

PPTEU

VICTORIAN AUTUMN EDITION 2022

Journal



UPDATED EDITION

Departures

BYE BYE SCOMO!



LABOR GOVERNMENT ELECTED!



SOLIDARITY. COMRADESHIP. UNITY.



VALE - RON DOYLE

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GLENN MENZIES



Hello to my fellow members and welcome to the Victorian PPTEU Autumn Journal.

It is great to be able to **talk directly to the Victorian members**, especially at such a critical time for our industry and our members. The past couple of years have been challenging to say the least, but **we have come through stronger than ever**. With a bit of luck, the experts are right and our high vaccination rates will mean we are over the worst of the COVID pandemic. However, as we know, winter is coming, and we need to maintain our high compliance levels in terms of COVID rules and make sure we don't see any more job sites shutdown.

2022 is shaping up as being a significant year for our members and our industry. Labour won the federal election on May 21st, there will be a State election in November and a big reform agenda in terms of the regulation of the entire construction sector in Victoria, which will potentially impact our industry. There are changes afoot in the way the entire national VET sector training model works, and continuous improvements being made in how training is delivered.

As members will be aware, there are also emerging sector wide commercial and cost issues, resulting in some high-profile builders coming under financial pressure and the flow on impacts that can have for our members. Add in emerging issues like climate change, the transition of the Victorian economy away from natural gas, the potential introduction of green hydrogen into the energy mix, and it's fair to say there is a **fair bit going on in Victoria in 2022**.

We are, and will continue to, lead the way on these issues and others like it. And we will do that without ever taking our eye off our core business which is making sure our **members are safe at work and are fairly rewarded for their skills and experience**. Our OH&S team,

the Organisers, Delegates and Reps are all working together to make sure members do stay safe at work. One of the main reasons the construction sector stayed open (mostly) through the various waves of the pandemic is because our members, and members of the other construction unions, have a compliance culture when it comes to safety. We understand that the rules are there to keep everybody safe, and COVID related measures were viewed mostly as just an extension of those vitally important workplace safety rules.

I want to focus on a couple of key issues, and draw the members attention to the relevant articles inside this edition. The first is AMR – Automatic Mutual Recognition. The Mutual Recognition Act 1992 (C'th) was amended last year to allow for a uniform scheme of automatic mutual recognition (AMR) by enabling an individual who is registered for an occupation in their home state to carry on those activities in other states and territories.

As set out in the article inside this edition, this proposal sounds great in theory, with workers all freed up to roam the country plying their trade wherever they go. But when you start to think about the practical realities, it could pose some real problems. **Plumbing registration does not mean exactly the same thing in each jurisdiction, like a driver's license does** for example. Also, each jurisdictional regulator has a different mode of ensuring compliance of a plumbing system/installation with the requirements of the National Construction Code (NCC).

Although it is not perfect, the Victorian regulatory system works well overall in terms of keeping the community safe. That's the whole reason regulated work exist in the first place, because without regulations the community would not be safe, and you would not be safe at work. And there are a range of other differences between the State/Territory regulators and

scopes of work which will mean any mutual recognition arrangements would need to be developed carefully if they are going to work. AMR is due to be applied to the plumbing and fire protection industry in Victoria in July of this year, and so we are working hard with our Industry colleagues to work out exactly how it is going to work and what it means for our Industry and our members. **We want to make sure that AMR does not result in Victorian residents or workers being less safe**. We will keep you updated on that issue.

The other piece inside worth taking a few minutes to read is about hydrogen. And specifically the Roundtable in February this year. Through our partnership with PICAC and IPAMO, we co-convened a Roundtable or summit of key industry leaders to talk about how we progress the hydrogen industry.

Every day, the **benefits of hydrogen**, especially green hydrogen, which is produced using renewable energy, are becoming clearer. We have some enormous natural advantages here in Australia and especially in Victoria, with our gas networks. There is a great deal going on in the hydrogen space, and we need to make sure we capture the intelligence and share it. That is what the Roundtable was all about, bringing together the people with the knowledge and ideas about how we can turn hydrogen from a bit player into a major player in terms of the energy mix. The hydrogen industry will need the skills of our members to make it happen, and would mean **long term high skill jobs** for as far as they eye could see. That is why we are leading the way in this space, making sure we are at the forefront of this potential energy revolution.

I hope members enjoy this edition of the Journal and find it easy to read and accessible. If you have any issues or feedback, please pass them on to the office.

EARL SETCHES



Thank you to all members and staff for your ongoing support regarding COVID compliance, on and off site over the past 18 months or so. I know how hard it has been, and that some of our members and their families have done it particularly tough. And I know we are all feeling over it, getting sick of masks and isolating. But we need to hang in there and not succumb to "compliance fatigue".

By continuing to follow the health advice around mask wearing and vaccinations and so on we will continue to ensure construction remains a safe sector for our members. Hopefully, the experts are right, and we are, finally, at the beginning of the end of the pandemic, and the day will come when we can forget about COVID forever.

2022 will be a big year for our members, our Industry, our State and our country. The economy, battered and bruised by two years of shutdowns and disruptions, is beginning to recover. For the economy to fully recover from the pandemic, the construction sector is going to be key. And for the construction industry to function and lead the economic bounce back in Victorian and Australia, your skills are crucial. It was construction which provided the life blood to the Victorian economy throughout 2020 and 2021, and it will be the construction sector which will underpin the recovery too.

On site, the past 18 months or so have not been straightforward. Members have been faced with changing on site rules, disruptions to projects and periods of industry wide shut down. We have had to adapt quickly to new measures and procedures. Our members and our industry, perhaps better than any other, understand risks and hazards in the workplace. We deal with volatile and toxic substances, materials and heavy and dangerous equipment every day. We work in dangerous settings, at heights, underground and in confined and hard to get at places. We understand risk, and we understand that risk is managed by safety protocols and safety measures which we have been conditioned to deal with for decades. We adapted so well because we accepted COVID as just another workplace hazard and we dealt with it and gone on with the job.

As we leave the pandemic behind, my message for members is a positive one

I want to thank the members of our great union for showing leadership in terms of embracing and following the COVID rules and leading by example on site.

Even before the pandemic, the demand for the skills of our members and other skilled trades was very strong. The Andrews Government's infrastructure agenda is huge – tunnels, level crossing removals and new station builds, hospitals, schools and so on. When you factor in commercial and residential work, which had pent up during pandemic, the call on the skills of our members in 2022 and beyond has never been higher.

This year will be a big year in terms of jobs and work for our members, and it is also a crucially important year for the future of our industry. There are some major regulatory issues, such as the introduction of Automatic Mutual Recognition (AMR) in July this year, and I would encourage all members to read Assistant Secretary McCrudden's editorial and the article inside this edition on what AMR means for us.

Also, and as members have heard me say many times, it is our licencing and registration system that ensures your skills are recognised and rewarded and ensures that the community is safe. Every time there is a state election in Victoria, our licensing and registration is at risk. As members know, that election is coming up in November, and we will have much more to say on that as it draws closer, but for now I just want to remind members that only Labor understands our industry, and our trades. Labor supports our registration and licencing system because it keeps the community and our Industry safe. Labor understands that only people trained and qualified in plumbing and fire protection systems should be working on those systems. It is a fundamental point of difference between the two sides of politics and the contrast is stark.

The Federal election has just been run and won by Labor. Every federal election is important, but after nine years of Coalition incompetence, this election was simply a "must win" for Labor. Real, meaningful policy direction on climate change, new energy skills and training, fairness and equity, respect for women – these are the things the country needs now and only Labor can deliver them.

The world is changing fast, especially after COVID, and the people of Australia need leadership. To adapt to the changing climate, economies are going to be re-shaped like never before. New energy sources, like hydrogen, need to be invested in and the supporting infrastructure, like training facilities, need to be developed. We need to develop our own skills here, in things like welding for example, so we don't have to be so reliant on international workers.

We need a government which will work with industry – employers and employees – to develop the new energy jobs of the future. Now that Labor is back in control in Canberra, real progress on these things can be made.

Inside this edition is an article about the very distressing incident that took place at the CFMEU offices last September, at the height of the anti-lockdown protests. The event will not be forgotten by those who were there, and I have included that piece and photos not to in any way big note or show off, but to convey something of the tension, lawlessness and violence of that day; and to remind members and myself that sometimes standing up for your mates, and showing solidarity, means putting yourself in harm's way. It was a horrible and terrible day but also a day of great pride because the true strength of the solidarity that exists between unions came to the fore.

I encourage members to read the article and the others inside this edition of the Journal, including one about the leading role we are playing in developing the hydrogen sector here in Victoria, and the benefits that could bring to existing and future members. Also, inside are articles providing member updates on training available to members, the major jobs underway or coming up, and the proposed introduction of AMR what that means for you. and their families to take a break and refresh over the Christmas period because there is a big 2022 ahead.

Thank you to all members for your support and cooperation, especially over the past 18 months or so. In terms of COVID and the upcoming pipeline of works, things are definitely looking up, and it will be full steam ahead for the PPTEU and its members 2022.

PADDY MCCRUDDEN



Greetings to the men and women of the PPTEU.

As the Reports by the President and Secretary cover very well, this is a big year for our Industry and for the people of Australia. The federal election has been won by Labor, which is the most positive thing to happen federally for over a decade. The Coalition had been in government federally in Australia for 20 of the last 26 years, and their time was well and truly up. Australians had grown tired of Morrison and his lame media stunts and marketing lines. They were a rabble of a government and they were well past their use by date and now that the people of Australia have kicked them out, we can be rid of the Liberals anti union attack dog the Australian Building and Construction Commission (ABCC).

The pettiness and irrelevance of the ABCC was brought into sharp focus recently when the body successfully fought a court battle to prevent our flag or the Eureka flag or any other union flags – being flown on construction sites. Yes, that's right, at a time when the country is in the grip of a national flood catastrophe, and the economy struggling to get back on its feet (after the government stuffed up the vaccination "stroll out"), the government's union attack is worrying about flags. It says a lot about the priorities of the Morrison Government.

I want to focus on a couple of key issues and draw the members attention to the relevant articles inside this edition. The first is AMR – Automatic Mutual Recognition. The Mutual Recognition Act

1992 (C'th) was amended last year to allow for a uniform scheme of automatic mutual recognition (AMR) by enabling an individual who is registered for an occupation in their home state to carry on those activities in other states and territories.

Plumbing registration does not mean the same thing in each jurisdiction, like a driver's license does for example. Also, each jurisdictional regulator has a different mode of ensuring compliance of a plumbing system/installation with the requirements of the National Construction Code (NCC).

Although it is not perfect, the Victorian regulatory system works well overall in terms of keeping the community safe. That's the whole reason regulated work exist in the first place, because without regulations the community would not be safe, and you would not be safe at work. And there are a range of other differences between the State/Territory regulators and scopes of work which will mean any mutual recognition arrangements would need to be developed carefully if they are going to work.

AMR is due to be applied to the plumbing and fire protection industry in Victoria in July of this year, and so we are working hard with our Industry colleagues to work out exactly how it is going to work and what it means for our Industry and our members. We want to make sure that AMR does not result in Victorian residents or workers being less safe.

We will keep you updated on this issue and other regulatory changes which could impact

your licence and registration or scope of works. We continue to work closely with the VBA and the Department of Energy Land Water and Planning (DELWP) to make sure our regulatory settings keep pace with industry changes.

Inside this edition you can read about all the latest developments in hydrogen and what your union and our Industry is doing to make sure we are at the forefront of the new energy opportunity. I hope you find the new Journal format easy to read and access. If you have any issues or feedback, please pass them on to the office.

ANDY WALLACE



Thank you to all the PPTEU members out there who have stuck strong through the pandemic and kept our sector and our economy going. It has been a tough ride, and some individuals and families have had a particularly hard time. But, without the efforts made by members of our great union, and other construction unions, our Industry would have been much more disrupted than it has been over the past couple of years and the network of members, OH&S Reps, Stewards and Organisers have done a great job.

It is vitally important now that Labor has won the federal election, that Labor follows through on its election commitment **to scrap the ABCC**. The ABCC had really lost its way. As recently as March this year, the ABCC successfully fought a court battle to prevent your union flag or any other union flags – being flown on any Commonwealth government funded sites. It says a lot about the priorities of the previous government. Never mind about minor issues like wars, pandemics, natural disasters or a flatlining economy, the Morrison government was focussed on the important things, like flags on building sites.

The ABCC had become a totally discredited organisation that has been used as a political weapon against the union movement and workers, wasting many millions in

taxpayers' dollars. It operated as a "star chamber", harassing union officials and members, dragging them in for interviews and threatening them with massive fines.

Enough of politics. As is covered in the Vales section inside this edition, the union lost a true legend this year when **Ronny Doyle** sadly passed away from mesothelioma. Ronny was a great union man, well known by many of our members. A skilled tradesman and gun welder, Ron worked in our Industry in a number of different roles over his 50 year plus career. Ronny worked as a lagger, a welder, a mechanical plumber and later a sprinkler fitter. Ronny was respected by his mates for his skills and his sense of humour. He faced many battles over his time in the industry, and never backed down from a blue. **Ron was "old school" and he taught and inspired many others, including me.** He always put his family and his mates ahead of himself. And he was prepared to take whatever action was required to make sure he and his mates were treated fairly, at one time in the 1970's spending 8 weeks "on the grass" fighting for what was right.

Before he retired Ron worked as a Sprinkler Fitter and was friend and an inspiration to me and many of his fellow fitters. Ron loved a beer and loved a chat. I will miss our talks over a coldie, chatting about the great history of our Industry and our union, and what the future holds for our industry. Ron always had some friendly, if direct, advice to offer, and always had the betterment of the union and the people who comprise it front of mind. Here's cheers to you Ronnie!

Ron's sad passing reminded me of the importance of the union, to all our lives, and how by getting involved in the union, you can make a real difference to a great many people. That is why our **Next Gen** program is so important. It is growing fast, and is now over 100 strong, which is great because **the future of our Industry is in your hands**. If you are not involved yet, I encourage you to get along to the next meeting of the Next Gen group. Ask your Rep or speak to one of the Organisers about getting involved.

Thank you everyone for your ongoing support and I hope to be back on site more regularly in the future as we put this pandemic, and the Morrison government, behind us forever.

Labor Government Elected!

Labor's Federal Election Victory is good news for members and their families



The **Morrison Government is gone**, and that is good news for our members, their families, the economy and the environment.

With Labor back in charge in Canberra, fairness and justice can return to the economy. Low paid workers will have the chance to see their **wages grow** in line with the rising cost of living. Workers can begin to go forward again after years of being held back by the policies of the Coalition.

The economy needs to transition away from high emitting energy sources like coal and **embrace new energy sources, like hydrogen**, and now with Scomo and his mates out of the way, real progress can begin to be made. Our members are going to be key to the energy transition we need to make. The hydrogen industry is set to take off in Australia and the skills of our members are going to be key to making it a reality. Hydrogen skills are an extension of the existing skills of plumbers and gasfitters, and we are already developing and delivering training to make sure we are leading the way, and that our members are le to take advantage of the skilled jobs of the future.

One of the big issues in the economy right now is **insecure work**. Being in secure work means people can get a bank loan to buy a home or start a business. It means they can take leave when they are sick or need to look after their loved ones, without putting their jobs at risk. It means they can have the confidence to spend money to stimulate the Australian economy, boost growth and create more jobs. The COVID pandemic has exposed the risks to workers and to

the national economy of insecure work. When the pandemic began, casuals – who account for about a quarter of the Australian workforce – lost their jobs eight times faster than those in more secure forms of employment. A million casual workers were excluded from JobKeeper, forcing many of them into Centrelink queues. When you add in other forms of insecure work – contractors, freelancers, gig workers and those on temporary contracts or working in labour hire – nearly half the workforce misses out on the many benefits of a permanent job. If you are a woman, young or from a migrant background you are more likely to be stuck in insecure work.

As well as bringing back **fairness to the workplace**, a change of government at the federal level will bring back fairness and balance to Industrial Relations in this country. One of the first things Labor is committed to doing is **abolishing the Registered Organisations Commission (ROC) and the Australian Building and Construction Commission (ABCC)**. These are two totally discredited organisations that have been used as political weapons against the union movement and workers, wasting many millions in taxpayers' dollars. We can't wait to see the back of them.

So whichever way you look at it – fairness in the workplace, addressing and adapting to climate change, getting the economy going with new energy jobs – Labor has a plan to take the country forward in a positive way. With Scomo out of the way, Labor get on with the urgent business of building a low carbon, high skill future for all Australians.

Well done to all the volunteers from across the union movement and the wider community who worked so hard over the past few weeks to remove Scomo from Office and deliver Labor the opportunity to lead.

EMBRACING THE BRAVE NEW WORLD OF - RENEWABLE HYDROGEN

In February this year the Royal Society hosted the PICAC and IAPMO **Hydrogen Roundtable**. The event brought together more than 50 leaders from the fields of science, engineering, energy production and the plumbing and gasfitting industry to discuss the environmental and related economic and other benefits of crossing a very modern frontier – from an economy long dependent on high emitting fossil fuels into a **green hydrogen energy future**.



PICAC IAPMO Renewable Hydrogen Roundtable

24 February 2022

| The Royal Society of Melbourne



PRESENTED BY



There is a great deal of talk about the potential of renewable hydrogen, yet there is not an established path for the fledgeling hydrogen industry to follow. **The Industry has to find and forge one**, and that is what the Hydrogen Roundtable was all about – identifying blockers and enablers and finding the path to a green hydrogen future for Victoria and Australia.

The consensus of the experts at the Hydrogen Roundtable is that the goal of a Net Zero Emissions future – with hydrogen playing a major role – is achievable. However transitioning an economy built on 100 plus years of cheap and reliable energy and into a less certain energy future, and doing it safely, is not without its challenges.

Hydrogen has a great deal going for it, so it no surprise that as the world rushes to decarbonise, hydrogen has been coming into tighter focus as a potential game changer. Over 200 countries now have hydrogen

strategies setting out plans to produce and/or export hydrogen energy.

A part of its appeal is that at its core, the science to create green hydrogen is not complex, and it offers us a **zero emissions way to transport energy**. All we need to do is take cheap renewable energy – which there is going to be plenty of – and use it to split water into hydrogen and oxygen using an electrolyser or other method. Hydrogen can be stored in pipes, for when it is ready to be dispatched, by being blended with natural gas and pump into homes. Or, it can be stored as ammonia, put on trucks and shipped overseas, or sent off-shore by pipeline. That stored hydrogen can then be used for transport, manufacturing or electricity production.

Sounds straightforward enough but developing what is effectively an entire new energy source and industry is not straightforward. **It is complex and multi-faceted**. It requires





technology developers to in sync with policy makers to be in turn be connecting with product manufacturers and so on. To work effectively an approach needs to encompass all points of industry development chain and include the training sector, consumers, regulators, standards setters, and every other of the myriad of groups with an interest and a stake in the energy which powers their homes, businesses and economies.

Hosted by the Plumbing Industry Climate Action Centre (PICAC) in partnership with the International Association of Plumbing and Mechanical Officials (**IAPMO Oceana**), the Hydrogen Roundtable brought together key leaders from across the energy, plumbing and related industries in a spirit of collaboration, knowledge sharing and problem solving.

Why PICAC and IAPMO? Well because hydrogen needs to be handled carefully and expertly, and **hydrogen utilising products need to be safe and effective**. PICAC is all about high quality training, and IAPMO is the leading product certification body in Australia for gas (and, in prospect, hydrogen) using products. Both organisations will be key to Victoria's and Australia's hydrogen success.

PICAC is a very successful industry partnership

between the leading representative of plumbing and fire protection workers in Australia, the Plumbing and Pipe Trades Employees Union (PPTEU) and the major industry contractor and employer representatives – the Master Plumbers Association of Australia, the National Fire Industry Association and the Air Conditioning and Mechanical Contractors Association. Through PICAC, the Plumbing and Fire Protection Industry facilitates or delivers industry led training which is designed specifically to deliver the skills employers in Industry need now and will need in future, including in **the safe handling of hydrogen**.

Plumbers and gasfitters are the natural trade occupation to carry out the installation and ongoing maintenance of hydrogen systems in Victoria. **Hydrogen skills** are an adjunct to those existing competency-based skill sets, rather than the creation of an entirely new skill set or trade. Gasfitting is a key component of the plumbing apprenticeship and if hydrogen is incorporated into the Victorian energy mix, plumbers' gasfitting training can readily be – and is being – modified to accommodate hydrogen. This will ensure the **ongoing safe operation of the gas networks** and facilities powered by hydrogen gas, as well as the safe maintenance of household gas appliances.

Hosted by **Rob Gell**, an authoritative voice on all things environmental and President of the Royal Society of Victoria, the Roundtable featured keynote presentations from AEMO, AGIG, Climate Works, Countrywide Renewable Energy, Siemens and Ampol. The event commenced with an address from **Dr Alan Finkel**, Special Adviser to the Australian Government on Low Emissions Technology and Chair of the Technology Investment Advisory Council.

Dr Finkel is a strong advocate for and champion of hydrogen – arriving in his hydrogen fuel cell powered vehicle. He sees green hydrogen as a future part of the domestic energy mix and an export earner but is also keen to point



out that it is not the whole solution. Dr Finkel believes hydrogen is a vital part of the mix of renewable energy options government and industries will be utilising going forward and sees a particularly important role for hydrogen as a storable and transportable energy source which can be **especially effective in hard to abate sectors**.

Panel discussions and workshops featuring industry stakeholders discussed the progress to date of developing a green hydrogen industry, benefits and logistics of aligning an industry position, latest local projects and technology, and the existing gaps or hurdles to implementation and achievement of renewable hydrogen targets. Safety, and **the role of industry-led training** in ensuring the safe transition to a clean hydrogen future, was a key theme.

Reflecting the fact that reaching he promised land for hydrogen will be a joint effort between government, industry, investors and consumers, the event culminated with a dinner address from the **Hon Lily D'Ambrosio MP**, Victorian

Minister for Energy, Environment and Climate Change. Like Dr Finkel, the Minister emphasised the “horses for courses” nature of economic decarbonising, noting that hydrogen will be a very big part of the mix of energy utilised within Victoria as it seeks to reach Net Zero emissions by 2030.

The key messages to come out of the Roundtable was that the science is in. Hydrogen works as an energy source. **Hydrogen has enormous potential**, which could see us over the frontier. If we can produce it in sufficient quantities, at the right price, and if the Industry can bring the community along with it, it just might save our bacon in terms of domestic energy supply and the supply of export dollars. **If industry works together**, and governments and regulators help pave the way, the next world energy superpower might be us, and we might have green hydrogen to thank. And it might just help save the planet as well.





THE PPTEU — ANSWERING THE CALL

SOLIDARITY. COMRADESHIP. UNITY.



These are words we hear and say a lot in the labour movement, often without thinking too much about them. But occasionally, a moment, an event, or a threat comes along which really puts these notions to the test. Will these words translate into actions when the pressure is on?

On Monday September 20, 2021 that question was asked, and the answer was a resounding yes. That's the day when the CFMEU put a call out for assistance and the PPTEU – including the national Secretary himself – answered the call.

Members will no doubt recall the disruptive and violent protests which swept across Melbourne last Spring. From the Shrine of Remembrance to the steps of State Parliament, and in running street brawls across Melbourne, a rag tag bunch of angry anti vax and anti-lockdown protestors roamed around, clashing with police and damaging property.

On that Monday in September, the angry mob, some claiming, falsely, to be members of the CFMEU and other unions, gathered en masse outside the CFMEU office in Elizabeth Street, just up the road from the PPTEU building. On that day they decided to make the construction unions the focal point of their protest. They were loud, angry, and had come prepared for violence.

Our union brothers and sisters were under attack, and so we did what comrades do; we went and stood shoulder to shoulder with the CFMEU

officials and blocked the mob from getting inside. Together with our union brothers, our members stood firm while all sorts of rank abuse was hurled at the unionists. Officials were spat on. Punches were thrown along with rocks, water bottles filled with urine and full stubbies were crashing into the building. The mob pressed, and pressed, getting more violent as they tried to barge their way in. It was hard, and it was violent, but the union line held, and the troublemakers were prevented from getting inside the building. Thankfully. It was vitally important that the CFMEU/PPTEU line held on that day in September. There is no doubt that had the line been breached, there would have been injuries to innocent people and damage to property. It had to hold, and it did.

But there was something much bigger at stake too. If the mob wins, democracy dies. If the unelected rabble take over the streets, the rule of law and a civil and safe society, will be lost. The PPTEU was not about to let that happen and showed that when it counts, our leaders and our members were prepared to bleed in the defence of our core values.

Our union, and all unions, are about justice,



PPTEU Organiser Simon Jewell grapples with a "fake tradie" causing trouble.

fairness and democracy. We elect our representatives who make decisions in our best interests. Sometimes democracy means you don't get your own way, or things are not exactly as you want them to be. We know that not all our members agree with every decision the union makes on their behalf. There are, for example, a small number of members who don't support the vaccine mandates, and that's ok. What is not ok is having a violent tantrum when things don't go your way.

We were pleased to be able to be there to help our CFMEU brothers and sisters. And, clearly, the CFMEU were pleased the PPTEU was there too. State Secretary of the CFMEU John Setka wrote to our Secretary, Earl Setches, to personally thank him all and the other PPTEU members who put themselves at risk to make sure their fellow unionists were not overrun by an angry mob.

When our union brothers and sisters need us – we answer the call. We did it last year, and we would do it again tomorrow if necessary. That is what solidarity and comradeship means. That's what unity looks like. It means stepping up when the chips are down, and sometimes, as picture of Secretary Earl Setches on page 12 taken in the immediate aftermath of clashes at the CFMEU shows, it means spilling blood to stand up for your mates and your values.

CFMEU VICTORIA

13th October 2021

Earl Setches
Secretary
PPTEU

Via email: earl@pteu.asn.au

Dear Earl,

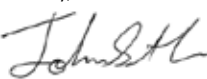
On behalf of my Executive, Organisers and Staff, I would like to thank you for your outstanding solidarity especially on the day of Monday 20th September. A day which will never be forgotten by our Union.

The support given by you and your Officials in defending our office against those selfish, weak and feeble minded rioters will not be forgotten either.

Together we will win the war on Covid-19 and as is the right of the victorious, we will write the history. The courage of our convictions will be acknowledged in the fullness of time and those that come after us will be the beneficiary's.

Solidarity forever Brother.

In Unity,



JOHN SETKA
BRANCH SECRETARY

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2022 RDO

VICTORIAN CALENDAR

36 HOUR WEEK

MAY

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST

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- Public Holiday
- Annual Leave
- School Holidays
- Lock Down Weekends
- RDO
- Picnic Day
- World Plumbing Day

Return to work on 11th Jan 2023

VICTORIAN SCHOOL TERM DATES

TERM 1: 31 January 2022 - 8 April 2022
 TERM 2: 26 April 2022 - 24 June 2022
 TERM 3: 11 July 2022 - 16 September 2022
 TERM 4: 3 October 2022 - 20 December 2022

PUBLIC HOLIDAY DATES

New Year's Day: Monday 3 January
 Australia Day: Wednesday 26 January
 Labour Day: Monday 14 March
 Good Friday: Friday 15 April

Easter Saturday: Saturday 16 April
 Easter Sunday: Sunday 17 April
 Easter Monday: Monday 18 April
 Anzac Day: Monday 25 April
 Queens Birthday: Monday 13 June

Grand Final Eve: Friday 23 September
 Melbourne Cup Day: Tuesday 1 November
 Christmas Day: Sunday 25 December
 Boxing Day: Monday 26 December
 Christmas Day Holiday: Tuesday 27 December



“A BRIEF AND RAPIDLY CLOSING WINDOW OF OPPORTUNITY TO SECURE A LIVEABLE AND SUSTAINABLE FUTURE FOR ALL.”



That's the dire warning from the latest report by the UN International Panel on Climate Change (IPCC). The IPCC released a new report which says heavy rain events such as those the east coast of Australia has recently experienced, risk becoming more common amid rising global temperatures. In fact, the report paints a bleak picture, especially for the least advantaged communities around the world.

The report provides the most comprehensive scientific assessment of the far-reaching consequences of climate change in Australia and around the world. The panel has warned the world faces "unavoidable multiple climate hazards over the next two decades" if temperatures rise 1.5 degrees above pre-industrial levels – a threshold the planet is on track to far exceed, despite the promises made at last year's UN summit in Glasgow.

The risks (fire, flood, cyclones, sea level rise, drought, extreme heat) only grow as temperatures rise, with predictions that millions of people will be displaced, and almost half of the Earth's species could become extinct if global warming reaches 5 degrees.

"The scientific evidence is unequivocal: climate change is a threat to human wellbeing and the health of the planet,"

one of the panel's co-chairs, Hans-Otto Portner, said.

The IPCC report considers climate impacts on different sectors, regions and populations. The report is heavy on detail and analysis, but the big picture is that despite the commitments made in Glasgow, the world is on track to warm by 2 degrees or more over the coming century, and that spells disaster for everyone.

But it's not all doom and gloom. The panel said that there is some cause for hope but noted that to avoid a mounting human and ecological toll, urgent and ambitious action was needed to slash greenhouse gas emissions.

Urgency and ambition – that's what the IPCC says we need. It is exactly the opposite of what we have been seeing from the federal government, which is just another reason why they have to go. At an Industry level, urgency and ambition is driving our actions, and our great union is playing a big role.

Think of our training facilities at Brunswick, Geelong and Narre Warren for example. Through PICAC, the Plumbing and Fire Protection Industry facilitates or delivers industry led training which is designed specifically to deliver the skills employers in Industry need now and will need in future, including in the safe handling of hydrogen.

Establishing a safe and reliable renewable hydrogen industry in Victoria would make an enormous difference to carbon emissions and help Victoria reach its net zero emissions targets.

In the next few years, as hydrogen really takes off as a green energy alternative, plumbers and gasfitters are going to have a leading role to play, making a bid environmental contribution. That's because plumbers and gasfitters are the natural trade occupation to carry out the installation and ongoing maintenance of hydrogen systems in Victoria.

Hydrogen skills are an adjunct to those existing competency-based skill sets, rather than the creation of an entirely new skill set or trade. Gasfitting is a key component of the plumbing apprenticeship and if hydrogen is incorporated into the Victorian energy mix, plumbers' gasfitting training can readily be – and is being – modified to accommodate hydrogen. This will ensure the ongoing safe operation of the gas networks and facilities powered by hydrogen gas, as well as the safe maintenance of household gas appliances



PFI AWARDS

MELBOURNE 2022



The **Plumbing and Fire Industry Awards** is a joint initiative driven by key industry stakeholders comprising the Master Plumbers and Mechanical Services Association of Australia, the Plumbing and Pipe Trades Employees Union, the National Fire Industry Association, the Association of Hydraulic Service Consultants Australia and the Plumbing Industry Climate Action Centre.

The 2021 Awards, held over from last year due to COVID, were **held at Crown Palladium on Thursday 17 March 2022**.

The evening was a great success, and a chance for the Industry to take a breath, have a laugh and relax after what has been a very turbulent couple of years for everybody concerned.

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

professionals who excel in their trade or whose **work has made a great impact** on their company or the industry.

Bringing a touch of celebrity to the proceedings was Channel 10's Lehmo, who did a great job as MC, keeping the jokes coming and the proceedings moving along. **17 Awards were presented** in total, and a full list of the winners is below. The **PPTEU extends its congratulations to all Award winners**, and a big thank you to all the sponsors of the Awards and the event itself. We want to thank major sponsor Incolink, whose support was critical to the night being such a success, and all the other companies and organisations which supported the event and sponsored Awards.

The Award winners and nominees represent the best in their field, and cover all aspects of the industry from training, though to major project delivery and OH&S. The



Awards reflect the **vibrancy, sophistication and incredible capacity to succeed which exists within our thriving sector.** Whilst we do not have the space here to talk in depth about all the very worthy Award winners, there is one we want to particularly highlight.

Named in honour of the great Bill Hite, the inspirational former leader and General Secretary of the United Association (UA), **the William P. Hite Award for Leadership Excellence** is the highest and most significant Award our Industry can bestow on an individual. It recognises lifetime achievement and Industry contribution. Past winners include Industry legends like Carmel Coate and Ken Gardner, and the 2021 winner is equally deserving of legend status in the Australian Plumbing and Fire Protection Industry.

Russell “Ox” Menzies has dedicated his working life to the betterment of the industry he loves and to the safety and skilling of those who work within it. **Russell is a visionary leader, a first-class trainer and a mentor, but above all he is a highly skilled practitioner.** Russell has a passion for the trade and the generosity and communication skills to share his knowledge and skills with others.

Beginning his career as an apprentice in 1982, Ox worked primarily in the Mechanical Services field on several landmark projects such as the

Animal Health Laboratory, the Herald & Weekly Times printing facility and Toyota’s car plant in Altona. Russell has acquired extensive skills and knowledge about all aspects of plumbing over the course of his 38 years of hands-on experience.

Ox’s passion and talent saw him become the first Australian industry representative complete the full five-year **UA Instructor Training in Ann Arbor in Michigan.** This was not only a great personal accomplishment for Ox, but it was also a great thing for our entire Industry as he has gone on to impart the knowledge he acquired in the US to hundreds of students coming through PICAC. This includes skills and training techniques, but also knowledge about training facilities and the vitally important role collaboration between employers and employees plays in achieving good, long term, training and industry outcomes because whoever has the skilled workforce, owns that work.

In 2010 Russell commenced his role with **CEPUTEC** overseeing the development of tailored, industry led health and safety training. Russell has driven substantial improvements and refinements in OH&S training over more than a decade, and elevated CEPUTEC to be the leading provider of OH&S training nationally to the Plumbing and Fire Protection Industry.

In accepting his award, he acknowledged his family's multi-generational involvement in the industry, the Menzies family has been a part of the Geelong plumbing community for over 50 years, and he considers the opening of PICAC's Geelong campus in November 2016 as one of the highlight of his working career.

Russell played a key role in conceiving of the need for the facility, and he was instrumental in its design and fit out. Russell was focussed on ensuring that the facility was set up in such a way as to enable the delivery of a range of specialised training to help re-train retrenched or displaced workers who had to bear the brunt of Geelong's declining manufacturing industry.

For existing qualified trades people including welders, metal fabricators, machinists, fitters and turners, customised industry led **training delivered at the Geelong facility provide a real opportunity** for those workers to retrain and re-enter the workforce with promising job prospects.

A proud and committed trade unionist, Russell has held a range of **roles and positions in the PPTEU** over many years. First elected to the Geelong Sub-Branch Committee of Management in 1987, Russell is now a Trustee of the union, playing a key stewardship role and ensuring training the next generation of skilled workers remains core union business.

The PPTEU wishes to take this opportunity to thank Russell for his enormous contribution to our union and our Industry, and we could not think of a more worthy winner of the William P. Hite Award for 2021.

In profile in our next edition will be **Indigenous Professional Award Kaelun Brown**. Kaelun is a partner in Pathway Plumbing Service a 100 per cent Aboriginal owned and operated family business.



SPONSORS

MAJOR SPONSOR 	PROJECT OF THE YEAR AWARD 	WILLIAM HITE LEADERSHIP 	WOMEN IN PLUMBING ROSE CURTIS AWARD & ANDREW LETTEN GOLD MEDAL AWARD 	EDUCATION & TRAINING 	EXCELLENCE IN SUSTAINABILITY 	INDIGENOUS PROFESSIONAL 
FRANK MASKELL GENERAL PLUMBING 	MECHANICAL SERVICES 	NA SMITH GAS AWARD 	AHSCA SALES REPRESENTATIVE OF THE YEAR 	AHSCA TOM CLEMENTS CONSULTANT OF THE YEAR 	AHSCA COMMERCIAL PLUMBING AFFILIATE OF THE YEAR 	NFIA APPRENTICE AWARD (2020 and 2021) 
EXCELLENCE IN FIRE PROTECTION 		GOLD SPONSOR 	DOOR PRIZE SPONSOR 		COFFEE CART SPONSOR 	

The PPTEU CONGRATULATES ALL THE AWARD WINNERS



Frank Maskell General Plumbing Award
Khayne Horman - Cooke & Dowsett



Excellence in Sustainability Award
Michael Tomlinson - Tomlinson Plumbing



Mechanical Services Award
Wayne Chequer - Allstaff Air-Conditioning



Project of the Year Award
Cooke & Dowsett - Sunshine Hospital Emergency Department



**Tradelink Women in Plumbing
Rose Curtis Award**
Bailey Medwell - JE Mechanical & Plumbing Services



Indigenous Professional Award
Kaelun Brown - Pathway Plumbing Service



NA Smith Gas Award
William Moxey - ODM Plumbing



Excellence in Occupational Health and Safety Award
Jackie Sim - Coutts Entire Mechanical



NFIA Apprentice Award 2020
Stuart George - Entire



Excellence in Fire Protection Award
Steve Horner



NFIA Apprentice Award 2021
Amy Kosterman - Geelong Fire Services



AHSCA Tom Clements Consultant of the Year Award
Bruce Clements - Bruce Clements Fire & Hydraulics



Andrew Letten Gold Medal Award
Khayne Horman



AHSCA Commercial Plumbing Affiliate of the Year Award
Geschke Plumbing



Women in Plumbing Rose Curtis Award
Tahley Houghton - Plumbing Apprenticeships Victoria & Amy Kosterman - Geelong Fire Services



AHSCA Sales Representative of the Year Award
Shane Ross - Rehau



Excellence in Education and Training Award
Warren Marnell - Fire Industry Training



William P. Hite Leadership Excellence Award
Russell Menzies

WONTHAGGI HOSPITAL

KANE Constructions is currently about halfway through a \$75M plus expansion and development project in Wonthaggi. The major regional hospital development, which is keeping about **70 PPTEU members** busy, is in the heart of Wonthaggi, the largest centre in the Bass Shire— one of the fastest growing regions in the State.

Wonthaggi, at just an hour and a half southeast of the city, was experiencing growth before the COVID pandemic. And, with the pandemic inspiring more city dwellers to seek a sea change lifestyle, the regional centre and surrounding communities are expected to grow considerably more in the next few years. Forecasters predict the Bass Coast's population to exceed **60,000 by 2026**.

The area is well known for its tourism, especially the nearby Philip Island Penguin Parade, and with international borders re-opening and tourists coming back, the region is expected to continue to grow.

All this **growth and development means more infrastructure is required**, especially critical health infrastructure. This is especially important in Bass, where there is a very large proportion of the population (30 per cent) over 60 years of age, driving up demand for healthcare. That is why Wonthaggi Hospital expansion project is so important, and we are very proud that PPTEU members can play a role in delivering high quality healthcare to the people of Bass.

The new Wonthaggi Hospital will consist of a new four level hospital building including four new operating theatres, a new emergency department with 18 additional treatment spaces, central sterilising department, satellite medical imaging and a new 32-bed inpatient ward. This means staff will have the capacity to treat 26,000 extra emergency patients every year, delivering **high quality, critical care capacity** to the Bass Coast Region.

The PPTEU members doing a great job on site are from several of our great EBA companies. **All Staff Plumbing** are doing the Mechanical Services work, and **Chadoak Plumbing** are installing the Sanitary systems. The team from **Trio** are on the roof, and **Precision Fire** are installing the lifesaving Fire Protection systems. **SAAP refrigeration** are on the job, as are the crew from **SGI Medical Gases** doing the all-important Medical Gas installation work.

The project is on track for **completion in the first half of 2023**.

We want to give a shout out also to **Travis "Happy" Beveridge**, who has just been voted up as the OH&S Rep on site. Happy, who is working for Protech, has plenty of experience to bring to the role. Thanks for putting your hand up Happy, and welcome aboard, or, more accurately, welcome back!

VIC AROUND



AUTOMATIC MUTUAL RECOGNITION

In 2021, the Commonwealth government introduced legislation, now adopted in principle by the States and Territories, to give effect to a concept called Automatic Mutual Recognition, or AMR.

The theory behind AMR is straightforward enough. The rationale goes that to drive economic efficiency, we need to better enable workers to freely move about the country. The idea is that “skills are skills”, and people qualified to work in a particular trade or industry in one State or Territory should be able to have their skills and qualifications recognised in other states without needing to go through a whole lot of administrative hassle. That is, their qualifications would be automatically recognised in the receiving jurisdiction.

Sounds reasonable enough, and there are some qualifications or parts of the economy where there is “like for like” comparability across the country. For those skill sets AMR could be a positive thing for workers and employers and could work much like a driver’s license does and pose little or no risk.

However, as members would appreciate, the Australian Plumbing and Fire Protection Industry is not like that. There are similarities across Australian jurisdictions, but there are also some big differences. And it is those **differences which are important in the context of AMR because they can bring risk.** Whilst the fundamental trade skills might be comparable around the country, a plumbing or fire protection **registration or license does not mean exactly the same thing in every State or Territory.** A plumbing license in New South Wales

does not mean quite the same thing or carry the same responsibilities and accountabilities as it does in Victoria for example.

There are also **major differences in the regulatory approaches** adopted in different States, which adds a layer of risk and complexity when thinking about the practicalities of AMR. Each jurisdictional regulator has a different mode of ensuring compliance of a plumbing system/installation with the requirements of the National Construction Code (NCC). Some inspect all completed works, some undertake random auditing of completed works whilst others will inspect all stages of a plumbing installation.

Victoria operates as a self-certification model, placing significant responsibility on the individual licensed person to certify to the quality, compliance and safety of their work. The scheme is supported by an audit system provided by the regulator, however only a small percentage of their works are audited year on year. In the Victorian model, licensed persons are required to have a higher level of skill than in other jurisdictions, with a practitioner requiring an additional level of qualification (Certificate IV) before being eligible for licensing in the classes in which they intend to work.

Despite having a nationally recognised training package delivering qualifications that are largely the same in every State or Territory, differences exist between the defined scopes of work across jurisdictions. Some works, such as roofing and stormwater, which are licenced/registered works in Victoria, are not within the scope of regulated work in other jurisdictions. Fire protection work is registered work in some jurisdictions (Victoria and Queensland), but not in others (Western Australia).

WHAT IS IT AND WHAT DOES IT MEAN FOR THE VICTORIAN PLUMBING AND FIRE PROTECTION INDUSTRY?

In other instances, the nature of the work undertaken under what is a “like for like” registration can differ significantly. In **gasfitting** for example, a registered person from a non-Victorian jurisdiction may be registered in gas but be experienced only in natural gas work. In Victoria, a gas registration requires that a practitioner has the competency to work safely with natural gas as Liquefied Petroleum Gas (LPG) (the use of which is more widespread in Victoria than elsewhere). **Medical gas** work is regulated work in some jurisdictions and not others, as are other specialised aspects of plumbing, like **backflow prevention**.

These differences mean that opening the entire Victorian Industry up to AMR is too dangerous.

Our system here in Victoria is not perfect, but in a big picture sense, it works. Our sector is safe and that’s because we only allow skilled and qualified people to work in it, and we don’t want to see that change.

AMR is due to be applied to our sector on July 1 this year. Industries and sectors, in full or in part, can be exempted from the AMR legislation. We are currently working with the relevant Victorian government policy unit

implementing AMR to make sure it is done so in a way which doesn’t unnecessarily add to the risk profile of the Victorian industry.

Our strongly held position is that we could only support AMR if identified specific classes of work were exempt due to safety risks. These include Fire Protection, Gasfitting, Medical Gas, Mechanical Services and potentially other areas of the sector.



OUR STRONGLY HELD POSITION IS THAT WE COULD ONLY SUPPORT AMR IF IDENTIFIED SPECIFIC CLASSES OF WORK WERE EXEMPT DUE TO SAFETY RISKS. THESE INCLUDE FIRE PROTECTION, GASFITTING, MEDICAL GAS, MECHANICAL SERVICES AND POTENTIALLY OTHER AREAS OF THE SECTOR.

DEAN OWES HIS LIFE TO QUICK THINKING FRIENDS AND FIRST AID TRAINING



(L-R) Cam May (Arden Street HSR Delegate), Dean Barber, Kid Talevski, PPTEU Organiser Billy Ramsay and Tim Jovic (Melbourne Metro HSR Delegate)

In May last year, **long time PPTEU member and D&E Airconditioning employee Dean Barber** collapsed at work with a heart attack. If not for the quick thinking and first aid skills of his mates, he would not be alive today.



Thursday May 27, 2021 started as a normal day at the Arden Street Melbourne Metro site. Dean was going about his work, moving a piece of duct with a trolley, something he has done a thousand times before. Suddenly and without warning, he hit the deck, collapsing face first onto the ground.

Luckily, two Sprinkler Fitters from Leemark were close by and caught him falling out of the corner of their eyes. They dropped what they were doing and rushed to their fallen workmate. They found Dean unresponsive. He was not breathing, and they could not feel a pulse. The situation was extremely dire.

One of those Sprinkler Fitters was **Kid Talevski**, who, fortunately had been trained in First Aid. Kid's training kicked in straight away. He immediately began CPR, pounding on Dean's lifeless chest and trying desperately to get him breathing.

Kid persevered with the CPR for up to 15 minutes before the first responders arrived. First one ambulance arrived, then another and another, as well the police and fire brigade.

Ambulances occasionally have Doctors on board as they do their emergency call outs. Unbelievably on this day three of the responding ambulances had Doctor's on board. Dean's situation was so dire that the doctors decided there and then to perform a minor surgical procedure to put a stent into Dean's blocked artery to open it up and get the blood flowing.

The tension around the scene was excruciating as the minutes went by. Dean's workmates, like David Ward, were standing nearby, helpless to assist but hoping like crazy that the Doc's would get him back.

And, after what seemed like an eternity, they did. Dean's heart started to beat, and his lungs started working. He was back - alive and breathing.

Dean spent some time recovering and receiving care and treatment in the cardiac ward at the Alfred. The Doctors there described Dean's survival an absolute miracle.

Amazingly, so well did Dean recover, that only four months after lying clinically dead on a building site slab, Dean was back at work. **Dean's return to work was in September 2021** and Dean has been going strong ever since.

Dean's wife Fiona, his daughters Kayla and Matilda and his little bloke Ben are massively relieved and grateful to all those involved in helping save the life of their husband and father. They are grateful beyond words and love the fact that he is still around.

The Doctors and other first responders and health professionals did an amazing job saving Dean. But there is no doubt that without the efforts of Kid Talevski and his mates Caleb and Matt, Dean most likely would not have made it home from work that day.

First Aid Training saves lives. If you have not been trained in First Aid, please contact your Safety Rep on site and find out when the next available course is and get on it. Who knows, you could be the next Kid, or the next Dean, and it could be yours or your workmates training that saves a life.



VALE – RON DOYLE

1946 - 2022



It was 1961 when a cheeky fresh faced 15-year-old from Collingwood Tech started his apprenticeship as a mechanical services plumber with Thomas Walker & Sons in Park Street, South Melbourne.

Ron Doyle was setting out to make his way in the world, and to say times were different then would be a huge understatement – Sir Robert Menzies was Prime Minister (still), pubs shut at 6pm, and dollars and cents would not replace pounds and shillings for another 5 years. And, when young Ron and others of his generation were starting out, there was no such thing as OH&S, or SWMS, or PPE – unless of course you count the asbestos gloves young Ronny and his fellow welders were given to “protect” them from the sparks.

Ron Doyle, who was very well known to and respected by our members, sadly passed away in April this year.

A skilled tradesman and gun welder, Ron has worked as a lagger, a welder, a mechanical plumber and later a sprinkler fitter. Ron was a feature of our industry in and around Melbourne for over half a century. Quick on his feet and sharp as a tack, Ron

says that even as a young guy he worked out quickly that “no boss is just going to give you what you want, you have to stand up and fight for it”. Ron joined our great union all the way back in 1964, while still an apprentice working at Supertherm Industries in Burwood and has been an active and loyal member ever since.

Ron faced many battles over his time in the industry, and never backed down from a blue. He was prepared to take whatever action was required to make sure he and his mates were treated fairly, at one time in the 1970’s spending 8 weeks “on the grass” fighting for what was right.

Ron retired in 2012, and in recent years, in his mid-70’s, Ron faced the toughest battle of his life. Sadly, Ron had mesothelioma, an incurable cancer caused by exposure to asbestos. Australia has one of the highest rates of mesothelioma in the world because

of our extensive use of asbestos in the past. Even though asbestos is now banned in Australia, the number of Australians with mesothelioma is growing because the disease can take decades to develop.

It is impossible to say exactly where and when Ron's asbestos exposure turned deadly. That's one of the diabolical features of this killer. It could have been anywhere because back in the day (1960's and 70's especially) asbestos was everywhere and Ron and his mates were exposed for decades. Ron said it was always in the back of his mind and that he worried about the "ticking time bomb" of asbestos related disease. He suspected and feared the dreaded disease would get him as it has so many of his mates.

Sitting in his lounge room surrounded by his wife Jan, daughter Kirsten and son in law Joseph, Ron very generously agreed to talk to the union about his life in the industry, about asbestos and about, he says, what really matters in life – "family and friends".

Ron's voice is frail. His muscles and bones are racked with pain. Moving is an effort. The nimble feet which carried him up and down a million ladders and clambered down pits and over scaffolds are not nimble anymore. Moving from bed to lounge chair is a big effort. His body may be failing him, but his mind is sharp, despite the morphine.

The PPTEU is with Ron on this morning in April because it is a milestone day for Ron and his family. Thanks to the amazing work done by Principal Lawyer Sally Weir and the team from Maurice Blackburn, Ron's compensation settlement has been finalised, meaning Ron's family will be looked after.

Ron knew he had an incurable disease. He knew he did not have much time left. But Ron is a man for others, and despite the pain and the fading voice, Ron still wanted to do one more thing for his mates. Ron wanted to get a message out to all the members of our union, especially the younger ones: "for God's sake take care with asbestos and do what the union tell you because this stuff will kill you".

Ron explained that the lagging and welding work was probably the highest exposure:

"You know, the young people don't really understand what it was like. We had asbestos everywhere. It

would be on your clothes, in your hair, and on your skin every single day. I worked in an around asbestos insulation being sprayed onto building beams. We had to then disturb it after it was on to weld on pipes and fixtures. And I was doing a lot of maintenance work so I would often have to remove asbestos by hand from around a pipe to get access to fix it or weld it. I would just pull the stuff off by hand, do the weld, and put it back. I also used asbestos flues which were cut with a hand saw. Even the gloves and blankets we had to protect us from the welding sparks were made of asbestos. Actually, I worked I think on the very last job where you could legally spray asbestos onto pipes."

Ron has never been short of a word. And, true to form, in our chat he soon gets on a roll. His memory for detail is amazing, rattling off the jobs he has worked on from the early 60's until well into this century. The employers' names are familiar to our members and include Fridgeright in Moorabbin and great EBA companies like AG Coombs and Walker Fire. His voice gains resonance and his eyes light up as the conversation triggers memory after memory.

Through the sadness and the pain in his eyes, there is still a cheeky laugh and a glint in his eye when he talks about the old days. He says that yes it was dangerous, and the pay and conditions were not great, but that he had a lot of great times too:

"We probably got away with a fair bit of stuff you wouldn't get away with now. We snuck off to the pub a few too many times and played a few tricks on a few bosses to get some overtime out of them. But that was how it was then, they didn't give you much so you had to be creative"

Ron always believed in the importance of the union, especially when it comes to safety on site. He didn't always see eye to eye with everyone in the union or the industry, and, he says, he had his fair share of arguments over the years, both with the bosses and within the union. He can call to mind stories of the old days, stories of George Crawford and of union legends like the late Billy Davis and Eddie Joyce. He has seen it all over his time in the industry. He has seen OH&S go from non-existent to what it is today. He helped establish Sprinkler Fitting as a trade, and he has drunk beers with Bob Hawke in the John Curtin Hotel.

From everyone at the PPTEU, thank you Ron Doyle for your dedication, your skills, your humour and your generosity of spirit over a lifetime in our industry. The courage you showed in your battle with this deadly disease was inspiring. Our thanks go to Ron and family for allowing us into your home to capture some of Ron's great memories and helping get a strong message to our members about the importance of asbestos awareness and safety.

DIAGNOSED WITH AN ASBESTOS RELATED CONDITION? HERE'S WHAT YOU NEED TO KNOW

When Ron's family contacted the PPTEU after receiving his devastating mesothelioma diagnosis, he was immediately put in contact with the specialist asbestos disease team at Maurice Blackburn Lawyers.

A claim for compensation entitlements was finalised for Ron and his family within weeks. The compensation included; coverage of medical expenses, costs associated with care and assistance and a lump sum payment aimed at recognising the pain and suffering associated with Ron's condition.

If you are diagnosed with an asbestos-related disease, you are also likely to be eligible for compensation. Common asbestos related diseases include:

- Mesothelioma
- Lung cancer (even if you have a smoking history)
- Asbestosis
- Asbestos related pleural thickening
- Asbestos related pleural effusions

PPTEU members and their families are entitled to free legal advice from the expert team at Maurice Blackburn Lawyers and are encouraged to make contact in relation to any asbestos related enquiries.

NATIONAL ASBESTOS REGISTER

Even if you have not been diagnosed with an asbestos related condition, it's a good idea to also document any asbestos exposure in case you develop an asbestos-related disease later in life. Maurice Blackburn's free **National Asbestos, Silica and Occupational Dust Register** is an easy way to do this. This can be accessed online at <https://my.mauriceblackburn.com.au/exposure-register/home> or a form can be requested by phone.

For more information about how Maurice Blackburn Lawyers can help you on a no win, no charge basis, visit www.mauriceblackburn.com.au or free call **1800 810 812**





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.

WALTER MORTON

10 March, 1925 to 28 August, 2021

Plumber and gasfitter, and long-term member of our great union, Walter Morton sadly passed away in August last year. Walter's son Paul shared his father's Obituary with us and we have included some excerpts below. Vale Walter, rest in peace.

"In 1939 at the age of fourteen Walter left school and became an apprentice plumber. He worked on a nearby army camp site from about 1941 to 1942 fitting out the shower and toilet building including installing rows of hand basins.

"In 1966 Walter and Jean decided to emigrate to Australia, mainly because of the long cold winters in England. They arrived in Melbourne on 6 January, 1967 after a four week boat trip from England. Walter started working for the Gas and Fuel Corporation of Victoria at the Fitzroy depot but in 1968 transferred to the Corporation's Traralgon branch as a gas fitter. He was well-liked by his fellow fitters and management as well by the people whose homes he worked in over the years. He was also a keen supporter of the PPTEU and the union movement in general.

.....Walter enjoyed his work as a plumber and gas fitter because it required skill and met people's essential needs for heating, cooking as well as hot and cold water. Like many of his generation Walter did not believe in the throw away attitude of consumerist society. He got satisfaction from making, maintaining and repairing things. He showed initiative and enthusiasm in his work but was patient with difficult work problems. Above all Walter had an optimistic attitude to life, a sense of humour and a warm and encouraging disposition towards others."

WILLIAM THOMAS NUNN

Roof Plumber

Born 6 May 1951

Passed away February 2022

Billy joined the PPTEU in 1974 and had been a PPTEU member for 47 years. Billy was employed by Barden Steeldeck Roofing and was hugely respected around the roofing industry.



MICHAEL BURRELL

Born 30 November 1944

Passed away 14 August 2019

JOHN WILLIAM CUPPLES

Born 22 August 1938

Passed away 4 March 2022

BEN MCCLURE

Apprentice Plumber

Born 11 October 1989

Passed away 31 October 2020

STEVEN MCCALLUM

Sprinkler Fitter

Born 25 March 1952

STEPHEN WADLEY

Mechanical Services Plumber

Born 18 July 1961

Passed away 24 December 2021

JORDAN BARHAM

Plumber

Born 16 June 1983

Passed away 20 January 2022



SAMUEL LEONARD

Apprentice

Born 21 February 1999

Passed away 12 March 2022



BARRY DAVID LOVELL

Plumber

Born 6 December 1946

Passed away 1 February 2022



YUSEF TAHA

Apprentice Plumber

Born 1 October 2001

Passed away 12 February 2022





Future focus

After a stand-out year for returns in 2020/21, with members in the Growth (MySuper) default option receiving the highest yearly return in the fund's 37-year history of 19.34%*, Cbus is now preparing for the challenges ahead.

Our primary focus is on member outcomes, with all profits going to members and not shareholders.

Our members are the foundation and future of our fund and trust us to look after their retirement savings.

Since inception Cbus has proved resilient when responding to external factors. We've experienced massive economic shocks, such as the global financial crisis, and a once in a hundred-year pandemic (which we recognise is on-going). In response to the Covid pandemic there were major regulatory changes, such as the Early Release Scheme, which saw Cbus assist 135,489 members with \$1.13 billion in payments last financial year, while still maintaining strong, long-term returns

We continue to look at investments that not only deliver returns for members but provide jobs for members and contribute to the economy. And we are continuing to grow and expand to deliver better services, products and returns to our members.

2021 also marked the end of CFMEU National Construction Secretary, Dave Noonan's tenure on the Cbus board.

Cbus CEO Justin Arter said that Dave has been a tireless advocate for the needs of Cbus members through various committees and committee chair roles, most recently as the fund's deputy chair.

"Dave's passion and commitment to superannuation is second to none and it was no surprise to anyone that he was awarded Trustee of the Year in 2019 by AIST.

"We thank him for the outstanding contribution he has made to the working lives and retirements of Cbus members, and warmly welcome our new Board members."

Cbus is pleased to welcome CFMEU ACT Secretary Jason O'Mara to the board, who begins his tenure this year.

Prior to his CFMEU leadership roles Jason worked in construction in the ACT. He is also the current Chair of the ACT Work Health and Safety Council.



Jason is an ardent workplace safety campaigner and is experienced at reforming and managing organisations to lead to significant improvement in the lives and wellbeing of construction industry workers and their families.

* Past performance is not a reliable indicator of future performance. The Growth (MySuper) investment option return is based on the crediting rate, which is the return minus investment fees, taxes and until 31 January 2020, the percentage-based administration fee. Excludes fees and costs that are deducted directly from members' accounts. All figures are as at 30 June 2021, unless stated otherwise.

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Also read the relevant Target Market Determination at cbussuper.com.au/tmd. Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262.



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PPTU PLUMBERS WAGE RATES

FROM 1ST MARCH 2022

PLUMBER					
	Registered Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer	
Hourly Rate	\$52.63	\$51.33	\$49.76	\$46.04	
X36 (weekly)	\$1,894.68	\$1,846.88	\$1,791.36	\$1,657.44	
Fares (per day)	\$25.29	\$25.29	\$25.29	\$41.53	
X5 (weekly)	\$126.45	\$126.45	\$126.45	\$207.65	
Travel (per day)	\$52.63	\$51.33	\$49.76	N/A	
X5 (weekly)	\$263.15	\$256.65	\$248.80	N/A	
OVERTIME					
Double Time	\$105.26	\$102.66	\$99.52	\$92.08	
Double Time & 1/2	\$131.58	\$128.33	\$124.40	\$115.10	
SUPERANNUATION 10% OR SGA. REDUNDANCY: 1 OCTOBER 2021 \$120.00 P/W, 1 OCTOBER 2022 \$140.00 P/W					
APPRENTICES					
	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
Hourly Rate	\$19.43	\$23.39	\$27.83	\$34.88	\$44.33
X36 (weekly)	\$699.48	\$842.04	\$1,001.88	\$1,255.68	\$1,595.88
Fares (per day)	\$22.69	\$22.69	\$22.69	\$22.69	\$22.69
X5 (weekly)	\$113.45	\$113.45	\$113.45	\$113.45	\$113.45
Travel (per day)	\$4.86	\$5.85	\$6.96	\$8.72	\$11.08
X5 (weekly)	\$24.30	\$28.00	\$34.80	\$43.60	\$55.40
OVERTIME					
Time and 1/2	\$29.15	\$35.09	\$41.75	\$52.32	\$66.50
Double Time	\$38.86	\$46.78	\$55.66	\$69.76	\$88.66
Double Time & 1/2	\$48.58	\$58.48	\$69.58	\$87.20	\$110.83
SUPERANNUATION 10%					



PPTEU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2022

REGISTERED SPRINKLER FITTER

	1 March 2022	1 October 2022
Hourly Rate	\$51.39	\$51.39
X36 (Weekly)	\$1,850.04	\$1,850.04
Fares (per day)	\$24.31	\$24.31
X5 (weekly)	\$121.55	\$121.55
Travel (per day)	\$51.39	\$51.39
X5 (weekly)	\$256.95	\$256.95
Registration	\$38.27 p/wk	\$1.06 p/h
Hourly rate for all leave and overtime		\$52.45 p/h
Service/Testing/Site Allow (min per hour)	\$3.15	\$3.15
OVERTIME		
Double Time	\$102.78	\$104.90
Double Time & 1/2	\$128.48	\$131.13



SUPERANNUATION 10% OR SGA. REDUNDANCY: 1 OCTOBER 2021 \$120.00 P/W, 1 OCTOBER 2022 \$140.00 P/W

APPRENTICES

	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$23.47	\$25.87	\$35.47	\$42.70
Total Weekly Rate	\$844.92	\$931.32	\$1,276.92	\$1,537.20
Fares (per day)	\$24.31	\$24.31	\$24.31	\$24.31
X5 (weekly)	\$121.55	\$121.55	\$121.55	\$121.55
Travel (per day)	\$18.06	\$19.80	\$27.02	\$32.43
X5 (weekly)	\$90.30	\$99.00	\$135.10	\$162.15
Registration (weekly)	N/A	N/A	N/A	N/A
Service/Testing/Site Allow (min per hour)	\$3.15	\$3.15	\$3.15	\$3.15
OVERTIME				
Time & 1/2	\$35.20	\$38.80	\$53.20	\$64.05
Double Time	\$46.94	\$51.74	\$70.94	\$85.40
Double Time & 1/2	\$58.67	\$64.67	\$88.67	\$106.75

SUPERANNUATION 10%



PPTEU 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)
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From 1st October 2019

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

PPTEU REFRIGERATION WAGE RATES 2019 - 2022



APPRENTICE REFRIGERATION WAGE

	1st Year - 37.5%	2nd Year - 55%	3rd Year - 70%	4th Year - 90%
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From 1st October 2019

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

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