the racing channel on!**

**Good luck mate and thank you!**



# Everyone is taking about hydrogen

In the scientific community, in Canberra, in state parliaments and around board tables, there is a growing consensus that hydrogen will be a key feature of Australia's low emissions future.

But what do we know about hydrogen energy? How is it created and utilised? What needs to happen to realise the potential of hydrogen and what does all this mean for our members?

**Hydrogen is the most abundant element in the universe**, bound into many common substances including water, which is a compound of oxygen and hydrogen. Like natural gas, hydrogen can be used to heat buildings and power vehicles. Unlike natural gas or petrol, when hydrogen is burned there are no CO2 emissions. The **only by-products are water vapour and heat**.

A well-functioning hydrogen industry has huge potential to deliver **significant economic, jobs, fuel security and**

**environmental benefits to Australia**. Some of Australia's most important trading partners, such as Japan and South Korea, are committed to transitioning their economies to clean hydrogen. Hydrogen is potentially both a **major new export**, with the potential to generate billions for the Australian economy, and a **major new domestic energy source**.

From transforming transport, to providing secure, affordable and clean energy for industry and households, the potential of an Australian hydrogen industry is massive.

**The challenge for governments and industry** is to put in place the necessary policy settings, regulatory incentives, infrastructure, and training to enable the potential of hydrogen to be realised.

## About hydrogen energy

In broad terms, hydrogen can be produced from water (green hydrogen) or from fossil fuels (brown hydrogen). Clearly, the greener the better from our perspective.

**Green hydrogen** is produced by splitting water molecules into hydrogen and oxygen through a process called electrolysis. This process uses an electrolyser – a vat of water containing two electrical nodes (one being negative and the other positive), and a separate 'exit valve' near each node. Conducting an electric current from one node through the water to the other node causes a chemical reaction in the water. The water molecules (H<sub>2</sub>O) split into hydrogen and oxygen (H<sub>2</sub> and O<sub>2</sub>). The hydrogen molecules attract toward the negative node and the oxygen molecules attract toward the positive node, meaning separate exit valves make it possible to collect both the hydrogen and the oxygen. The hydrogen can be used as a fuel, but the oxygen can also be utilised for industry and health sector purposes.

Producing hydrogen this way **requires significant amounts of electricity**, and so the extent to which this form of hydrogen production is genuinely environmentally friendly is determined by the power source of the electrolysis process. Where it is powered by solar, wind or hydro-electricity, this form of production is 100 per cent renewable and non-carbon emitting. The water required to produce hydrogen can also come from rainwater capture or water reuse facilities.

Carbon capture and storage hydrogen, or **brown hydrogen**, can be produced from fossil fuels, such as brown coal and natural gas, both abundant in Australia. However, the processes to make hydrogen from fossil fuels all produce unwanted CO<sub>2</sub> emissions as a by-product (although the impact can be mitigated by capturing and sequestering the carbon in underground storage sites).







## Realising the potential of hydrogen

The key to **transitioning the industry from a good idea to real outcomes**, is developing the industry capability to produce green hydrogen, at scale, in an economically efficient and environmentally sustainable or genuinely “green” way. From there the focus is on developing the systems, infrastructure, and knowledge to safely store, transport, utilise and incorporate hydrogen into the economy.

The industry development phase is well advanced. There are more than a dozen **pilot projects around the country** that are considering ways to add hydrogen to the mix of natural gas for domestic use. In South Australia, the State Government have installed what it says is Australia’s largest hydrogen electrolyser. The electrolyser will allow hydrogen to be extracted from water using renewable energy and pumped through the natural gas network into hundreds of homes in the southern suburb of Mitchell Park.

If projects like this prove its viability and the demand for hydrogen grows, there will be extensive opportunities for gas-fitters to play a critical role in the installation and maintenance of hydrogen alongside or in place of traditional gas such as natural and LPG.

In the Australian domestic market, there are many opportunities to use hydrogen

as an alternative to natural gas. Progress in hydrogen technologies will make these opportunities increasingly attractive over time.

Hydrogen can be safely added to natural gas supplies at 10% by volume without changes to pipelines, appliances or regulations. Over time, and with modifications to the existing gas networks and appliances, hydrogen can completely replace natural gas for domestic cooking, heating and hot water. In the longer term, hydrogen can be used in high temperature manufacturing processes such as in steel, fertiliser and cement production that currently have high CO2 emissions.

Hydrogen can be stored as a compressed gas in high-pressure tanks, and in pipelines, or as a liquid at below freezing temperatures. That compressed hydrogen can be used for a variety of applications where gas is not reticulated. In places like Victoria, where there is an extensive reticulated gas network, that network can effectively become a giant battery, storing renewable energy.

Victoria has 1,900km of gas transmission pipes in its Principal Transmission System (PTS), covering Melbourne and central Victoria. Existing infrastructure is expected to be reliable for carrying blends of gas with 10% hydrogen but moving beyond 10% is expected to require upgrades and retrofitting pipes and other fittings.

Modifications to the existing piped infrastructure would be required, however undertaking the necessary upgrade work would require relatively low new capital expenditure or disruption to public infrastructure.

Hydrogen molecules are smaller, and lighter than natural gas, so preventing leaks in pipes full of hydrogen requires different specifications for most pipes and fittings. Hydrogen pipes must be made from (or lined with) corrosion-resistant material. Steel does not suffice because the hydrogen embrittles the steel, causing breaks and leaks. High-purity stainless steel, or pipes lined with carbon fibre or polymers are required.

## High quality industry led training is the key

The plumbing and gasfitting workforce – both current and future – will be key to Australia being able to reach its hydrogen potential. As the Chief Scientist Dr Alan Finkel AO said in his report to COAG in December 2018 (A Proposal for a National Hydrogen Strategy) developing a hydrogen sector in Australia will require a range of factors to be working together, including training, which he said was the key.

Through your industry owned and operated training facilities at PICAC, PPTU members can be at the forefront of the hydrogen revolution. Through its partnership with one of the world’s major research and standards bodies – IAPMO, PICAC and its industry partners are doing the research work to develop the best, most effective training materials to equip existing plumbers and gasfitters, and the next generations, with the skills needed to ride the hydrogen wave.

PICAC currently delivers or facilitates unrivalled, uniquely industry informed training in the “sharp end” skills modern water and energy professionals require in gasfitting, mechanical services, medical gas training, fire protection, and of course plumbing. It is the natural home for hydrogen training and has already received significant funding support from the Queensland Labor government to

develop a Hydrogen Centre of Excellence at our Beenleigh facility. Planning is underway to develop a similar facility in Victoria.

Hydrogen energy does not come without risk. Hydrogen is highly flammable with different burning properties. If hydrogen combusts, it is difficult to see it compared to methane or natural gas. Hydrogen can also destroy steel, so household gas fittings and hot water installations may need to be altered to prevent corrosion. The risks and how they can be safely managed are part of what are currently being researched. Importantly, PPTU members will have access to the best hydrogen energy training available in Australia and potentially the world, enabling them to work safely with hydrogen, and helping protect the community from harm.





# Geschke – where old fashioned values meet cutting edge design

Next year, one of our great EBA companies, Geschke Plumbing and Drainage, celebrates 70 years of success in the Victorian plumbing industry. On the eve of that great milestone, we wanted to pay tribute to a company we are proud to be associated with.

If you have worked on any major projects in the Victorian construction industry, chances are you will have heard of Geschke Plumbing and Drainage. Geschke began operating here in 1951, when a young Brian Geschke got himself a plumbing license and started the business.



A family affair!! From left to right are John Geschke, Gareth Dickson (co-owner), Stephen Geschke, Mark Geschke, Meg Geschke & David Geschke



Under Brian's leadership and management, the company (originally named Hayes and Geschke) quickly grew and developed the ability and reputation to install plumbing and drainage services in all types of commercial and industrial projects. Geschke gained and has maintained a reputation for getting the job done and getting it right.

Stephen and John Geschke became joint owners of the company in 1989. In 2010, co-owner Gareth Dickson joined Stephen and John and they have continued to expand, maintain, and enhance the company's reputation to continually deliver major projects to builders on time and to the highest possible standard. As Gareth Dickson says with a confident smile, "We love a challenge. No job is too complex for Geschke".

Geschke is an inter-generational family company. Steve's son Mark and John's son David (both plumbers) now have key roles in the company. And Steve's daughter Meg works in the office, managing significant and often

complex payment and administration activities. The family vibe extends beyond the Geschke clan. As Meg puts it "this place is like a big extended family. We all know each other really well and given so many of the employees have been here a long time, they become like part of the family and everyone gets along".

There are many factors which have contributed to the success and longevity of the company. The respect which exists between everyone who works there is obviously a big one, but so is staying current. As John Geschke explains, "it is a combination of retaining the old fashioned values the company has been built on – like respect for the trade, respect for training, and for our people – and being prepared to embrace change and innovation. You need both."

Key to keeping current is the Geschke design department. Through Revit and ACAD systems, the Geschke design team can provide clients and builders with accurate, innovative, and sound design parameters.





Another important element of Geschke's approach is its supportive attitude towards the union representing its workforce. The relationship between the PPTEU and Geschke is strong and positive, with discussion always open. Of course, from time to time over the years, there have been differences of views, but in a healthy and respectful relationship, that is a good thing.

Geschke has also always supported the union's efforts to develop the training facilities to train the next generation of plumbing professionals. John Geschke said "the PICAC model and facilities are excellent. Through the union and industry working together, we now have some of the best training facilities in the world. For companies like ours which tend to operate at the more complex end of the industry in terms of the types of jobs we do, making sure we have enough well-trained people coming through is just vital".

Thank you Geschke for all your support over the past 70 years and we hope that the company will be employing our members and delivering its highly specialised installations for another 70 and beyond.



Blake Inman (Left), Peter Spadaro, Ash O'Connor (standing) Glenn Barclay, & Ralf Oeser

# 20 YEARS WITH GESCHKE AND WITH THE PPTEU!!

## Congratulations Blake Inman!

**"Geschke is a great company, and people tend to stick around"**

That certainly has been the case for Blake Inman, who this year notched up 20 years with Geschke and 20 years of membership of the PPTEU. In November, the PPTEU caught up with Blake for a chat about his time with the union and with Geschke.

Like Geschke Plumbing, Blake is well known to many of our members. Geschke has a very long and strong proven track record of success working on major and complex, often government funded, infrastructure projects like hospitals and schools. They are a trusted set of hands, like Blake Inman is.

Over his 20 years with the company, which Blake describes as a "fantastic employer", Blake Inman has worked on the drainage and stormwater particularly, of many of Melbourne's major hospitals and

"dozens of other projects". Anyone who has worked on major infrastructure project in Melbourne over the past couple of decades will likely have had the pleasure of meeting Blake.

For Blake, the way Geschke looks after its people, and the way everyone looks out for each other, is what sets it apart. They clearly also have a lot of confidence in Blake. *"They are a company built on old school values. People within the company respect and look out for one another. They are a multi-generational family operation, and people stay for long period because it's a great family like culture. I have had two of the next generation of Geschke's as apprentices – John's son David and Steve's son Mark"*

Blake says it has also been good to be with a company that works collaboratively with the union, especially when it comes to safety onsite. *"Geschke has a good relationship with the union. I had a young Paris Andriske apprenticed to me, who is now an Organiser with the PPTEU, so it good to have those links".*

Blake cannot speak highly enough of the work the PPTEU has done in his time in the industry, delivering great pay and safety. However, it is the building of the training facilities, and equipping them to train the next generation, which is key for Blake *"We, as union members, now have some of the best training facilities in the world. What has been done at Brunswick and Narre Warren is incredible and gives the industry a great foundation for the future".*

**Well done Blake, and all the best for the future.**





# REFRIGERATION EBA

2020 has been a challenge right across our great industry. New construction was shutdown or restricted, and a set of COVID safe operating rules was painstakingly developed, implemented and complied with. But what about the refrigeration industry?

2020 has been a challenging year right across our great industry. New construction was shutdown or restricted, and a set of COVID safe operating rules was painstakingly developed, implemented, and complied with. But what about refrigeration maintenance?

Relative to other parts of the sector, and other industries, refrigeration maintenance got through the pandemic pretty well. Deemed an essential service, the skills of our members were in demand throughout the crisis. The supermarkets were one part of the economy which boomed in 2020, generating plenty of work for our EBA companies and our members.

Negotiating the various rules associated with the different stages of lockdown, required cooperation and collaboration between employees and employers. A key reason the refrigeration sector was able to negotiate the challenges of 2020 so well it because of the positive and long-standing relationship between

our great union and the companies with which we have EBA's.

The relationship between **Cold Concepts Refrigeration** and the PPTU is a good example. Luke Pearson, who is the Managing Director of Cold Concepts, has worked in the industry for over 30 years and engaged with the union all the way. As Luke explains it:

*"After my apprenticeship I went to work for Frigrite Refrigeration which was Australia's biggest Commercial Supermarket Company. It was there that I became involved in the union and became the company's delegate with Mal Crouch.*

*Norm Kelly had been employed by the union as an organiser and with his and the union's support, we wrote the very first Refrigeration EBA in the late 1990's. This was the beginning of a great journey, along which we achieved some great wins, like securing incolink payments for install and service technicians.*



PICTURE: Luke Pearson (Top Left) and the team from Cold Comfort Refrigeration. The team wears these colourful shirts to promote conversation and raise awareness about suicide prevention and mental health.

*After 14 years as the company delegate I took a job in management at Baker Refrigeration. I worked there for six years and maintained a good working relationship with the union.*

*In 2015 I left Bakers and founded Cold Concepts Refrigeration. We now have 28 employees, and I am still a union member. Mal Crouch who was the delegate with me at Frigrite is also employed with us, so it is fair to say there are strong links with the union.*

*Something going forward for me and our business is to be there to support each other especially when the chips are down. There are many good people in the union and on site so look out for your mates!"*





Another great EBA refrigeration company is **AJ Baker & Sons**. Established in 1920, this year marked 100 years of successful business for this family owned (four generations) company. Originating in WA, AJ Baker has been operating in Victoria for over a decade and now looks after maintenance at over 200 supermarkets. Many of our members have been employed by Baker over the years and the positive relationship and partnership with the union over that time has been one of the keys to its success.

Another has been the fact that AJ Baker has always been at the cutting edge of industry developments, driving up the skill level and capability of our members. They design, install, service and maintain a wide variety of self-contained plug-in and remote refrigeration cabinets, ice machines, air conditioning and ventilation systems for supermarkets, fast food chains, the hotel industry and small to medium-sized commercial projects.

Some of the exciting and innovative programs currently being undertaken by AJ Baker & Sons include: alternative refrigerants (Co2 and hydrocarbons), transcritical CO2 booster systems, Epta Blue – Closed Water Loop Systems, energy efficient development (recommissioning / EC fans / unloaders), rack technology development, and integrated A/C and refrigeration systems for supermarkets.



PICTURE: AJ Baker's Brandon & Mick photo in front of the transcritical CO2 system at Pentridge redevelopment



**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.

**ALLAN CHARLES BURRIDGE**  
17 Apr 1930 - 8 Oct 2020

**RICHARD JAMES NOONAN**  
2 May 1951 - 28 Nov 2020

**HERBERT DIGESER**  
1 Jun 1944 - 18 Nov 2020

**LESLIE JOHN YOUNG**





# Victorian State Budget is all **good news** for the Construction Industry

In November this year, the Victorian Treasurer, Tim Pallas, handed down the State Budget for 2020-21. The budget is the biggest in Victorian history, with the government pumping more money into stimulating the economy than it has ever done before. And, by making construction central to the recovery, the State Budget is very welcome news for our Industry.

The focus on capital investment will stimulate employment and boost jobs. Spending on skills development will deliver a pipeline of trained workers to be trained, ready for these projects and beyond. Some of the major investments and stimulus measures relevant to our industry include:

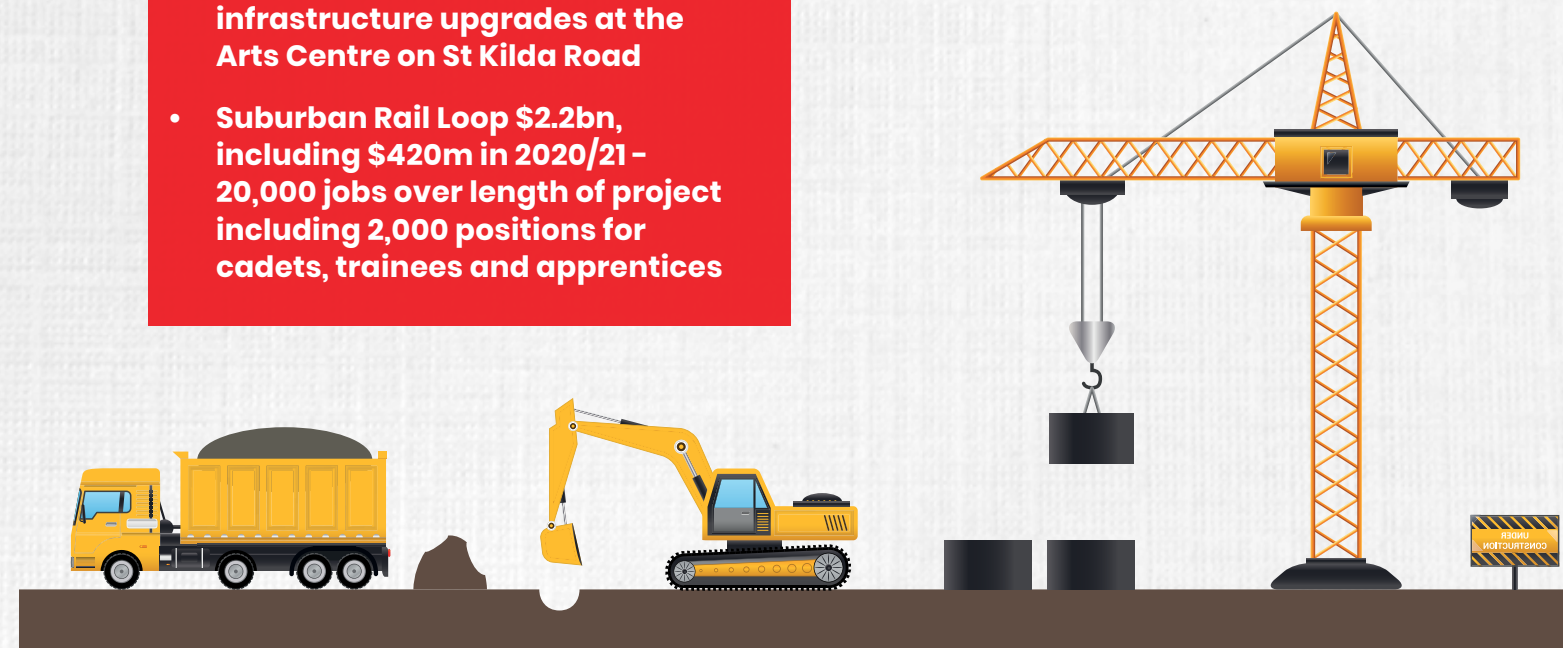
Stamp duty concessions – a 50% reduction for new builds and 25% for existing dwellings under \$1m will drive our property market and create thousands of new dwellings and jobs.

## Big Housing Build – total of \$6bn

- \$5.3bn direct investment for social housing
- \$700m in tax breaks and incentives including land tax grants and first home buyers grant, including a \$500m Victorian Homebuyers Fund, entailing a 50% land tax discount for build to rent – estimated to deliver 5000 additional homes
- \$1.9bn Schools Investments – over 7,000 construction and supply chain jobs including 11 new schools and upgrades to over 200 existing schools
- \$1.1bn investment in the construction and maintenance of Metropolitan Hospitals
- Arts Precinct- \$1.4bn investment – 5,000 jobs building a new gallery for the NGV and outdoor performing arts space alongside infrastructure upgrades at the Arts Centre on St Kilda Road
- Suburban Rail Loop \$2.2bn, including \$420m in 2020/21 – 20,000 jobs over length of project including 2,000 positions for cadets, trainees and apprentices

In addition to housing, education and transport infrastructure spending, the State Government has announced various training initiatives which will carve out new career paths for construction trainees and apprentices.

- \$19.3m apprenticeships growth strategy
- 1,500 construction apprentices and trainees
- \$33m Big Build Traineeships- linking trainees/apprentices to major projects
- \$5m for Women in Construction initiative
- \$250m wage subsidy for apprentices across all industries – supporting a minimum of 10,000 apprentices





## BUILT/DERRIMUT DATA STORAGE CENTRE

One of the great things about being in the plumbing and fire protection industry is the variety of projects you can work on. Our members work on everything from towering apartment blocks to sprawling shopping centres. They install the plumbing, air conditioning gas and fire protection works on schools, major new public hospitals, airports, train stations and even data centres. It is increasingly complex and sophisticated work, requiring skill, experience and focus, and the community is relying on us getting it right.

A great example of how cutting edge the work of our members can be, is the work our members from several leading EBA companies are doing right now at the mega data storage facility in Derrimut.

Data storage is a big and serious business. Businesses rely on data to make their businesses work, and we rely on those businesses keeping our information safe. Whether its banking and finance data, product, consumer, or personal information it all needs to be stored in specialist, secure, fail safe environments where the integrity of the information will be preserved at all times.

BUILT, one of Australia's leading privately owned construction companies is building one of these super high-tech mega data storage facilities in Mount Derrimut Road in Derrimut. The billion-dollar

plus, multi-phase development has been going for about six months and has about another 18 months to run. When complete it will be one of Australia's largest hyperscale data centres (in terms of megawatt capacity).

Leading plumbing contractor Geschke have a great crew of experienced plumbers on the job. Other members on site are from Summit Insulation, SJS Refrigeration and A.G Coombs. Entire Fire are doing the very important installation of the fire protection systems. Over the course of the build the PPTU will have between 50 and 55 members on site (see photos below).

PPTU Shop Steward Ash O'Connor (pictured below with PPTU Organiser John Haitas) has been looking after members on the job for about 6 months. He says that like all major projects, there are challenges along the way, but the job has been going really well:

*"Companies tend to put their best and most skilled workers on these sorts of projects. The equipment and systems used are that advanced that everything has to be integrated perfectly. As well as being good at their job, the crew here is really good to work with and we are getting it done safely and on schedule."*





# THE PPTEU IS PROUD TO BE A PART OF TEAM MOLONEY



In 2020 the Moloney twins, Jason and Andrew, did Australia and the PPTEU proud when they headed to the COVID ravaged USA to fight for world boxing titles. Andrew and Jason, who worked as an apprentice plumber, are both members of our great union and we are enormously proud to be a part of Team Moloney.

For over a decade the Moloney boys have been successfully competing at state, national and international level. After about 80 amateur bouts, they turned full time professional in 2014. They have represented Australia in Olympic and Commonwealth Games competitions, and are now seriously world class boxers, fighting for world title belts.

In November, Jason and Andrew fought for world titles two weeks apart in Las Vegas. Jason fell just short of capturing the WBA and IBF bantamweight titles after falling short in the seventh round to Japan's unbeaten Naoya Inoue.

Andrew's tilt at the WBA super flyweight title two weeks later came unstuck when Joshua Franco retained the after a controversial "no-decision" against Moloney. Franco was stopped after two rounds when his right eye was swollen shut, but the officials ruled the injury was due to an accidental headbutt.

Andrew was obviously disappointed with the decision, saying after the fight "I can't believe they took this away from me".

Neither could we. Plenty of good judges watching at home agreed with Andrew, and social media erupted in a storm of outrage. Many people clearly thought the Aussie was robbed of a second world title.

But, in typical fashion, the Moloney boys are focussed on the next fight not the last one and are both looking forward to more world title opportunities in 2021. Maybe we will even see Andrew get another crack at Franco. We hope so.

**Good luck boys and keep up the great work. The PPTEU is right behind you.**



## PICAC NARRE WARREN WINS EXCELLENCE IN SUSTAINABILITY AWARD

**We are proud to report to members that your union owned and industry operated research and training facility at Narre Warren has been recognised at the Australian Institute of Refrigeration, Air conditioning and Heating (AIRAH) annual industry excellence awards.**

The Plumbing Industry Climate Action Centre (PICAC) together with the project architects the NDY Group awarded the **2020 AIRAH Excellence in Sustainability Award for PICAC Narre Warren.**

As we have outlined to members in several Journal articles over recent years, PICAC Narre Warren is an incredible facility, and this award is well deserved.

It is the first Net Zero Energy (NZE) education and research facility in Victoria, Australia and has been designed to utilise the very latest technological advances in water reticulation, heating and cooling systems, training delivery, safety, new product innovation and sustainability practices.

The project utilised the building's own foundation screw piling to source geothermal energy for the facility's heating and cooling requirements. The combination of 220 geothermal energy wells and the rooftop solar made this a groundbreaking project, showcasing how buildings are part of the solution to the challenges of climate change.

Thank you to all involved at PICAC, and to our partners International Association of Plumbing and Mechanical Officials, Master Plumbers and to all those who contributed to the project, including: FMSA Architecture, Hutchinson Builders, Cooke & Dowsett Plumbing Group, Deakin University, GeoExchange Australia, Geothermal Industries Australia, Entire Fire Protection Pty Ltd, AHSCA Research Foundation & Skott Consulting.





# FROM THE OR GANISERS

## ORGANISER'S REPORT, BILLY RAMSAY

**Thank you to all our members for your efforts this year. You, as well as the stewards and reps onsite, did a great job working through and implementing all the various COVID safe rules. The cooperation of the workforce was the key reason we were able to prevent an outbreak in the industry and keep operating through the year.**

As many members who work in and around Melbourne's inner south and port district would know, there is plenty happening down by the bay.

COVID has had an impact here like everywhere else in Melbourne, but in my patch, which takes in Port Melbourne, South Melbourne, South Bank and Docklands there is still plenty of construction happening. There are as broad a range of projects going on now or about to start, all of which involve our great EBA companies,

including apartments, hotels, and mixed-use developments.

Getting close to winding up is the Hutchinson's PM apartments dual tower project, where Ryan "Rusty" Russell has done a great job for the past couple of years. There are two major Marriott Hotel developments underway in my area, as well as two major 60 plus story apartment developments in Port Melbourne, one being developed by Mirvac, the other by Icon. There is also the La Scala job on the banks of the Maribyrnong River which will be running for a while.

Hickory are soon to commence construction of the massive Aspire Apartments job in King Street in Melbourne. This 65-story tower will house 594 apartments and will keep dozens of our members going for a year or three.

Thanks again to everyone for all you did in 2020, and I hope you all have a great break over Christmas.

## ORGANISER'S REPORT, JOHN HAITAS

It has been a difficult year to say the least. The devastating bush fires at the beginning of the year, which ravaged our regional communities and covered large parts of the state with smoke, polluting our air. Then of course the Covid-19 pandemic struck, changing the way we live and work in Australia.

**I would like to commend our members on their hard work and discipline during these challenging times. Your efforts were key to keeping our essential industry going through the crisis. The health and safety of our members is always our paramount concern.**

By following the COVID rules members were able to work safely and provide for their families. To those of our members who lost work, or are still out of work, we are right behind you. Please do not hesitate to contact the union or your area organiser to assist you during these difficult times.

PPTEU members all over the state are utilising their valuable skills on projects all over the west of the city. And there is plenty going on, including Footscray's live city precent which is fast becoming a city in

itself. These high-rise living apartments are help drive a resurgence in pride in the west by creating a vibrant social hub.

Shop Stewart, Bruno Rendina is doing a fantastic job looking after members on these projects which include: BP Plumbing, Highbury Plumbing, Lee Marks, SRD and M & L Scott.

Things are starting to improve on the COVID front, with the number of cases steadily reducing. As the case numbers go down, the numbers back on-site increase. A lot of hard work has gone into keeping our industry open and making sure that our members are safe, and we need to continue to follow the rules and make sure we stay operating.

I would like to re-assure PPTEU members working

in the West, that being a part of our great union gives you the same support and representation you expect working on big CBD projects.

I hope to see you out on the job and assisting in providing the best possible representation you deserve.

TOUCH ONE TOUCH ALL!!!





# FROM THE OR GANISERS

## ORGANISER'S REPORT, NICK MCCUBBIN

Two years ago, on behalf of the PPTEU, I was given the task of looking after the gas industry. Many members will know this, but others may not be aware that PPTEU has members from outside the construction industry and work in gas and gas maintenance. I am referring to the members who do the work which was once done by the old Gas and Fuel Corporation, where some of the great bunch I look after once worked.

**I will admit I have had to few things to learn about the processes and tasks that these men and women undertake. It is not typical plumbing. For example, I learnt a fair bit about gas pressure.**

Before working in this space, I was not aware that some gas mains are pressurised as high as 15,000kpa and that these sorts of pressures are required to push gas across the state from Longford to as far away as Horsham and Portland in the State's west.

I want to take this opportunity in this report to recognise the contribution of one of our gas industry members, John Moore (pictured with yours truly below).

Earlier this year (sadly for me – happily for him) John made the decision to retire. John has proudly been the PPTEU delegate in Bendigo for as long as we all can remember. He has done an outstanding job representing the PPTEU and looking after the gas industry members in the Bendigo area. People of his calibre rarely come along and we are grateful for John's contribution.



John came into the gas industry after completing an apprenticeship in panel beating. It was at the Gas and Fuel where his gas career started, he went on to stay there for nearly 10 years. He then worked for a series of companies that had gas contracts in the Bendigo area. Companies included; Serco, Abbey, Tenix and Bilfinger, and for the last seven years John has been employed by Downer.

John has three kids and three grandchildren. He says the future hold lawn bowls, travel and a quite beer. I would like to personally and on behalf of the PPTEU like thank you for your contribution. The doors of the PPTEU will always be open to you. You and I both know you will be missed by your work mates, and I will miss having a sounding board for gas industry issues.

So farewell and enjoy a rest, you've earned it!! There will be no more "Angry Ant" at Downer!

## ORGANISER'S REPORT, JAKE CRANNY

Like all of Victoria, the Geelong region has been hit economically by the COVID related restrictions. Some projects have slowed down, and others have been delayed, impacting many of our members in the Geelong region. The good news is that there are some major projects starting up now or shortly, and the skills of our members will be in high demand.

**One such project is the massive new prison project in Chisolm Road Lara, which is now underway.** This project is huge for the Greater Geelong region, delivering hundreds of millions in economic benefits and creating up to 900 jobs during the construction phase. The new facilities, which will be state-of-the-art in terms of security, will accommodate over 1200 and provide much-needed capacity for Victoria's growing prison population.

John Holland is the principal contractor named for this project. As we do on all our jobs, we will be, together with other union officials, working hard to make sure there is no confusion about responsibilities or procedures relating to onsite health and safety.

project will be completed by mid-2022.

The City of Geelong have appointed leading builder Watpac to deliver the new Civic Precinct, which will be designed to deliver the most energy efficient space possible (6 star rated), with a big emphasis on waste water efficiencies and rooftop solar. At the time of writing, the plumbing contracts have not been awarded at the time of this article.

Plumbing contractors engaged on the project are CDC Plumbing (Sanitary), Entire Mechanical (Mechanical), Entire Fire (Sprinklers), and Gravel Pits Plumbing (Stormwater). B.S.I Roofing, Signal & Hobbs and Close Commercial Services are in a joint venture to do the roofing work. All of the plumbing contractors have committed to signing the new Agreement, and also made commitments to employ locally (Geelong) sourced labour.

Another major project which recently commenced (September 2020) is the Civic Precinct project in Mercer Street. This \$200M plus project will deliver office/co-working facilities, retail, food and other commercial leases and a significant amount of community space. The





# FROM THE ORGANISERS

## ORGANISER'S REPORT, BILLY JOVANOVSKI

Hello members, Billy Jovanovski here checking in with an update from Melbourne's North East.

Firstly, I would like to acknowledge what has been a very tough year, especially in Victoria. Over the last three or four months in particular, the COVID restrictions have had a severe impact across the community and the economy.

**Over the course of the year many of our members were directly impacted, being stood down or having their work reduced. For those members, this year has been hard, and I would encourage any members who need help to speak up and reach out to the union for assistance.**

On the bright side, it looks as though we are past the worst of the crisis, and 2021 is looking good. I am greatly looking forward to seeing everyone back on the job site and an industry running at full capacity in the new "COVID normal" environment.

There are several big jobs which have been running this year and are now getting close to winding up, and I want to thank all the reps on those jobs who have done such a great job representing our members.

Some of the big jobs finishing up around the end of this year include the:

- \$150M new headquarters for Seek.com in Cremorne Street, Cremorne
- Richmond Malt Precinct Probuild mixed use project
- Park House (Icon) apartments on the bank of the Yarra River at Abbotsford
- Several other apartment projects including several Hickory projects (Yarra One, Hawthorn Park, and Hawthorn central); the apartments Hamilton Marino is building and the Hacer Brickworks job in Box Hill.
- \$200M plus Richmond Quarter project. Hacer is the builder and the job will see work for members from Wilson's Plumbing, Ellis Air and Fox Fire Protection.
- Icon project in South Yarra, which will involve members from PJM, Complete Plumbing and Fox Fire.
- Kane Construction project in Richmond, which will provide work for members from Croft Air, Cooke and Dowsett and Bayside Fire Protection.
- Mirvac's Tullamore Project in Doncaster, where PJM and Plumco will be on site
- Icon Construction's Box Hill Hospital project - OPS

Plumbing Services, Chadoak Plumbing and Drainage, Precision Fire and SGI.

- ADCO Constructions project at Caritas Christie Aged Care facility in Kew where the contractors Hutchinson's Builders project - Prospect Hill Apartments will utilise the skills of members from Planet Plumbing, Air Alliance and Protect Fire

One of the more unusual projects coming up is the Buildcorp project in Doncaster. The project, which will involve members from Plumbco, Custom Air and Grant Fire, will be a combination Bunnings Warehouse and high-end hotel (see picture below). It will be great for people like me who love shopping at Bunnings - we can now make a weekend of it!

I look forward to providing more updates on all these exciting projects in 2021. I hope you have a great Christmas and most of all stay safe.



# 2021 CALENDAR

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

JANUARY						
S	M	T	W	T	F	S
31					1	2
3	4	5	6	7	8	9
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FEBRUARY						
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28						

MARCH						
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APRIL						
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MAY						
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JUNE						
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AUGUST						
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SEPTEMBER						
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OCTOBER						
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NOVEMBER						
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DECEMBER						
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Public Holiday Annual Leave RDO Lock Down Weekends School Holidays Picnic Day World Plumbing Day Return to work on 10th Jan 2022

**VICTORIAN SCHOOL TERM DATES**  
 TERM 1: 28 January 2021 - 1 April 2021  
 TERM 2: 19 April 2021 - 25 June 2021  
 TERM 3: 12 July 2021 - 17 September 2021  
 TERM 4: 4 October 2021 - 17 December 2021

**PUBLIC HOLIDAY DATES**  
 New Year's Day: Friday 1 January  
 Australia Day: Tuesday 26 January  
 Labour Day: Monday 8 March  
 Good Friday: Friday 2 April

Easter Saturday: Saturday 3 April  
 Easter Sunday: Sunday 4 April  
 Easter Monday: Monday 5 April  
 Anzac Day: Sunday 25 April (observed)  
 Queens Birthday: Monday 14 June

Grand Final Eve: Friday 24 September  
 Melbourne Cup Day: Tuesday 2 November  
 Christmas Day: Saturday 25 December  
 Boxing Day: Sunday 26 December

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





# PPTEU PLUMBERS WAGE RATES

FROM 1ST OCTOBER 2020

REGISTERED PLUMBERS				
	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer
Hourly Rate	\$51.01	\$49.79	\$48.30	\$44.98
X36 (weekly)	\$1,836.36	\$1,792.44	\$1,738.80	\$1,619.28
Fares (per day)	\$24.30	\$24.30	\$24.30	\$39.92
X5 (weekly)	\$121.15	\$121.15	\$121.15	\$199.60
Travel (per day)	\$51.01	\$49.79	\$48.30	N/A
X5 (weekly)	\$255.05	\$248.95	\$241.50	N/A
Total Income (weekly)	<b>\$2,212.56</b>	<b>\$2,162.54</b>	<b>\$2,101.45</b>	<b>\$1,818.88</b>
OVERTIME				
Double Time	\$102.02	\$99.58	\$96.60	\$89.96
Double Time & 1/2	\$127.52	\$124.47	\$120.75	\$112.45
SUPERANNUATION 9.5%				

APPRENTICES					
	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
Hourly Rate	\$18.35	\$21.07	\$26.06	\$32.51	\$41.18
X36 (weekly)	\$660.60	\$758.52	\$938.16	\$1,170.36	\$1,482.48
Fares (per day)	\$21.40	\$21.40	\$21.40	\$21.40	\$21.40
X5 (weekly)	\$107.00	\$107.00	\$107.00	\$107.00	\$107.00
Travel (per day)	\$4.59	\$5.27	\$6.52	\$8.13	\$10.30
X5 (weekly)	\$22.95	\$26.35	\$32.60	\$40.65	\$51.50
Total Income (weekly)	<b>\$790.55</b>	<b>\$891.87</b>	<b>\$1,077.76</b>	<b>\$1,318.01</b>	<b>\$1,640.98</b>
OVERTIME					
Time and 1/2	\$27.53	\$31.61	\$39.09	\$48.77	\$61.77
Double Time	\$36.70	\$42.14	\$52.12	\$65.02	\$82.36
Double Time & 1/2	\$45.88	\$52.68	\$65.15	\$81.28	\$102.95



# PPTEU SPRINKLER FITTER WAGE RATES

FROM 1ST OCTOBER 2020

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



SUPERANNUATION 9.5%

APPRENTICES - 1 OCTOBER 2020				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$22.53	\$24.79	\$33.87	\$40.70
Total Weekly Rate	\$811.08	\$892.44	\$1,219.32	\$1,465.20
Fares (per day)	\$23.39	\$23.39	\$23.39	\$23.39
X5 (weekly)	\$116.95	\$116.95	\$116.95	\$116.95
Travel (per day)	\$17.06	\$18.72	\$25.54	\$30.65
X5 (weekly)	\$85.30	\$93.60	\$127.70	\$153.25
Registration (weekly)	\$0.00	\$0.00	\$0.00	\$0.00
Total Income (weekly)	<b>\$1013.33</b>	<b>\$1,102.99</b>	<b>\$1,463.97</b>	<b>\$1,735.40</b>
Service/Testing/Site Allow (min per hour)	\$3.09	\$3.09	\$3.09	\$3.09

SUPERANNUATION 9.5%

## SITE ALLOWANCES FOR ANY SITE COMMENCING AFTER 1ST OCTOBER 2020

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

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

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

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

All Projects over \$250 MILLION WILL BE SUBJECT TO THE RATES BELOW			
Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$5.0 - \$30 Million	\$2.50	\$100 - \$250 Million	\$4.00
\$30 - \$50 Million	\$3.00	\$250 - \$400 Million	\$4.50
\$50 - \$100 Million	\$3.50	\$400 - 1 Billion	\$5.00

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

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

Demolition Allowance from 1 October 2020 \$7.50 per hour

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

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



# PPTU REFRIGERATION WAGE RATES 2019 - 2022



# PPTU REFRIGERATION WAGE RATES 2019 - 2022



## REFRIGERATION WAGE

	Refrigeration Mechanic after 12 months service	Refrigeration Mechanic 1st 12 months of employment (at completion of apprenticeship)	Assist / Labour (90.2% of Ref Mech)
<b>From 1st October 2019</b>			
Hourly Rate - 38	\$45.89	\$43.60	\$39.33
Hourly Rate - 36	\$48.44	\$46.03	\$41.51
Weekly Rate (36hr)	\$1,743.84	\$1,657.08	\$1,494.36
Fares	\$19.88	\$19.88	\$19.88
Travel 0.75* hourly rate	.75 x hourly rate	0.75 x hourly rate	0.75 x hourly rate
CRIP	\$2.45	\$2.45	

## From 1st October 2020

Hourly Rate - 38	\$47.26	\$44.91	\$40.51
Hourly Rate - 36	\$49.89	\$47.41	\$42.75
Weekly Rate (36hr)	\$1,796.04	\$1,706.76	\$1,539.00
Fares	\$20.48	\$20.48	\$20.48
Travel 0.75* hourly rate	.75 x hourly rate	0.75 x hourly rate	0.75 x hourly rate
CRIP	\$2.52	\$2.52	

## From 1st October 2021

Hourly Rate - 38	\$48.68	\$46.26	\$41.72
Hourly Rate - 36	\$51.39	\$48.83	\$44.04
Weekly Rate (36hr)	\$1,850.04	\$1,757.88	\$1,585.44
Fares	\$21.09	\$21.09	\$21.09
Travel 0.75* hourly rate	1 x hourly rate	1 x hourly rate	1x hourly rate
CRIP	\$2.60	\$2.60	

## From 1st October 2022

Hourly Rate - 38	\$50.14	\$47.64	\$42.97
Hourly Rate - 36	\$52.93	\$50.30	\$45.36
Weekly Rate (36hr)	\$1,905.48	\$1,810.80	\$1,632.96
Fares	\$21.72	\$21.72	\$21.72
Travel 0.75* hourly rate	1 x hourly rate	1x hourly rate	1x hourly rate
CRIP	\$2.68	\$2.68	

## SUPERANNUATION

"Superannuation as per SGL (currently 9.5%) including CRIP Site, Fares, Travel and any other allowances that's applicable as per the agreement"

## LIVING AWAY FROM HOME ALLOWANCE

	From 1/10/19	From 1/10/20	From 1/10/21	From 1/10/21
Accommodation provided / per day - A.5.2/ out of pocket expenses	\$51.50	\$53.05	\$54.64	\$56.28
Accommodation not provided / per day - A.5.1	\$190.55	\$196.27	\$202.15	\$208.22

## APPRENTICE REFRIGERATION WAGE

	1st Year - 37.5%	2nd Year - 55%	3rd Year - 70%	4th Year - 90%
<b>From 1st October 2019</b>				
Hourly Rate - 38	\$16.35	\$23.98	\$30.52	\$39.24
Hourly Rate - 36	\$17.26	\$25.32	\$32.22	\$41.43
Weekly Rate (36hr)	\$621.36	\$911.52	\$1159.92	\$1,491.48
Fares	\$19.88	\$19.88	\$19.88	\$19.88
Travel 0.75* hourly rate	0.75 x hourly rate	0.75 x hourly rate	0.75 x hourly rate	0.75 x hourly rate
CRIP	\$1.00	\$1.00	\$1.00	\$1.00

## From 1st October 2020

Hourly Rate - 38	\$16.84	\$24.70	\$31.44	\$40.42
Hourly Rate - 36	\$17.78	\$26.08	\$33.19	\$42.67
Weekly Rate (36hr)	\$640.08	\$938.88	\$1,194.84	\$1,536.12
Fares	\$20.48	\$20.48	\$20.48	\$20.48
Travel 0.75* hourly rate	0.75 x hourly rate	0.75 x hourly rate	0.75 x hourly rate	0.75 x hourly rate
CRIP	\$1.03	\$1.03	\$1.03	\$1.03

## From 1st October 2021

Hourly Rate - 38	\$17.35	\$25.44	\$32.38	\$41.63
Hourly Rate - 36	\$18.31	\$26.86	\$34.18	\$43.95
Weekly Rate (36hr)	\$659.16	\$966.96	\$1,230.48	\$1,582.20
Fares	\$21.09	\$21.09	\$21.09	\$21.09
Travel 0.75* hourly rate	1 x hourly rate	1 x hourly rate	1 x hourly rate	1x hourly rate
CRIP	\$1.06	\$1.06	\$1.06	\$1.06

## From 1st October 2022

Hourly Rate - 38	\$17.87	\$26.20	\$33.35	\$42.88
Hourly Rate - 36	\$18.86	\$27.66	\$35.21	\$45.27
Weekly Rate (36hr)	\$678.96	\$995.76	\$1,267.56	\$1,629.72
Fares	\$21.72	\$21.72	\$21.72	\$21.72
Travel 0.75* hourly rate	1 x hourly rate	1x hourly rate	1 x hourly rate	1x hourly rate
CRIP	\$1.09	\$1.09	\$1.09	\$1.09

## SUPERANNUATION

"Superannuation as per SGL (currently 9.5%) including CRIP Site, Fares, Travel and any other allowances that's applicable as per the agreement"

## LIVING AWAY FROM HOME ALLOWANCE

	From 1/10/19	From 1/10/20	From 1/10/21	From 1/10/21
Accommodation provided / per day - A.5.2/ out of pocket expenses	\$51.50	\$53.05	\$54.64	\$56.28
Accommodation not provided / per day - A.5.1	\$190.55	\$196.27	\$202.15	\$208.22



# WHAT HAPPENS TO MY ANNUAL LEAVE ENTITLEMENT WHILE I AM ON WORKERS' COMPENSATION?

If you're on workers' compensation weekly payments in Victoria, your annual leave should still accrue. Annual leave is an important safety net for injured workers and is legally protected.

For example, if you are still employed and your workers' compensation weekly payments are terminated, you have the security of being able to access your annual leave entitlements.

Or, if your payments stop because you have reached retirement age or have a work capacity after 130 weeks, legally you should be able to access your annual leave entitlements that have accrued as weekly payments or have it paid out as a lump sum if your employment is terminated.

In this article, we talk about how the protection for your annual leave came about and what you should do if you think your annual leave entitlements are not accruing properly.

## THE ROAD TO PROTECTING YOUR ANNUAL LEAVE

Did you know that your right to accrue annual leave whilst on workers' compensation has not always existed? In fact, this has only been clearly confirmed in Victoria in the last few years.

The question of whether or not a person on workers' compensation can accrue annual leave was considered in two key legal matters: one by the Federal Court in 2015 and one by the Fair Work Commission in 2017.

In 2015, the NSW Nurses and Midwives Association took on Anglican Care in the Federal Court over a dispute on annual leave accrual.

The Court found in favour of workers, stating that: 'when a worker is still employed and on payments, they are still performing a 'service' and unless an enterprise bargaining agreement or employment contract specifically excludes it, annual leave accrues'.

In 2017, two similar cases covering the same issue (one brought by the United Firefighters Union of Australia and one brought by the Australian Nursing and Midwifery Federation) were heard together by the Fair Work Commission.

After consideration of the earlier NSW Federal Court decision, plus assessing relevant workers' compensation legislation, the Full Bench of the Fair Work Commission ultimately held that an employee can accrue annual leave whilst on workers compensation.

## HOW DOES THIS APPLY TO ME?

If you are, or have been, on workers compensation, it is important that you check whether or not your annual leave entitlements have continued to accrue. If you are unsure, you can (and should) ask your employer about it.

It is also important to check your enterprise agreement and whether it specifically excludes annual leave from accruing while you are on workers' compensation. If you cannot find a copy or you're unsure what your EBA says, talk to your union.

If you need any further advice on this issue or if you, or a loved one, have been involved in a road accident, injured whilst at work, have a public liability or medical negligence claim, or wish to make or dispute a will. Free legal advice is a benefit of your union membership.

For more information about how Maurice Blackburn can help you on a no win, no fee basis, visit [www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au) or call us on **1800 810 812**.



# NEED LEGAL HELP?

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

- **Free telephone advice**
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If you have suffered a loss, an injury or are facing an unfair situation, you and your family shouldn't have to suffer. Contact **Maurice Blackburn** today **1800 810 812** or visit their website [www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au) for more information.



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## Federal Budget 2020 — new super measures

### The Government announced four significant changes\* to superannuation:

\*All the changes announced are what the Government plans to do. No changes are law, and none are implemented purely off the back of being presented in the Federal Budget. Before making any decisions, you need to check whether any of these announcements have become law.

#### 1. Stapling

- Members will be stapled to their existing fund when they change jobs. This measure is expected to be implemented over 4 years commencing 1 July 2021.
- The ATO will have new systems that direct employers to use an employee's existing super account (with the details being provided automatically to employers).
- Only if an employee does not have an existing superannuation account or does not make a decision regarding choice of fund, will the employer pay the employee's superannuation into their nominated default superannuation fund.

Cbus is concerned that changes to default fund settings could see building and construction workers left without industry specific insurance that they would otherwise receive if directed into Cbus.

#### 2. Choice of fund

- The Government plans to develop an online portal called YourSuper to enable workers to compare funds on the basis of fees and returns and, choose a fund.
- It is not clear whether workers will be required to use the tool, whether it will be offered proactively or how information will be presented to users. For example, people could choose a fund based on lowest fees instead of comparing all features of the fund including investment returns and benefits such as insurance.

#### 3. Underperformance

- Funds to be benchmarked against a new annual performance test. Funds that do not meet the test will need to notify members and give them the option of choosing a new fund.

- The proposal includes Funds that do not meet the annual performance test for two consecutive years will be banned from accepting new members until they can demonstrate they've improved sufficiently in subsequent years.
- This requirement is expected to apply to MySuper products from July 2021 and to some choice products from July 2022.
- If implemented, this will increase pressure on underperforming default super funds to merge.

#### 4. Fund expenditure

- The Government is planning to clarify to ensure that expenditure is motivated solely by the best financial interests of members and require superannuation funds to disclose how they are spending members' money.
- Key information will need to be provided to members ahead of Annual Members' Meetings. While not explicit, this may have the effect of discouraging expenditure on advertising by individual funds and related parties.
- It could extend to advocacy and membership of peak bodies. It has been reported that the tighter requirement to act only in members best financial interests could make it harder for super funds to "raise broader social concerns."<sup>1</sup>
- If implemented, this measure could significantly impact our ability to campaign against other changes to the super system further down the track.

### What was not included in the Budget

#### The Treasurer did not:

- expand or extend the temporary early access to super under the Government economic response to COVID-19 (although this could be done at a later date via regulation not legislation). The scheme is due to end on 31 December 2020.
- release the **Retirement Incomes Review report**
- announce changes to the **legislated Super Guarantee**, currently at 9.5%, the rate is due to increase to 10% from 1 July 2021, climbing to 12% by 2026
- permanently increase the **Jobseeker rate**.

### Super Guarantee increases

Although the Government did not defer or abandon the compulsory increases to 12%, this remains part of the Government's longer-term plan. The Prime Minister, Treasurer and Minister for Superannuation have all flagged that this is on the table. The Prime Minister has flagged an announcement about this next year.

### Stimulus for building and construction and infrastructure spending

The Government also announced the following stimulus measures:

- The **First Home Loan Deposit Scheme** will be expanded to include 10,000 additional borrowers. The value of eligible properties will also be increased. Properties worth up to \$950,000 in Sydney will be covered under the scheme, up from \$700,000. Melbourne's cap will be increased to \$850,000 and Brisbane to \$650,000. Under the Scheme first home buyers with a 5 per cent deposit won't have to pay lenders mortgage insurance.
- \$7.5 billion of **transport infrastructure spending** spread across all the states and territories. The government has also committed \$4.5 billion to extend the NBN, taking fibre all the way to the home for more dwellings.
- \$1 billion for **affordable housing** to be administered through the National Housing Finance and Investment Corporation and an independent review of that organisation.

### Support for job creation

The major new programme aimed at supporting employment growth is a wage subsidy for new jobs over the next year where the hired worker is aged under 35. The total cost is projected to be \$4 billion, and around 450,000 jobs are expected to be covered by the programme.

There is also \$1.2 billion to cover 50% of the wages of up to 100,000 new apprentices or trainees.

### Cbus response

Cbus continues to digest and analyse the budget announcements and work with our peak bodies to understand the implications for industry super funds and the superannuation sector more broadly.

Our focus will be on understanding the impacts on Cbus members and advocating strongly to ensure changes do not negatively affect our members.



For more information about the Federal Budget and how some of the key proposals could impact Cbus super members read our factsheet here: [cbussuper.com.au/cs/budget-2020](https://cbussuper.com.au/cs/budget-2020)  
Full details on the 2020-21 Federal Budget are available from [budget.gov.au](https://budget.gov.au)

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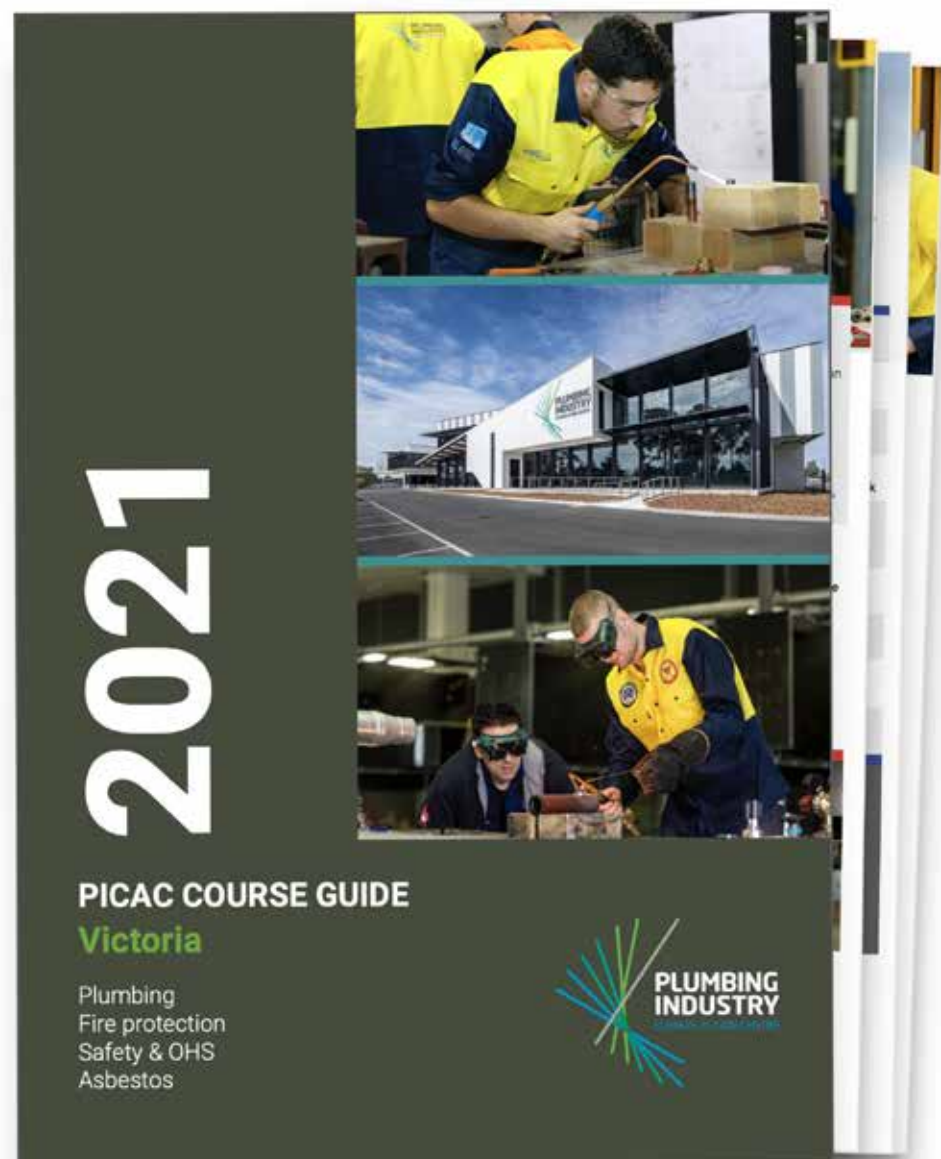
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This update is intended to keep readers informed of current developments in superannuation and is not intended to be used as a substitute for professional advice. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide if Cbus is right for you. Call us on 1300 361 784 or visit [cbussuper.com.au](https://cbussuper.com.au) for a copy.

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## MERCHANDISE OF THE PLUMBERS UNION

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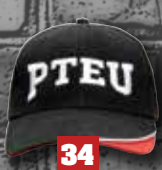
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### CAPS

### ACCESSORIES



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### MERCHANDISE ORDER FORM

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Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Post Code: \_\_\_\_\_

Mobile: \_\_\_\_\_

Email: \_\_\_\_\_

#### PAYMENT DETAILS

Total Amount: \_\_\_\_\_

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Name on card: \_\_\_\_\_

Card number: \_\_\_\_\_

Expiry Date: \_\_\_\_\_ CSV: \_\_\_\_\_

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Item	Product Code	Size	Price	Qty	Total \$
1	Zip Hoodie CL-PTEU-ZIP-BL		\$65.00		
2	Zip Hoodie CL-HVH-ORG		\$65.00		
3	Zip Hoodie CL-SHZ-BL		\$65.00		
4	Zip Hoodie CL-PTEU-ZIP-GR		\$65.00		
5	Zip Hoodie CL-SKZ-BL		\$65.00		
6	Hoodie CL-HNZ-GR		\$65.00		
7	Hoodie CL-HNZ-BL		\$65.00		
8	Hoodie CL-HNZ-OL-GY		\$65.00		
9	Hoodie CL-HNZ-OL-NY		\$65.00		
10	Hoodie CL-HNZ-RL-GY		\$65.00		
11	Hoodie CL-HNZ-RL-NY		\$65.00		
12	Jumper CL-CNJ-OL-GY		\$65.00		
13	Jumper CL-CNJ-OL-NY		\$65.00		
14	Jumper CL-CNJ-RL-GY		\$65.00		
15	Jumper CL-CNJ-RL-NY		\$65.00		
16	Zip Jumper CL-1/2ZIP-OL-NY		\$65.00		
17	Zip Jumper CL-1/2ZIP-OL-BL		\$65.00		
18	Zip Jumper CL-CJ-1/2ZIP-BL		\$65.00		
19	Zip Jumper CL-SZ-BL/GY		\$65.00		
20	Hi-Vis Vest CL-HVSV-ORG		\$35.00		
21	T-Shirt CL-PTEUTS-NV		\$40.00		
22	T-Shirt CL-PTEUTSL5-BL		\$40.00		

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

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## Does your Death and TPD insurance cover you at work?

Many Cbus members work in a physically demanding, hazardous industry<sup>1</sup>. If you work in a hazardous occupation, Cbus may be the only option or one of few options to obtain insurance cover<sup>2</sup>. Other super funds may restrict or exclude automatic insurance cover for one or more of the following occupations: concreter, bricklayer, plasterer, labourer, plumber, painter, rigger, welder, scaffolder, or dogman<sup>2</sup>.

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