

# PPTEU

VICTORIAN SPRING EDITION 2023

## Journal



## PPTEU Trailblazers



PPTEU'S FIRST  
FEMALE ON  
SITE REP AND  
BRANCH  
OFFICIAL.

CONGRATULATIONS JACKIE SIMS-COUTTS



AS TIME GOES BY – NAZZA AND NINO  
OTTOBRE SHARE THEIR REFLECTIONS



CONGRATULATIONS TO NEW ASSISTANT  
SECRETARY JAKE CRANNY

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# GLENN MENZIES



The energy transition is a potential boom for plumbers, and upskilling is the key!

PPTEU members who work every day in the modern plumbing and fire protection industry know the industry is always changing. Our industry never stands still, and our members are used to adapting to new and emerging technologies, materials, and systems. Over the past decade or so the rate of change has been steady, but with the race to net zero emissions now in full swing, the scale and extent of change is set to ramp up significantly.

In Victoria, but also in other States and Territories and internationally (UK, US, Europe) governments are actively seeking to transition economies away from fossil fuels towards renewables. And governments are now demonstrating a preparedness to back up their emissions reductions goals with legislation designed to force the pace of change.

In August this year I was fortunate enough to be part of the PPTEU delegation to the US, where we participated in a forum convened by the United Association (UA). Industry representatives including contractors, union representatives, legislators and policy makers from the US, Canada, Ireland, and Australia – came together to discuss the key emerging issues associated with the transition of the energy system away from fossil fuels to electrification.

And the issues raised were very familiar to us and included the key macro issues like how to ensure power supply as demand for electricity increases; how to ensure there is an available skilled workforce to enable the transition; how to ensure we have the right training pathways and regulatory settings in place, how best to protect consumers in such a dynamic market, and how to be sure we are reducing emissions. A focus was heat pumps, the current “go-to” alternative to gas products. Issues of product quality assurance, varying levels of efficiency, and how to effectively monitor and regulate the emerging space were discussed.

The key take home message from the discussions was that the issues presenting in Australia (see below) are issues in the US and Canada also, as well as many other transitioning economies, and that the skills of plumbers and pipe fitters will be crucial.

As covered by Secretary Setches in his report, the Victorian Government announced in July this year that from January 1 2024, new gas connections to new homes and residential developments will be banned in Victoria. Victoria has over 2 million gas connections, and to reach net zero by 2045, which Victoria is committed to, most if not all those gas connections will need to be de-commissioned (by a licensed gasfitter), and the systems and appliances converted to electric. To meet the timeline, about 250 Victorian homes would need to be upgraded every day between now and 2045.

And it is not just gasfitting skills that are going to be in high demand as we transition to a low carbon future. As gas is phased out, gas using systems and appliances for heating, cooling and hot water are being replaced by what are perceived to be more efficient alternatives. Even though the jury is still out on exactly how efficient they really are, heat pumps – in a range of types, sizes, prices, and efficiency – are the “go-to” alternative. Heat pumps are everywhere, and their installation requires a plumber.

To be registered or licenced to install heat pumps and reverse cycle air conditioners for example requires registration or licensing in one of two main classes of plumbing – Refrigerated Air Conditioning and Mechanical Services. The connection of heat pump hot water systems is exclusively plumbing work (Water Supply).

Currency of skills is always important. In many cases working licensed and registered plumbers, who may have done their trade training decades ago, have not had much or any training on HPHWS's and other heat pump applications. Consumers are confused about what system best suits their circumstances (building layout, climate etc), but so too, often, are plumbers. Without the benefit of training, plumbers find themselves

dealing with unfamiliar technologies, systems, and products and therefore not able to advise and assist consumers to make the right choices about the heat pump products which best suit their situation.

This is why trade and post trade training for plumbers in a range of heat pump systems and technologies is important. Plumbers are the front line in the energy transition and often the first and only consumer advice point.

There is heat pump specific training currently available, and more is on the way. All PICAC trained apprentices now do specific units on HPHWS, as well as other hot water systems. Solar boosted hot water (heat pumps), is, and will continue to be, a growing part of the work of the plumbing sector, and dedicated training for solar boosted HPHWS's for existing Victorian practitioners (and fourth year apprentices) is being rolled out by PICAC in collaboration with Solar Victoria.

The PPTEU is gearing up to embrace the “new energy transition”, and the key is training. To support a wider role for plumbers in maintenance of HPHWS, additional training units are under development with a view to delivering to current practitioners. For existing qualified water supply plumbers this could include training targeting sizing and design of the HPHWS, and other units specifically designed to enable plumbers to be able to service and maintain these systems.

**And, because we own and operate our own training centres (PICAC), with our industry partners, we can tailor and roll out that training directly. And, importantly, we can deliver that training at no cost to PPTEU members. I encourage all members to keep an eye out for available training, especially in HPHWS, and make sure you update your skills to take advantage of the energy transition opportunities.**

# EARLE SETCHES



As members out there on site ever day appreciate, cost and supply chain pressures right across the sector have resulted in significant disruption in the industry in the first half of 2023. We have seen some projects delayed, delivery schedules revised and, unfortunately, some companies, including plumbing companies, go under leading to job losses. Commercially too there have been problems, and we have seen a spike in Victorian construction companies entering external administration – up 73.9 per cent in the 12 months to June 30 compared with the previous year. There have also been problems with the industry regulator, the VBA, and the level of oversight they are providing.

It has been difficult to manage around those things (which are caused mainly by factors beyond our control, like COVID and Putin's illegal war in the Ukraine), but we have, and there is reason to be positive moving forward.

The peak of the supply chain and price shocks appear to be behind us, providing a more certain environment for everyone in the construction sector. And,

despite the recent spike, less than 1 per cent of the businesses in the Victorian building and construction industry that have gone insolvent. Further, as Assistant Secretary McCrudden covers in his report, we are working with the new CEO of the VBA with a view to getting better outcomes for plumbing and fire protection.

Most positively for our members though is that the pipeline of major works in transport, health, and residential infrastructure – in Melbourne, Geelong and right across regional Victoria, is as big as it has ever been. And it is the skilled and qualified PPTEU members who hold the key to getting all these projects done and done safely.

A significant recent development was the announcement by the Victorian Government that it would be legislating to ban new gas connections from January 1 next year. We knew the government was planning to transition Victoria away from carbon emitting fossil fuels like coal and natural gas, towards electrification and more renewable generation. We agree with the need to decarbonise the energy mix in Victoria but have always

been in favour of keeping our energy options open, rather than closing them off. As has been covered more than once in this publication over recent years, we believe green hydrogen has a big role to play. However, hydrogen relies on the gas network, and on that network being maintained. In Victoria we have one of the biggest and most sophisticated underground gas networks in the world capable of transporting and storing hydrogen and other renewable gases like biogas. But if we abandon gas, it will become commercially unviable to maintain the network which will become a very high value stranded asset.

For Victoria's licensed gasfitters, many of whom are our members, the future is quite uncertain. They are effectively being told that the economy needs them, because there is a very large de-commissioning and conversion job to be done, but potentially only for a few years until we are all fully electrified. Ensuring they have a future beyond that is an important goal for us.

As the commercial and residential building sectors seek to find non-gas solutions, heat pumps are replacing gas using

installations for heating and cooling and hot water. Members can read more about heat pump applications, and how they are being used in domestic and commercial settings, inside this edition of the Journal.

The important thing for members to know is that we are working hard to ensure that in this period of rapid change, work that should be done only by trained and qualified plumbers, remains within the scope of our licensed and registered work.

**Hot water systems and the heating and cooling of buildings has always been within the scope of our licensed and skilled trade and we will be working hard to make sure it stays that way.**

That is why we are focussing hard on continuing to grow and diversify our membership, and are focussed on attracting, recruiting, and retaining people from non-traditional sources. Women, as they say, hold up half the sky, and there is absolutely no reason why women cannot make up a much greater proportion of the skilled plumbing and fitters of tomorrow. We have been

behind the curve in this regard, but we are lifting our game, and adjusting our recruitment and training delivery to be more flexible and family friendly and appealing to women. And we are well on the way with more women on the job and in training than ever before.

First Nations Australians, a group which faces a shameful level of disadvantage in Australian society, have, and will continue to be, a target of our recruitment efforts. We have learned over the years that the key to getting Indigenous kids into training is about delivering the training in a way, and at times, which is appealing to them. As covered further in the article inside, we have had some great success in this area, and our tailored programs have delivered up dozens of highly trained, skilled, and qualified First Nations plumbers and fitters, many of whom have gone on to start their own plumbing businesses.

**In closing I want to acknowledge the contribution of outgoing Assistant Secretary Andy Wallace. Andy is retiring due to ill health and on behalf of the officials, staff, and members, I**

**want to thank Andy for his dedication to the members of our union. Andy has been a part of our industry and our union for about 40 years. He worked as an Organiser from 2007 to 2019, and was Assistant Secretary for the past four years, making a massive contribution, organising the Organisers, and driving valuable initiatives like the Next Gen group. Andy's contribution was recognised when he awarded the highest honour our industry can bestow on an individual, the William P. Hite Leadership Excellence Award for 2023. I encourage members to read Andy's farewell message to members inside this edition. Thank you Andy and good luck mate.**

**I also want to acknowledge the election of Jake Cranny to the role of Assistant Secretary. Jake brings a wealth of union and industry experience to the role, and I look forward to working closely with Jake as we continue to grow our membership, bring more diversity into our union, and most importantly, making sure that our members are safe at work.**



# PADDY MCCRUDDEN



As Secretary Setches points out in his report, 2023 has served up some challenging circumstances for our industry. Inflation, and challenges in terms of the supply of products, materials and skilled workers have all added pressure on the industry.

Our members and their families, already struggling with the broader cost of living crisis, have not been immune from all this disruption. However, there is reason for optimism. There are promising signs that the supply chain issues appear to be improving and the pipeline of work, particularly here in Victoria, is very solid.

As we have covered multiple times in the Journal, the extent to which the Victorian construction industry operates effectively and safely is determined to a large extent by the quality of the regulatory oversight it is subject to. Over the years we have been critical of the regulator, the Victorian Building Authority (VBA). Our main issue has been that plumbing and fire

protection does not get a fair “bang for our buck”.

As an industry, through the fees we pay when we lodge compliance certificates, we contribute millions of dollars every year, but for years our part of the industry has received a low level of regulatory effort. This year the VBA appointed a new CEO and recently the Board was effectively sacked – with no consultation with industry. And it is expected that later this year the VBA will be proposing an increase to its fee structures. We are not yet sure what direction the VBA is going in, and until we know how it proposing to address the issues we have raised over the years, we will not be supporting any increase to the fees practitioners will be required to pay.

Our industry is always evolving and changing, and in recent times the nature of the work of plumbers is also changing. Members will be aware for example, that, in terms of the government's long-term objectives, gas is on the way out, and full electrification is the policy option of choice. Consumers and businesses are being encouraged

to de-commission gas appliances and connections and go all-electric – solar heat pumps for hot water services to replace gas fired hot water systems, and reverse cycle air conditioners instead of gas fired heating and cooling systems. Gas cooktops are being phased out in favour of induction systems.

This scale of this transition is huge. Victoria has over 2 million gas connections, and to reach net zero by 2045, which Victoria is committed to, most if not all those gas connections will need to be de-commissioned, and the systems and appliances converted to electric. To meet the timeline, that means about 250 Victorian homes would need to be upgraded every day between now and 2045.

It is becoming clear that despite the ban on new gas connections in Victoria (from 1 January next year), gas will be with us for some time. Electrification of domestic and commercial buildings may be the popular go-to option for policy makers and governments, but, as a strategy moving

forward, full electrification has its limits. The energy required for an all-electric approach must come from somewhere, and in many cases, including in Victoria, it is still coming from brown coal fired generation. Until that changes, and renewable production provides the power to an all-electric economy, it is hard to see how removing gas in favour of electrification makes sense. Increased demand for electricity also means more infrastructure (poles and wires) is required, driving up costs for consumers. Other consumers might be left with no energy options at all due to financial hardship or a power grid failure. This can be deadly.

As the energy mix changes, and new products and installations emerge, we are participating in a range of committees and processes to ensure we preserve our scopes of work. The changing nature of the energy mix means that the boundaries around traditional scopes of works of plumbers, refrigeration mechanics and electricians have begun to blur. Take solar heat pump hot water systems for example. Electricians and air

conditioning technicians think that they should be able to connect these because they are electric and not gas. But we know that it is not just about the source of the power, but what it connected to. We say any system connected to the water supply is plumbing work, and that practitioners need to know how the whole system works in its entirety to avoid risks like scalding and legionella.

The ban on new gas connections will directly impact the work of some of our members. Amongst our members is a relatively small (about 120) yet significant group of members who work for companies which specialise in installing the gas pipe infrastructure to new homes. The members who work for those companies will be directly impacted, as the work they do right now will be banned from 1 January next year. We will be working closely with those companies and members to ensure they can transition to other emerging opportunities in the sector.

The Industry is changing, but the changes will

generate a significant increase in work for our members – an increase which will more than offset the lost work resulting from the new home gas ban. It is the skills of our members that will be needed to make it happen, making our skilled members more crucial than ever. For example, all this decommissioning and upgrade works is good news for our gasfitting members. The existing cohort of licensed gasfitters, and those in training now, will be vitally important to the transition. Trained gasfitters are required to disconnect and decommission gas safely. And our members will also be key to replacing those systems and safely installing and connecting their replacement systems.

**Thank you to all members for your ongoing support of the union. I want to join the Secretary in thanking Andy Wallace for his contribution to the union over the decades and to congratulate new Assistant Secretary Jake Cranny.**

# JAKE CRANNY



I am very pleased and proud to be writing direct to the members of our great union in my new role as Assistant Secretary. Given this is my first message to members in my new role, a bit of background by way of introduction is required.

I have been a member of the union for over 30 years, which is pretty much my whole working life, and worked as an Organiser from 2006 before being voted up as Assistant Secretary in April this year. I started out as an apprentice sheet metal worker but the company I was with wound up and so I switched to a Mechanical Services plumbing apprenticeship with Taylor Mechanical Services.

Before working full time for the union, I worked for a range of employers, including some of our great EBA companies. I spent about four years with Ellis Air Conditioning and worked for a period for All Staff Air Conditioning, Hayden Engineering (several times), Insulpak and some roofing companies along the way too.

Over the decades I have got to know many members, especially in the Geelong region where I have lived most of my life. Those who know me will know how much I love Geelong – the town, the football club, and the local community. Geelong

is where I learned my trade of mechanical services plumbing and cut my teeth as a trade unionist. I have been on the Branch Committee at Geelong since 2020 and had the chance to learn from some great mentors like Doug McClusky and Ivan Smith. I want to thank them along with Glenn Menzies and all the Geelong Committee for the help and support you have given me over the years.

I am greatly looking forward to the opportunity and responsibility members have given me to be part of the leadership team of the mighty PPTEU. My predecessor in the role, Andy Wallace, did some great work in growing and energising the network of OH&S Representatives, Delegates and Organisers. I intend to maintain and build on that work, which includes continuing to drive and grow the Next Gen Group. Our future lies in the hands of members and the more men and women members we have getting involved, and putting themselves forward to be on-site reps the better and stronger our union is.

The other key area of focus for me will be the new Plumbing and Fire Agreement. As members know, the current Agreement finishes this year. Ensuring members continue to move forward in terms of pay and conditions will,

naturally be a key goal of the new Agreement. And it also provides an opportunity to tidy and modernise the Agreement in several key areas, including ensuring it is relevant to, and meets the needs of, the modern plumbing union workforce which, I am pleased to say, includes a growing number of women.

On the subject of women members, I want to draw members attention to the great story inside this edition of the Journal about Jackie Sims-Coutts. Jackie is a true trailblazer. She is the first female member to be voted up as an onsite OH&S representative. Jackie is also a licensed plumber, and the first woman to hold an official position in one of our Branches (Geelong). Currently Jackie is working and living in Geelong and doing a great job looking after about 50 members on the Geelong stadium re-development. Jackie is one of a growing number of women joining the ranks of the PPTEU with hopefully many more to come in the years ahead.

**I want to thank all the members who have supported me along the way and for showing their support in the April ballot, and I look forward to meeting more of you on sites all around this great State of Victoria.**



# ANDY WALLACE SAYS GOODBYE

As some members may be aware, after 40 years in the industry and the PPTEU, I recently made the tough decision to focus on my health and not to seek re-election as Assistant Secretary. I want to thank everyone at the union for their support and for this opportunity to write direct to members, through the Journal.



I am leaving a bit earlier than I would have liked. Ideally, I would have stayed until the conclusion of the current Agreement, but the timing did not quite work out and I am happy to be going on my terms. A little while back I was diagnosed with cancer, and fighting this dreadful disease requires a lot of time and energy. And being a good and effective union official also requires time and energy and that you give 100 per cent to the job of looking after the interests and safety of members. My health would not allow me to do that, and so I chose to step down and focus on my health.

The industry and the union have been a huge part of my life. Apart from taking on a few odd jobs when the industry was really struggling in the early 1990's, throwing up red pipe or being a union official is what I have done pretty much my whole working life. The industry has been very good to me, and I want to thank everyone who supported me, and who I worked with over the years. I don't have the room here to name everyone I'd like to thank individually, but a few of the key influences on me were the likes of the great Billy Davis, the industry legend Barry Fitton, and other industry stalwarts like Ray Peake, Rod Geddes, and Terry Beazley. PPTEU Secretary Earle Setches is another who had a big impact on me and helped transform the industry and our great union.

Sprinkler fitting is a great industry, but it can also be a hard industry. The work is heavy, often very repetitive and at times dangerous. The pay and conditions are good now, and much better than when I started out. But for me, it is the people you meet

and work with along the way that make it special. When I look back now, I feel very lucky because I loved going to work. It was the laughs, the putting crap on one another, the lunchtimes, the early knock offs to the pub, and the mateship that made doing all that hard work seem enjoyable.

The industry gave me an opportunity. I was a kid with no experience or qualifications, but who was prepared to work hard and carry pipe up a triple extension ladder. That was all you needed back then. But things have changed – for the better. Thanks to the vision and determination of people like Billy and Barry and Earle, sprinkler fitting has gone from being just another job to being a registered and licensed trade, with rates of pay that reflect the skills of fitters.

I have been lucky enough to watch that industry transformation from up close. I have lived it, and now I am seeing it from the perspective of my two sons, Billy and Jack, who, I am very proud to say, are both now qualified (in plumbing and fire protection respectively) and working in the industry. And, although we all get a bit nostalgic for the good old days when we were not so weighed down with rules and policies, the industry is in a much better place than when I started out 40 years ago. It is safer than ever, the trade and safety training available to members is top class, and we are attracting more people from a whole range of backgrounds to the trade.

I am very proud of where the trade of sprinkler fitting is at today. I am also very proud of the union, and

grateful that I had the opportunity to serve members, in a range of roles, over the past 16 years. I was first elected as an official in 2007 and worked as an Organiser until being elected Assistant Secretary in 2019. As Assistant Secretary, my main task was to focus on getting an uplift in our on-site representation. From a low point of less than 20, we now have over 70 delegates on-site around the great state of Victoria.

The young members of our union are the key to its future. Ensuring we encourage and foster the next generation of union leaders is therefore very important. To help do that, a few years ago, and with the assistance of many others, including Paris Andriske, we stated the Next Gen group of young PPTEU men and women. The Group, which now numbers over 50 and is growing all the time, is about providing an opportunity for the current group of organisers and OH&S reps to share and pass on the knowledge to the next generation of unionists – just as it was passed on to me by Billy Davis and the others I have mentioned.

**My thanks go to the members and officials of the mighty PPTEU, who have supported me, given me a sense of purpose and provided the thousands of laughs and dozens of friendships which have kept me going over the years.**

**Goodbye, good luck and thank you!**

*Andy Wallace*

# HEAT PUMPS

The emerging “no-gas solution”  
for heating, cooling and hot water



Pic: Heat pump air conditioning heat pump units on the right, and the Heat Pump Hot Water System (HPHWS) on the left



**Consistent with the experience in the United States and Europe, heat pumps are increasing in use in Australia at a fast rate, and the PPTEU is leading the development of heat pump specific training to make sure our members stay up to date.**

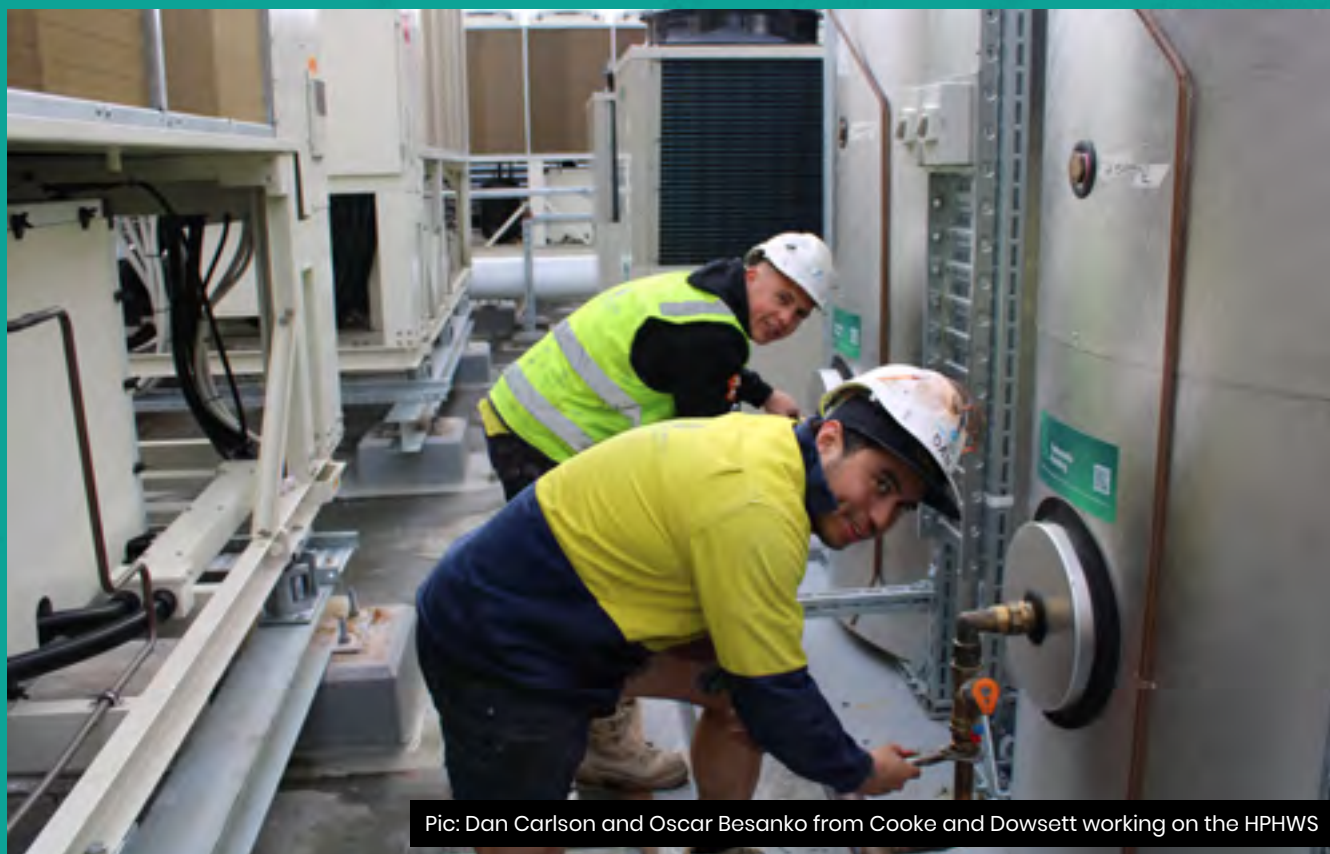
To meet its net zero ambitions, and transition households and commercial buildings to “all electric”, governments, at a state and national level, have put in place a range of incentives for consumers and industry to replace existing gas heating and cooling, and hot water systems, with a heat pump-based appliance or system.

A heat pump is a device that is primarily used to transfer heat from a lower ambient temperature into a higher temperature system. Its function is, in essence, pumping heat from one place to another, that is why it is called a ‘heat pump’. This contrasts with air-conditioners and refrigerators whose main function is to extract heat from a cooler system and release it into a warmer surrounding.

Heat pumps can also be configured such that they can work in either direction to provide both heating and cooling, depending on the need. These are called reversible heat pumps. If the heat pump is dedicated to heating applications only, the term ‘dedicated heat pump’ is sometimes used to differentiate it from reversible air-conditioning units.

Heat pump use in Australia, including in Victoria, is on an upward trajectory, with momentum being driven by a combination of government policy settings (rebates and certificates, Emissions Reductions Targets (ERT)) and high levels of low-cost product availability.

There are multiple applications for which heat pumps are used but the three most common uses in Australia are for refrigeration (eg: supermarket fridges, refrigerated transport etc), reverse cycle air conditioning, and water heating. While the use of reverse cycle air conditioners is very common in Australian households, the use of heat pumps for hot water, space heating and low temperature process heat on the rise, and we need to make sure our members have the skills to work on these systems.



Pic: Dan Carlson and Oscar Besanko from Cooke and Dowsett working on the HPHWS



In the HVAC sector – residential and commercial – we are seeing more and more heat pumps as part of a substantial shift towards the degasification of commercial buildings. The clear industry trend is away from standard gas fired boilers towards commercial grade heat pumps. The heat pump technology is not a new technology to Australia and is essentially just a reverse cycle air conditioning unit but on a larger scale.

An example of this new type of HVAC set up has just been installed is at the new commercial office development at 500 Burke Street in Melbourne's CBD. Instead of an old school rooftop boiler system, Ellis Air, one of our great EBA companies, are installing six massive heat pumps on the roof, each with a heating capacity of 425 kw.

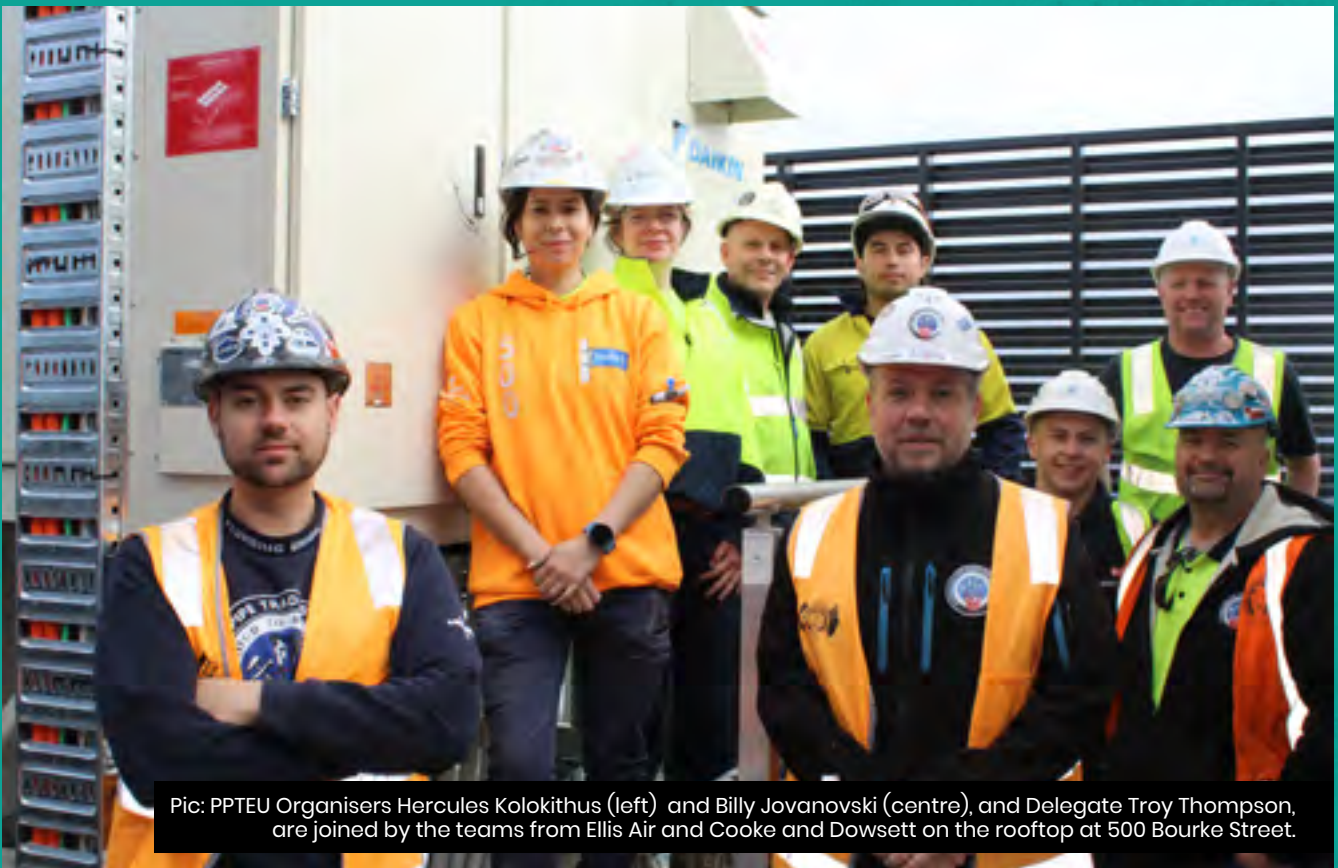
Sitting adjacent to the heat pump air conditioning systems on the roof at 500 Bourke are a series of heat pump hot water systems, which are being installed and commissioned by Cooke and Dowsett.

There are a range of other heat pump solutions being seen within the other commercial tower projects currently coming out of the ground.

Choosing the right product for the situation – the right tank size, in the right place, fit for purpose for the relevant building – is key to achieving the efficiency and environmental advantages promised by heat pumps.

The key to making sure our members keep pace with developments in heat pump applications is training. The rapid, and anticipated further, increase in the use of heat pump systems for heating, cooling, and hot water, coupled with the fact that large parts of the work on these systems is regulated plumbing work, means it is imperative that licensed or registered plumbing practitioners have the training and skills to work on these systems safely and competently.

**Through PICAC, and with our Industry partners, we are developing updated heat pump specific training for apprentices as well as for existing licenced and registered plumbers. We will update members about training opportunities at PICAC, which is free to PPTEU members, through the Journal and we encourage members to keep an eye on the PICAC training calendar for heat pump training opportunities.**



Pic: PPTEU Organisers Hercules Kolokithus (left) and Billy Jovanovski (centre), and Delegate Troy Thompson, are joined by the teams from Ellis Air and Cooke and Dowsett on the rooftop at 500 Bourke Street.

# 2024 RDO

## VICTORIAN CALENDAR

### 36 HOUR WEEK

### JANUARY

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			

### FEBRUARY

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		

### MARCH

SUN	MON	TUE	WED	THU	FRI	SAT
31					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

### APRIL

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				

### 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	

### JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
30						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

### JULY

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

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

### SEPTEMBER

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					

### OCTOBER

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		

### NOVEMBER

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

### DECEMBER

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				

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

Return to work on 14th Jan 2025

#### VICTORIAN SCHOOL TERM DATES

TERM 1: 30 January 2024 - 28 March 2024  
 TERM 2: 15 April 2024 - 28 June 2024  
 TERM 3: 15 July 2024 - 20 September 2024  
 TERM 4: 7 October 2024 - 20 December 2024

#### PUBLIC HOLIDAY DATES

New Year's Day: Monday 1 January  
 Australia Day: Friday 26 January  
 Labour Day: Monday 11 March  
 Good Friday: Friday 29 March

Easter Saturday: Saturday 30 March  
 Easter Sunday: Sunday 31 March  
 Easter Monday: Monday 1 April  
 Anzac Day: Thursday 25 April  
 King's Birthday: Monday 10 June

Grand Final Eve: Friday 27 September  
 Melbourne Cup Day: Tuesday 5 November  
 Christmas Day: Wednesday 25 December  
 Boxing Day: Thursday 26 December



***Coming together to honour  
a Victorian trailblazer for  
GENDER EQUALITY!***





# On July 19 this year, the Victorian construction unions came together for the official launch of the statue at Trades Hall of the remarkable trailblazer **Zelda D'Aprano**.

Honouring Zelda D'Aprano is a life-size bronze sculpture. It captures the spirit of the day when the women's rights campaigner chained herself to the doors of the then Commonwealth Arbitration Commission in 1969 to protest a ruling on equal pay for women.

The sculpture depicts Zelda's first act of protest – holding the chain she used to chain herself to the court building and carrying a sign stating:

***“No more male and female rates.  
One rate only.”***

Around the base is a quote from Zelda that reads:

***“Today it was me, tomorrow there  
will be two of us, the next day there  
will be three and it will go on and on  
and there won't be any stopping it.”***

And that's what happened – 10 days later two teachers on strike, Alva Geikie, and Thelma Solomon, joined in the protest with Zelda. Together they went on to form the Women's Action Committee, leading activists campaigning across Melbourne.

At the ceremony, several speakers, including our Secretary Earle Setches, spoke of the importance of Zelda's protest, reminding the audience that it was a very different time in 1969. Women did not receive equal pay, far from it. They were effectively excluded from a whole range of sectors, including construction, and faced discrimination and sexism at every turn.

But Zelda D'Aprano was a fighter and took every opportunity to highlight the injustice.

D'Aprano paid only 75 per cent of her fare when travelling on the tram to reflect the gender pay gap at the time of 25 per cent. She famously led a pub crawl to protest women being restricted to ladies' lounges in pubs, where the drinks were more expensive.

Zelda, and her friends Alva and Thelma, was a trailblazer and a lamp lighter for Australian working women. It was fitting then that there were dozens of female construction workers present for the official ceremony. Zelda's fight for equality has come a long way since 1969 but the fight is far from over. Genuine equality is still elusive, and a gender pay gap still exists in our economy. But it is achievable, and we at the PPTEU are doing all we can to encourage more women into our licensed trades, providing a pathway to secure, well (and equally) paid, high skilled work.





It was wonderful to see so many young women members of the PPTEU at the launch of Zelda's statue, and we hope here enduring presence on the lawn of Trades hall serves as an ongoing inspiration to them; and as a reminder to all of us that we all have a role to play in ensuring women get the same opportunities as men to learn, work and succeed.

Located in front of the Victorian Trades Hall in Lygon Street, the statue invites viewers to literally stand with Zelda as the battle for gender equality continues.

In 2001 the Victorian Honour Roll of Women inducted Zelda in recognition of her work. In 2004 Zelda was awarded an Officer of the Order of Australia.

Located in front of the Victorian Trades Hall in Lygon Street, the statue which was created by sculptor Jennifer Mann from a historic photograph and was cast in a Melbourne foundry, invites viewers to literally stand with Zelda. The new monument is also helping to redress the gender imbalance among Melbourne's statue population: only 10 statues out of 582 in the city are of female historic figures.









# NAZZA & NINO OTTOBRE

## 100 YEARS IN THE UNION AND THE INDUSTRY



The Plumbing and Fire Protection Industry (the Industry) is changing and evolving all the time. We see new ways of working, changing working conditions, new products and materials, new projects and new energy sources emerging constantly. Change has been steady over the life of the Industry but in recent decades the rate of that change has increased considerably. The Industry looks very different to what it did, 50, 30, or even 15 years ago.

Within the membership of the PPTEU are several members who have been seen these changes firsthand, having been members of our union and working in our Industry for decades, some for 50 years plus. We are keen to capture the perspectives and experiences of these members, which is why we are undertaking a series of interviews with a sample of long-term members.

The goal is to capture their memories and reflections and build up a picture of the changing industry - what has changed, what are the most significant of those changes, and what were some of the key milestones, industrial battles, political or other events, successes and struggles which have shaped their time in the Plumbing and Fire Protection Industry.

To kick this process off, in June this year Richard McEncroe, who helps us put the Journal's together, sat down at PICAC for a chat with brothers Nazza and Nino Ottobre to talk all things union and industry.

The Ottobre name will be a familiar one to most members. Nazza was President of the Victorian Branch of the PPTEU for 14 years between 2005 and 2019. He was also on the Branch Committee of Management from 1999 when, along with Earle and others, was a part of what we then called the "re-ignition" team.

Nino has been a PPTEU member for decades and has had a great career in the mechanical services sector, working alongside members with several of our great EBA companies, like A-G Coombs, All Staff Air Conditioning, and an incredible 32-year stint with D&E Air Conditioning.

With over 100 years' experience in the industry between them, the interview with Nazza and Nino is well worth a watch. In a free-flowing discussion, the brothers Ottobre – two of the nicest blokes you would ever meet – talk about how they got into the Industry, why they stayed, and why they would recommend a career in the industry to any young person today.

Younger members in particular would be interested to hear about what it was like to receive your first pay packet containing

the princely sum of \$21; about blokes riding hooks up 30 floors every day; about how far OH&S has come and how much safer everyone on site is today. The guys talk about what it is like being out on strike for weeks on end as was the case back in the wild 70's, and how hard members of his vintage have had to fight for every allowance or condition the men and women of the PPTEU enjoy today. They also talk of the camaraderie that has always been a feature of being in the PPTEU, about the generosity of the union when members are in trouble and tell stories of taking bundles of member donated cash around to support an injured mate or help provide for the widow and children of a fallen comrade.

Members with an interest in understanding how we got to where we are today in terms training (owning and operating five training centres across three states) can hear Nazza tell the story – about how the union took its destiny into its own hands by going to the United States just under 20 years ago, learning from what the UA do in terms of training their own people, and bringing that model back here.

***To watch the interview, members need to simply point their phone camera at the below QR Code – a process which members will be very used to after COVID.***



**SCAN  
ME  
TO WATCH**



# JACKIE SIMS-COUTTS PLUMBER, UNION OFFICIAL, MOTHER, TRAILBLAZER.

The dictionary definition of a trailblazer is “*a person who is the first to do something: a leader in a particular field*”. That is a perfect description for the PPTEU’s very own trailblazer – **Jackie Sims-Coutts.**

Our great union has existed for over a century, and tens of thousands of members and hundreds of officials have come and gone over that time. However, throughout that long, and proud history, no woman has been an elected official or a rep – until now.







Jackie Sims-Coutts is the first female member to be voted up as an onsite OH&S representative on a Victorian site. Jackie is also a licensed plumber, and the first woman to hold an official position in one of our Branches (Geelong Committee). Jackie is also a Mum to her baby daughter Mackenzie.

Currently Jackie is working and living in Geelong and doing a great job looking after about 50 members on the Geelong stadium re-development. At 29 years old, Jackie has been in the industry for a decade, and long enough to know she made the right decision to go into plumbing:

**“I knew I wanted to do something in the construction trades and tried a few different things. I had a brief go at carpentry and plastering, but I found myself drawn to plumbing and here I am today. I love the industry, and being involved in the union you get to know a lot of people, especially the plumbers, and you get a strong sense that you are part of something bigger, where everyone is looking out for each other.”**

That feeling of support and mateship is always important and is a key part of why we get up and turn up every day. But when

you are the only woman, or one of very few, on a major construction site, it is vital.

**“When I did my apprenticeship training at RMIT a decade ago I was the only female in my year. There were no women in the groups just ahead or behind me either, so I was very much the odd one out in that sense. And, of course, there was some not so good stuff and some sexist attitudes along the way, but overall, the blokes I trained with and work with now have been and are great and my gender is not an issue. I am just another member of a team.**



**We work together to get the work done right, and most importantly, get it done safely”.**

Jackie – who PPTEU Assistant Secretary Jake Cranny describes as “a ripper – great plumber, great employee, and great rep” – currently works for Cooke and Dowsett, but has also worked for several companies over the past 8 years or so:

**“I have had a fair bit of experience in my relatively short time in the industry. Before I joined Cooke and Dowsett I have had a couple of stints at Wilsons, D&E, and Entire as well as one or two others. It has given me the chance to work in some different environments and a variety of systems and people, which is really good experience.”**

Jackie is passionate about the industry she works in, and the safety of her workmates. She is also passionate about equality and fairness in the workplace and is optimistic about the future of women in the industry.

**“A few weeks ago, I spoke at the official launch of the Zelda D’Amato statue at Trades Hall. That was a great opportunity to get together and celebrate how far we have come. There were lots of women from across construction there, which was great to be a part of. It was great to see Earle and other senior union men getting out and supporting us too (see cover story and pics).”**

**“There were about 20 of us women PPTEU members there. That’s not a lot, but that number is growing. And hopefully young women thinking about a career in plumbing can see me and the other girls doing it and think, why not me?”**

The PPTEU strongly agrees with Jackie. There is absolutely no reason why women cannot make up a much greater proportion of the

skilled plumbing and pipefitters of tomorrow. There are a lot of things that determine whether someone is a good plumber or fitter, but gender is not one of them. As an Industry, historically we have been a bit “behind the curve” in this regard, but things are improving. We have more women plumbers and sprinkler fitters working and in training than we have ever had before. And we are learning from the experiences of young leaders like Jackie who are on site every day, confronting challenges and providing perspectives that we can all learn from.

An example of the challenges faced by those like Jackie – who lead the way for others to follow – came when Jackie and her partner discovered they were going to become parents and Jackie wanted to take maternity leave. This brought to light the fact that the existing Agreement is not really adequate around maternity leave. Rather than providing paid leave at a person’s normal rate, it effectively defaults to the government scheme – the minimum standards for parental leave entitlements outlined in the National Employment Standards. The effect of this was that Jackie was eligible for about \$600 a week – well short of what she is making as a licensed plumber.



Pic: Baby Mackenzie





**“That was a bit disappointing to discover that was the situation. But Cooke and Dowsett were very supportive of me, and with some great help and support from Kristen Reid at the union, and Jake, and Earle and others, we found a way forward and I was able to access a part of my Co-Invest long service leave to sort of make up the difference. It is not an ideal situation though, and I know Kristen and others are working on having some better arrangements in place in the next Agreement”.**

Jackie wanted to take the opportunity to thank all those in the union who have

supported her in her journey so far. As well as Jake, Kristen, and Earle who we’ve already mentioned, Jackie wanted to thank Terry Smart and Paul Coffey for their help and support. Jackie also had a shout out for Andrew “Patto” Patterson from the CFMEU.

**“Patto and I have worked on a couple of jobs together and he has been great to work with and learn from. It is great to have support from members of the other construction unions. We are all working on the same job after all, and safety is everyone’s concern.”**

To any women out there, young, or not so young, who might be contemplating a career in the Plumbing and Fire Protection Industry, Jackie’s message is a clear one:

**“If you’re interested, just do it. It is not easy, but it is worth it. The union has your back!”**

# WORKCOVER VERSUS INCOME PROTECTION

Understanding the difference between the benefits of WorkCover over Income Protection can be confusing. Income Protection is an important safety net to help people when they suffer non-work related injuries or illness. When Income Protection is accessed instead of WorkCover to 'do the right thing' by the employer or for other similar reasons it can often have the unintended impact of watering down protections of injured members employment and causing unnecessary financial strain.

All members are entitled to free, confidential initial advice with Maurice Blackburn Lawyers to enable them to make an informed decision in what is usually a very stressful time, we encourage all members to access this advice before they decide to access Income Protection if their employment played a role in the development of their injury.

**Below are the top reasons why you should seek advice and consider lodging a WorkCover claim instead of Income Protection if you have been injured at work.**

- WorkCover will cover the reasonable costs of reasonable medical treatment, ensuring that you are not relying on the Medicare system. This means that you avoid limits on Physiotherapy and Psychology, you can book in an MRI without having to worry about costs, and you avoid the public waiting lists to book in with a specialist.
- In most cases, WorkCover weekly payments pay more than the common rates of Income Protection through a super fund.
- Accident Make Up Pay – all PPTEU EBAs include an allowance for accident make up pay. This is an entitlement paid by the employer on top of weekly payments, which has the effect of increasing the weekly payment to 100% of your base salary. Accident make up pay is not available to you if you access Income Protection instead of WorkCover.
- The claim process for WorkCover can be more straight forward than Income Protection. To make a Workcover claim, all that is required is a Certificate of Capacity from your GP and the completion of a 3-page WorkCover claim form. Income Protection forms are much longer and vary in detail depending on the insurance provider.
- Protections against termination of employment are stronger under WorkCover than Income Protection. Under WorkCover, your employer is obligated to provide suitable employment for 52 weeks from the date of your injury ensuring that a member cannot have their employment terminated for reasons relating to their injury for 12 months. These protections do not exist under an Income Protection claim, leaving you reliant on general anti-discrimination protections.
- If the insurer makes a mistake with their calculations of how much to pay for weekly payments, there is an established process to challenge this via Conciliation. It can be done without needing to go to Court. Disputing matters with Income Protection providers can be lengthy, frustrating and can often drag out because of ill-defined time periods within which they have to deal with disputes.
- If you are claiming Income Protection rather than WorkCover, it can create a paper trail where you and/or your treaters misrepresent that an injury is work related. This can lead to problems down the track if an injury turns into a long-term issue and you attempt lodge a WorkCover later, as evidence of the accident could go missing or the insurer might try to argue that injuries aren't work related when they really were.
- WorkCover claims can be made straight away, with no waiting period. Many Income Protection policies force a waiting period before it can be claimed, often a long as 3 months after the injury was acquired. WorkCover weekly payments don't have a forced waiting period, a claim can be made straight away, and you will get back paid to the date of your incapacity.
- WorkCover entitlements are standard across the board, whereas Income Protection entitlements vary depending on the policy. This means that under a WorkCover claim, you can get faster legal advice about your rights and entitlements without lawyers having to track down and interpret a specific policy.
- WorkCover payments have clear set end dates, while Income Protection dates may vary depending on the policy. For most cases, WorkCover payments will initially be paid up to 130 weeks if injured workers have an incapacity for their pre-injury duties. WorkCover weekly payments can continue after this 130-week period until retirement age in situations where worker's have no capacity for employment or have a permanent reduced capacity. By contrast income protection is often limited to one or two years maximum.
- When liability is accepted by WorkCover for permanent work-related injuries workers can often be entitled to lump sum compensation paid by the insurer. Pursuing a matter through income protection and framing an injury as non-work related early in the piece can impact the ability to successfully pursue these claims down the track.

**As a PPTEU member, it costs nothing to find out where you stand.**

In addition to contacting your PPTEU Organiser, you can contact with our PPTEU Union Relationship Organiser Liam Fitzgerald to discuss your options. You can reach Liam at [lfitzgerald@mauriceblackburn.com.au](mailto:lfitzgerald@mauriceblackburn.com.au) or by giving him a call on 8102 2127. You can also contact James Marsden-Smith, a Senior Associate in our WorkCover team via email at [jmarsdensmith@mauriceblackburn.com.au](mailto:jmarsdensmith@mauriceblackburn.com.au)







# Committed to members for the long term



Cbus Super is proud to have delivered a healthy return of 8.95%\* for our default Growth (MySuper) investment option for the last financial year. This result brings the average annual return to 8.89%\* since inception 39 years ago.

Industry superannuation funds like Cbus Super are committed to ensuring super contributions made by your employer are invested to help grow your retirement savings.

Your super is invested for the long term and our robust investment strategy is designed to weather any short-term market volatility. Unless you make a choice, we take the hard work out of your decision by automatically investing your super in the Growth (MySuper) option, which is designed to suit most members. With a choice of six Pre-mixed and five DIY investment options, you can also mix and match your investments to create a strategy that suits your needs.

Whatever challenges we face, our top priority will always be delivering the best retirement outcomes for our members.

A special shout out to our members in the PPTEU for your ongoing support. Through our strong partnership with your union, we are helping to increase member awareness and engagement about super. These important links help us to be the leading fund for the building, construction and electrical, energy and power industries and provide strong retirement outcomes for our members.



Learn more about how Cbus Super's performed last financial year from our Chief Investment Officer, Brett Chatfield in this video.



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\*Growth (MySuper) investment performance 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. Past performance isn't a reliable indicator of future performance.

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AROUND









# 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.

## ARTHUR 'ARTY' PUGH

7/11/1943 – 17/5/2023

Member since: 1985



In May this year, retired PPTEU Delegate Arthur Pugh sadly passed away, and the PPTEU's condolences go to Arthur's family.

A member of our great union for just shy of 40 years (1985), "Arty" was widely respected within the union and the industry. He was a leader, a mentor to many and a friend to many more. Arthur was a wise head and a safe pair of hands. Arthur was a Sprinkler Fitter and he was passionate about the trade, and particularly the importance of the registration system. He was also extremely passionate about his beloved Collingwood Football Club.

Arthur had a positive impact on many within the union over the journey, and helped many members, particularly the younger ones starting out, to find their way in the industry and in the union.

One of those was **Northern Suburbs Organiser Hercules Kolokithas**, who was good enough to share his reflections about the influence Arthur had on him:

*Arty had time for everyone and all it took was five minutes with him and a story would be told about the old days that would have you in awe of the man. His love for the trade was always at the forefront of his mind as he would always preach the importance of every plumber and sprinkler fitter being registered to protect our trades.*

*Arty was highly respected. When there was something to say on site or at a general meeting the room would hush to a respectful silence to hear Arty's pearls of wisdom.*

*Arty's wisdom and kindness had a big impact on me personally, and I feel privileged to have had the opportunity to know and learn from him. To me, Arty was a mate and a mentor throughout my life and it's fair to say I would not be where I am today without his guidance and support. Arty helped me get my start in the industry and I'm proud to have followed in his footsteps to have put my hand up and become a Delegate for our great union. Since his passing I have become an Organiser and with all his advice over the years I have the tools to help protect our trade and stand up for all members!*

*Rest easy old mate.*



### RICHARD NRICKN CARINS

1959 – 2023

Rick was a PPTEU Delegate for Rheem for over 20 years. He was extremely well respected by his workmates and many friends. Rick will be very sadly missed by all who knew him.

The PPTEU's deep condolences go to Rick's family.



### KARL BAUMANN

Lagger

20/6/1935 – 17/4/2022

Member since: 1978





## **RUSSELL 'COSSIE' COSTELLO**

**Sprinkler fitter**

2/1/197, - 27/12/22

Member since: 1986



## **JOHN BURGESS**

**Plumber**

28/5/1945 - 28/5/23

Member since: 1967

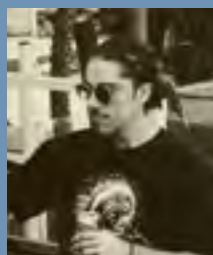


## **GARY KORP**

**Mature Age Apprentice**

7/10/1987 - 27/7/23

Member since: 2022



## **RILEY ROBERTSON**

**Roof Plumber**

17/9/1998 - 11/8/23

Member since: 2018

## **COLIN MOORE**

**Sprinkler Fitter**

15/5/1955 - 2022

Member since: 1973

## **NORMAN DONALD**

**Plumber**

7/9/1928 - 2022

Member Since: 1948

## **DAVID COLLINS**

**Sprinkler Fitter**

9/6/1980 - 2023

Member since: 2007

## **ALBERT JAMES**

**Plumber**

22/8/1931 - 2022

Member since: 1987

## **TONY ARCARO**

**Plumber**

2/10/1952 - 5/11/2021

Member since: 1986

## **ROBERT DI BLASI**

**Sprinkler Fitter**

16/9/1959 - 2023

Member since: 1980

## **MATTHEW BROWN**

**Plumber**

12/8/1972 - 2022

Member since: 2000

## **JAMES SQUIRE**

**Plumber**

4/9/1944 - 14/12/2021

Member since: 1964

## **GORDON FRAZER**

**Sprinkler Fitter**

24/3/1960 - 2023

Member since: 2013

## **ANTON GASPAROVIC**

**Sprinkler fitter**

14/7/1946 - 2022

Member since: 1970

## **MARK (DOGGA) STEVENS**

**Sprinkler fitter**

14/11/1962 - 27/8/2022

Member since: 2002

Mark was a serving member on the committee

## **MICHAEL MILES**

**Plumber**

26/9/1944 - 2023

Member since: 1964

## **KRISTIAN ZORDAN**

**Sprinkler Fitter**

21/8/1990 - 30/7/2022

Member since: 2009

## **VERNON MARGUET**

**Plumber**

25/4/1945 - 1/7/2022

Member since: 1970

## **NATHAN LINDSAY**

**Refrigeration Mechanic**

**Apprentice**

30/9/2002 - 2023

Member since: 2019

## **DIMITRIOS 'JIM' TAMIAKIS**

**Plumber**

17/9/1946 - 12/10/2022

Member Since: 1966

## **KARL BAUMANN**

**Plumber**

20/6/1935 - 17/4/2022

Member since: 1956

## **NOEL SIMPSON**

**Sprinkler Fitter**

10/1/1943 - 11/8/22

Member since: 1974

## **JOHN VAN REYMERSDAEL**

**Mechanical Plumber**

30/3/1959 - 2022

Member Since: 1986

## **COSTAS CHRISTOU**

**Mechanical Plumber**

3/10/1987 - 17/2/2023

Member since: 2009

# KEVIN SHEEDY'S AFL PLUMBERS TEAM OF THE CENTURY DINNER



Over dinner sit back and be entertained by MC Sam Kekovich, AFL legend Kevin Sheedy, Triple Brownlow medalist Bob Skilton, 7 times premiership player Michael Tuck, Dual Brownlow medalist Greg Williams, Hawthorn Hall of Famer John Kennedy Jr any many more plumbing champions of our game. Sheeds will announce his 'Plumbers team of the Century'.

## LOCATION

Centrepiece Melbourne Park

## DRESS

Business Attire

## TIME & DATE

Saturday November 11, 2023

6PM Canapes and drinks

7PM Sit down until 10:30 conclusion

## PRICING (TABLES OF 10)

SPONSORS TABLE - \$5000

*Inc. Player on table, advertising, logo on media wall, special mention and up front table*

CORPORATE TABLE - \$3500

## CHARITY

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# PPTEU PLUMBERS WAGE RATES

FROM 1ST MARCH 2023

PLUMBER					
	Registered Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer	
Hourly Rate	\$54.44	\$53.08	\$51.44	\$47.46	
X36 (weekly)	\$1,959.84	\$1,910.88	\$1,851.84	\$1,708.56	
Fares (per day)	\$25.80	\$25.80	\$25.80	\$42.36	
X5 (weekly)	\$129.00	\$129.00	\$129.00	\$211.80	
Travel (per day)	\$54.44	\$53.08	\$51.44	N/A	
X5 (weekly)	\$272.20	\$265.40	\$257.20	N/A	
Total Income (weekly)	\$2,361.04	\$2,305.28	\$2,238.04	\$1,919.86	
OVERTIME					
Double Time	\$108.88	\$106.16	\$102.88	\$94.92	
Double Time & 1/2	\$136.10	\$132.70	\$128.60	\$118.65	
REDUNDANCY: 1 OCTOBER 2022 \$140.00 P/W 1 OCTOBER 2023 \$160.00 P/W SUPERANNUATION: 1 JULY 2022 10.5% 1 JULY 2023 11%					
APPRENTICES					
	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
Hourly Rate	\$20.16	\$24.25	\$28.94	\$36.32	\$46.20
X36 (weekly)	\$725.76	\$873.00	\$1,041.84	\$1,307.52	\$1,663.20
Fares (per day)	\$23.12	\$23.12	\$23.12	\$23.12	\$23.12
X5 (weekly)	\$115.60	\$115.60	\$115.60	\$115.60	\$115.60
Travel (per day)	\$5.04	\$6.06	\$7.24	\$9.08	\$11.55
X5 (weekly)	\$25.20	\$30.30	\$36.20	\$45.40	\$57.75
Total Income (weekly)	\$866.56	\$1,018.90	\$1,193.64	\$1,468.52	\$1,836.55
OVERTIME					
Time and 1/2	\$30.24	\$36.38	\$43.41	\$54.48	\$69.30
Double Time	\$40.32	\$48.50	\$57.88	\$72.64	\$92.40
Double Time & 1/2	\$50.40	\$60.63	\$72.35	\$90.80	\$115.50





# PPTEU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2023

## REGISTERED SPRINKLER FITTER



	1 March 2023
Hourly Rate	\$53.14
X36 (Weekly)	\$1,913.04
Fares (per day)	\$24.77
X5 (weekly)	\$123.85
Travel (per day)	\$53.14
X5 (weekly)	\$265.70
Registration	\$1.06 p/hr
Hourly rate for all leave and overtime	\$54.20
Service/Testing/Site Allow (min per hour)	\$3.20
<b>OVERTIME</b>	
Double Time	\$108.40
Double Time & 1/2	\$135.50

**REDUNDANCY: 1 OCTOBER 2022 \$140.00 P/W 1 OCTOBER 2023 \$160.00 P/W**

**SUPERANNUATION: 1 JULY 2022 10.5% 1 JULY 2023 11%**

## APPRENTICES

	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$24.38	\$26.89	\$36.93	\$44.49
Total Weekly Rate	\$877.68	\$968.04	\$1,329.48	\$1,601.64
Fares (per day)	\$24.77	\$24.77	\$24.77	\$24.77
X5 (weekly)	\$123.85	\$123.85	\$123.85	\$123.85
Travel (per day)	\$18.89	\$20.71	\$28.26	\$33.92
X5 (weekly)	\$94.45	\$103.55	\$141.30	\$169.60
Registration (weekly)	N/A	N/A	N/A	N/A
Service/Testing/Site Allow (min per hour)	\$3.20	\$3.20	\$3.20	\$3.20
<b>OVERTIME</b>				
Time & 1/2	\$36.57	\$40.33	\$55.39	\$66.73
Double Time	\$48.76	\$53.78	\$73.86	\$88.98
Double Time & 1/2	\$60.95	\$67.22	\$92.32	\$111.22





# Need legal help?

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