



UNIONS BUILDING A MOVEMENT



PLUS CHARGES AGAINST CFMEU PAIR DROPPED IN BLACKMAIL CASE!

SEE PAGE 3 FOR DETAILS

President's Report



A message from your President...

PPTEU IS PARTNERING WITH THE AUSTRALIAN PROSTATE CENTRE FOR **BETTER MEN'S HEALTH**

Nazza Ottobre | PPTEU President

Welcome to the Autumn 2018 edition of the PPTEU Journal. Inside this feature packed issue, our first for the year, members can read all about what we are doing to ensure your pay and conditions are maintained, our licencing and registration system preserved, and the huge pipeline of work for members, due mainly to the infrastructure investment by the Andrews Government.

These are all vitally important issues for our members, but, as our members know, we at the PPTEU are also very focussed on your health and well-being, both on and off site. In recent editions of the Journal we have covered some of the key issues impacting the health of our mainly male membership, including mental health and depression, problem gambling and drug and alcohol use.

We do this because we understand that men's health is a complex and multifaceted issue, and that we have a role in providing important, often life-saving information, and in helping our members to access the services they need.

While we know things are improving in terms of men's health overall, we also know there remain many challenges. The data shows Australian men are now living longer than ever before, and smoking rates are dropping, there is still plenty of room for improvement.

According to the latest figures from the Australian Bureau of Statistics (ABS), a boy born in Australia today can expect to live

80.4 years, up from 75.0 years in 1995. The ABS also reports that daily smoking rate for Australian men has dropped from 27 per cent in 1995 to 17 per cent today.

The rate of risky drinking is also dropping, according to the ABS, with around one quarter of men drinking more than two standard drinks a day currently-down from one third in 2004-05. And this downward trend may continue, with Medibank Better Health Index data indicating that it is the younger generation (18-24 year olds) who are drinking the least alcohol per week on average.

But it's not all good news, the most recent ABS figures also show that 71 per cent of men aged 18 years and over are overweight or obese, an increase from 64 per cent in 1995. And this trend may be influenced by diet, with the Medibank Better Health Index indicating that Aussie women appear to have better overall nutrition than men. Men were found to be less likely to eat vegetables on a regular basis, and more likely to drink sugary drinks and eat junk food than women.

Mental health conditions are also on the rise in Australia, with the stats showing that 1 in 8 men will have depression and 1 in 5 men will experience anxiety on average at some stage of their lives. And according to Beyond Blue, there are approximately 2,500 suicides each year in Australia, and 75 per cent are by men - with an average of 6 men taking their lives every single day.

Men need to actively manage their health, and that is why the PPTEU has developed a partnership with the Australian Prostate Centre (APC) Australia's premier public,

bulk-billing healthcare centre dedicated to the comprehensive treatment of a range of men's health issues. The focus of the APC is prostate cancer and other urological conditions, but the new partnership also offers free health consultation including lifestyle assessment, blood pressure, and more. And, of particular importance for our members, the APC also offers a free lung function test, to detect the early warning signs of asbestosis or other lung disease.

We have formed this important partnership, which will be covered further in our next edition, because prostate cancer and lung disease directly impact our members. In fact, prostate cancer affects more men than any other cancer, and is the most common cancer diagnosed in Australia, and the third most common cause of cancer death. One in six men will be diagnosed with prostate cancer by the age of 85. It is more common in older men, with 63% of cases diagnosed in men over 65 years of age. The five-year survival rate for men diagnosed with prostate cancer is 95%. Nearly all patients who present with localised disease will live beyond five years. In 2018, it is estimated that 17,729 new cases of prostate cancer will be diagnosed in Australia.

Like many cancers, early detection is critical to survival rates. Through this partnership, members can access free screening for the disease at the centre and have access to a range of support services tailored specifically to men. I encourage all members to read this important article and take the opportunity to get screened as soon as possible.

I hope all our members enjoy the Autumn Journal, and stay safe and well in 2018.

CHARGES AGAINST CFMEU PAIR DROPPED IN BLACKMAIL CASE!

In a massive blow to the Turnbull Government, and a massive win for justice, blackmail charges brought against CFMEU Victorian Secretary John Setka and Assistant Secretary Shaun Reardon have been dropped by Victorian prosecutors.

The withdrawal of the charges – because there was no evidence to support them – is a huge embarrassment for the coalition's Royal Commission into unions. It is an unmitigated disaster for prosecutors, the Government, and the Royal Commission.

The whole thing was a vindictive beat up from the start. John and Shaun were charged in 2015 after an investigation by a joint Victorian and federal police unit, following a referral by the Royal Commission into trade unions.

They had fought hard to get the charges dropped, taking the long-running case to the Supreme Court at one point.

Speaking outside court John said he and Shaun had been the victim of a "witch hunt". "There was a conspiracy, [the] Liberal government, a few other people, anti-union law firms all conspired," he said.

The charges should never have been laid in the first place. It has no doubt been a very stressful time for John and Shaun and their families and friends. The only way to make sure we can prevent other unionists and their families going through the same hell that the CFMEU leadership have been put through, is to work together to kick the Turnbull Government - and its nasty ABCC and Registered Organisations Commission – out of Office.

Inside This Issue...

8-11	Plumbing Regulations Re-set for 2018		
12-14	Infrastructure Boom for Melbourne		
15	2018 Calendar		
16-21	Change the Rules		
22-23	Banning the Eureka Flag		
24-25	PICAC Training Facility		
26-31	World Plumbing Day 2018		
32-33	3 Cape Town Water Crisis		
34-45	Around the Traps		
46-47	Recognising Long Serving Members		
48	35 Year PPTEU Member		
49	The Future As I See It		
50-51	Retired Members Function		
52-53	Alex John Story		
54	Vale		
55	Cbus Legislation - Paying super with Wages		
56	Maurice Blackburn - Standing up for Your Rights		
58-59	PPTEU Partnering with Australian Prostate Centre		
60-61	Wage Rates		
62	Memewhile - Around the Social Media Traps		
63	Merchandise Order Form		

PLUMBING & PIPE TRADES EMPLOYEES UNION

- VICTORIAN BRANCH -

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Secretary's Report



A message from your Secretary...

WITH A VICTORIAN -POTENTIALLY A FEDERAL - ELECTION THIS YEAR, 2018 WILL BE A VERY IMPORTANT YEAR FOR OUR MEMBERS AND FOR ALL AUSTRALIAN WORKERS.

Earl Setches | PPTEU Secretary

Welcome to the Autumn 2018 edition of the PPTEU Journal.

As usual this edition includes member news and important updates. It also provides members with news and information about some of the major issues and developments in terms of industrial relations, the economy, what's underway or coming up in terms of a pipeline of work for members, and other key emerging issues in regulation and policy which impact the lives of members.

As I look at the year ahead in 2018, the key things we will be focussed on include:

Industrial Relations

The Turnbull Government's anit-worker war machine – the Australian Building and Construction Commission (ABCC) and the Registered Organisations Commission (ROC)– is in full swing. The ABCC and the ROC are mounting attacks on individual construction union officials and members on several fronts.

As outlined in more detail by the Assistant Secretary in his Report and in articles inside, the rules governing industrial relations in this country are now so far tilted in favour of employers that the system is clearly not working. We are 100 per cent behind the campaign by the Australian Council of Trade Unions (ACTU) and its

Secretary Sally McManus, to Change the Rules. The aim of the campaign is to re-write the rules (industrial, corporate, and taxation) that are currently resulting in flat wages, very high company profits, high levels of corporate tax evasion and growing inequality.

It is also clear that the Turnbull Government's ABCC and the ROC are not about productivity or industry reform but about attacking unions. They are proving to be little more than taxpayer-funded vehicle for the Liberal Party's culture war against working people, and nothing demonstrates this more than the ABCC's attempt to ban the Eureka Flag from work sites. As covered further inside this edition of the Journal, the Eureka Flag has been a nationally recognised symbol of resilience, determination, democracy and fairness for over 150 years. It represents all the values the union movement is built on. Not only is

the decision to ban the flag petty and designed to antagonise unions, it will do nothing positive for productivity or worker safety.

The industrial relations framework has become so restrictive of unions that it has, as the Government clearly intended, made it all but impossible to legally withdraw labour, a fundamental human right. The next Federal election can be held any time after August this year, and the only way to stop these attacks is to elect a Shorten Labor Government.

Pipeline of works – transport infrastructure boom

In stark contrast to the culture wars being fought out of Canberra, in Victoria the Andrews Government is getting on with the job. It has commenced the roll-out of the biggest transport infrastructure program in the State's history. As covered in detail inside, Australia is experiencing a transport infrastructure led construction boom, and members should feel confident that their skills and experience will be in high demand for the foreseeable future. Fuelling the boom, which is set to outstrip the mining boom of last decade, is an estimated \$100 billion worth of state and federal government infrastructure projects currently in the pipeline, with major new road and rail projects leading the way and pushing demand for construction materials, services and personnel at record levels.

We also have members on the usual array of sites and projects all over the country. From schools to hospitals to apartments and shopping centres, our members skills are helping build large and complex projects all over the country. A couple of the more noteworthy sites, which are featured in this edition, are the Australia 108 project, the cloud breaking residential supertall skyscraper currently under construction in the Southbank precinct of Melbourne. When completed, it will become the tallest building in Australia by roof height, surpassing the Eureka Tower. The project consists of a 317-metre-tall (1,040 ft) apartment building with 1,105 apartments over 100 floors. Construction commenced in 2015, with completion expected in 2020. Our members are also building Australia's first private airport terminal at Tullamarine, which, as members can read inside, will be a 24-7 curfew-free "plane park" for the super jet set.

Policy and Regulation

Another significant development happening in the Victorian industry this year is the re-making of the 2008 Plumbing Regulations. In Victoria, regulations "sunset" after 10 years and must be remade. The new regulations which will govern our industry for the next decade are being made this year. We are playing an active role in that review and remaking process because, as members will appreciate, it is the regulations which establish our licencing and registration system; and determine the scope of works for the various classes of plumbers.

We will be making sure our licence, registration and work scopes are retained and, where necessary expanded, to reflect the contemporary market. We will be devoting whatever time and resources is required to make sure the right regulations are enacted, ones that will protect our trade and keep the community safe from unskilled workers doing work that should be the exclusive domain and properly trained and licensed (or registered) professionals. We will keep members updated throughout the year on the development of the new regulations.

Member well-being

The well-being of our members, on and off-site, is always our biggest priority. In every edition of the Journal we try to cover one of the big social or health issues facing our members. For example, members will recall recent articles on very important issues like problem gambling, mental health and depression, and drug and alcohol awareness. Inside this edition is an article and information about an issue that is every bit as serious as any of these - prostate cancer, the most common cancer in Australian men.

Australia has the highest incidence of prostate cancer in the world. About 20,000 men are diagnosed each year, the average age of diagnosis being 67 years. According to the latest data, about one in six Australian men will develop prostate cancer at some stage of their lives.

As with many health issues, early detection and intervention is vitally important. (Following to be confirmed) That is why we have established a partnership with Australian Prostate Cancer Research (APCR), which will make free screening and related information available to members. I encourage all members to read the information inside about prostate cancer and the vital link between early detection and survival rates.

If you do not want to get screened for yourself, do it for your family. It's free and could add years to your life.

Inside members can also read about the activities and events. here at our award-winning training centre, PICAC, but also all around the world to mark World Plumbing Day 2018. The changing climate and increasingly unpredictable rainfall and weather events is having an impact on urban water supplies around the world, and there is no extreme situation than that occurring in Cape Town South Africa. You can read all about the Cape Town crisis inside, as well as what the World Plumbing Council, Chaired by PICAC CEO Shayne La Combre, is doing to try and prevent such a catastrophe occurring in other cities and regions.

I hope members enjoy the **PPTEU Autumn Journal** and stay safe in 2018.

Assistant Secretary's Report



A message from your Assistant Secretary...

FIGHTING FOR OUR MEMBER'S **RIGHTS; PROTECTING OUR TRADE** AND DELIVERING THE SKILLS THE **ECONOMY NEEDS TODAY, AND THE COMMUNITY NEEDS IN FUTURE.**

Paddy McCrudden | PPTEU Assistant Secretary

As we move into Autumn, the weather may be cooling down but the PPTEU's fight back against Turnbull's Australian Building and Construction Commission (ABCC) and Registered Organisations Commission (ROC) is just warming up.

Together with the broader Australian union movement, and Federal Labor, our great union will not rest until the disgraceful ABCC and ROC are relegated to history. The Federal Government, through its attack dogs masquerading as watch dogs, is seeking to undermine basic worker and human rights - like freedom of association, freedom of speech, the right to silence and the right to collectively organise and act to protect hard won rights and negotiated pay and conditions.

The Turnbull Government's approach to working Australians is nothing short of disgraceful, and a change to a Shorten Labor Government is urgently required if core values like fairness and equity are to once again be a central feature of the Australian way of life. And it's not just the Government that needs to change.

The Australian Council of Trade Unions (ACTU) are leading a major national campaign, which the PPTEU strongly supports, to Change the Rules governing a range of aspects of our lives - be they industrial relations rules, corporate or taxation rules. Corporate rules that have resulted in a society where 1 per cent of the population has more wealth than 70 per cent of Australian citizens combined are clearly not fair rules and need to change. Taxation rules that result 48 Australian millionaires and more than 600 corporations can pay no tax at all, not even the Medicare Levy, are clearly not working and need to change.

Industrial rules that allow workers on EBA's to be sacked and offered their jobs back at up to 40 per cent less pay and reduced conditions; and incentivise casualisation (up to 40% of the **Australian workforce** is now considered to be in insecure employment) and the use of 'contractors" to avoid meeting minimum employment standards are not fair rules.

We have now seen dozens of examples of companies attempting to terminate properly negotiated and lawfully made EBAs and re-hire workers on much lower rates and poorer conditions. From CUB, to Parmalat and in many more workplaces, the union movement is pushing back against these rogue companies attempting to undermine the fabric of our IR system. The Change the Rules

campaign is covered in detail inside this edition of the Journal.

As always, we are very focussed on ensuring our members' pay and conditions are preserved. If any members are approached by their bosses with any proposal to vary their EBA or conditions in any way, members should contact the union immediately.

We are also focussed on protecting our trade, and the most important way to do that is to preserve our Licencing and Registration system.

Currently the Victorian Plumbing Regulations (2008) are being reviewed and re-made (Regulations expire or "sunset" in Victoria after 10 years). We are playing as active a role in the review and re-making process as we can, because it is the Regulations that establish our Licencing and Registration system, and which define the scope of works that can only be undertaken by Licenced or Registered professionals like our members.

There are always some in government and industry who want to water down regulations and fragment the sector by hiving off some parts of regulated plumbing work from the regulated scope. Fire Protection is a good example, where there is a move currently by some with a vested interest, specifically the Fire Protection Association of Australia, who want to throw open the Inspect and Test function to

anyone. We will be making sure this doesn't happen, and that Regulations are clarified and if necessary strengthened to ensure that the Inspection and Testing of Fire Protection systems remains something only properly trained and registered professionals can undertake.

The Industrial Relations rules, and the regulations governing our trades(s) are very important to our members and to the future of our industry. A third element which is just as important is training and making sure we train enough people in the right skills they, and the economy, will need in future.

That's why we, together with our industry partners, have developed the best industry training facilities and capabilities in the world. Through the industry owned and operated not for profit training body PICAC the Plumbing Industry Climate Action Centre (which is Chaired by our Secretary Earl Setches) members have free access to the best training in the world, from apprentice level through to advanced courses in welding and gasfitting. Members can read further inside about all the exciting developments in training, especially the new facility in Narre Warren and the massive new centre in Beenleigh in Queensland (between Brisbane and the Gold Coast) which will be home to the world's first Fire Protection Centre of Excellence.

High quality industry training is very important for individual sector practitioners, allowing them to keep their skills up as products. systems and technologies change. It is also crucial for the economy. You only have to drive around Melbourne (or Sydney or Brisbane) to appreciate that we are in the midst of an infrastructure boom the scale of which we have never seen before. In Victoria, the Andrews Government is in the early stages of a capital works program that will see more building activity in and around Melbourne than at any time in history. Our members will play a vitally important role in the infrastructure boom, which members can read more about further in this Autumn Journal.

2018 is a very important year for our industry. There will be an election in November, and it is vitally important that the Andrews Government is returned. Only Labor understand the importance of our Registration and Licencing system, and the only way to protect it is to make sure Labor is in Government.

I call on all our members and the wider union movement to work together in 2018, to get behind the Change the Rules campaign and get a Shorten Government elected in Canberra and the Andrews Government re-elected in Victoria.



VICTORIAN REGULATORY RE-SET 2018

The Victorian Plumbing Regulations 2008 are being reviewed and re-made in 2018. A key priority for the PPTEU is to ensure the new regulations - which will govern our industry for the next 10 years - will continue to protect our licensing and registration system and keep the community and the built environment safe. We will be making sure that plumbing and services sector remains a regulated trade.

Members may not think about it very often, but there is one thing more important to the current and future success of the plumbing and pipe trades than just about anything else, and that's the regulations that govern and underpin our industry. In Australia, it is state and territory regulation that, amongst other things;

- defines the types of work which only licensed and registered tradespeople can undertake:
- are designed to ensure that only those with appropriate levels of skills and experience are permitted to work on regulated plumbing works; and
- recognises the skills, training and responsibilities of licensed and registered plumbers and fire protection professionals.

In Victoria, the regulations which designate and define plumbing work in all its various classes, and which establish the licencing and registration framework is the Plumbing Regulations 2008. Victorian regulations lapse, or "sunset" after 10 years and need to be re-made.

Making new regulations is a great opportunity to sure up the parts of the regulations which are working - like our licencing and registration system, classes of regulated plumbing work etc. It is also a one in 10-year chance to address some of the loopholes and gaps in the current regulations.

The changes in technology/methods of construction and even the materials used today require that licensed practitioners have a clear understanding from the Regulator of their responsibilities. Multi-level apartments are an example of the type of plumbing works which would benefit from a greater level of rigor around audit/compliance, recognition of plumbing works design (that currently exist for Mechanical and Fire Protection) and where we would argue the effectiveness of the current compliance certificates requirements. Refrigerated air conditioning is another scope of work that needs updating, given the enormous increase of their use in both the commercial and domestic markets.

Recognition of the specialised nature of some of this work and the current process for recognising the skill and experience required will need to be explored as part of the regulatory re-set.

We are working hard to ensure that the opportunity we have in 2018 to make our regulations even more effective than they are today is not missed. We are actively engaged with the review process, working with key stakeholders, and the relevant Victorian Government department (Department of Energy, Land Water and Planning (DELWP)) and agencies, including the Victorian Building Authority.

We are determined to see Pluming Regulations put in place for the period 2018-2028 which protect our trade and address emerging issues in the industry. Our industry evolves all the time, with new products and new areas and scopes of work emerging all the time, and our regulations need to be current and reflect those changes.

BRINGING OFF-SITE PLUMBING INTO THE REGULATED ENVIRONMENT

For example, the current policy position taken by the VBA is that the regulations don't apply to plumbing work which is assembled off-site. We want to make changes to ensure that the off-site components are installed by licensed or registered plumbers. As members would know, there is an increasing trend within the construction sector for elements of buildings to be constructed offsite and delivered as pre-assembled units into a new, or refurbished, buildings. Within plumbing this method of operating has already been seen in bathroom pods, manifolded instantaneous hot water systems and pump installations. These systems typically join multiple WaterMarked plumbing appliances using general plumbing supplies.

Once installed on site they are connected by a licensed plumber to the building's systems. The licensed plumber then issues a Compliance Certificate for the installation of the 'pod', but has no way of determining the compliance status of the component parts of the assembled part, all of which (bath, shower, sink, toilet) are themselves plumbing work. This is especially problematic when products are imported assembled from overseas. This creates a regulatory gap where work, which if it was assembled onsite would require a Certificate of Compliance and would need to be done by a licensed plumber, is not covered by the regulations.

It is our view that these modules should be subject to the provision of a Certificate of Compliance from a licensed plumber before they leave the manufacturer, as the assembly of the unit involves plumbing works. A separate Certificate of Compliance is then applicable to the connection of the pod to the building's services.

AMEND THE REGULATIONS **TO ESTABLISH A SYSTEM FOR FIRE SYSTEM CERTIFICATION.**

An example of how the industry structure, as well as the products within it, is changing is in fire certification. In Victoria, a plumber must be registered in order to undertake Fire Protection work as defined in the existing regulations. A Compliance Certificate is required for all Fire Services work which meet the requirements for providing one (i.e. threshold of \$750.) In many cases (although it is not currently mandated in the regulations). A Fire System Certifier assesses completed work and certifies that the fire life safety system has been installed as per the design parameters and that the system will perform to the required specification.

Third party certification of Fire Protection installations is not included in the current regulations and it is not a requirement of the regulations that third-party certification be obtained. However, and increasingly, third-party certification of the Fire Protection system is required by Councils/Building Surveyors and in some cases Insurers for the purposes of gaining the initial Certificate of Occupancy and, for commercial buildings, on-going Certificates of Occupancy.

This situation creates costs and safety risks. Given there are no qualification or licensing requirements for third-party fire certifiers or standards around the certification process creates inconsistency, insecurity about the integrity of fire protection systems, and a potential dead weight costs on the sector because there is no way of knowing whether a certification is done properly, by a qualified person and therefore whether or not it has anything other than a box ticking value.

We want to see within the new regulations a regulatory scheme, such as a licence, developed for and applied to, third party certifiers, or that the Compliance Certificate issues by the Licensed Fire Protection professional is recognised.

AUDITING AND TESTING OF FIRE PROTECTION SYSTEMS

Another related issue relates to the testing and auditing of fire protection systems. Currently the VBA does not carry out any audit role for installed fire life safety systems in Victoria, yet these life safety systems are required to be inspected and tested at specified intervals and with specific identified levels of testing. The non-audit by the VBA has led to a belief by some in industry that this is not registered or licensed work and that the work can be undertaken by individuals who may not have undertaken appropriate training.

We are arguing that this issue should be addressed as part of the regulation review, because audit and inspection is a crucial part of the regulatory framework, and the lack of audit and certainty around the roles, restrictions, license requirements etc around fire protection inspection and testing need to be clarified.

Clarification of language and meaning with respect to "testing" of Fire Protection systems is also an outcome we want to see from the regulation review process. Specifically, clarity around the terminology attributed to "testing" in relation to the scope of Fire Protection Work, especially as it relates to initial testing of a system, ongoing periodic inspection and testing of a system throughout its lifespan.

We believe the relevant clauses be reworded to ensure that there is no misunderstanding and that both the "inspection" and "testing" functions for new and existing fire life safety systems are in fact part of the work that is covered by the Plumbing Regulations.

We will also be seeking to clarify issues relating to the definitions of scopes of works including clarifying the scope of works relating to roofing plumbing; the definitions of waterproofing; and the extent to which the current specialised class of Plumbing - Refrigerated air-conditioning work, remains adequately broad to accommodate contemporary market developments.

A Regulatory Impact Statement (RIS) will be out for public consultation in the first half of 2018. We will keep members updated about the progress of the regulatory review process as it proceeds towards new regulations being considered by the Victorian Parliament by November this year.

AUSTRALIA'S TRANSPORT INF BOOM IS GOOD NEWS FOR MEM

Australia is experiencing a transport infrastructure led construction boom, and members should feel confident that their skills and experience will be in high demand for the foreseeable future.

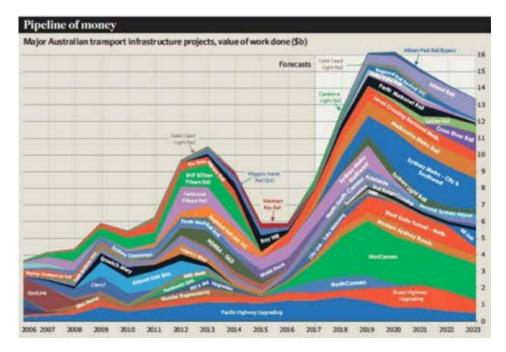
The Rider Levett Bucknall's Q4 2017 RLB Crane Index reveals growth in the high-rise residential construction sector. with a record number of cranes currently visible in Australia's major cities.

Fuelling the boom, which is set to outstrip the mining boom of last decade, is an estimated \$100 billion worth of state and federal government infrastructure projects currently in the pipeline, with major new road and rail projects leading the way and pushing demand for construction materials, services and personnel to record levels

The below graph (which was prepared by Economic Consultancy Macromonitor and presented in a public speech by the Governor of the Reserve Bank in September last year) shows the major transport related projects underway, or soon

to be, across Australia. The chart shows that the projected peak in transport related expenditure will be 2019-20, with a only slight reduction from that record high point through to the end of the forecast period in 2023.

Some of the biggest projects in the pipeline are Victorian. The level crossing removal program is a huge project, involving he removal of 50 of the State's most troublesome (in terms of safety and traffic flow) level crossings.





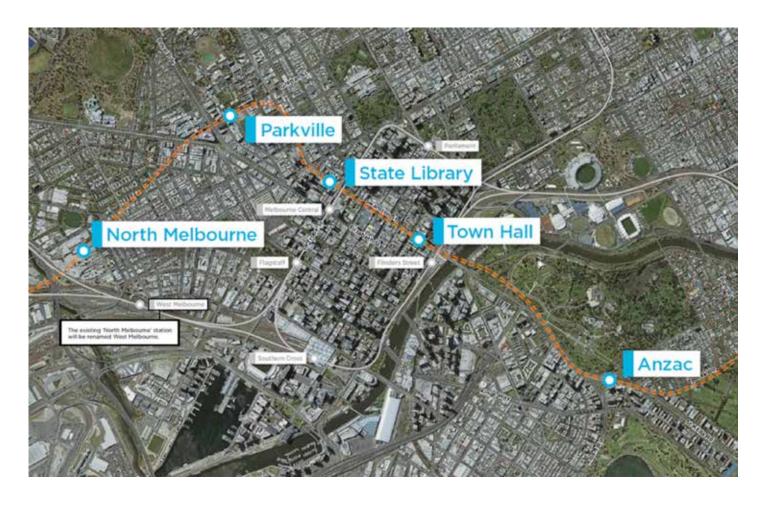
In terms of work in the pipeline for our members, especially in the 2019-21 period, the most significant infrastructure project is the **Melbourne Metro project**.



RASTRUGTURE BERS!



MELBOURNE METRO PROJECT



The Melbourne Metro project is an \$11B Victorian Government project. The project will create a new end-to-end rail line from Sunbury in the west to Cranbourne/Pakenham in the south-east, with high capacity trains and five new underground stations.

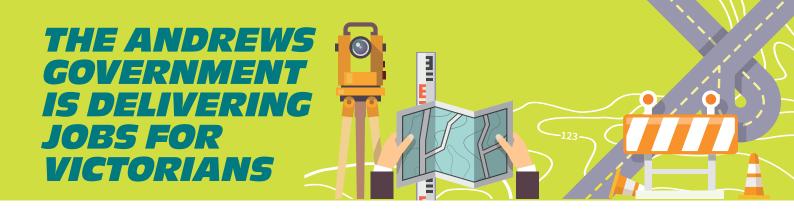
Some of Melbourne's busiest metropolitan train lines - Sunbury, Cranbourne and Pakenham - will run exclusively through the new tunnel. By taking these lines out of the City Loop, other lines will be able to run more services.

As a result, capacity will be created on the network to enable 39,000 more passengers to use the rail system during each peak period.

The Metro Tunnel will comprise twin nine-kilometre

rail tunnels from the west of the city to the south-east as part of a new Sunbury to Cranbourne/Pakenham line; and new underground stations at Arden, Parkville, Domain and two new CBD stations directly connected to the City Loop at Flinders Street and Melbourne Central stations.

The scale of the Melbourne Metro Project is unprecedented for Melbourne. Each of the five new stations are like a major project in themselves, comprising mixed use developments (retail, residential, community) as well as transport infrastructure. The logistical challenges are significant, and materials supply chains will also be tested by the sheer volumes of materials required to complete the project - and also keep the regular construction sector moving.



The Melbourne Metro project alone will deliver nearly 7,000 jobs for Victorians. 500 of those jobs will be for apprentices, trainees and engineering cadets.

These are additional to the 1,100 jobs to build the trains themselves destined for the tunnels. Jobs also come from the level crossing removal work being undertaken by Daniel Andrews' Labor Government. There will be up to 3,000 jobs created by that project, including opportunities for our members. Another 6,000 jobs will come from the \$5.5 billion Westgate road tunnel project when it gears up.

Regional opportunities are also being created under the Andrews Government infrastructure plan, including 400 jobs in the Murray Basin to standardise tracks, upgrade tracks to dual gauge and even reopen a branch line. The Mernda Rail Extension will also provide 1,200 jobs in outer northern Melbourne building tracks, bridges and stations.

Importantly for Victoria's future, as well as creating construction jobs, the Andrews Government has made a commitment to use locally sourced steel and building content for these builds. The material for our new Metro tunnels and underground stations will be sourced locally, including 93 per cent local steel. The level crossing removals project will use 100 percent Australian steel.

The Andrews Government is also using its infrastructure development program to train more Australians. On projects classified as major projects in Victoria, at least 10 per cent of a projects' labour hours must be given to local apprentices. This includes all contractors on projects valued at \$20 million or more.





2018 GALENDAR www.ppteu.asn.au

JANUARY

9 10 11 12 13 15 16 17 18 19 20 22 23 24 25 26 27 28 <mark>29</mark> 30 31

FEBRUARY

1 2 3 8 9 10 11 <mark>12</mark> 13 14 15 16 17 18 19 20 21 22 23 24 25 <mark>26</mark> 27 28

MARCH

1 2 3 9 7 8 <mark>13</mark> 14 15 16 17 51 18 19 20 21 22 23 24 25 26 27 28 29 30 31

APRIL

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MAY

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JUNE

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JULY

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AUGUST

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SEPTEMBER

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OCTOBER

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NOVEMBER

8 9 10 11 12 13 14 15 16 17 18 <mark>19</mark> 20 21 22 23 24 25 26 27 28 29 30

DECEMBER

1 30 31 5 6 10 11 12 13 14 17 18 19 20 21 16

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

Return to work on 9 Jan 2019

VICTORIAN SCHOOL TERM DATES

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

TERM 4: 8 October 2018 - 21 December 2018

PUBLIC HOLIDAY DATES

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

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

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

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



Australian Unions are building a movement to Change the Rules to bring back fairness for working people.



australianunions.org.au/change_the_rules

The Change the Rules campaign is the highest priority for the Australian Council of Trade Unions (ACTU), and to make it a success the support of all the 2 million strong workers' movement, including our members, will be vital.

Last year, the ACTU, led by Secretary Sally McManus, launched its campaign to Change the Rules. It is a campaign to reduce record levels of inequality in Australia and give power back to working people. The ACTU has labelled the campaign its most significant union campaign in a generation. As Secretary McManus puts it:

"The pendulum had swung too far toward big business and Australia needs a pay rise. We need to change the rules at work so working people can't be held to ransom by bad employers who will use loopholes to cancel agreements, cut pay and slash conditions."

The rules are broken

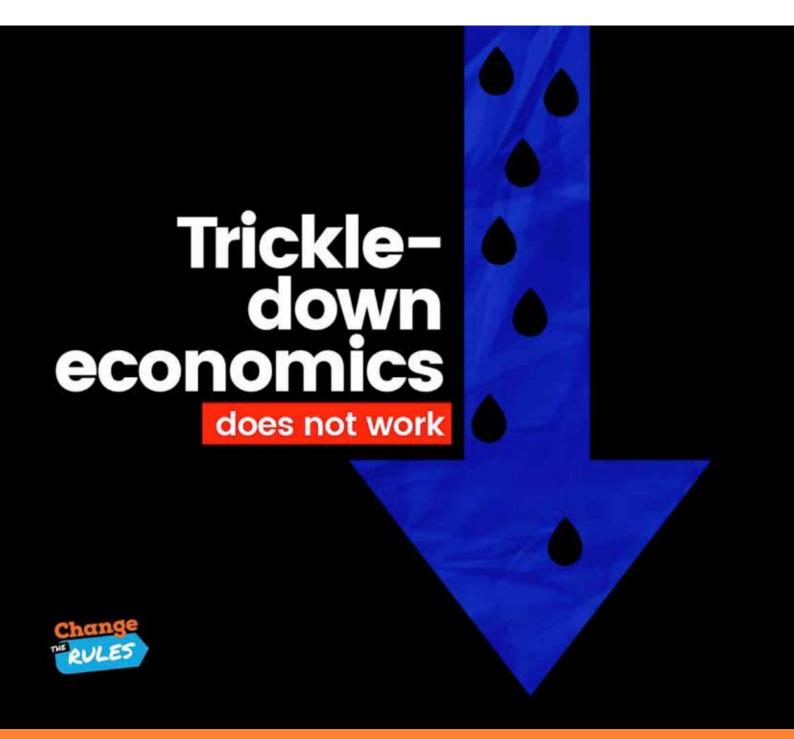
"Change the Rules" is a campaign that seeks to re-frame the economic system which is failing too many of its citizens, rendering them onlookers to our national prosperity.

A system generating record profits for corporations and shareholders while leaving millions of workers stuck in a mire of low and static wages, norights gig economy style dependent contracting and increasing housing, energy, food and health care costs.

- Industrial rules that allow workers on EBA's to be sacked and offered their iobs back at up to 40 per cent less pay and reduced conditions; and incentivise casualisation (up to 40% of the Australian workforce is now considered to be in insecure employment) and the use of 'contractors" to avoid meeting minimum employment standards - are not fair rules.
- Corporate rules that have resulted in a society where I per cent of the population has more wealth than 70 per

- cent of Australian citizens combined are not fair rules.
- Taxation rules that mean 48 Australian millionaires and more than 600 corporations can pay no tax at all, not even the Medicare Levy - are not fair rules.

It is all but impossible for anyone to make a reasonable argument that those sorts of outcomes are indicative of a system bound by rules that are working. They clearly are not.





Establishing a fairer minimum wage

A core aim of the campaign is a more balanced approach to minimum wage fixing, focusing more attention on the real costs facing a working family. To illustrate the need for a new approach, the ACTU has used ABS data to compare recent price hikes for some of the most basic commodities and services that a working family needs to survive with changes in the rate of inflation. The analysis shows massive increases in the cost of a range of household essentials over the last year compared to the rate of inflation. For example, it shows that the price of:

- Electricity has increased 539% faster than the CPI;
- Gas increased 356% faster
- Childcare increased 161% faster
- Utilities increased 394% faster

- Health increased 117% faster
- Housing increased 83% faster
- **Education increased 74% faster**
- **Transport increased 50% faster**
- Car fuel increased 317% faster

The growing numbers of "working poor"

The minimum wage is no longer enough to keep people out of poverty, creating a growing cohort of "working poor" in Australia. Cuts in penalty rates, the expansion of casual work and temporary jobs and the erosion of job security exacerbate what is for an increasing number, the misery of working life in contemporary Australia. The case for a Living Wage has never been stronger.

^{*}Source: ABS and ACTU calculations. On the year to September 2017

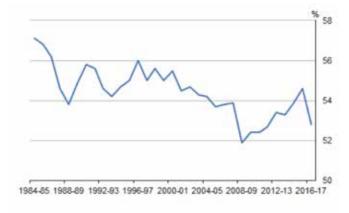
Due to a combination of wage stagnation at the bottom of the income distribution curve, and soaring gains at the top, income inequality is at a 70 year high. In Australia, the richest 1% of the population hold more wealth (22.9%) than the bottom 70%.

Wages flatlining while company profits soar

A way to understand the widening gap between the very rich and the rest of the community, is to look at Australia's overall national income, and the share of that income going to company profits as opposed to wages. Through a succession of EBAs over recent years, the wage rates for our members have remained strong, and well above the Award. However, this is not the case for many other workers and fellow union members. As shown in the graphs below, wages as a share of national income is at a low level (relative to where it was 30 years ago), and, because wages have been supressed, it continues to trend down.

On the other hand, company profits are up, directing billions of dollars into the dividends and capital gains of wealthy investors.

WAGES SHARE OF NATIONAL INCOME



PROFITS SHARE OF TOTAL NATIONAL INCOME



Source: Australian Bureau of Statistics, National Accounts data Dec 2017

Growing inequality and the "left behind Australians"

Much of the increase in inequality is due to dramatic increases in incomes which those at the top of the tree derive from investments in equities, bonds, property and other assets. Obscenely high salaries for CEO's in many sectors, especially banking and finance, also add to the imbalance.

However, the wage setting system is also a factor contributing to rising inequality. Between 1975 and 2014 real wages increased by 72 per cent for those in the highest paid 10 per cent of all wage and salary earners. Yet, at the other end of the spectrum, over those four decades, real wages of those in the bottom 10 per cent of wage and salary earners rose by just 23 percent. Recently wage increases for the vast majority of workers have virtually stalled. The wage price index (WPI) grew by a little less than 2 per cent over the year to June 2017.

The International Monetary Fund (IMF), the Organisation for Economic Cooperation and Development (OECD), Oxfam and a range of other international and national organisations and agencies have noted the rising inequality in Australia and the detrimental effect this is having on many Australians; those who have been, as Labor leader Bill Shorten put it recently, "left behind" by neo-liberalist policies. Even the Governor of Australia's Reserve Bank has made public statements about the "negative impact the stubborn low wages are having on levels of demand in the economy".

In an environment where the gap between the "haves" & the "have nots" has never been wider, the **Turnbull Government want** to give a

\$60B plus tax cut to their mates at the top end of town.



The Government want us to believe that companies, which are already making record profits, need a tax cut while so many Australians are living hand to mouth. The Government believes in the fairy tale that the lower Company Tax rate will trickle down to workers in the form of higher wages. Giving tax cuts to billionaires when inequality is at record levels is not the solution. Stimulating demand through higher wages, wages that people can live on and spend in the economy, is the way forward.

The Government is stripping away of our rights, including the right to strike

The United Nations recognises the right to withdraw labour as a basic human right.

However, due to the neoliberal, free-market, policies (pursued first by the Howard "Work Choices" government, then by the Abbott anti-worker regime, and now by Prime Minister Turnbull and his team of Ministers hell bent on

destroying unions), Australian workers and the unions which represent their interests, have had their industrial rights gradually stripped away from them.

In Australia today, the country of the "fair go", when it comes to the right to strike, Australian workers have fewer rights than workers in most developed economies. In basic terms, in Australia now, if a worker and/or a union do not follow a series of very restrictive, complicated and time-consuming steps and processes, and fully comply with each and every detail of each step, withdrawing labour is illegal.

Criminalising industrial relations and legitimate union

Workers found to be taking action deemed illegal face severe penalties, as do unions, under the current draconian industrial model of the Turnbull Government. Workers and unions face significant fines, in the tens of thousands of dollars, and the workers involved can lose pay and their jobs.

As Secretary McManus puts it:

"the rules are not fair and are stacked in favour of employers. The rules that set the wages are broken and the system for obtaining pay increases is broken because workers hands are tied".



All these factors are working together to create a pincer effect on workers' wages. The industrial rules as they are and are now being interpreted, effectively "structure in" low wages.

We strongly encourage all our members and supporters to get behind the ACTU's campaign



#ChangetheRules.



ELIFEKA FLAG CAN THE ABCC BE ANY MORE LIN-ALISTRALIAN THAN THAT???

In January this year the Australian Building and Construction Commission (ABCC) published examples of slogans and logos that breach the Federal government's 2013 and 2016 building codes for companies contracted for Commonwealth-funded building work. While employees and contractors have the right to join a union or employer group, they are banned under the code(s) from using material that could suggest membership of their organisation is required to work on a government-funded project.

The Eureka Stockade flag has been given as an example of a symbol that is banned.

The code bans conduct that implies that membership of a building association is "anything other than an individual choice for each employee". This includes stickers on hard hats, logos or mottos on clothing, property or equipment supplied by the employer.

The banning of logos and stickers etc does not come as a surprise but including the Eureka Flag in the list of banned symbols is more than surprising, it is shameful.

It is hard to believe that 163 years on from what many consider the most inspiring event in our history, the Eureka rebellion - an event in which individuals rose against an unfair government - we have a modern government attempting to ban the individual's right to display the very symbol of that struggle.

The blue and white southern cross is arguably Australia's most iconic and enduring symbol. As author Peter FitzSimons put it in an article in the Sydney Morning Herald in February this year, it is a symbol which represents "justice, multiculturalism, mateship, egalitarianism, democracy, republicanism and the rights of the workers". The Turnbull Government is determined to enact a policy framework that strips away these values and undermines all the things that make Australia a fair and just society.

The only way to stop these ridiculous and ideologically driven attacks on the union movement, like the banning of the Eureka Flag, and the general criminalisation of industrial relations, is to elect a Shorten Labor Government as soon as possible.



The original Eureka Flag, now on display in Ballarat



AUSTRALIA'S FIRST NET ZERO ENERGY TRAINING FACILITY

The PPTEU is leading the way in industry training, developing and delivering training facilities and models that are the envy of other industries; and which will help ensure there are enough highly trained plumbing and fire protection professionals to meet the demands of our rapidly growing economy.

Building the Plumbing Workforce of the Future

Our commitment to excellence, to leadership and to currency goes beyond training content. We are, through PICAC and our industry partners, committed to "walking the walk", and not just "talking the talk' when it comes to energy efficiency and the utilising of the very latest techniques to model best practice.

PICAC Narre Warren, the \$30M state of the art training and research facility currently under construction, will be Victoria's first Net Zero Energy training facility and will train the first generation of Net Zero Energy professionals. A Net Zero Building is a building with zero net energy consumption, meaning the total amount of energy used by the building on an annual basis is roughly equal to the amount of renewable energy created on the site.

PICAC Narre Warren achieves its Net Zero Energy status in several ways, preserving and creating energy through a variety of state of the art features in various facets of the building's design. What sets the building apart from other environmentally efficient buildings is the incorporation of an innovative Ground Source Heat Pump (GSHP) system to heat and cool the building, eliminating the necessity of the supply of gas to the building other than for training purposes.



The GSHP system integrates the thermal heat loops within the structural screw piles for geothermal heat exchange, achieving the required heat transfer by utilizing the vertical steel piles required for structural footings.

This synergetic approach, combining the GSHP thermal loops within the screw pile footings will reduce significantly the capital cost of installing a GSHP heating and cooling system, improving the market appeal for such an energy efficient system.

Contractor GeoExchange is utilising the building pylons, and the structure to extract energy. This involves the digging of a series of 220 wells, 29 of which go to a

staggering 100 metres in depth, the other 191 going to 13 metres. The system will utilise close to 12 kilometres of piping, and about 6 kilometres of vertical bore.

We are partnering with IAPMO (the International Association of Plumbing and Mechanical Officials) to deliver PICAC Narre Warren. It will be more than just a training centre capable of delivering very high-quality plumbing and industry training. PICAC Narre Warren will be a research centre and knowledge hub for the industry. It will help build even stronger connections and linkages between industry segments, like product developers and Standards bodies, and the skilled professionals who will utilise and install the very latest techniques and systems.

Designed by FMSA Architecture the project incorporates passive design strategies - to improve amenity to light and ventilation and the quality of the indoor environment; energy efficient systems like solar panels, light management, efficient heating and cooling; water conservation - including water harvesting and water efficient fittings and fixtures, and effective storm water management.

The entire site area covers 12,130 square metres. The ground floor training area is 2,868 square metres and includes training space for Vertical Pipe, Backflow, Welding, Gas Training, Plastic Welding, Work Health & Safety, Medical Pipe training, Confined Spaces and Height Training.

The first floor is 2252 square metres includes Administration Offices, 12 Training Rooms and a 120 seat General Auditorium.



We will keep members posted on this very exciting and important project, which is due to be competed in 2019.

World Plumbing Day 2018

Plumbing Industry Climate Action Centre (PICAC)

Friday 9 March 2018



The 2018 World Plumbing Day (WPD) event was held on Friday 9 March, and it was bigger and better than ever. PICAC was buzzing with activity, which included skills contests, a massive trade show, and a very informative industry forum.









INDUSTRY FORUM



The day kicked off with the industry forum, at which the audience of 200 plus industry stakeholders - including a strong PPTEU representation – heard several impressive presentations.

Shayne La Combre, the CEO of PICAC and the Chair of the World Plumbing Council, welcomed stakeholders and introduced **Deputy Premier of Victoria, the** Hon James Merlino MP. Mr Merlino, who is also the Minister for Education and Emergency Services, spoke passionately of the importance of high quality skillsbased training of the sort provided by PICAC. He explained that as the son of a bricklayer and brother of a carpenter he has a great affinity with the construction sector trade, and its vital importance when it comes to meeting the demands of Victoria's growing population in

terms of housing, schools, hospitals, transport and community facilities.

The Minister pointed out that Victoria was experiencing unprecedented growth, noting that, for example, the City of Wyndham in Melbourne's outer south west (between Melbourne and Geelong) is growing by the equivalent of a new primary school every month (450 people per month). He acknowledged the great work of PICAC to date and highlighted the need for continued growth in training places to meet the future needs of Victorians.

The Deputy Premier re-affirmed the Andrews Government's commitment to PICAC, noting that it had contributed millions of dollars in support funding for the development of PICAC in Brunswick and the new centre in Geelong, and that it is also financially supporting the development of the new facility under construction at Narre Warren.

Mr La Combre acknowledged the Victorian Government's ongoing support and spoke about the resultant cutting-edge facilities and world's best training PICAC offers students at all ages and stages of their careers.





In his capacity of Chair of the World Plumbing Council, Mr La Combre spoke of the need for the four key elements of a safe and sustainable plumbing industry, the four pillars of plumbing, to be effective and efficient.

Those four pillars are:

1. PARTICIPATION

If plumbing is going to be at the forefront of humanity's capacity to adapt to climate change, we need more plumbers trained and skilled in the latest techniques, products and installations. And if we are going to maintain the health of big city water supplies and keep buildings and hospitals and schools free from things like legionella and lead, we need to train more plumbing professionals.

2. PRACTICES

Ensuring only trained people enter the industry is important, and so is setting and enforcing quality standards within those industries. Included in the questions the WPC is setting out to answer is how do we ensure work practices meet minimum quality/safety standards and what should those standards be?

3. PRODUCTS

The world market for plumbing products has never been so large, so diverse, so fluid, or so dynamic. With an estimated value of more than \$80B and growing year on year, the product expansion, combined with lower trade barriers and rapid demand growth from places like China and India, means there are enormous economic and development opportunities. There are also more risks.

A booming market can attract sub-standard products, made from inferior and unsuitable materials.

4. PROTECTION

For consumers and practitioners. Even in relatively wellregulated industries, like the Australian plumbing industry - where only skilled people participate and entry and quality standards are high - negative outcomes occur. Commercial cost pressures, combined with the vastly increased volume and accessibility of plumbing products on the world market - many of which are not fit for purpose - can lead to short cuts being taken and failures occur. These failures can result in massive community health risks but also in massive costs for consumers in things like water damage and repair costs.

Given one of the key threads of the forum was the importance of good regulatory design and adequate enforcement of quality standards, it was appropriate that the forum heard from the newly appointed CEO of the Victorian Building Authority, Sue Eddy.



A former Associate Chartered Accountant, Ms Eddy's previous role was Lead Secretary, Corporate Services, at the Department of Economic Development, Jobs, Transport and Resources, where she was responsible for the departments nearly \$2B budget.

Ms Eddy outlined what she termed a "fresh approach" from the VBA when it comes to enforcement of regulations relating to plumbing and fire protection work, and indicated that issues raised by PPTEU Secretary Earl



Setches and others over many years, about the poor level of regulatory enforcement in the Victorian plumbing industry, have been "heard" and that the industry can expect an improved level of performance from the regulator.



Earl thanked Ms Eddy for her statements of support and stated that he looked forward to seeing the improved performance in practice, noting that the industry contributes millions of dollars annually to the VBA through Compliance Certificates and deserved greater attention form the regulator than has been the case in recent years.

Earl also spoke of the importance of the Victorian Government's commitment to the development of PICAC, dating back to the Bracks and Brumby eras, and maintained by the Andrews Government. He spoke of the growth of PICAC, which has become a "giant" training over 8000 plumbers presently and with the potential to be training up to 1400 apprentices over the next few years. Earl took the opportunity to announce that he was stepping down as Chair of PICAC and that Carmel Coate, VBA Commissioner, would be taking over as Chair - an announcement that was greeted very warmly by the audience.



Earl also made specific reference to the outstanding work done by Robbie "Bomber" Peden and the team at RAW Recruitment in providing apprenticeship training to more than 30 young Indigenous students, the vast majority of whom are now working in the industry.

Clint Patzack from Geothermal Exchange explained some of the engineering involved in the build of the Narre Warren PICAC, which will be the first Net Zero Emissions training facility in Australia. The development of Narre Warren and the Beenleigh PICAC development in south east Queensland are covered in more details in a separate article in this Autumn edition of the PPTEU Journal.



Other presentations to the forum included an overview of the Community Plumbing Challenge 2017 in Indonesia from Aidan Ward, and of the work by charity Whitelion which works with young people in the youth (juvenile) justice system to open doors to opportunities, positive relationships and community connections through role model, mentoring, employment and outreach programs and through preventative programs in the broader community. Whitelion CEO Mark Watt, who is retiring from the role after 20 years of dedicated service, thanked Earl and others for their fantastic support of the charity, which has seen thousands of at risk youth find pathways to a better life, through education, training and mentoring.



Apprentice Skills Contest

The annual World Plumbing Day Plumbing and Sprinkler Fitting Apprentice Skills Contest was held on the day and was, as usual, a great success. Open to 3rd and 4th year apprentices, the standard of the contest is getting stronger every year. The finalists become eligible to take part in an interview process and be selected to compete in the United Association International Apprentice Skills Contest held in Ann Arbor, Michigan, USA in August this year.

Well done to the finalists in their respective categories. Below are the finalist's names and their places:

PLUMBING

1st place - Luke Pettenon (Plumbing Apprenticeships Victoria)

2nd place - Cody Hedge (Denam Plumbing QLD)

3rd place - Karly Tapner (Plumbing Apprenticeships Victoria)

SPRINKLER FITTING

1st place - Ryan Cox (Firesafe Sprinkler Systems)

2nd place - Lachlan Burke (ARA Fire)

3rd place - Joel Treeby (South East Fire)















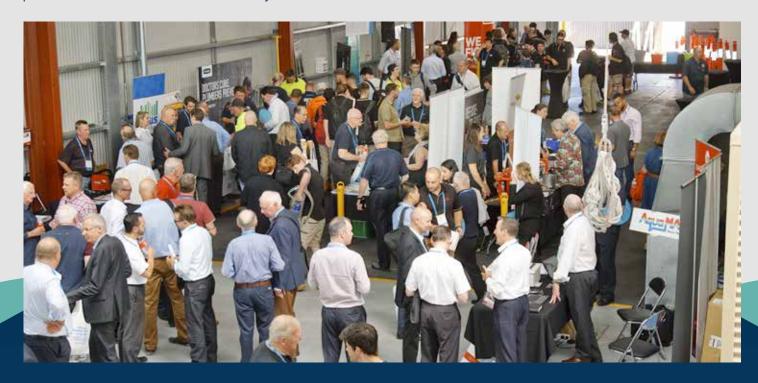






Plumbing Trades Exhibition

The Trade expo was also very successful, with attendees having the opportunity to interact with representatives of the latest technologies and products available on the market. Exhibiting Companies including Hutchinson Builders, GeoExchange Australia, Incolink, Energy Safe Victoria, IAPMO, Cbus Super, Reece, Gangi Electrics, Stannards, Avac Australia, Maurice Blackburn Lawyers, Standards Australia, Victaulic, Master Plumbers, Rheem, Rinnai, Lincoln Electric, Billi and FMSA Architecture showcased their products and services for the industry.



Cape Town in South Africa is running out of

Cape Town in South Africa is running out of water, sending a loud and clear warning to the world.

Cape Town, a city of 4 million people, is potentially just weeks away from becoming the world's first major city to run entirely out of water.

Cape Town may be the first, but it is unlikely to be the last, and we should think of it as the "canary in the coal mine", sending loud and clear warning to the world.

Cape Town is South Africa's second-largest city after Johannesburg, and a great example of how quickly things can change in these unpredictable times in which we live.

In 2014, Cape Town's dams were flush with rainwater and its water-conservation strategy was award-winning. Then came the worst drought South Africa had seen in a century, lasting three whole years. Now, the Theewaterskloof Dam, the city's main reservoir, is at just 13 percent of capacity.

Cape Town's water system depends almost entirely on six dams, of which the Theewaterskloof is the largest. When supply throughout this system falls to 13.5 percent of capacity, the local government will turn off the taps throughout the city, excepting schools, hospitals, and other essential services.

After "Day Zero," water, already rationed at 50 litres per person daily, will only be available at 200 collection stations throughout the city, and the ration cut by half again to 25 litres per day. To put that in context, Australians currently use about 340 litres per day, and a five-minute shower will use about 100 litres of water. So, the 25 litres per day Capetonians will be allocated – for drinking, washing, and everything else - equates to about as much water as we would use in just one minute in the shower.

The extensive and prolonged drought is obviously a key contributor to Cape Town's crisis. But there are several other factors commentators and observers of the situation have cited.

CAPE TOWN WATER CRISIS!



For example, it has been argued that even as the city government enacted its aggressive and remarkably successful waterdemand-management strategy over the past decade, the national government allocated too much water to agriculture and failed to heed warnings of drought predictions and declined to fund the development of new water sources and water recycling systems.

Nobody really knows how the crisis will play out, because no city of Cape Town's size has ever had to deal with a crisis of this magnitude.

Water shortages are a familiar challenge for large cities in India, Indonesia, Mexico, and Brazil. São Paulo, a city of 12 million people, came within 20 days of a complete shutoff in 2015, but was saved in the nick of time by rains. Even that close call led to the looting of emergency water trucks. In the Middle East, home to some of the world's most water-poor countries, growing populations, over-exploitation of resources, and mismanagement by authorities have led to similar crises. Conflict over scarce water resources is already a fact of life in war-torn Yemen.

Australia and the United States, particularly California, are no strangers to drought. The Millennium Drought, which was a catalyst for establishing PICAC and equipping the next generation of plumbers with skills in water and energy efficiency, made many Australian governments acutely aware of the dangers of complacency, and led to the development of the Victorian Desalination Plant which has the capacity to provide a drought-proof water supply to Melbourne and Geelong. Cape Town is now considering a de-salination facility, but it will be too late to avert the current crisis.

If the city of Cape Town can hold out until the start of the rainy season in May - and if the rainy season starts on schedule - it may still escape a total shutoff. For the sake of the 4 million people of Cape Town, for their health, and for their economic prosperity, here's hoping it does.

The lesson for the world from the Cape Town crisis is that ensuring a safe and reliable water supply for the population of a city or region is not a passive process. There are steps that can be actively taken to reduce the likelihood and impact of major water shortages occurring in other cities.

Governments and policy makers cannot rely on nature to deliver the water it has in the past, in the volumes and at the times it has in previous seasons. Water allocations between competing uses, like agriculture, mining, residential consumption and the environment must be made carefully and strategically, with the focus being on water efficiency and preservation.

Plumbing industries must be developed so that there is a crucial mass of expertise in the economy to take advantage of the new techniques and water efficient plumbing and water management facilities now available to the world. That is why we have devoted so much effort to developing and growing our world class industry training facilities.

NEW PRIVATE AIRPORT PROJECT, TULLAMARINE

One of the great things about being a plumber, and a member of the PPTEU, is the great variety of projects you get an opportunity to work on. Our members work on everything from 80 storey apartment towers, to massive new shopping centres, data storage units, super high-tech hospitals and a variety of other projects. And, now you can add private airports to the list.

Many members may not be aware that Melbourne Airport will soon have its own VIP terminal dedicated to the highest of high-flyers including celebrities, rock bands, cashed-up 'whales' bound for Crown Casino and others belonging to the private jet set.

The curfew-free Melbourne Jet Base is a series of connected hangars acting as a giant secure plane-park with a daily rate of about \$10,000. It is expected to be a drawcard for exclusive charter flights for visitors attending major events such as the Formula 1 Grand Prix, the Australian Open and of course the Melbourne Cup.

High profile businessman, and former Essendon Football Club President Paul Little is behind the venture which is being built by Hutchinson Builders.

The PPTEU have had approximately 100 members on site from Cooke and Dowsett, Trio Plumbing and Professional Plumbing Contractors – PPC. Mechanical Services firm Corbritt are doing the air-conditioning work and Entire are looking after the fire protection system.

Melbourne Jet Base will operate 24/7 and boast customer and pilot lounges, a helicopter service to the CBD, hi-tech security features and exclusive customs clearance.

Situated on Ansett's old engineering and maintenance facility, the new terminal is due to open in late 2018. Which is good to know if you are looking for somewhere to park your plane!













CONSERVATORY APARTMENTS

Conservatory Apartments is a Hickory project located in Mackenzie Street in Melbourne. 42 level residential tower for Malaysian Developers UEM Sunrise, overlooking the city, Carlton Gardens and Melbourne's historic Exhibition Building. Comprising 446 one, two, three bedroom and penthouse apartments over a 7 level podium, the development features a unique glass façade with feature crown, punctuated by angulated fin details and terraced gardens.

The extensive common areas also include a lap pool and sundeck, gymnasium, sauna and steam

rooms, royal banquet room, entertainment deck, jacuzzi, golf simulator and private residents' cinema.

Liquid Vision are the plumbers on the project, Ellis Air are doing the mechanical services and Leemark is looking after the fire protection. There are about 30 of our members on the project, which PPTEU Shop Steward Mickey Lobert says has been a "a great project to work on, with a really good bunch of blokes". The project is due for completion later this year.





AUSTRALIA 108 RESIDENTIAL TOWER

Multiplex are constructing the southern hemisphere's tallest residential tower, Australia 108, for developer World Class Land. When completed, it will become the tallest building in Australia by roof height, surpassing the Eureka Tower, and the second-tallest building in Australia by full height.

The project consists of a 317-metre-tall (1,040 ft) apartment building with 1,105 apartments over 100 floors. Construction commenced in 2015, with completion

expected in 2020. The building will also feature three levels of world-class residential amenity, including two infinity pools located 210 metres above ground.

Between 50 and 100 PPTEU members have or will be working on the project. Major companies on site include CDC Plumbing, Ellis Air Conditioning, and All Systems Ventilation. Geelong Fire are doing the Fire Protection work on this massive project, which is on track for completion in late 2020.













PPTEU RECOGNISES LO MEMBERS WORKING ON



ALEX JOHN
PLUMBING 108
BRAVERY AWARD

SHANE FORTI
20 YEARS

TIM JOVIC
PPTEU SHOP
STEWARD

BRIAN WHITE
40 YEARS

NGTERM AUSTRALIA 108



MATT ANTONY 20 YEARS

GREG MUNRO 30 YEARS

BRIAN CONGUES 20 YEARS

PAUL MCCARTEN 20 YEARS

WAYNE CHEQUER 35 YEARS MEMBER!





PLUMBING & FIRE INDUSTRY AVVARDS

2 0 1 8

Celebrating the pinnacle of the excellence and achievement in the Plumbing and Fire Protection industries

SATURDAY 1st SEPTEMBER 2018 SOFITEL, MELBOURNE

AWARDS NOMINATIONS OPENING 15TH MAY

FOR MORE INFORMATION EMAIL: EVENTS@PICAC.VIC.EDU.AU

PLUMBINGFIREAWARDS.COM.AU

A JOINT INITIATIVE DRIVEN BY KEY INDUSTRY STAKEHOLDERS













Bob Vaughan - PPTEU Compliance Officer

As the younger generation move in to take their rightful place in our great industry, some of them don't seem to appreciate fully the legacy left by those that went before them.

The industry is changing so fast that the older guys couldn't keep with it even if they wanted to. The sad facts are, a lot will be affected from old work injuries caused through many years of lifting bending and carrying large loads and straining on their backs. The retiring generation didn't just do the "heavy lifting" in a physical sense, they also did it in terms of fighting the hard battles that delivered the pay and conditions the young folks in the construction industry enjoy today.

One day recently after work, as I was propped up at a bar enjoying a coldie or two, I found myself in a conversation with a couple of young, excited lads just starting their careers in the construction industry.

They had great jobs, good boss and work mates and played footy on the weekends, had girlfriends and not a worry in the world as they explained to me that "they had it sorted."

They told me about their great wages each week, good work mates, great working conditions, clean safe and near on every second Monday off... "we even have ambulance cover, dental cover, weekend insurances in case we get crook, sickies, Long Service, Superannuation, Redundancy, and the boss even buys us work clothes and boots! "

I sat their sipping a from my glass and I quietly said to them, gee a lot different to when I first started my time we had none of that. In fact, we had a 40-hour week no RDO's and none of what you have today.

What really puzzles me if that these two lads honestly believe the boss gave them all this out of the kindness of his heart.....I didn't know if I should laugh or cry.

I had to explain to them how they got all those conditions in the first place and how we went on marches down the streets and on strike for weeks on end to get have the things they take for granted today.

So I finally got around to asking them if they were in the Union only to be told "Nah we don't have to be we are only apprentices" as one of the lads ordered 2 more beers and I said to this guy "Hey if ya mate didn't buy you a beer all day ..would you still buy him one?" He laughed and said no f@#kin way ... So I asked them both

why should you enjoy the hard fought for conditions that Union members have achieved over many years and not pay for your way there either....

Being in a Union is not any difference to being in a footy team ... you pay your subs to the club each year and they supply you with a ground to play on, friendship, mates for life and you go out to do your job on the ground for the best possible result them you are part of the team and you are UNITED!

BE PART OF THE TEAM AND BE UNITED!



As they do every year, retired PPTEU members gathered before Christmas for a few beers, some great food and to catch up with old mates.

Over 50 retired members attended at the MUA building in North Melbourne.

Assistant Secretary Paddy McCrudden addressed the group. Paddy thanked the guys for their long term contribution to the union and the industry.

The names of several members who had sadly passed away in 2017 were read out, and the room

was silent for a minute in a respectful acknowledgement of their contribution.

Thank you to all the retired members who got along and made the event such a success, and we look forward to seeing you all again this year.





MEMBERS CHRISTMAS FUNCTION A GREAT SUCCESS!



"THERE IS AN 80% CH WILL LOSE YOUR LEFT

Thats was the surgeon said as my wife was signing paperwork that indicated we understood that half of all people that had my illness simply don't survive.

It started 2 weeks earlier when I burnt myself on a copper pipe that was being welded at work. No biggy, I thought, it's just something that happens on site. Frankly, I didn't even go to first aid when it happened.

Stupid now looking back.

The burn on my arm didn't even look bad and it wasn't until I bumped my elbow on the way to work that anything started to go wrong.

I remember sitting down in the lunch room and showing the boys my elbow, starting to swell, doubling its size.

My foreman, Glenn, sent me home and off to the doctors.

Nothing they could do, the doctor said, it looked like a bursitis (a swelling of the joint). And later that Friday night, when I started vomiting, I simply put it down to

gastro the kids had the week before.

It wasn't until I woke up on Sunday, feeling dizzy and not being able to see straight I knew it was something more serious.

My wife took one look at me and took me straight up to the local emergency department.

Here's the thing, you see it in the movies. They hit the big button on the side of the wall and the doctors all coming running, it looks crazy and overwhelming.

But that is nothing to being the person that they are sticking cannulas into the groin, neck and arm of.

You see, I had sepsis (a blood infection) and necrotising fasciitis (a skin eating disease) and my body was shutting down.

My kidneys had stopped functioning and I was going into cardiac-arrest.

Strange, because I am only 36, have a normal level of fitness, not a massive drinker or smoker and this sort of thing isn't supposed to happen to us right?

And it wasn't until they were rushing me into surgery, telling me to kiss my wife because one of two things was going to happen, that I realised how bad things had gotten.

Either, it would be the last time I ever saw her, or I wouldn't see her for 4 days as they were going to put me in an induced coma.

I don't remember much of the next 3 weeks, but the 9 operations, all the pain and the drugs that made me want to vomit and I have lost about 60% of the skin, tissue on my left arm.

ANCE YOU ARM"

But my wife tells me that when she made a call to let one of the CDC guys know that I was so ill, the offers of help and support couldn't have come any faster.

From Mick Gridinski and many of the CDC team visiting at the hospital, fruit and vegetables being dropped off to my house, and the boys making memes out of me to make me feel missed, I am so grateful to everyone that offered their support and assistance.



PPTEU Shop Steward Tim Jovic (Left) with Alex and his Foreman at CDC Plumbing, Glen Brandt

And here is the thing, all of those things that we never think about having access to as part of our employment and being union members were the things that made life so much easier.

So, I want to say a huge thanks to all the boys at Australia 108, the team at CDC but a big thank you to Mick Gridinski for support of not just me, but my family too.



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.



Lou Maglio, sadly left us in March this year. The news was a shock to everyone in the industry.

Lou was well known and widely respected within the industry, making a very significant contribution over his 40 plus year career. His contribution to the industry was recognised when he was awarded the highest industry honour in 2017, the William P. Hite Leadership and Excellence Award.

As our Secretary Earl Setches put it when presenting the William P. Hite Award to Lou last year:

"Lou is someone for whom I have enormous respect, and our industry owes him a debt of gratitude. Lou and I have had some arguments and tough negotiations over the past 20 years or so, but I have always had the utmost respect for him and his motivations were always about making the industry better. Lou has put in countless hours, looking after young apprentices, mentoring them, and even examining them. He is a great leader of our industry". A great character with an infectious laugh and a ready

smile, Lou was instrumental in the development of the Fire Protection Apprenticeship and served the industry as a Board member of Fire Industry Training (FIT), helping make FIT the leading provider of Fire Protection training in Australia.

Lou was very successful commercially, but he never lost sight of what mattered most to him. He placed a premium on safety, and was often heard to say "there are only three things that matter in life - family, friends and your health".

As a Unionist you could blue like no other with Lou, who was a tough negotiator. He was hard, but he was also fair, and a man of his word. When the arguing was all done and dusted Lou would always seal a deal with a cold beer and a handshake.

Vale Lou, and thank you for your enormous contribution to the Plumbing and Fire Protection Industry.

WILLIAM HOOLE

Will was born on the 17th of March 1995. He was an apprentice and sadly passed away at the young age of 23 on the 16th of March this year.

GRAHAM FREDERICK ERVINE

Grahan affectionately know as Grumpy was a 49 year member of our Union. He was born on the 7th of September 1942. He passed away at the age of 75 on the 15th of March this year.

ROBERT (BOB) WOMERSLEY

Bob was born on the 31st of October 1936. He passed away on the 20th of November 2017 at the age of 81.

MARK ROBERT HERON

Mark passed away on the 9th of March this year at the age of 60.

JOSH OLIVER

Josh was an apprentice with Geelong Fire. He sadly passed away earlier this year at the young age of 31.

THOMAS MCKEE

Thomas was born on the 11th of January 1946. He joined our union in 1978. He passed away on the 11th of December 2017 at the age of 71.

BRUCE CARR

Bruce was born on the 26th of February 1952. Bruce was a long serving Union member for 45 years, joining in March 1973. He passed away at the age of 66 on the 16th of April this year.

Pay super with wages, Cbus urges government



Cbus is advocating for legislation to align the paying of super with wages in its submission to the Federal Government's consultation over its draft superannuation reform laws.



Cbus' submission to the government made headlines in The Australian newspaper on March 15, in an article which points out that the ATO estimates that businesses fail to pay Australian employees \$3 billion a year in super, affecting almost three million workers.

Cbus Executive Robbie Campo said that paying super with wages would help expose the non-payment and under payment of super.

"It is Cbus's experience that some employers choose to only pay superannuation for sections of their workforce and not for all employees in order to avoid their full obligations while not triggering 'arrears' detection and remediation activities at the fund level"

Cbus welcomed the Federal Government's moves to increase compliance with the payment of superannuation entitlements, but the fund is calling for a more comprehensive response to genuinely address the issue.

Cbus CEO David Atkin said the failure to comply with superannuation payment obligations deprives working people of their hard-earned retirement savings, creating an unlevel playing field for employers doing the right thing and ultimately costing the tax-payer in foregone revenue and welfare payments.

"We agree with the Minister, Kelly O'Dwyer that it's unacceptable for people not to be paid their entitlements and welcome the opportunity to put forward our views about addressing the problem."

"But we believe the Government needs to take further steps to ensure people do not miss out on their legal entitlements and one immediate and effective step that should be implemented is the alignment of the payment of super with wages."

"The draft laws provide some welcome, but only minor, reforms given the magnitude of the problem."

Mr Atkin cited the comprehensive 32 recommendations made in the Senate Economics Committee report Superbad – Wage theft



and non-compliance of the Superannuation Guarantee, handed down in May 2017 and suggested the Government should be progressing them all.

"Our fund represents members working in the building and construction industry that has some of the highest incidence of non-payment of super. This has a major impact on their retirement incomes. It remains an area of serious concern for the industry and it requires a serious response" he said.

For more information on insolvencies in the construction industry and the Federal Government's response to Senate Economic Committee's report on the issues see:

www.aph.gov.au/Parliamentary_Business/Committees/Senate/Economics/Insolvency_construction/Government_Response

The Superbad report can be viewed at:

www.aph.gov.au/Parliamentary_Business/Committees/Senate/Economics/SuperannuationGuarantee/Report



THE PPTEU AND MAURICE BLACKBURN YOUR RIGHT



An experienced plumber who has had several melanomas removed from his body after more than 25 years of working outside in the sun, has received in excess of \$50,000 in WorkCover compensation.

The self-employed plumber, now aged in his 60s, never wore sunscreen, a hat or any other protection, mainly because of the lack of knowledge at the time of the damage the sun could cause.

The worker, who does not want to be identified, first developed skin cancer about 25 years ago before subsequent cancers appeared on his neck, face, shoulders, arms and ears.

Since then, he has had more than 40 cancers removed from his body, including multiple melanomas.

The union arranged for him to discuss his case with a representative of their preferred lawyers, Maurice Blackburn, to see if he could lodge a workplace injury claim and his lawyer successfully pursued lump sum compensation under the Workplace Injury Rehabilitation and Compensation Act.

Under the Act, if a worker suffers a permanent physical impairment of 10% or more whole-person impairment, they are entitled to claim a lump sum.

For injuries to the back, neck, legs or arms sustained on or after 3 December 2003, workers are entitled to compensation if they establish a 5% or more wholeperson impairment.

They can make a claim whether they are still working or not, however, the claim can only be made when the injury has stabilised, that is, no further improvement is anticipated.

After undergoing the relevant medical assessments, the worker in question was deemed to have a 24% permanent impairment. He received just over \$50,000.

He was, unfortunately, unable to launch a Common Law claim given such claims must commence within six years of the date the injury.

"This case highlights why it is always worth seeking legal advice about whether or not you've got a workplace injuries compensation claim," the lawyer who represented the client said.

"While he is no longer working due to other medical conditions, he was entitled to compensation for these sun-related injuries given they were the result of him working outside in the sun for most of his working life.

"Had the union not have suggested he get in touch with us at Maurice Blackburn, he would not have received his entitlements, so it's well worth making the call to find out."

Maurice Blackburn has a proud history of fighting for fair. The law firm are experts in workers' compensation law and can assist if you've been injured at work. We can also assist if you, or a loved one, have been involved in a road accident. have a public liability or medical negligence claim, or want to make or dispute a will. The initial consultation with most of our practice areas is free for union members. We also offer 'no win, no fee' arrangements for these cases, which means that you don't have to pay for our legal services if we don't win.

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.



LEGAL ISSUE? WE CAN HELP.

PPTEU member benefits

Free telephone advice Free first consultation No win - No fee* Free standard will**

We Can Help

Workers compensation

Road accident injuries

Injuries resulting from medical treatment

Illnesses related to asbestos exposure

Superannuation & disability

insurance benefits

Injuries sustained in public places

Injuries caused by faulty products

Financial advice disputes

Will disputes

- * Conditions apply
- ** For you and your spouse

1800 810 812 mauriceblackburn.com.au



TIME TO GET SERIOUS ABOUT YOUR WATER WORKS!



The **PPTEU** is partnering with the **Australian Prostate Centre** to raise awareness about this very common illness and to encourage and facilitate free screening for all our members.

Did You Know:

- Australia has the highest incidence of prostate cancer in the world
- Prostate cancer is the most common cancer in Australian men
- About 20,000 men are diagnosed each year, the average age of diagnosis is 67 years
- 1 in 5 men will develop prostate cancer; 1 in 8 women will develop breast cancer
- Men are 30% more likely to die from cancer than women
- Men facing prostate cancer in rural and remote areas are around a third more likely to die than their metropolitan counterparts
- Australian men are facing a healthcare crisis: 40% do not have a GP or attend annual check-up
- Men with prostate cancer are 6 times more likely to commit suicide.

The Australian Prostate Centre is the first of its kind in Australia - a public bulk-billing medical centre purely focussed on prostate cancer and related urological conditions, with specialist treatment and care available to all men regardless of their insurance status.

The facility was fitted out largely by donations, in time and materials, and the construction sector played a large part in that. The APC estimates that up to \$500,000 worth of volunteer labour and donated materials went into creating the state of the art facility.

The APC deals with a range of sensitive "below the belt" issues that men tend to shy away from talking about. However, these diseases are very common, especially amongst older men, so APC offers a wide range of diagnostic, screening and therapeutic services for prostate, kidney and bladder cancer.

APC offers a "one-stop-shop" for prostate cancer patients, at all stages of the treatment pathway. Specialists and an allied health team at the prostate cancer centre provide immediate treatment and long-term support for all men in the public health system. APC provides a state of the art environment with the latest treatment technology and latest research findings incorporated into your treatment.

At the APC, patients experience reduced waiting times, quicker diagnosis and no need for multiple appointments at different clinics. The Centre is also a hub for medical research and training, advancing prostate cancer research, treatment and care.

In forming a partnership with the APC, our aim is that all PPTEU members will be able to access the best screening and treatment for prostate cancer. We are making that necessary step as easy as possible and at no cost to you it's a priceless investment.

"The Australian Centre for Prostate Cancer and Men's Health is creating a better generation for men's health"

Mark Harrison, CEO of the APC



Champions for men's health – Golfing great Brett Ogle, former V8 champ Mark Skaife and Aussie basketball legend Andrew Gaze at the opening of the APC in 2014.

Much has changed in the world of prostate cancer over the past few decades, with many improvements in the detection and treatment of the disease. The simple PSA (prostate specific antigen) blood test, developed in the 1980s, allows early prostate cancer to be detected. Prior to that, diagnosis typically occurred when symptoms, often painful bony metastases, had developed. At that point a cure was not possible.

The simple PSA blood test means that prostate cancer can now be found before it spreads, and before symptoms of the prostate cancer develop. It can then be treated by surgery or radiotherapy. Surgical advances, in particular robotic surgery, have made removal of the prostate a far less invasive procedure, usually requiring only an overnight hospital stay. Refined radiotherapy techniques are providing more accurate treatment fields, minimising involvement of surrounding tissue.

Not all prostate cancer needs to be treated. Some are small, not aggressive, and unlikely to ever cause any serious health problems; they can be managed by Active Surveillance, involving regular check-ups and monitoring of patient PSA levels. These prostate cancers may never need to be treated.

There have also been major advances in diagnosis, imaging and treatment where prostate cancer is more advanced, and has spread to surrounding bones, lymph nodes or other organs. New forms of hormone therapy, chemotherapy and targeted radiotherapy - not available ten years ago - can treat the advanced disease.

Many men diagnosed with prostate cancer are now living long productive lives, with a variety of treatments to start when necessary. As a result of these improvements in diagnosis and care, the number of Australian men dying from prostate cancer each year is reducing.

More research is still required but the steady advances in the understanding of prostate cancer, and the emergence of new treatments, mean a much brighter future for men diagnosed with this very common disease.

To access screening and related services, members can ask their doctor for a referral or phone for an appointment or just walk in and see the in-house GP.

For more information visit the website: www.prostatecentre.org.au





PPTEU PLUMBERS

FROM 1ST MARCH 2018

REGISTERED PLUMBERS					
	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer	
Hourly Rate	\$47.96	\$46.83	\$45.45	\$42.47	
X36 (weekly)	\$1,726.56	\$1,685.88	\$1,636.20	\$1,528.92	
Fares (per day)	\$23.19	\$23.19	\$23.19	\$38.10	
X5 (weekly)	\$115.95	\$115.95	\$115.95	\$190.50	
Travel (per day)	\$47.96	\$46.83	\$45.45	N/A	
X5 (weekly)	\$239.80	\$234.15	\$227.25	N/A	
Total Income (weekly)	\$2,082.31	\$2,035.98	\$1,979.40	\$1,719.42	
OVERTIME					
Double Time	\$95.92	\$93.66	\$90.90	\$84.94	
Double Time & 1/2	\$119.90	\$117.08	\$113.63	\$106.18	
SUPERANNUATION 9.5%	OR WHILST ON WORKCO	VER THE MINIMUM APPLIE	S OR 9.5% - WHICH EVER	IS GREATER	
Superannuation (per week)	\$180	\$175	\$175	\$165	

APPRENTICES APPRENTICES					
	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
Hourly Rate	\$17.88	\$20.50	\$25.38	\$31.66	\$40.11
X36 (weekly)	\$643.68	\$738.00	\$913.68	\$1,139.76	\$1,443.96
Fares (per day)	\$20.84	\$20.84	\$20.84	\$20.84	\$20.84
X5 (weekly)	\$104.20	\$104.20	\$104.20	\$104.20	\$104.20
Travel (per day)	\$4.47	\$5.13	\$6.35	\$7.92	\$10.03
X5 (weekly)	\$22.35	\$25.65	\$31.75	\$39.60	\$50.15
Total Income (weekly)	\$770.23	\$867.85	\$1,049.63	\$1,283.56	\$1,598.31
OVERTIME					
Time and 1/2	\$26.82	\$30.75	\$38.07	\$47.49	\$60.17
Double Time	\$35.76	\$41.00	\$50.76	\$63.32	\$80.22
Double Time & 1/2	\$44.70	\$51.25	\$63.45	\$79.15	\$100.28



SPRINKLER F

FROM 1ST MARCH 2018

REGISTERED SPRINKLER FITTER				
	1 March 2016	1 March 2017	1 March 2018	1 March 2019
Hourly Rate	\$44.38	\$46.09	\$47.80	\$49.08
Total Weekly Rate	\$1,597.68	\$1.659.24	\$1,720.80	\$1,766.88
Fares (per day)	\$20.73	\$20.86	\$22.33	\$22.93
X5 (weekly)	\$103.65	\$104.30	\$111.65	\$114.65
Travel (per day)	\$44.38	\$46.09	\$47.80	\$49.08
X5 (weekly)	\$221.90	\$230.45	\$239.00	\$245.40
Registration (weekly)	\$14.61	\$0.00	\$0.00	\$38.27
Total Income (weekly)	\$1,937.84	\$1,993.99	\$2,071.45	\$2,165.20
Service/Testing/Site Allow (min per hour)	\$2.72	\$2.82	\$2.92	\$3.00

SUPERANNUATION 9.5% OR WHILST ON WORKCOVER THE MINIMUM APPLIES OR 9.5% - WHICH EVER IS GREATER

APPRENTICES - 1 March 2018				
	1st Year	2nd Year	3rd Year	4th Year
Hourly Rate	\$21.48	\$23.62	\$32.21	\$38.66
Total Weekly Rate	\$773.28	\$850.32	\$1,159.56	\$1,391.76
Fares (per day)	\$22.33	\$22.33	\$22.33	\$22.33
X5 (weekly)	\$111.65	\$111.65	\$111.65	\$111.65
Travel (per day)	\$16.09	\$17.71	\$24.15	\$28.98
X5 (weekly)	\$80.45	\$88.55	\$120.75	\$144.90
Total Income (weekly)	\$965.38	\$1,050.52	\$1,391.96	\$1,648.31
Service/Testing/Site Allow (min per hour)	\$2.92	\$2.92	\$2.92	\$2.92

SUPERANNUATION 9.5%

SITE ALLOWANCES FROM 1ST OCTOBER 2017

City of Melbourne & Inner Suburbs New Projects, Shopping Centres and Melbourne Airport

\$3.0 Million - \$234.4 Million = \$4.15 per hour **\$234.4 Million - \$310.8 Million = \$4.35 per hour \$310.8 Million - \$468.9 Million = \$4.50** per hour

Renovations, Refurbishment, Melbourne Suburbs \$3.60 per hour

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 – 7.9 Million	\$2.40	\$78.2 – 156.3 Million	\$4.05
\$7.9 – 19.5 Million	\$2.60	\$156.3 – 234.4 Million	\$4.15
\$19.5 – 39.1 Million	\$2.90	\$234.4 – 310.8 Million	\$4.35
\$39.1 – 78.2 Million	\$3.40	\$310.8 – 468.9 Million	\$4.50

For projects above \$468.9 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.

Demolition Allowance \$6.60 Per Hour

Height Allowances From commencement of building to 15th Level \$0.55 per hour

From 16th to 30th Level	From 31 th to 45 th Level	From 46th to 60th Level	From level 61 onwards
\$0.66 per hour	\$1.02 per hour	\$1.32 per hour	\$1.64 per hour

Incolink first payment from redundancy increases to \$5429.00 Redundancy \$78.05 per week, I.T.P. per week \$21.05, P.S.L. Per week \$1.54. Training Levy \$29.96 Building Levy \$40.00



Meme while around the social media traps....





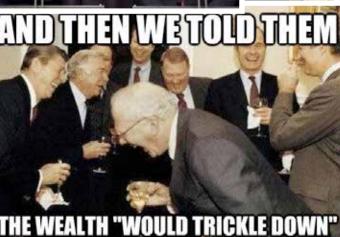
























FFICIAL OF THE PLUMBERS UNION













HIGH VIS ZIP UP

GREY HOODIE

BLACK HOODIE

ZIP UP HOODIE

BLACK ZIP JACKET













BLUE ON BLACK ZIP JACKET

PTEU TEE SHIRT

PTEU SHIRT

WORK SHIRT

SAFETY VEST

CASUAL SHIRT (1)





SKULL SHIRT SPRINKLER FITTERS SHIRT



PTEU CAP LOGO CAP



LOGO BEANIE









FLAG





Merchandise Order Form

SHIPPING DETAILS

Name: _ Address: _ _____Post code: ____ City: Mobile:

PAYMENT DETAILS

Total Amount:

Email:

☐ Cash ☐ Cheque ☐ Credit Card Name on card: __ Card Number: Expiry Date: _____/ 20____

Order you product via email, fax or mail:

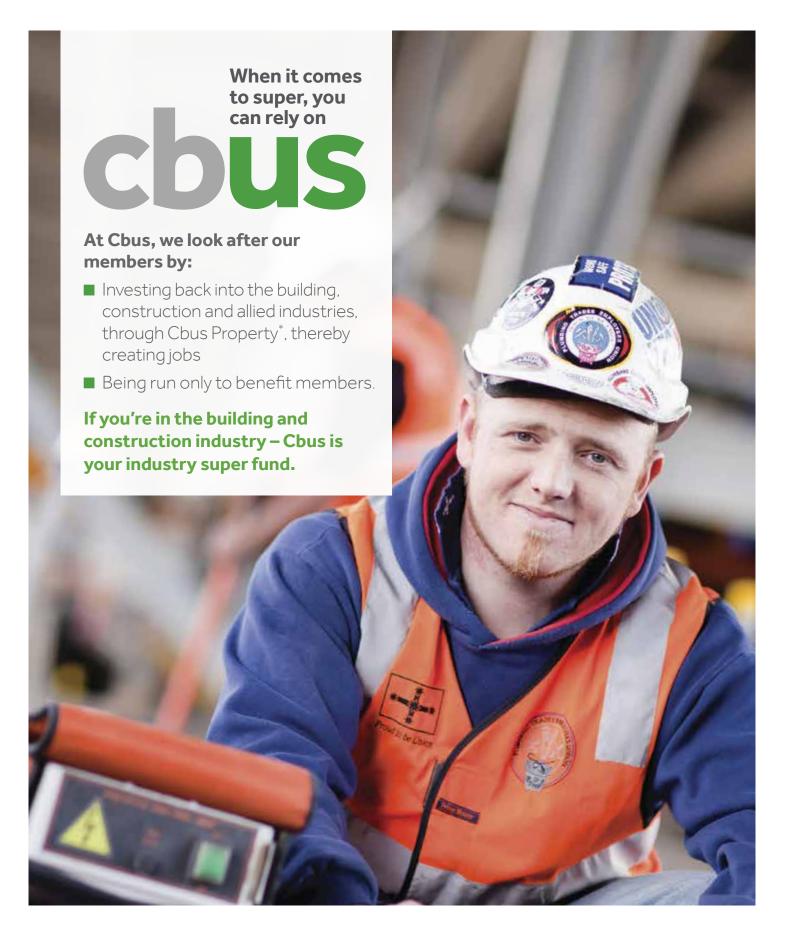
Mail 52 Victoria St Carlton Sth 3053 Email info@ppteu.asn.au

(03) 9663 2613

Item	Size	Price	Quantity	Total \$
Zip Up		\$65.00		
High Vis Zip Up		\$65.00		
Grey Hoodie		\$65.00		
Black Hoodie		\$65.00		
Black Zip Up Hoodie		\$65.00		
Black zip jacket		\$65.00		
Blue on black zip jacket		\$65.00		
PTEU Tee Shirt		\$40.00		
PTEU Shirt		\$40.00		
Work Shirt		\$40.00		
Safety Vest		\$35.00		
Casual Shirt (1)		\$40.00		
Casual Shirt (2)		\$40.00		
Skull Shirt		\$40.00		
Sprinkler Fitters shirt		\$40.00		
Logo Cap	one size fits all	\$15.00		
PTEU Cap	one size fits all	\$15.00		
Logo Beanie	one size fits all	\$20.00		
Beanie (Black)	one size fits all	\$20.00		
Beanie (Grey)	one size fits all	\$20.00		
Stubby Holder		\$10.00		
Flag		\$40.00		
3 Fold Leather Wallet		\$40.00		
Leather Belt		\$40.00		

Note that sizes range from S to XXXL. Leather Belt size range from S to XXL

TOTAL





1300 361 784



www.cbussuper.com.au





^{*} Cbus Property Pty Ltd is a wholly-owned subsidiary of Cbus and has responsibility for the strategic performance and management of all Cbus' direct property development and investments.