

# PPTEU

SPRING EDITION 2016



## Journal



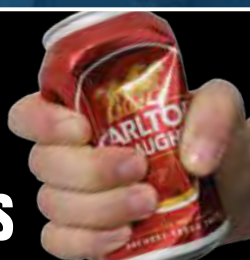
## STANDING UP FOR SAFETY & PROTECTING YOUR RIGHTS



**SUICIDE IN  
CONSTRUCTION**

THE IMPORTANCE OF TALKING  
ABOUT MENTAL HEALTH

**AVOID  
THE  
CUB  
BRANDS**



IF IT CAN HAPPEN AT CUB...



PFIA – CELEBRATING OUR GREAT INDUSTRY



*A message from your President...*

## OUR UNION IS STRONG AND UNITED

**Nazza Ottobre | PPTEU President**

I am very proud of the achievements of our great Union in 2016. It is a year in which our Members unanimously supported our 2015-19 EBA, locking in great conditions and a pay rate for the next four years which is more than 100 per cent above the Award.

The EBA also defines and protects what is exclusively Plumbing and Fire Protection work, securing our livelihoods.

2016 has also been a year in which the Labor movement as a whole was able to send a very strong message to the Turnbull Government, that his divisive politics is not welcome in Australian Industrial Relations or in society more broadly. Thanks to the hard work of many volunteers and committed Members of the great Australian Trade union movement, the Shorten led Labor Opposition is only one seat away from Office. It is only when Labor is back in government that we can be confident the attacks on our movement from the Federal Government will end.

In the meantime we must maintain the fight against dodgy employers using labour hire companies to strip away EBA rights as is happening at CUB. We have to continue to push back against attacks on our basic rights, like those in the proposed ABCC legislation which strips away

workers' right to silence, their right to representation, and can compel workers to be interviewed and provide documents.

**As an industry, Plumbing and Fire Protection is getting more sophisticated and complex all the time. New products, new techniques, new ways of doing things are emerging all the time, and we have to keep pace. Through PICAC, the industry owned and operated Plumbing Industry Climate Action Centre, we are offering the best training in Plumbing and Fire Protection available in the world today. Our facilities, our trainers, and our industry and international connections are second to none.**

It is also important that the policy makers and regulators keep pace with the changing industry. That is why our Union will be lobbying hard in the months ahead to fix what we see as the regulatory failures in the industry, and the lack of accountability attached to those failures. Many of us in industry know that when competitive pressures are high, as they are right now, some unscrupulous employers take risks. They employ unskilled or under skilled workers to do work that only a licenced Plumber should do. And when the Victorian Building

Authority doesn't have the apparent will or capacity to provide meaningful regulatory oversight, then we see "failures", such as those depicted in the article inside. More often than not it is the consumer that picks up the tab for these disasters, and it is only a matter of time until we see a catastrophic health or fire related event.

The Plumbing Regulations will be reviewed in 2018. We will be very active in that review process, and want to see the new Regulations capture all Plumbing work (including off-site work) and ensure only qualified people undertake that work. We also want to see the Regulations properly enforced, with targeted audit regimes based on risk, and the development of more Plumbing and Fire Protection expertise in the VBA.

Inside this edition Members will find several important stories about their own safety at work, in particular when it comes to the handling of asbestos and monitoring for asbestos related disease, and the new guidelines for UV protection. As a Union, we are also concerned with Members' well-being outside of work, and that is why we have included a very important story on mental health in the construction sector. The very high rates of mental illness amongst men in our industry is something we all have a role in addressing, and I encourage you to seek help if you need it, and to keep an eye on your friends and co-workers, especially as we enter the Christmas party season.

# Inside This Issue...



## SPRING EDITION 2016

### 2016 / 2017 GENERAL MEETING DATES

#### Melbourne

52 Victoria Street, Carlton South

29 Nov 2016 | 4 Mar 2017 | 27 Jun 2017  
26 Sep 2017 | 28 Nov 2017

#### Geelong

PICAC Building: 66 Tanner St Breakwater  
(Please note the change of location)

30 Nov 2016 | 22 Mar 2017 | 28 Jun 2017  
27 Sep 2017 | 29 Nov 2017

<b>8-9</b>	The VBA - Building Confidence?
<b>10-11</b>	Ravenhall Prison Project
<b>12-15</b>	Retirement of UA President William P. Hite
<b>16-18</b>	CUB 55 - Trouble Brewing
<b>19-23</b>	Plumbing & Fire Industry Awards Night
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<b>58</b>	Vales

## PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

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Earl Setches

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*A message from your Secretary...*

## OUR UNION IS GROWING STRONGER, THE ECONOMY IS EXPANDING AND THE FUTURE IS LOOKING BRIGHT

**Earl Setches** | PPTEU Secretary

At a time when the Union movement is being continuously maligned and attacked by the Federal Coalition Government, the PPTEU is standing firm and growing stronger every day.

By working as a united team our OH&S and training specialists, our Organisers and Shop Stewards and our leadership and staff, are ensuring your rights, your pay, your trades and your safety are protected. Through cooperation, and an unwavering focus on the need to protect the integrity of our EBA and the Plumbing and Fire Protection Registration and Licensing system, our Members interests are being looked after.

We need to keep that focus because the threats to all we value as Union Members will persist as long as the Turnbull Government is in Office. As we see in the case of the CUB workers, featured in this edition of the PPTEU Journal, some unscrupulous employers

will feel encouraged by the Government's win in the polls, and try all sorts of tactics to effectively cheat workers out of their EBA entitlements.

Labor did very well at the July election, thanks largely to the hard work of Labor people right across the country, including our Members and supporters. Thank you for your great efforts. Labor went as close as an Opposition can go without winning, and is now well placed to take the fight right up to Turnbull and co.

The key battle front is Industrial Relations, where our main objective is to ensure that the draconian IR Bills - that took us to an election in the first place - never become law. **The Federal Government doesn't understand or value the importance of protecting our Registration and Licensing system, and of ensuring Plumbing and Fire Protection work is only done by skilled and**

**qualified people. If the Federal Government had its way, we would see a race to the bottom in terms of pay and conditions, and we would see an increased use of unskilled workers on Australian construction sites.**

The ABCC and Registered Organisations Bills are bad laws reflecting bad policy thinking. At a time when Unions and employers are working cooperatively and productively, these laws are designed to return us to the adversarial 'us and them' days of industrial trench warfare. The approach of the Government to IR is outdated, unhelpful and unwelcome. The construction sector, the Parliament and the people have all rejected this outdated approach which strips workers of basic rights.

**The divisive approach the Government is so eager to return to, is not the way to build a sustainable**

**future for the construction industry. As exemplified by the approach of the retiring UA President, and personal mentor of mine, the great William P. Hite, respectful co-operation between employers and their skilled workforce is the way to go.**

In a tribute to President Hite in this edition, Members can read about what can be achieved when Unions, employers, training providers, policy makers and regulators work together to create an environment of safe and sustainable employment for a highly skilled workforce within the growing and diversifying construction, water and energy sectors.

In the Australian Plumbing and Fire Protection Industry we have learnt from the experience of President Hite and the North American industry, and built a co-operative model between the Master Plumbers, our Union, the National Fire Industry Association and the Air Conditioning and Mechanical Contractors Association. All these organisations came together half a dozen years ago to form the Plumbing Industry Climate Action Centre, or PICAC, an entity I am very proud to Chair. As well as the first class Australian Award winning training center at Brunswick, PICAC will soon open a second center at Geelong, providing world class training to apprentices as well as those seeking to upgrade their existing skills. Next year PICAC will

open an industry research and training facility in Narre Warren, in partnership with one of the world's leading Standards bodies, IAPMO Oceania, meaning our Members will have access to the world's latest technologies, products and training developments. Through PICAC we are linking together all the component parts of the Industry – employees, employers, product developers, training providers and the international industry, to build a sustainable successful Industry.

Our Industry is leading the way and is a, productive, sustainable, skills focused Industry where co-operation levels are high and increasing all the time. An element of the current Industry framework that is not presently working as effectively as it could, is industry Regulation. **We will be working hard in the months ahead to develop a more effective regulatory regime for Plumbing and Fire protection in Victoria.**

In this edition we highlight what we see as the shortcomings of the current approach the Victorian Building Authority is taking. We look at the inadequacies of some parts of the Regulatory Framework and the Audit and Inspection system especially, and the impact this is having on failure rates in the commercial sector, and in turn the financial and health risks this failure rate creates for the community.

The safety and well-being of our Members is something all of us at

the PPTEU take very seriously. I encourage all Members to read the feature article on asbestos and asbestos related disease. If any Members have any concerns about asbestos issues on site, the first thing to do is notify your Shop Steward or OH&S representative on site. If Members have concerns about their own health, or their own potential exposure to asbestos, the first thing to do is to notify your GP so their GP can make a record of their exposure and their symptoms and undertake appropriate diagnostic screening, like a CT chest scan.

Whilst it may be confronting, I also encourage Members to read and think about the enclosed article about mental health in Construction, and in particular the alarming stats about the rate of suicide in the construction sector.

I also want to remind Members that through **Incolink Member Services**, you have access to free, confidential support from experienced counsellors. If you or anyone you know is struggling with depression or stress and having trouble with the day to day management of life, you should contact **Incolink Member Services** On **(03) 9668 3061** or **0419 568 605**.



*A message from your Assistant Secretary...*

## PROTECTING OUR TRADES, OUR EBA CONDITIONS AND OUR SAFETY

**Paddy McCrudden | PPTEU Assistant Secretary**

In this the first issue of the PPTEU Journal since the 2016 Federal Election, I want to thank all our Members for all the support you gave the Union and Labor over the course of the marathon winter campaign.

Labor fell just short of victory, but it was an election result we can all take great heart from. To win, Labor would have had to win 21 seats more than it lost, with a swing of just over 4 per cent, which is about twice the average swing against a first term government in 40 years. And, we went very close, missing by just one seat. It was an excellent effort from all involved, and the result puts the Turnbull Government on a knife-edge and Labor right back in striking distance of a return to Government. Your grassroots support was key to Labor's campaign success.

What we are left with is a carcass of a Government, and a desiccated Prime Minister swinging in the political breeze. Turnbull is being blown about by the hot air coming from his right wing and the bitter winds of populism and racism coming from the new Senate. Turnbull is a leader in name only, and his party has shown already

that it remains as out of touch after the election as it was before it.

On Industrial Relations the Liberals are pursuing the exact same strategy as they have since Abbott was in charge - a strategy that the Australian people have clearly rejected. As predicted, the first order of business for the Government in the new Parliament was to re-introduce the same draconian industrial relations legislation that was twice rejected by the last Parliament, that is the legislation to re-introduce the ABCC and the Registered Organisations Bill.

This is legislation that will give employers the right to do virtually whatever they like around pay and conditions, termination of staff, employment of sham contractors and unskilled casuals, and a range of other things. The legislation allows them to do this providing it is in order to "manage their business or improve productivity". If the legislation passes effect will be given to the *Building and Construction Industry (Fair and Lawful Building Sites) Code 2014*. The Code prohibits a range of activities necessary for Unions to properly represent workers and maintain safety, like right of entry. A number of the clauses that would be prohibited content under the Code, if approved, are standard clauses in enterprise agreements in

the building industry, including our 2015-19 EBA. If the Draft Code is implemented in its current form and a contractor's enterprise agreement is not compliant, the contractor will not be eligible for and be awarded Commonwealth-funded building work. It is effectively Work Choices via procurement policy.

Agreed conditions which are very important to our Members like our RDO Calendar, like Christmas shutdowns and Overtime rates will be at risk. As your representatives, our rights too - in terms of access to site, compulsory consultation around dispute resolution or retrenchment criteria and conditions - would be seriously impacted.

**The fluid situation on the Senate cross benches means that the timing of the introduction of the IR Bills, and whether they will pass, is hard to predict. In a positive development, the vote of South Australian Senator Bob Day – the building developer and supporter of the ABCC legislation – has been neutralised as the validity of his election comes under question.**

Without the Family First Senator, and with Labor and the Greens opposed, the Coalition needs support from eight of the 10 remaining crossbenchers, which is not impossible, but would make for a tight vote. There is no shortage of employers out there seeking to manipulate the existing system and use complex corporate structures and labour hire firms to strip away hard won pay and entitlements from workers.

In a sign of things to come, look no further than Abbotsford and the appalling and cynical conduct of CUB in their treatment of their highly skilled maintenance staff. In June this year 55 fitters, electricians and maintenance workers backed by the Electrical Trades Union (ETU) and the Australian Manufacturing Workers Union (AMWU) were told by CUB management that they would be sacked, only to be then “invited” to re-apply for their job through a third-party contractor, Catalyst Recruitment – with a 65% pay cut. The company brought in unskilled scab labour, and the sacked workers, backed by the ETU and other Unions including ours, set up a picket line at the Abbotsford factory.

I agree with ACTU Secretary Dave Oliver’s recent observation that this dispute has all the echoes of the 1998 waterfront crisis, when Patrick Stevedores axed 1400 workers and replaced them with bussed-in non-union labour. A sign of things to come.

The Government has made it clear that it wants to nobble Unions, limiting our ability to protect our Members’ rights and preventing us from standing up for workers when bosses across the economy try and replicate what is happening at CUB. We must be united and strong against these attacks.

We are focused on what we can

control, and that is doing all we can to ensure that our Members rights will be protected and that the core of our trade – our Licensing and Registration system – is protected at all costs. Federal Treasurer Scott Morrison is making regular public statements about reducing red tape in the construction sector, which is code for attacking licensing and registration of trades.

**To ensure safety on site, it is of paramount importance that Members have the right to withdraw their labour when working conditions are not safe. As happened recently at the new prison site at Ravenhall (see page 11), we will never allow our Members to be pressured into working in unsafe conditions.**

Safety in the workplace is always a key focus of our Union. One area of concern in relation to the oversight of safety for workers, is the current level of confusion over the jurisdiction of Comcare and WorkSafe. Comcare is the agency responsible for workplace safety, rehabilitation and compensation in the jurisdiction of the Australian Commonwealth (i.e. Federal) Government. WorkSafe performs the same role in the Victorian jurisdiction.

As we saw at Ravenhall, the regulatory overlap and confusion is most problematic when the lead contractor/employer falls under the Commonwealth jurisdiction, and the other employers on the project are within the ambit of WorkSafe. At Ravenhall, John Holland is a non-Commonwealth licensee with Comcare, but all other employers are not. This confusion added to the challenges involved in remedying identified safety issues on site, and we will be working with both levels of

government to remove any confusion or doubt as to the capacity of WorkSafe to act in relation to OH&S on any site in Victoria

Despite the open hostility towards ours and other Unions by the Federal Government, we are going from strength to strength. As we covered in depth in the last Journal, our 2015-19 EBA ensures our Members are properly rewarded and their skills and experience recognized, preserves key conditions and, importantly, clearly defines what is Plumbing and Fire Protection work. As well as a great EBA, we have a buoyant economic environment with strong private and public sector investment driving construction work. And our Training Centre – voted the best in the country at the Australian Training Awards 2015 – is delivering the training that will see our Members at the cutting edge of the Industry for years to come.

In this Edition of the PPTU Journal you will find the usual snaps of some of our many Members on site around the State. Also in this issue is an important story on the alarming rate of suicide across the construction sector nationally (only the Defence and Emergency Services sectors have higher rates), and what you can do to help look after yourself and your mates. We have a close look at the very real, current and life threatening dangers and risks associated with asbestos, and the new guidelines for UV protection at work.

With Christmas approaching, I encourage all Members to take extra care on site. Tragically, this year alone we have seen 25 deaths at work in the construction sector in Victoria and dozens of serious injuries. We know from experience that there is often a spike in serious injuries or deaths in the lead up to Christmas, when time and cost pressures tend to increase.



# VICTORIAN BUILDING AUTHORITY



## BUILDING CONFIDENCE

**The VBA is not “Building Confidence” as its branding suggests.** “Failures”, or instances of non-compliance, are increasing, creating unnecessary repair costs for consumers, undermining the integrity of our Industry and putting lives at risk.

The current regulation of the Victorian Plumbing and Fire Protection Industry (the Industry) by the Victorian Building Authority (VBA) is ineffective and changes need to be made to protect the integrity of our Industry and the safety of the community.

Failures, like those in the attached pictures, where the incorrect materials or techniques have been adopted, often multiple times over, are occurring more frequently and the VBA seems powerless to prevent them.

At a time of record activity in the sector, in terms of volume of Compliance Certificates lodged, audit and inspection rates are decreasing. The VBA receives approximately \$50M per annum in revenues, about a third of which comes directly from our Industry through Compliance Certificates lodged by licensed practitioners and License and Registration fees.

**Plumbing revenues are increasing year on year, yet the VBA is conducting fewer and fewer Plumbing audits. In 2014-15 the audit rate for Plumbing work was just over 2 per cent. To our knowledge no audits were conducted with respect to Fire Protection works.**

Such a low rate of audit and inspection of Plumbing works begs the question whether it is worth doing it at all. It is worth noting that the particular examples shown here were picked up by other licensed practitioners, not the VBA.

Another issue is that large parts of the “new” plumbing market (off-site assembled ‘pods’) are operating effectively outside of the Regulations altogether.

This is because the VBA does not consider off-site constructions (warehouse manufactured plumbing systems) to be “Plumbing works” for the purposes of the Regulations, despite the fact that if the same products were connected on-site, that work could only be undertaken by a licensed person and require a Compliance Certificate upon completion.

**Low audit rates, an inadequate level of Plumbing expertise amongst the audit and inspection staff of the VBA, and a narrow interpretation of the scope of the Regulations creates a perfect storm of risk for the Industry.**

Consumers are exposed to significant financial risks from these types of avoidable failures. Domestic building insurance is mandatory for all Victorian homes up to three storeys, high-rise dwellings are exempt, which adds to consumer risk exposure when failures

occur. When failures do occur, consumers are required to negotiate costly and complex dispute resolution processes to seek compensation or redress and often have to absorb the full costs of remediation works where the Builder or Developer declares bankruptcy.

The scale and extent of the consumer risk is significant. Consumer Affairs Victoria (CAV) recently reported that it received 3000 complaints about defective and unsatisfactory workmanship during the past financial year, an annual increase of 13 per cent. Strata Community Australia (which represents Victoria’s body corporate managers) is aware of at least 58 apartment buildings in Melbourne with defects, valued at a total of about \$49 million.

Adding to the challenge our Industry faces in getting its message through - that a failure to adequately regulate Plumbing and Fire Protection properly will result in a catastrophe - is the lack of a clear line of sight or avenue for communication between our Industry and the Government.

Currently, policy and Ministerial responsibility for Building and Plumbing is fragmented and opaque. There is no coherent Government strategy in place for the growing and diversifying building and construction sector. Ministerial responsibility for Building and Plumbing related policy and regulation is spread across at least 7 portfolios (Planning, Energy, Education, Environment, Consumer Affairs, Finance, Attorney-General), and involves multiple Departments and Agencies. The lead Department on Plumbing and Building Industry issues is the mega Department of Water Energy Land and Planning (DWELP), which has little or no expertise in or understanding of Plumbing and Fire Protection.

**Clearly, we need a better model. We need a much bigger regulatory bang for the millions of dollars our Industry tips in to the VBA.**

We need a model in which Plumbing and Fire Protection Industry representatives – people with a real hands-on understanding of the Industry – have a key role in developing the policies and Regulations that govern the Industry. We need to update and modernize the Regulations, so that all new products are catered for and Plumbing work is included, regardless of where it is done.

We will be pushing hard for these improvements and for the creation of a senior Ministerial portfolio with overarching responsibility for Building and Plumbing issues, and for the Industry, as represented by the Plumbing Advisory Council, to be able to directly advise the Minister on current and emerging issues and risks in the Plumbing and Fire Protection Industry.



- ❌ INCORRECT USE OF NATURAL GAS VALVE INSTALLED WITHIN THE CEILING SPACE, WRONG TYPE OF CONNECTION JOINTS (USE OF THREADED JOINTS WHEN SHOULD BE MECHANICAL JOINTS PREVENTING GAS LEAKAGE).
- ❌ IF NOT REMEDIED POSES MAJOR RISK OF UNDETECTED GAS LEAK WITHIN THE CEILING SPACE.
- ❌ REPEATED ERROR OVER 200 TIMES IN THE SAME DEVELOPMENT REQUIRING ALL FITTINGS TO BE REPLACED AT SIGNIFICANT COST TO THE ONSITE INSTALLER.
- ❌ INCORRECT INSTALLATION OF RECYCLED WATER, A LABEL HAS BEEN PROVIDED IN THE ACCESS HATCH HOWEVER THE PIPE SHOULD BE COLOR CODED TO REFLECT THE TYPE OF RECYCLED WATER.



- ❌ INAPPROPRIATELY ASSEMBLED POTABLE WATER RISING MAIN SYSTEMS.
- ❌ USE OF NON-WATERMARKED TAPPING SADDLES AND COUPLINGS INTENDED FOR FIRE SERVICES.
- ❌ POTENTIAL CONTAMINATION OF DRINKING WATER IN SYSTEM SERVICING 200+ UNIT APARTMENT COMPLEXES.
- ❌ LACK OF SUPPORT FOR RISING MAIN (40 LEVELS) AND METER SUPPORTS.
- ❌ METER BALL VALVES APPEAR TO HAVE NO WATERMARK



- ❌ INCORRECTLY ASSEMBLED HOT WATER RISING MAIN REPEATED OVER 40 FLOOR DEVELOPMENT.
- ❌ LACK OF PIPE SUPPORT.
- ❌ POOR/ MISSING PIPE INSULATION USING WRONG MATERIALS SO NO EFFECTIVE INSULATION OF THE PIPE TO PREVENT HEAT LOSS.
- ❌ WRONG FITTING USED FOR AN EXPANSION JOINT TO ALLOW THE PIPE TO EXPAND AND CONTRACT.
- ❌ FITTING USED IS FOR NOISE SUPPRESSION FROM PUMPS.

# RAVENHALL PRISON PROJECT

## WE'RE FIGHTING FOR YOUR SAFETY

One of the bigger projects our Members in Victoria are currently working on is the new medium security men's prison being built at Ravenhall, in Melbourne's west.

The new prison will be adjacent to the Metropolitan Remand Centre and the Dame Phyllis Frost Centre on what was vacant government-owned land. The new facility will accommodate 1,000 prisoners.

More than 350 PPTEU Members are on site from Entire Mechanical Services, Entire Fire Protection, Wilson Plumbing and Drainage, Close Commercial Services, Trio Plumbing, Signal and Hobbs and Barden Steeldeck Industries.



# PROJECT

These companies have been subcontracted by John Holland Pty Ltd (JHPL) which won the contract to construct the facility. Building construction commenced in late 2015 and is expected to be completed in late 2017.

## **Project progress has been good, but there have been some significant OH&S and IR challenges along the way.**

In early August this year, concerns were raised by unions and employees about various safety elements of the site.



The main concerns were over the effective working of the Emergency and Evacuation procedures and the associated site environment concerning shortcomings in the site establishment to enable safe evacuation, including inaudible sirens, insufficient evacuation lighting, insufficient evacuation signage, inappropriate isolation between mobile plant and workers and inaccessible muster points.

On 4 August 2016 a site audit was conducted by site representatives, JHPL management and union officials. As a result of that audit, JHPL, gave directions for work to cease.

Our Members continued to turn up for work, and stayed in the sheds until JHPL made the site safe.

## **JHPL tried to pressure Members back to work, withholding pay and running an argument that the action our Members took was “unprotected” industrial action for the purposes of the Fair Work Act.**

We strongly disagreed, and argued that our Members were entitled to a safe workplace, and should not be penalised because the lead contractor fails to provide one. On behalf of our Members, and in accordance with the relevant EBA's covering our Members, we took the matter to the Victorian Building Industry Disputes Panel (VBIDP). VBIDP is an independent body established by the commercial building and construction industry to provide dispute

resolution in respect to employment related issues arising in the industry in Victoria.

The VBIDP considered all the issues and agreed with us. The Panel found that our Members were perfectly entitled to stay in the sheds until the safety issues were rectified and entitled to be paid for those days.

**At the time of publication, all but two of the contractors, Entire Fire Protection and Entire Mechanical Services, have agreed to comply with the ruling and pay Members for the lost days. Entire Fire and Entire Mechanical have asked for a review of the decision and we will be representing the interests of Members (approx 120) from those contractors in that review process.**



## RETIREMENT OF UA GENERAL PRESIDENT

# WILLIAM P. HITE

In August this year, the United Association of Plumbers, Pipefitters, Sprinkler Fitters and HVACR Technicians (the UA) held its 39th General Convention in San Diego, California.

In 2012, our Union formally Affiliated with the UA and this year Secretary Earl Setches and a small Australian union delegation joined 3000 UA delegates in San Diego California for the Convention.

**The theme of the Convention was “Built on Excellence”, which was highly appropriate given that the Convention marked the retirement of the inspirational and influential UA General President, William P. Hite - a man who built career and a Union on the back of a commitment to excellence.** Our Secretary had the honour of addressing the assembled delegates, and to directly thank General President Hite for his very significant contribution to the Australian Plumbing and Fire Protection Industry.

Since becoming General President in 2004, Mr Hite has worked tirelessly to advance the interests of working people and has fought hard for policies that expand job opportunities for the middle class. From his work in industry and government to the services he provides to the community and charities, he has achieved unprecedented success on behalf of his Union and its Members, which number over 370,000 in the skilled piping trades in the U.S., Canada and Australia. He is known as a dynamic labour leader committed to expanding

skills training opportunities and increasing levels of competitiveness in the energy and manufacturing sectors.

Under President Hite's leadership, the UA was re-invigorated and re-energized. It increased its commitment to member activism, grassroots political action, labour-management cooperation, apprenticeship, training and education. President Hite also led the charge for an unprecedented growth in the UA's national, state and local political programs, which proved critical in helping secure major victories for the Democrats in both the 2008 and 2012 US Presidential Elections.

While he has enjoyed a wide range of accomplishments that have made the UA a true leader among other labour organizations, one of the programs of which Mr Hite is most proud is the UA's Veterans in Piping Program—an award-winning nation-wide initiative that provides high skill training and good jobs to transitioning service Members at no cost to them.

## **Due to his work for Veterans, he was selected as the first labor leader in history to receive the Distinguished Service Award from the Military Officers Association of America.**

William P. Hite has represented the labour movement on many important Boards and Committees. Democratic and Republican Presidents alike have sought him out for advice. He was appointed to the President's Advisory Committee for Trade Policy and Negotiations, and is the only labour leader appointed to President Barack Obama's prestigious Export Council made up of CEO's and Cabinet Secretaries. He also served on the Board of the U.S. Council on Competitiveness, where he was Chair of the Workforce Readiness Subcommittee.

A regular and thoughtful contributor to various leading

publications, William P. Hite has been an outspoken advocate for job creation, a champion of immigration reform, and sound energy policy on Capitol Hill.

**A key characteristic of Mr Hite's approach, both as UA General President and over the course of over 45 plus years of UA membership and contribution, has been his commitment to training, collaboration and shared prosperity for employees and employers. This is evidenced by the fact that the San Diego Conference was a Tripartite Conference, bringing together of Unions, Contractors and End Users.**





**General President Hite showed the US Industry, and then taught us, that we can't exist without successful Union and Employer collaboration and a belief in the shared goal of shared prosperity between Unions and Employers.**

The US Industry has a great deal to thank William P. Hite for, and so do we here in Australia. The impact General President Hite and the UA as a whole has had on our Industry has been enormous. It was General President Hite and the UA that modelled to Australia how we can do better in terms of Unions and Employers working together. It was General President Hite who provided the opportunity for some of Australia's biggest plumbing and pipe contractors to

see firsthand the advantages of working collaboratively with Unions around developing trades people and their skills.

Our Industry, through PICAC, has effectively replicated the UA model of 'training their own' and as a consequence elevated our industry to a new standard. A key part of PICAC training facility is the Welding Centre of Excellence, which is without equal in terms of the access it provides to the latest welding technology. The Centre was developed under the direct guidance of General President Hite and the United Association. The concepts and designs of other innovative PICAC training techniques, like Australia's only Mobile Training Units, were borrowed directly from the UA and built on their knowledge and experience. Thanks to the

work of Mr Hite we are extremely proud of being able to offer the most advanced Medical Gas installers program, along with the most thorough and professional Backflow Training Program in Australia.

General President Hite and the UA were also central to the development of our Fire Protection Centre of Excellence in Brunswick. Back in 2012 our Fire Protection Industry was under great threat, when the only national provider of apprenticeship training in Fire Protection closed its doors. Hundreds of Sprinkler Fitting apprentices were left stranded – so the Plumbing and Pipe Trades Union, together with the National Fire Industry Association came together to find a new home for this vital part of our industry to train.

We were tasked with creating and building a new Fire Protection school from the ground up and it is here that President Hite and the United Association stepped in to help.

**President Hite arranged for a delegation from the United States and Canada to come to Australia and provide input and assist with the development of the apprenticeship training.**

Australia now has a position on the UA Sprinkler Fitting Training Directors Group and our Head Instructor is now delivering courses to North America through the Instructor Training Program.

Numerous Australian industry instructors have taken part in the Instructor Training Program, held in Ann Arbor Michigan and this year our second Instructor will graduate.

The Apprentices and the established industry professionals that pass through the doors of our training Centres in Australia, for the next 10, 20 or 50 years will have UA General President William P. Hite to thank for the world class training they receive, and that this quality training entitles them to be part of an elite group that includes some of the best trained men and women our industry can produce.

It is in recognition of these outstanding contributions that we acknowledge President Hite as the Patron of our Training Centres. Last year the Plumbing, Pipe

Fitting and Fire Industry Awards in Australia created the William P Hite Award for Leadership and Excellence. This award is acknowledged as the most prestigious national recognition of outstanding leadership contribution to our Industry.

William P. Hite is not only a great leader of our Industry, and of the labour movement more broadly, he is also a man of compassion with a commitment to helping others. A cancer survivor himself, he has learned not to take anything for granted and now helps others by serving as a major fund-raiser for the Mayo Clinic and other organizations supporting cancer research and programs that make life easier for patients and their families.



Our Union, our Industry and the Australian community owe a great debt of thanks for the outstanding contribution of William P. Hite and the UA.

**We wish Mr Hite and his family all the very best in retirement.**



# TROUBLE BREW

Members will no doubt have seen media coverage of the prolonged industrial dispute between brewing giant CUB and 55 of its maintenance workers and Electrical Trades Union and the Australian Manufacturing Workers Union Members.

**The CUB55, as they've been dubbed, have been picketing their old worksite in Abbotsford since June this year. That's when the 55 electricians and fitters had their work contracts terminated and were told to reapply for their positions with a new company, Programmed Skilled, that had won the CUB contract. It would be the same worksite, the same job, with one catch: different pay.**

The new work agreement would slash their current wages by 65%. They rejected the new contracts and set up outside.

The brewery is having non-union replacement labour bussed in and out of the site every day past picketing workers, who give them a warm union welcome of course. As the weeks drag into months, the picket line outside the brewery is becoming a second home: there's a pool table, a pingpong table and fire buckets to fight off the dreary Melbourne weather.

The issues at the heart of this dispute mean that the Abbotsford picket line is becoming a metaphorical line in the sand for unions and a rallying point for workers across the economy. The blatant unfairness of sacking workers one day and re-hiring them under a different labour hire company the next on 65% less pay and conditions is something all workers should be concerned about. If CUB can try this sort of stuff on and get away with it other employers will be encouraged to do the same and we will have a race to the bottom.

**That is why we saw so may workers, more than 2000, block Melbourne's CBD on 7 September.**

Workers from a whole range of Unions came together to march in solidarity with the CUB55 and turned Bourke St into a sea of high-vis. A Brisbane rally was also well attended.

The main message of the rally's speeches was that labour hire agreements, like the one the CUB workers were contracted under, are bad for workers.

**"Labour hire is an absolute scourge. In the old days labour hire was purely top-up labour," Troy Gray from the Electrical Trades Union told the crowd. "It's becoming the mainstay. The big end of town, multinational companies use labour hire contractors and companies to avoid their responsibilities under the Fair Work Act."**

The labour hire company at the heart of a dispute involving an enterprise agreement covering workers at the Carlton and Uniting Breweries (CUB) facility at Abbotsford has terminated its contract.





# ING...

Above: **Sending a message**  
Unions rally in support of the CUB55 in Melbourne

Programmed Skilled, based in Western Australia, struck an Enterprise Bargaining Agreement under the name of a subsidiary, Catalyst Recruitment. The Agreement, which sparked the dispute was voted on by just three casual workers in Perth two years ago.

The Catalyst Services Enterprise Agreement 2014 covered jobs in manufacturing and associated industries, building and construction, joinery and building trades, electrical

and communication fields, mining and more. It is applicable to all Australian states and was approved by the Fair Work Commissioner.

In June this year, the Agreement was rolled out at the CUB Abbotsford plant, covering 55 electricians and fitters. They were told their current labour hire contractor was being replaced by Programmed and it would significantly lower workers' pay and conditions.

There was a provision to allow the contractor to reduce their pay to just 50 cents above the award whenever Programmed chose to. Not surprisingly, most of the workers refused to sign up and have picketed the Abbotsford brewery for about four months. >>>



# AVOID THESE BRANDS

**SUPPORT THE SACKED WORKERS AT [WWW.GOFUNDME.COM/CUBWORKERS](http://WWW.GOFUNDME.COM/CUBWORKERS)**

# DON'T LET THE CUB GET AWAY WITH IT

>>> Christopher, one of the 55 maintenance workers affected by the agreement, told the rally in Melbourne that the company's behaviour was "appalling" and "dishonest".

"I was working at CUB under another contractor for seven years. I was a permanent maintenance worker there," he said. "On the agreement they wanted to put us on, it was an average of 65 per cent [of our previous pay]."

Electrical Trades Union state secretary Troy Gray said the sacked CUB staff, who were experienced in the brewery's highly complicated and unique machinery, were among the most skilled tradesmen in Melbourne.

"Those workers ... have been working seven days a week, night and day, so the average punter out there can have a nice cold beer after a hard day's work, that's the way it should be," he said.

Mr Gray said the ETU would collect a \$20 levy from its 20,000 Members in Victoria to "support the locked-out CUB workers".

**"This will be a war of attrition," he said. "Those that can endure will win this dispute, and we will win it."**

The industrial feud at CUB is the first since the Federal Election, and we agree with the ACTU Secretary Dave Oliver that the situation at CUB is a "sign of what's to come" under the second-term Coalition government that appears intent on continuing its "anti-union" agenda.

**Prime Minister Malcolm Turnbull is yet to reveal his Industrial Relations Policy, including whether to adopt controversial Productivity Commission proposals to make it easier for businesses to lay off workers and force them to reapply on lower pay and conditions.**

In an interview with Farifax in July this year Mr Oliver said big businesses were regularly emboldened under conservative governments to "go after" their workers' pay and conditions.

He drew parallels between the CUB dispute and the infamous 1998 waterfront crisis, when Patrick Stevedores axed 1400 workers and replaced them with non-union labour.

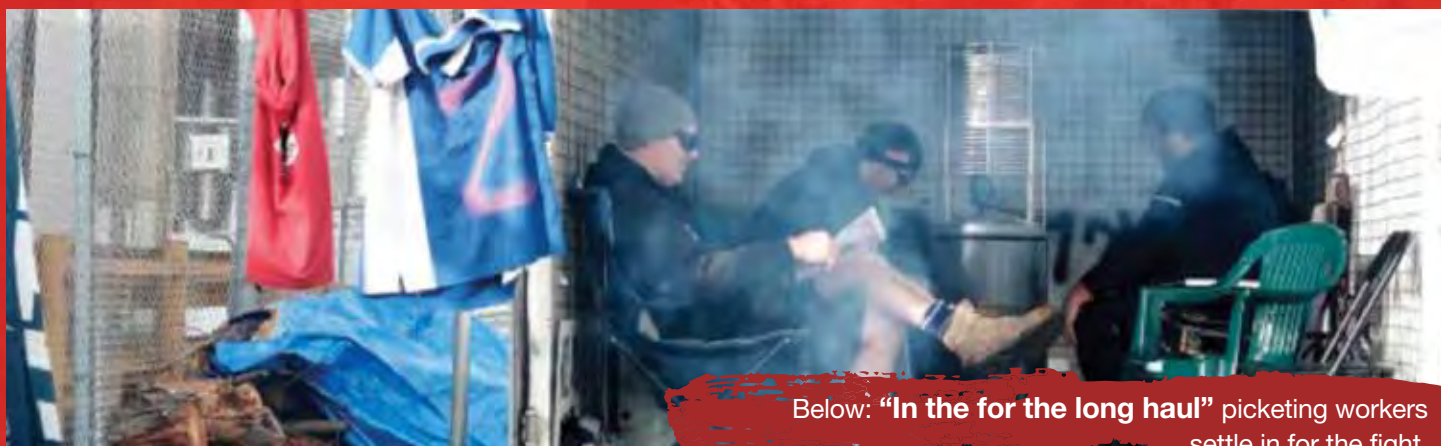
"Under John Howard, workers were sacked overnight while busloads of alternate workers were going in and



similarities with that's happening here" he said.

At the time of going to print, the CUB dispute is unresolved. We encourage all Members to get behind the CUB 55, and if your local pub or club is still serving CUB products, let them know what is going on at CUB and how they treat their workforce, and what that means for all workers in this country.

Victorian Industrial Relations Minister Natalie Hutchins said the workers had been put through "extraordinary circumstances" and that "CUB has been a prominent brand in Victoria and to let this company to get away with what they've done to these workers would be a travesty," she told workers at the September march on Spring Street. **We couldn't agree more.**



Below: "In the for the long haul" picketing workers settle in for the fight.

# AWARDS NIGHT

Saturday 15 October 2016



PLUMBING & FIRE INDUSTRY  
**AWARDS**



On Saturday October 15, 2016 the Plumbing and Fire Protection Industry came together for the second annual Plumbing and Fire Industry Awards at the Melbourne Convention and Exhibition Centre.



The Plumbing and Fire Industry Awards is a joint initiative driven by key industry stakeholders the Master Plumbers, the National Fire Industry Association, the Plumbing Industry Climate Action Centre and the Plumbing and Pipe Trades Employees Union.

The aim of the Plumbing and Fire Industry Awards is to bring together the Industry and recognise excellence in the training and development achievements of individuals. The Awards recognise Plumbers and Fire Protection professionals at every stage of their career and across the various disciplines.

**This year more than 400 guests, including award nominees and their**

**partners, joined industry leaders, stakeholder representatives and award sponsors, at the gala dinner and awards ceremony.**

Over pre-dinner drinks the present day industry leaders and their partners mingled with the next generation of skilled Plumbing and Fire Protection professionals before sitting down to superb food and wine. Guests were treated to first class live entertainment and television weather presenter and meteorologist Jane Bunn was Master of Ceremonies. Jane did a great job, adding a level of elegant sophistication to the occasion while keeping to a busy awards presentation schedule.



The night was filled with highlights, none bigger than the announcement of the winner of the **William P. Hite Leadership Excellence Award**. The William P. Hite Award is presented to an industry participant who has excelled in a leadership role in the plumbing, fire protection and pipe trades industry, making a real difference for the benefit of all.

In 2016 there were two winners of this award, the industry's most prestigious accolade. Congratulations to **Vin Ebejer** and **Doug McClusky** who won the William P Hite Leadership Excellence Award for their lifetime contribution to the Plumbing and Fire Protection Industries.



Ken Gardner CEO Master Plumbers, PPTU Secretary Earl Setches, Vin Ebejer, Glenn Menzies, Doug McClusky, PICAC CEO Shayne La Combre and NFIA CEO Wayne Smith

Both Doug and Vin are very worthy winners of the William P. Hite Award, each having made an outstanding contribution to the quality training and sustainable success of our industry we see today. And it is appropriate that they receive the award together because together Vin and Doug built bridges between the traditional adversaries, the Master Plumbers and our Union, and built PICAC on co-operation.

It is **Doug McClusky's** deep understanding of a broad range of elements of the Plumbing and Fire Protection Industry – from OH&S, to Licencing, to Training, Standards, Regulation and Policy development – that has enabled him to make an outstanding contribution to the Industry as a whole.

Doug had a successful 20 year career as a plumbing practitioner before he took on a role at Trades Hall in 1990, and for the next decade was responsible for delivering and facilitating pioneering OH&S training for the construction sector.

As an elected official of our Union, Doug has always been a passionate advocate for safety and also for preserving the integrity of our Licencing and Registration system, and for ensuring that the skills and competencies of licenced practitioners are respected and maintained. Doug served for many years as CEO as the Plumbing Joint Training Fund and also as Chair of the Plumbing Industry Advisory Council, a position from which he was able to directly and positively

influence - and provide advice to - Ministers and regulators. For the 15 years to 2015 Doug was General Manager of CEPUTEC, providing outstanding leadership and transforming the organisation to a point where it now offers a wide range of courses, including short courses, long courses, new technologies training, plumbing trades and generalist courses.

These CEPUTEC courses are conducted in conjunction with the Plumbing Industry Climate Action Centre (PICAC), an entity which Doug was key to establishing. As current PICAC CEO said on Awards night *“none of what we now see at PICAC, the sophistication and the commitment to training excellence, would be possible without the efforts of Doug McClusky (and Vin Ebejer)”*.

Doug said he was honoured to receive the William P. Hite Award:

***“It is a great honour to receive this most prestigious Award. Bill Hite is a great example of what can be achieved when industry works together. That has always been my approach too. When we work together we can achieve great things as an Industry, and PICAC is the perfect demonstration of that. It is great to win the Award with my friend Vin Ebejer too. We (the Union and Master Plumbers), fought each other for 100 years but Vin and I worked cooperatively and together and we were able to achieve very positive things.”***

**Vin Ebejer** first became involved in the building and construction sector in 1967, nearly 50 years ago. And when he joined the Master Plumbers in 1985 he began to make what became a transformative and enduring difference to the quality, scope and consistency of Plumbing and Fire Protection Industry training.

Over the course of more than 30 years with the Master Plumbers Vin's commitment to excellence in training, and in particular the importance of aligning training outcomes with rapidly changing industry requirements, has been unwavering.

Vin is credited with being the driving force behind the Master Plumbers Group Training Scheme, a scheme that has become a recognised model of success and considered the benchmark in apprentice training. As Training Director for the Master Plumbers Vin worked very closely and co-operatively with Doug McClusky, building a respectful and honest personal relationship upon which unprecedented industry collaboration was able to be built.

Over his career Vin made very significant contributions to a range of policy and regulatory improvements in the industry and was the driving force behind the GreenPlumber training program, a pioneering and revolutionary training program now being delivered into North America through the UA. Vin also served as the acting CEO of Master Plumbers before taking on the role of the first CEO at PICAC. Vin cites this period of his career, working closely with Doug to build PICAC from the ground up, as a highlight in a career filled with highlights.

Vin said he, like Doug, was honoured by, and proud of, the Award:

***“Being awarded the William P. Hite Award, and to be awarded it with Doug, is very rewarding and a great honour. I have had some great highlights over my career, and this is certainly one. I am very proud of successes like the Group Training Scheme, Green Plumber, and the changes and benefits those things bring, and also of PICAC of course. Based on great relationships, especially with Doug McClusky, but also Earl Setches and others, in my time in it, our Industry has achieved great things. Yet there is so much more to do, to make sure the community, the regulators, governments and even our own industry really understands how vitally important (good quality plumbing and sanitation) it is to our health and sustainability and our economy.”***



Carmel Coate, Executive Director, NFIA, with Russell Menzies

Congratulations also go to the PPTU's own **Russell Menzies** who won the **Excellence in Education and Training Award**. Russell works for CEPUTEC, the Registered Training Organisation organisation dedicated to supporting Plumbing and Pipe Trades Employees Union Members.

This Award, sponsored by the Plumbing Joint Training Fund, is presented to a plumbing or fire protection professional who has introduced innovations, solutions or new technologies, to improve the delivery of education and training services to the industry.

This is how Russell summed up the vital role good quality training plays in our industry.

*"Anyone involved in construction trade training will agree that the training of plumbers takes longer and is more expensive than any other discipline. But in today's complex world, that training is an absolute necessity. And, because technology is continuously changing and advancing, quality plumbing trades training will always be an ongoing process requiring regular updates. The Affiliation between the Plumbing and Pipe Trades Employees Union and the United Association has enabled me to be the first non-North American to complete the UA Instructor Training Program at Ann Arbor, Michigan."*

*This 5 year accreditation process was only possible through the support I've received from Plumbing Industry Climate Action Centre and the Union. Since my return, I have worked to transfer a new breadth of knowledge and these standards of excellence from the USA to students back in Australia. As a reaction to this, new courses have been scheduled on the CEPUTEC syllabus. I am enjoying making such a progressive contribution to the Australian industry and aim to continue well into the future."*



Steve Rocco, left, with Jim Johnstone, Incolink Careers & Promotions Field Officer

Congratulations to **Steve Rocco** who won the **Occupational Health and Safety Award** at the

2016 Plumbing and Fire Industry Awards. Thank you to Incolink for sponsoring this award which goes to an industry professional who is committed to and actively promotes on-site health and safety.

The Award is recognition of Steve's hard work and passion for improving safety at work. Steve says:

*"I started my apprenticeship in 1975, making this my 41st year in the plumbing industry. I completed my Advanced Diploma in OH&S in 2007, and have been employed as one of two OH&S Officers for the Plumbers Union for the past 8 years. These combined experiences place me in a unique position where I can work with many others in the industry, assist HSRs, liaise with employers and influence regulatory change to maintain and improve a safe working environment for all who work in the plumbing industry"*

The **Indigenous Professional Award**, sponsored by RAW Recruitment, is presented to an Indigenous Apprentice or Professional who has excelled in their trade. AFL legend, Indigenous rights advocate and Board Member of the Indigenous Plumbing and Sanitation Foundation, Michael Long was on hand to congratulate this year's winner, **Kaelun Brown**.



(L-R) Michael Long, Robbie "Bomber" Peden, Kaelun Brown & Christian Gaylard

Kaelun thanked RAW recruitment and PICAC for the opportunity and outstanding training he has received. He has big plans for the future too:

*"After a career in men's Aboriginal health, I entered plumbing as a mature aged apprentice specialising in drainage. I hope to branch out to gas once I have finished my apprenticeship. Understanding how important sanitation is to community health and I think good plumbing should be available to everyone. My long term goal is to start my own business and take on Indigenous apprentices. I hope to have a positive impact on the community by being able to support and mentor other Indigenous people to get a trade."*

The **Rose Curtis Award** is rewarded to an outstanding female apprentice, and is awarded to both encourage the winner to continue with her career in the industry as well as to inspire other women to choose a career in plumbing or fire protection. This year there was a very strong field of candidates for the Award, and it was **Amy Kosterman**, from Melbourne Plumbing and Drainage Services who took home the Award, and a cheque for \$1000 from Award sponsor Maurice Blackburn.

Amy loves her job and is looking forward to one day playing a role in training the next generation of young men and women.

*"Unlike other trades, plumbing has real variety. No two days are the same. There are so many opportunities in the industry. During high school I knew I wanted more than a desk job and I found just what I was looking for in plumbing. When you move the goal posts, you can do anything you set your mind to. Being often the only female on-site is not a barrier. I find most job sites are collaborative and inclusive. We are all here to do a job and hard work pays off, whoever you are. I hope to have a long and productive career in the plumbing industry, and hope to one day have a role in training and mentoring apprentices."*



Amy Kosterman, left, with Kelly Thomas from Maurice Blackburn

**We also congratulate and thank all involved in organising and hosting this important celebration of all that is great about our great industry.**

# The PPTU congratulates all the Award winners

## **Indigenous Professional Award**

Kaelun Brown, RAW Recruitment Pty Ltd

## **Occupational Health and Safety Award**

Steve Rocco, Plumbing and Pipe Trades Employees Union

## **Excellence in Fire Protection Award**

David Beaumont, Network Fire Systems

## **Excellence in Education & Training Award**

Russell Menzies, CEPUTEC

## **Rose Curtis Award**

Amy Kosterman, Select Plumbing Group

## **Sustainable Professional Award**

Cooke & Dowsett

## **Project of The Year Award**

GBS Plumbing for the Victorian Comprehensive Cancer Centre

## **William P. Hite Leadership Excellence Award**

Doug McClusky and Vin Ebejer

## **NFIA Apprentice Award**

Bradley Mackenzie, Grant Fire Services

## **The AG Coombs Mechanical Services Award**

Jack James, Fraser & Mountain

## **Frank Maskell General Plumbing Award**

Calan Haydon, Geschke

## **NA Smith Gas Award**

Jarrad Gstrein, Plumbing Apprenticeships Victoria

## **Andrew Letter Master Plumbers Gold Medal Award**

Calan Haydon, Geschke

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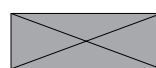
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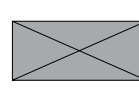
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# NEW SCHOOLS PUBLIC PRIVATE PARTNERSHIP (PPP) PROJECT

In 2015 the Victorian Government announced and commenced implementing the New Schools Public Private Partnership (PPP) Project which will see 15 high priority new government schools delivered across a number of Victoria's fastest growing metropolitan and regional communities in the period to January 2018.

## **Our Members are playing a key role in the delivery of the new facilities.**

Seven schools will be completed and ready for students on the first day of Term 1 2017. The remaining schools will open for business in 2018. Delivered through a \$291

million Public Private Partnership, the new schools will be financed, designed, built and maintained by Learning Communities Victoria for 25 years.

The new schools will provide exciting first class facilities for students across the State and have been designed with the local community in mind. Each of the new schools will be a community hub, providing a range of spaces for local families and residents to gather and enjoy community, arts, sports and recreation programs from the brand new facilities. Additional multi-purpose spaces which will be used by the school during the day and operated by YMCA after hours to deliver

before and after school care and other community programs; and kitchens at four schools, enabling the delivery of hospitality related programs.

**Casey Central East Primary School** and **Cranbourne South West Primary School** are two of the new schools to open next year. Between 20 and 30 Members have been on both sites for several months now, working through a long wet winter, but both projects are on track. Members from a range of companies have been involved including **Quadrant Mechanical Services**, **Geschke Plumbing**, **Signal and Hobbs**, **Chadoak**, and **Cormack Plumbing**.



# AROUND



# ND THE TRAPS

# GARDEN HILL DEVELOPMENT IN DONCASTER

The boom in apartment development in Australia's capital cities is not just confined to the CBD. Around Melbourne, and also Sydney and Brisbane, apartment development in suburbs within about a 20km radius of the respective capitals is also going strong.

We have hundreds of Members across the country working on these 'middle ring' suburban apartment developments

One such site is the Garden Hill development in Doncaster in Melbourne's east. This \$40M project is sited in Elgar Road Doncaster is for residential use and comprises a 10-storey L-shape apartment tower, plus roof top garden, over three levels of basement car park. There is a total of 136 apartments, a mix of 1, 2, 3 and 4 bedrooms, and 150 car parking spaces. The site has an overall area of 2,400m<sup>2</sup>.

The project commenced in September 2015 and is expected to be completed this November. About 30 Members are on the Project from Consolidated Plumbing, Specific Refrigeration & Mechanical Services and Bayside Fire, who are doing the Fire Protection work on site.





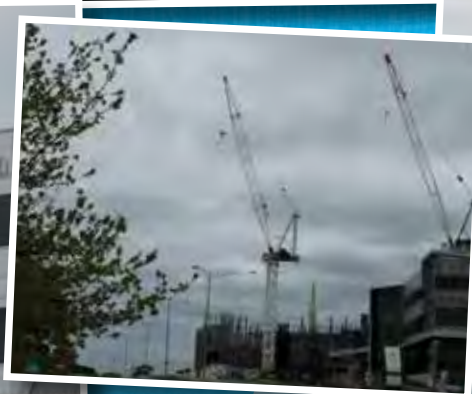
# ST JOHN OF GOD HOSPITAL IN BERWICK

Up to 50 Members have been, and many still are, on site at the new St John of God Hospital in Berwick in Melbourne's south eastern growth corridor. Members from Walker Plumbing have done the sanitary work, OP Industries doing the Mechanical and Air Conditioning and Precision Fire the Fire Protection work. Shop Steward Wayne "Nico" Nicholson has done a great job keeping the site safe and on track despite some challenging weather.

The new hospital in Kangan Drive, Berwick, located opposite Monash Health's Casey Hospital, is expected to be open to patients in 2017. It is anticipated that the new \$120 million facility will include 190 beds built over two stages, six general theatres, two endoscopy theatres, a cardiac/vascular catheter laboratory, six birthing suites and approximately 350 basement car parks.

The size of the site allows for future growth and the master plan will

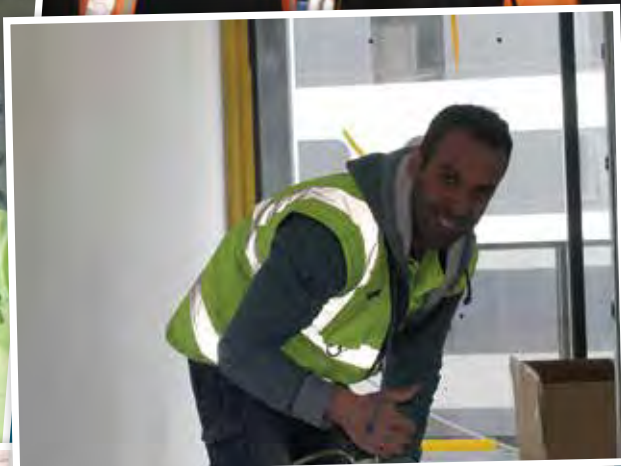
facilitate additional stages taking the capacity to approximately 300 beds. When co-located with Monash Health's Casey Hospital the new development will be a major health precinct in Melbourne. When complete the facility will create an additional 106 full time equivalent employment opportunities and attract over 100 new Medical Specialists, many to the \$19 million specialist consulting centre that includes medical imaging and a comprehensive cancer centre.



# EMPIRE MELBOURNE

Empire Melbourne is a Probuild project. Located at 398 Elizabeth Street, the building will have 62 floors of residential units (10 per floor).

The project is at about the half way mark, with completion expected in late 2017. About a dozen PPTU Members are currently on the job from BP Plumbing, Leemark Fire Protection and Paramount.



# AURORA APARTMENTS

At 92 stories high, Aurora Apartments in La Trobe Street in the CBD will be a very impressive building when it is completed in 2019. According to veteran Shop Steward on site Greg Keyle from CDC Plumbing, it is "just starting to come out of the ground now, but it's going to be massive".

Aurora is a Probuild project, and will consist of 941 residential apartments and approximately 250 serviced apartments. The tower will feature exclusive resident amenities and communal areas extending over three levels. What makes Aurora truly unique and exciting is its direct access to Melbourne Central railway station and one of the best shopping precincts in Melbourne.

The project has been underway for about 12 months and when it is in full construction phase, our Union will have up about 70-80 Members on site from Entire Fire, CDC Plumbing and Drainage, and D&E Air Conditioning amongst others.



# LIGHT HOUSE MELBOURNE

Light House Melbourne is a Multiplex development in Elizabeth Street. The development, so named because it will feature an exterior luminescent shell of reflective panels, is well advanced and expected to be completed in the first half of next year.

The Light House Melbourne will include over 600 apartments in its 69 floors. Approximately 40 PPTEU Members are working on the site, from All Systems Ventilation, D&E Air Conditioning, Wilsons Plumbing and Entire Fire Protection.



# EQ TOWER

About 60 PPTU Members are currently on site in A'Beckett Street in the CBD on the Eeq Tower development. International developer IDC Property is in charge of the project which, when completed in late 2017 will be a 62 floor 200 plus meter tower containing 632 apartments.

Members have been on site for about 18 months, from CDC Plumbing, Ellis Air Conditioning and All Systems Air conditioning. Geelong Fire are doing the Fire Protection work.



# AROUND THE TRAPS

# How SunSmart are you and your workplace?



WorkSafe has just updated the UV Guidance Note '**Sun protection for Outdoor Workers**'.

The updated information can be viewed and downloaded on

[www.worksafe.vic.gov.au/info](http://www.worksafe.vic.gov.au/info)

This is the first major review of the UV guidance material in 12 years. As well as providing updated information on protection against UV, the publication further explains employer/employee duties, the requirements for selection and use of PPE, the use of sunscreen etc.

Australia and New Zealand have the highest incidence of skin cancer in the world.

In Victoria, more than 40,000 new cases of skin cancer are diagnosed annually.

It is estimated that in Australia around 200 melanoma and 34,000 non-melanoma skin cancers per year are caused by occupational exposure to UV radiation.

## What is UV radiation?

UV radiation is the invisible wavelengths of sunlight that can damage the skin. Unlike infrared light which is felt as heat, UV radiation cannot be felt.

In Victoria, sun protection is recommended when the forecast UV index is  $\geq 3$ , which is generally from September to April.

## What is skin cancer?

Cumulative exposure to UV radiation can damage the body's skin cells. This can result in various forms of skin cancer which can be fatal if not detected and treated early.

### The most common types of skin cancer are:

**Basal cell carcinoma** – appears as a red lump or scaly area. Usually found on the head, neck and upper body.

**Squamous cell carcinoma** – appears as a thick, scaly red spot that may bleed, crust or ulcerate. Occurs on most exposed areas of the body. Can spread to other parts of the body.

Other less common but more dangerous forms of skin cancer are:

**Nodular melanoma** – raised, firm and dome shaped pimple-sized melanoma that is red, pink, brown or black. Develops quickly, over weeks and spreads to other parts of the body.

**Flat melanoma** – appears anywhere on the body as a flat spot with a mix of colours and an uneven, smudgy outline. Changes colour, size or shape. Can spread to other parts of the body.

## Early detection of skin cancer

Early diagnosis and treatment of skin cancer relies on early detection.

**Members are encouraged to check their own skin often and look for spots that are new or have changed colour, size or shape. You should see a doctor (a GP initially; and request a referral to a dermatologist) as soon as possible if you notice anything unusual as skin cancer can develop rapidly.**

## Download the free SunSmart App

Using the free SunSmart app, you can personalise it, have it automatically send daily personal alerts to your smart phone and tell you when sun protection is recommended for your location using forecast information from the Bureau of Meteorology website and live UV data from ARPANSA.

More information can be gained from [sunsmart.com.au/work](http://sunsmart.com.au/work)

Your OH&S Officers are **Steve Rocco** and **Chris Giblin**.  
The OH&S Unit is supported by **Incolink** funding.



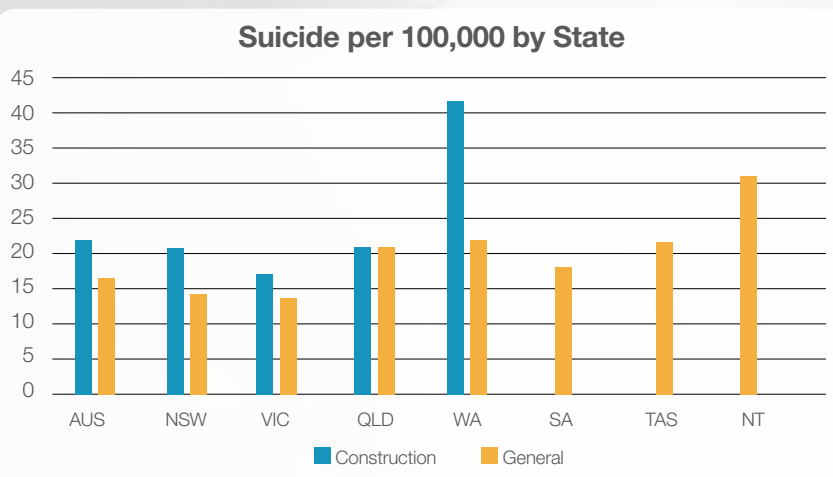
# SUICIDE IN

## A PROBLEM TOO BIG TO IGNORE...

Suicide is a hard subject to talk about, but when the rate at which a construction worker is committing suicide is tracking at about one every two days, it is a subject we can't afford not to talk about.

**Suicide among construction workers – who are almost exclusively men – aged 15 to 24 is more than twice as high as other young males,** according to the Australian Institute for Suicide Research and Prevention.

Australian workers in the construction sector are six times more likely to die from suicide than through a workplace accident. For



those under the age of 24, the increased risk is 10 fold. Only the armed services and emergency services sectors have higher rates of suicide than the construction sector.

According to a recent report released by charity Mates in Construction (MIC), about **170 construction workers take their own lives each year**, highlighting the need for workers to take better care of their own well-being and

that of their mates, and for employers in the industry to support the mental health of their workforces.

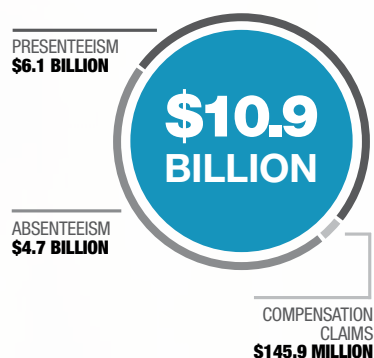
The MIC report notes that not only is there an enormous human and emotional cost which results from this epidemic, there is also a very significant economic cost.

Mental health conditions in Australian workplaces cost over \$11 billion per year, comprising \$4.7 billion in absenteeism, \$6.1 billion in

# N CONSTRUCTION

presenteeism and \$146 million in compensation claims (PwC, 2014). PwC also identified that organisations that provide simple mental health and well-being programs on average have a cost benefit ratio of \$2.30 for every dollar invested.

## IGNORING MENTAL HEALTH COSTS AUSTRALIAN BUSINESS \$10.9 BILLION A YEAR



## BUT FOR EVERY \$1 INVESTED IN MENTAL HEALTH INITIATIVES



These costs include the obvious financial effects on the worker's family, but also his or her employer and government relating to things like production disturbance, human capital, medical, and administrative costs.

The construction industry employs more than 625,000 people across Australia,

making it one of the biggest employers in the country. The reasons why the rates of suicide in the sector are so high relative to other occupations are complex and inter related.

In a recent interview, Jorgen Gullestrup, National Chief Executive of Mates in Construction, explained that part of the problem with the data is also part of the problem overall, which is that men have a tendency to under communicate around these issues. Construction is often referred to as a very "blokey" culture where an attitude of "shut-up and harden-up" still exist in many workplaces, but he said it was when men became overwhelmed by problems in their life and didn't talk about it that tragedies occur. Gullestrup said:

**"Typically, a worker who takes their own life might be separated, divorced or have relationship problems. They tend to be in debt and/or drink too much. The nature of the job – often involving long hours and commutes, poor job security and physically demanding work – makes social support more difficult. The stigma around mental health problems makes it difficult for these men to talk about their troubles. Bullying can also be a problem.**

There's that perception in construction that 'If I can build a house then I can get through my marriage breaking up, or I can get through a problem with the law, or

**I can get through spending \$75,000 on the pokies.' But everything becomes a chasm and they can't cope with it."**

According to a recent PricewaterhouseCoopers (PwC) report on mental health in the workplace, during the past 12 months 25.1% of workers in the construction industry were reported to have experienced a mental health condition. Also, 8.9% of construction workers have a condition affecting their mood, such as depression – which is considered one of the risk factors for suicide. An evidence review focusing on male-dominated industries commissioned by Beyondblue indicates workers in the construction industry may have elevated prevalence rates of depression and anxiety.

Through Incolink Member Services, our Members have access to free, confidential support from experienced counsellors.

**If you or anyone you know is struggling with depression or stress and having trouble with the day to day management of life, you should contact Incolink Member Services  
On (03) 9668 3061 or  
0419 568 605.**

The OH&S Unit is supported through Incolink funding.

# CONSTRUCTION INDUSTRY MENTAL HEALTH ROUNDTABLE

The PPTEU was pleased to participate in a roundtable organised by Mates in Construction and Beyondblue.

Over 40 key industry decision makers from across the national building and construction industry agreed to come together in Sydney to discuss the concept of developing a national blueprint for mental health and suicide prevention.

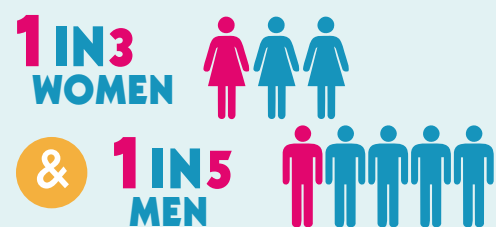
The PPTEU OH&S Unit have volunteered to sit on one of three sub-working groups, along with Incolink, formed following the meeting.

*The expectations of the roundtable are that industry will:*

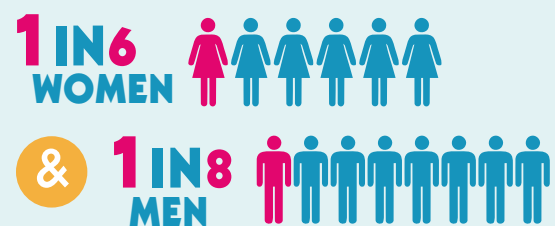
- ✓ **Commit to improving workplace mental health**
- ✓ **Develop key principles for the blueprint**
- ✓ **Agree to the process for developing the blueprint**
- ✓ **Establish a timeframe for the blueprint**

The desired outcome of the roundtable is industry recognition that mental health is a key element of health and safety and is therefore a vital part of the overall industry's commitment to the workforce.

## Anxiety, depression and suicide...



ARE LIKELY TO EXPERIENCE  
**ANXIETY** IN THEIR LIFETIME



ARE LIKELY TO EXPERIENCE  
**DEPRESSION** IN THEIR LIFETIME



DIAGRAMS & STATISTICS PROVIDED FROM

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Lawyers  
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FOR  
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# LEGAL ISSUE?

## WE CAN HELP.

### **PTEU 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**





# DANGER ASBESTOS

Asbestos-related disease prevention, and the safe handling of asbestos, is something our Union and our Members have led the way on for decades.

Levels of asbestos safety, in terms of training and protective

equipment and safe identification and removal systems, have never been higher in our Industry as they are today. But it would be wrong to think of asbestos as yesterday's problem.

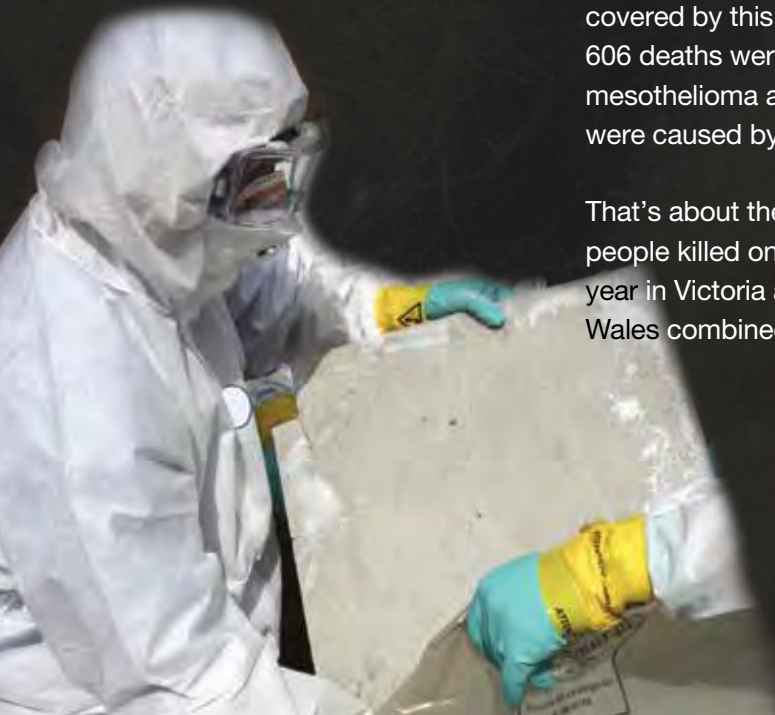
Asbestos related disease kills hundreds of Australians every year. According to Safe Work Australia data (Safe Work Australia, Asbestos-related Disease Indicators Report 2014), in 2011, the most recent year covered by this publication, 606 deaths were caused by mesothelioma and 125 deaths were caused by asbestosis.

That's about the same number of people killed on the roads each year in Victoria and New South Wales combined.

**And, most alarmingly, deaths are not expected to peak until 2020, and that, tragically, we are expecting another 30-40,000 people to be diagnosed with asbestos-related diseases in the next 20 years.**

Over 10,000 people have lost their lives to the mesothelioma in Australia since the early 1980s, while a further 25,000 are expected to succumb to the disease in the coming decades (SWA 2014).

Asbestos is a mineral rock made up of masses of tiny fibres and occurs in a number of forms, three of which were used commercially in Australia. They are amosite, crocidolite and chrysotile. Asbestos was





# A DEADLY LEGACY

mined in Australia for over 100 years until it ceased in 1983. The domestic production, combined with asbestos imports, gave rise to Australia having the world's highest per-capita use of asbestos in the 1950s (Asbestos Safety and Eradication Agency).

This high rate of usage reflected the very useful thermal and mechanical properties of the material. Asbestos had extensive use in a multitude of domestic and industrial products, particularly in fibre-cement products like pipes, wall panels, and roof sheeting. The use and importation of all forms of asbestos (with a few very specialised exceptions) was prohibited in Australia from December 2003.

When asbestos is mined or processed or when asbestos-based products are sanded, sawn or drilled, it can form a fine airborne dust made up of tiny fibres. These fibres are easily breathed into the lungs where they can become embedded. Due to the small size and elongated shape of the fibres, they can

resist the lungs' natural cleaning process and may cause serious health problems in later years. In particular, the fibres can work their way through the lungs' tissues and into the pleura—the membrane surrounding the lungs.

In addition to mesothelioma and asbestosis, asbestos has been linked to other diseases including lung cancer and laryngeal cancer. However, unlike mesothelioma and asbestosis, it is not possible to pinpoint asbestos exposure as the sole cause of these diseases.

The end of asbestos mining in Australia in the early 1980s and the national ban on asbestos production, importation and use in December 2003 brought about a change in the way workers were and still are exposed to asbestos. In the past, exposure to asbestos fibres usually occurred while mining asbestos, manufacturing asbestos containing products or using those products, primarily while constructing buildings.

Currently, the main source of exposure to asbestos fibres are old buildings undergoing

renovation or demolition. Home owners renovating their own homes are also at risk of exposure to asbestos fibres. This is an outcome of the heavy reliance on asbestos products in buildings during the 1950s, 1960s and 1970s. Asbestos containing materials were used as thermal insulation for pipes, ducts in buildings, plant and furnaces, ceilings and wall cavities. Asbestos cement sheets and roofing were also used extensively.

Asbestos mining ceased in Australia in 1983 and so the burden of asbestos-related disease in occupations associated with asbestos mining in Australia is expected to diminish in the medium to long term. However, the widespread use of asbestos in construction and manufacturing until the 1990s means there will likely be more as yet undiagnosed cases of asbestos-related diseases among workers from these two industries.

Between 1986 and 2007, the Australian Mesothelioma Register

collected and monitored data on the number of new cases of mesothelioma and past exposure to asbestos. The register shows that in the past workers with the highest rates of mesothelioma were those who had worked in occupations associated with asbestos mining or dust forming operations such as handling, sawing, sanding, grinding, drilling, turning or general maintenance and renovation. Specific occupations recording high numbers of exposed workers included: Carpenters & joiners; Wittenoom workers; Plumbers, Builders & builders' labourers; Navy & merchant navy workers; Railway workers; Boiler makers (cleaners, attendants, installers and welders); and Power station workers

Asbestosis and other asbestos-related diseases usually only occur following lengthy periods of exposure to high levels of asbestos fibres. Mesothelioma, on the other hand, can develop from short or lengthy periods of low or high concentrations of asbestos, although exposure to asbestos fibres does not make the development of the disease inevitable.

**It can take up to 40 years or more after initial asbestos exposure for disease caused by asbestos to become evident.**

**Each asbestos-related disease differs in the extent of exposure to asbestos fibres and time between exposure and the onset of disease.**

- Benign pleural disease takes at least seven years to develop following exposure to asbestos fibres and is only evident on chest x-rays. It generally causes no symptoms and does not require any treatment other than cessation of smoking and regular check-ups with a health professional.
- Asbestosis usually takes around 10 years or more to develop following heavy and prolonged exposure to asbestos (NHMRC 2013) before the disease advances to a stage where symptoms become apparent. Although it is a chronic rather than a fatal disease, it is a serious condition that can lead to death from other causes such as respiratory or cardiac failure. Ongoing medical treatment is necessary to maintain good quality of life and to reduce the burden it places on the body's vital organs. People with asbestosis have a greater risk of developing lung cancer or mesothelioma than other people who have been exposed to asbestos fibres.
- Lung cancer can take 20 years or more to develop and asbestos is only one of many agents linked to its development (WHC 2011). It is reported to occur only following levels of exposure similar to those for asbestosis and is strongly associated with workplace exposure to asbestos fibres. It is much more likely to occur in people who smoke and/or who have asbestosis (Queensland Health 2002).
- Mesothelioma has the longest latency of any asbestos-related disease, usually taking between 20 and 40 years or more to develop. Symptoms of the disease usually only become evident when the disease has progressed to an advanced stage when treatment is ineffective and necessarily focussed on maintaining good quality of life for as long as possible.



**If any Members have any concerns about asbestos issues on site, the first thing to do is notify your Shop Steward or OH&S representative on site.**

If Members have concerns about their own health, or their own potential exposure to asbestos, the first thing to do is to notify your GP so their GP can make a record of their exposure and their symptoms and undertake appropriate diagnostic screening, like a CT chest scan.



# ASBESTOS

## MAURICE BLACKBURN

### WHAT IS ASBESTOS?

Asbestos is a natural mineral fibre which was used in more than 3,000 Australian building products from the 1940s until 1985, including asbestos or fibro cement sheeting, heat-resistant insulation, and brake and friction products.

### HOW LONG CAN SYMPTOMS TAKE TO BECOME APPARENT?

Exposure to asbestos fibres and dust can result in diseases which usually don't reveal symptoms until decades later.

### WHAT ARE THE COMMONLY OCCURRING DISEASES FROM ASBESTOS?

1. **Mesothelioma** – an aggressive and malignant cancer originating in the pleura (a membranous tissue surrounding the lung) or the peritoneum (the membranous tissue lining the abdomen). This disease lies dormant for around 20 to 40 years and then strikes aggressively. The median life expectancy from diagnosis is around 9 months.
2. **Lung Cancer** – a malignant tumour arising from the airways and airspaces of the lungs.
3. **Asbestosis** – inflammatory scarring and fibrosis of the tissues within the lungs – causes increasing shortness of breath.
4. **Pleural Plaques** – localised areas of thickening or calcification of the inner pleura – often present without symptoms – but demonstrate past exposure to asbestos fibres.
5. **Pleural thickening** – where the pleura becomes thickened and inflamed and interferes with the respiratory and gas transfer functions of the lungs.

### WHAT TO DO IF YOU THINK YOU HAVE BEEN AFFECTED BY ASBESTOS?

It's a good idea to document any asbestos exposure in case you do develop an asbestos-related disease later in life. Maurice Blackburn's free National Asbestos Register is a convenient way to do this. Recording the details of your asbestos exposure, regardless of how recent or long ago it was, can help any future claims for compensation you may need to make. Registration is free, and obligation-free as well. - See more at: [www.mauriceblackburn.com.au/asbestos-diseases/national-asbestos-register/](http://www.mauriceblackburn.com.au/asbestos-diseases/national-asbestos-register/)

### WHO CAN MAKE A CLAIM?

If you have been diagnosed with an asbestos related disease, your first priority must be to take care of your health. However, financial compensation may relieve some of the burden for you and your family. Our professional team understands the impact of a life threatening illness, and will work with you to minimise inconvenience and stress.

It is important to seek legal advice quickly. This is because your entitlement to pain and suffering damages (often the largest part of the claim for retired people) is only protected if a claim is issued within your lifetime.

You may be legally entitled to claim compensation if you are suffering from:

- asbestosis
- lung cancer
- asbestos related pleural disease
- pleural mesothelioma
- peritoneal mesothelioma
- pericardial mesothelioma, or
- laryngeal cancer

### WHAT TO DO IF YOU THINK YOU HAVE BEEN AFFECTED?

If you have been diagnosed with an asbestos related disease, you may have significant compensation entitlements. You should call Maurice Blackburn to find out how they could help you and your family.

Maurice Blackburn also operates a National Asbestos Register where you can register your exposure to asbestos even if you aren't ill, just in case things change in the future.

Members should either visit [www.mauriceblackburn.com.au](http://www.mauriceblackburn.com.au) or call **1800 810 812** to register their information.



# "THE SCHOOL"

## RETIRED MEMBERS' FUNCTION

On June 13, 2016 Retired Members came together at Plumbing Industry Climate Action Centre (PICAC), known to many of our Members simply as "the School".

The function was a great chance for Retired Members to have a look at the world class training facilities and it was great that so many of the old guard were able to come along, enjoy a beer and a bite to eat and catch up with old mates.

**The event was more than just a catch up though. It was an important information session about one of the most serious issues our Members have to deal with - asbestos and asbestos related disease.**

The event was co-hosted by the Union and Maurice Blackburn Lawyers. Victoria Keays, Senior Associate at Maurice Blackburn,

made a brief presentation and took questions from Retired Members.

Ms Keays stressed the importance of seeking advice from an expert lawyer straight away should you be unfortunate enough to be diagnosed with an asbestos related disease. She made the point that to protect pain and suffering damages, which is often the largest part of the claim, proceedings must be issued within a person's life time.

Ms Keays also explained that because different States have different rules, it is critical to get advice from a firm with national expertise, like Maurice Blackburn. The other key message from Maurice Blackburn for Members was to register their exposure to asbestos.



Respiratory Physician Dr Jonathon Burdon explaining the various types of asbestos related disease



Victoria Keays, Maurice Blackburn, speaks to Retired Members about their legal rights



Rod Smith and Karen Banton from the Bernie Banton Foundation

More information regarding the BERNIE BANTON FOUNDATION and their services can be found at [www.berniebanton.com.au](http://www.berniebanton.com.au)

To do this Members can go to [www.mauriceblackburn.com.au/asbestos-diseases/national-asbestos-register/](http://www.mauriceblackburn.com.au/asbestos-diseases/national-asbestos-register/) or contact Maurice Blackburn on **9605 2729** to have a form sent out for completion.

Ms Keays pointed out that this it is not only important to record of your own exposure; it may also assist as evidence in other peoples' cases.

As well as the legal issues associated with asbestos exposure and disease, Retired Members heard from leading respiratory physician Dr Jonathon Burdon. Dr Burdon explained the differences between the various asbestos related diseases such as pleural plaques, asbestosis and mesothelioma. He suggested that Members notify their GP should they

have a history of asbestos exposure, so their GP can note it in their records.

Further, he recommended that should you have any breathing difficulty or restriction, contact your GP, advise them of your exposure to asbestos and to arrange a CT chest scan.

The session also included a brief presentation from Rod Smith and Karen Banton from the Bernie Banton Foundation. Karen and Rod shared their own experiences of grief and loss of loved ones who had suffered from an asbestos related disease. This led them to their endeavour of campaigning for asbestos awareness and to provide support services to those who have been diagnosed with an asbestos related disease, including their family Members.



Gough Whitlam  
pouring soil into  
Vincent Lingiari's  
hands has become a  
defining moment in  
Australia's history.



# UNION & INDIGENOUS PARTNERSHIP ANNIVERSARY OF WAVE HILL WALK-OFF

Our great Union, and the Australian labour movement as a whole, has a proud history of solidarity with our Indigenous brothers and sisters, and of working together to make sure that the future is one where Indigenous workers and non-Indigenous workers enjoy equitable treatment.

The connection between our Union and the Indigenous peoples of this country has grown and

evolved over time. Today the focal point of the relationship is skills development, and working together to ensure Indigenous Australians are given the opportunity to develop and apply skills - the key to closing the economic gap between Indigenous and non-Indigenous Australia.

Members will know, for example, of our partnership with RAW Recruitment, an organisation established to provide opportunities and business enhancement through Group

Training and Employment Services for Aboriginal job seekers and employers of Aboriginal people. RAW currently has about a dozen Indigenous Apprentices on its books, including several Apprentices currently receiving world class training at PICAC.

Many Members will also be familiar with the work of the Indigenous Plumbing and Sanitation Foundation - an organisation whose Board Members include our Secretary Earl Setches and Michael Long - to identify and fund projects which directly address the sometimes third-world sanitation situation in some parts of Australia.

Many of our younger Members may not be aware that the solidarity between the Australian Union movement and Indigenous Australia dates back more than half a century. And in August 2016, Indigenous and Union leaders came together again to mark the anniversary of one of the defining moments in the history of Australia's Indigenous peoples, the Australian labour movement, and Australia itself. The 1966, Wave Hill walk-off.

Wave Hill Station is located approximately 600 kilometres south of Darwin in the Northern Territory. Vestey's, a British pastoral company which ran the cattle station, employed local Aboriginal stockmen, mostly Gurindji people.

Working and living conditions for Aboriginal people were very poor. The wages of Aboriginal workers generally were controlled and not equal to those paid to non-Aboriginal employees. In fact, it was illegal up until 1968 to pay

Aboriginal workers more than a specified amount in goods and money. An attempt to introduce equal wages in 1965 failed because pastoralists argued that equal wages would ruin the industry if paid immediately. It was decided to defer a decision for three years.

**In 1966 Aboriginal people first protested for equal wages at Union Camp at Newcastle Waters Station, about 270km north of Tennant Creek. The strike focused national attention on the entitlements of workers on pastoral properties across the NT.**

Although they lost the strike, they started a groundswell of resistance to the appalling working standards imposed on Aboriginal people. It was the catalyst for the Wave Hill walk-off.

On 23 August 1966, 200 Aboriginal stockmen of the Gurindji people and their families walked off Wave Hill pastoral station, 600 kms south of Darwin in the Northern Territory, owned by a British aristocrat Lord Vestey.

Led by Vincent Lingiari, a community elder and head stockman at the station, they set up camp in the bed of Victoria River. The camp moved before the wet season of that year and in 1967 the Gurindji Aboriginal people settled some 30 kilometres from Wave Hill Station at Wattie Creek (Daguragu), in the heart of their traditional land, near a site of cultural significance.

The Wave Hill walk-off was well supported, including by non-Aboriginal people. Unionist, Brian Manning, a Darwin waterfront worker and fervent, organised a strike fund with fellow unionists and Aboriginal actor Robert Tudawali and Roper River man and Union organiser Dexter Daniels. Manning loaded his truck with supplies and made the first of up to fifteen 1,600 kilometre round-trips from Darwin to Wave Hill. Manning's support was key to the strike's success.

The strike made headlines all over Australia. While the initial strike was about wages and living conditions it soon spread to include the more fundamental issue about their traditional lands. The Wave Hill walk-off had morphed into a land claim.

Aboriginal leaders petitioned the Governor-General in 1967, requesting a lease of 500 square miles to be run cooperatively as a mining lease and cattle station, and toured Australia to raise awareness about their cause.

The Gurindji people were claiming that this land was morally theirs because their people "lived here from time immemorial and [their] culture, myths, dreaming and sacred places have been evolved in this land". This was the first claim for traditional Aboriginal land in Australia.

Nationally many people resisted the idea of handing back land to its traditional owners. Five years later on 16 August 1975, Labor Prime Minister Gough Whitlam handed over title to the land to the Gurindji Aboriginal people—the first act of restitution to Aboriginal people and the start of the land rights movement.

# PLUMBING

## key to *World Health*

As Plumbing and Fire Protection professionals, our Members are aware of the importance of safe water and sanitation and we can make a real difference on a **global scale**.

From our training and our experience, we know intuitively the health risks associated with poor quality plumbing, and that managing our available water effectively and keeping our sanitation systems safe is vital to our societal and economic well-being. Where others in Australia might, in our industry we never take our safe water and sanitation for granted.

With the glaring and shameful exception of many remote Indigenous communities, we in Australia enjoy arguably the safest, cleanest and most accessible water and sanitation in the world. When we turn on the tap, in our cities, our suburbs and country towns, high quality drinking water comes out. Our plumbing and water infrastructure, regulations, licencing and registration system, strong product standards, quality assurance systems and the skills and first class training system

come together to make this happen.

All these things combine to ensure that as a community, we make the most of our fresh water supplies, and manage waste safely.

Sadly, this is not the case in many parts of the world. According to a joint 2015 Report by Unicef and the World Health Organisation there are more than 600 million people, mostly in sub-Saharan Africa but also parts of Asia, South America and other regions, without access to safe water. 160 million rely entirely on untreated surface water. 2.5 billion people don't have access to safe - or in many cases any - sanitation facilities.

**1400 children die each day from diseases resulting from poor quality water and sanitation. About 10,000 people dying each and every week from a lack of plumbing. Clearly then, plumbing has a big role to play in world health.**

**Since 1990, 2.6 billion people have gained access to an improved level of water supply.**

**At least 663 million people without access to reliable and safe water.**

**159 million people rely on untreated surface water.**

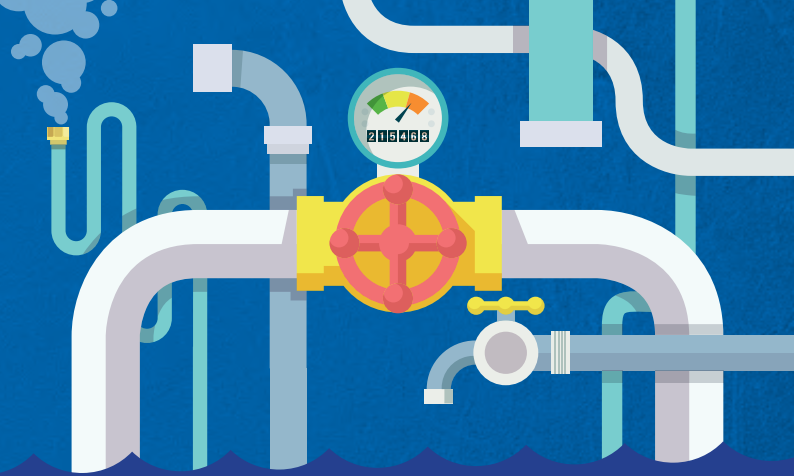
**2.1 billion people have gained access to improved sanitation.**

**2.4 billion without access to safe or any sanitation facilities.**

***Ever minute a child dies of a water related disease.***



# **THE AUSTRALIAN PLUMBING INDUSTRY LEADING THE WAY**



These figures paint an alarming and dire picture for much of the world. And, more concerning still, a changing climate, population pressures and ever increasing competition for scarce water will all add to water scarcity, making the challenges even greater going forward.

**We know that good plumbing can make a real difference to these alarming statistics. So rather than being daunted by the scale of the challenges, our Union and our Industry as a whole, is demonstrating in a range of ways that we have the skills, knowledge, resources, and the energy and willingness to roll up our sleeves and make a real difference on a global scale.**

There are many examples of where our Union and our Industry is engaging positively with the world plumbing sector. In doing so we are making a real difference to the currency of our Industry, and also to the world plumbing community. As a Union we have built an outstandingly positive and collaborative relationship with the United Association (UA), giving our Members access to the latest training and developments from the US. It also means our hard won experience and skills around things like water capture and storage, re-use and recycling, can be incorporated into the American built environment as that economy, like all world economies, seek ways to do more with less when it comes to water.

PICAC, our Award Winning Training College, is now not only the hub for the Plumbing and Fire Protection Industry in Victoria, and to an increasing extent nationally, it is also the key link between the Australian Industry and the international community.

**Ensuring the Australian Industry has a touchstone to the world is more important than ever.**

Developments and innovations in plumbing and water management are occurring at an unprecedented rate. Product designers are continually discovering more effective means of capturing, using, re-using, treating and distributing waste and fresh water. As trade barriers come down, products will move around the globe at an ever increasing rate. More importantly, as new technologies and products are pioneered, the know-how to use and maintain those systems and products needs to be shared in Australia.

PICAC provides that sharing and dissemination point. Through our strong collaborative relationship with the International Association of Plumbing and Mechanical Officials (IAPMO) we bring the world of plumbing to Australia and Australian innovations to it.

Through our support and enthusiastic participation in international skills events auspiced by groups like WorldSkills, we are helping grow the global skills base in terms of plumbing, water and fire management systems.



Incoming WPC Chair Shayne La Combre with outgoing Chair, Mr Sudhakaran Nair

# Shayne La Combre Elected Chair of WPC

In a very significant development in our Industry, in September of this year, **PPTEU Member and PICAC CEO Shayne La Combre, was elected Chair of the World Plumbing Council (WPC)**, the key international plumbing focussed body. Established in 1990 the WPC has more than 300 representative and industry organisations as members, from some 30 countries across five continents.

The WPC aims to develop and promote the image and standards of the Plumbing Industry worldwide.

The WPC's Mission is: "To promote the role of plumbing in improving public health and safeguarding the environment, by uniting the World Plumbing Industry, for the benefit of all."

Shayne has served as Deputy Chair of the Council for the past three years. When the full Council met at its Triennial Conference in Capetown in South Africa, Shayne was elected unopposed by the Council to lead it for the three years to 2019.

**The PPTEU congratulates Shayne on his election to the post, which is something the Plumbing and Fire Protection Industry in Australia as a whole can be proud of.**

Shayne's extensive industry knowledge - as a practitioner, regulator and advocate for training excellence - and his leadership and stakeholder management skills will ensure that his time as Chair will be greatly successful, and the Council achieves its objectives.

In his first speech as Chair of the Council, Shayne outlined what he saw as the big challenges for the Council and the world, and his approach to tackling it in his time as Chair. Below are several extracts from Shayne's inaugural address as Chair of the Council in September this year to more than 1000 delegates from around the globe:

**“...The key challenge for all our communities, and the big opportunity for the WPC -:**

*how do we, in the context of Climate Change and water scarcity, harness contemporary knowledge and technology - as well as design and embed effective regulations, policies and partnerships – so that we can at least begin to slow, and maybe one day even begin to close, the current and widening gap between the world’s demand for, and the world’s supply of, fresh water.*

*And we know why this matters so much. 80% of diseases in developing countries are related to poor water supply and sanitation. Every minute a child dies of a water related disease. And around 500,000 children die every year from diarrhoea caused by unsafe water and poor sanitation. That’s about 10,000 children’s lives each and every week.*

*We know fresh water will be less available than demand requires, and we know how vital safe water and sanitation is to the education and economic prospects of millions of people. And we know that progress can only really be made when the gap between supply and demand begins to narrow.*

*To do that requires **good policy**. And this is where the key ingredients of good policy I spoke of earlier – **education, industry, and regulation**, come in to play.*

*And we know that progress can only really be made when the gap between supply and demand begins to narrow. To do that requires good policy. And this is where the key ingredients of **good policy – education, industry, and regulation**, come in to play.*

**Education** needs to be supported by industry to ensure training is fit for purpose and effective. An Industry can only grow and be sustainable in the long term in a well-regulated context and with a skilled workforce.

*We need to continue to develop skills from the ground up if we are going to grow the global skills base. We need to look at growing models of success in terms of co-operative efforts*

*And **Industry** has a key role in educating the community as well as policy and decision makers. We can work to put the case for water infrastructure investment; to build robust governance structures around water management agencies; and to make sure that when governments are making allocative decisions they are factoring in the water implications of doing so.*

*In the same way as the world has become increasingly aware over recent decades of their individual and collective contributions to carbon pollution, their “carbon footprint”, so it must become with water.*



**“Better outcomes can be achieved when education, regulation and industry work together”**

Newly elected WPC Chair Shayne La Combre addresses WPC Conference delegates in Capetown in September.

*Building climate-resilient economies that can develop and grow in a warming world will require better **regulations**, better ways of allocating scarce water resources, both across sectors and within sectors, especially agriculture, to its highest-value uses.*

*As well as achieving safety and sustainability objectives, good sustainable regulations will increasingly need to factor in economic opportunity.*

*This could be achieved through planning and regulation, or using market signals through instruments such as prices and permits. In both cases there would need to be adequate safeguards to assure access to poor households and disadvantaged as well as the environment protection.*

*As the new term of the WPC begins, it is an appropriate time to recommit to working with partner organisations, leveraging our existing networks and international policy architecture to find ways to bring education, industry and regulation together to progress achieving better access to water and sanitation around the world.*

*I would challenge all here today to think about the part you can play in tangibly supporting this newly appointed WPC Board. So we can stand in 3 years’ time in Melbourne, convinced we have made a difference.”*

# COMMUNITY PLUMBING CHALLENGE 2016

## DIEPSLOOT, SOUTH AFRICA



## COMMUNITY PLUMBING CHALLENGE

In July this year PICAC sent a team of experienced plumbing professionals and formed Team Australia which participated in the 2016 Community Plumbing Challenge.

This international event has been a huge success in recent years (Singapore 2014 and India 2015) and 2016 was no exception

with teams of skilled plumbing professionals and students from Australia, the USA, India and South Africa converging in the township of Diepsloot, north of Johannesburg to compete in the 2016 Community Plumbing Challenge.

The Community Plumbing Challenge is organised and facilitated by IAPMO, in association with the World Plumbing Council (WPC), who appeal to all WPC member agencies to take the lead in

organising and/or supporting representative team participation.

The four international multi-disciplined (plumbing, metalwork, architecture, engineering) teams worked very co-operatively with Sticky Situations, AutoDesk, the SOWETO Plumbing Academy, the DACN Arts collective, WOTIF and hosts – the WASSUP (Water, Amenities and Sanitation Services Upgrade Programme) Cooperative.

## TEAM AUSTRALIA 2016

In March PICAC began working to prepare a team of four young people to represent Australia at the 2016 Community Plumbing Challenge in South Africa.

*The team was made up of:*

### **Mr Mitchel Fish**

A metal fabricating apprentice from The Basin, east of Melbourne. He is currently undertaking his trade studies at Swinburne University of Technology

### **Mr Sam Welsh**

A plumbing apprentice from Kilsyth. He is currently undertaking his Cert. IV licence subjects also at Swinburne University of Technology.

### **Ms Kirsten Griese**

A graduate architect from Greensborough. Kirsten is employed by FMSA Architecture, Melbourne. Kirsten holds a Masters in Architecture from Deakin University.

### **Mr Luke Pettenon**

A plumbing apprentice from Kealba. Luke is currently employed by Plumbing Apprenticeships Victoria and undertaking his trade studies at Victoria University.

*The two team coaches were:*

### **Mr Aaron Bridger**

A recently qualified plumbing contractor from Chirnside Park. Aaron was formally employed by Plumbing Apprenticeships Victoria and was awarded the 2015 Gold Medal at the 2015 Plumbing Industry awards.

### **Mr Greg Tink**

Manager, Facility Operations at the Plumbing Industry Climate Action Centre in Melbourne. He also holds an executive position on the Board of the Master Plumbers and Mechanical Services Association of Australia.



Diepsloot is a densely populated Township in the north of Johannesburg, South Africa. It is made up of some fully government-subsidised simple housing as well as shacks in the biggest sections known as Extensions 1, 12 and 13. These rough shacks are built on any piece of land with nothing already on it. Some landowners charge rent to others to stay in a shack on their land.

Diepsloot is now home to a population in excess of 500,000 people; many of them live in shacks 3 m by 2 m assembled from scrap metal, wood, plastic and cardboard. Some families lack access to basic services such as running water, sewage and rubbish removal.

Extensions 1 and 5 often get flooded in the heavy summer rains as the water from the mall also runs down into their roads. Residents use paraffin stoves and coal for cooking, and candles for light. Some shacks have electricity and use a prepaid meter, but this is becoming increasingly expensive and is used sparingly. City officials estimate that half the population in the settlement is unemployed. In parts of Diepsloot where the Challenge took place, anywhere between 13 – 45 households share one toilet, tap and drain.

## THE CHALLENGE

Eight defunct communal toilets were plucked out of the ground and re located to a work compound nearby. The four international student teams then collaborated to develop the most effective and sustainable new upgrade solutions, to reinstall and reconnect these communal toilets for local Diepsloot residents.

Teams worked tirelessly through a range of unique challenges specific to the local environment. Teams worked together with local partners on the ordering and sourcing of local materials, equipment, and tools to assist in the organisation and planning of schedules to find collaborative solutions for the new communal toilet facilities.

Meters and data loggers were installed in conjunction with the toilets to monitor water usage through the external taps and cisterns, in addition to movement sensors and door loggers in each of the toilets. This data will be used to

map people to water usage in each of the toilets, and provide each team with clear data on how their initiatives have performed.

By taking part in the challenge, the young skilled champions were able to develop new skills and understanding which will assist them in their respective professions and professional careers as plumbers, architects, welders and engineers.

As well as providing top talent with an extraordinary experience that inspires fresh global outlook, the Community Plumbing Challenge represents an initiation to international aid and development fieldwork, focussing on sustainable impact and innovation for public health.

For the local community it provides a live working example of how to identify, design and install sustainable plumbing solutions. It not only provides education and training opportunities direct to communities, but also helps raise awareness and promote the role of plumbing in providing sustainable solutions.

# NEW

## SITE ALLOWANCES FROM 1ST OCTOBER 2016

### City of Melbourne & Inner Suburbs New Project and Shopping Centres

**\$3.0 Million - \$230.7 Million = \$4.10 per hour**

**\$230.7 Million - \$307.5 Million = \$4.25 per hour**

**\$307.5 Million - \$461.5 Million = \$4.40 per hour**

**For projects over \$3.0 Million see chart below:**

### ***Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.55 per hour***

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 – 7.8 Million	\$2.35	\$76.9 – 153.8 Million	\$4.00
\$7.8 – 19.2 Million	\$2.55	\$153.8 – 230.7 Million	\$4.10
\$19.2 – 38.5 Million	\$2.85	\$230.7 – 307.5 Million	\$4.25
\$38.5 – 76.9 Million	\$3.35	\$307.5 – 461.5 Million	\$4.40

### **DEMOLITION ALLOWANCE \$6.20 PER HOUR**

*For projects above \$461.5 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.*

### **Height Allowances**

*From commencement of building 15<sup>th</sup> Level \$0.54 per hour*

From 16 <sup>th</sup> to 30 <sup>th</sup> Level	From 31 <sup>th</sup> to 45 <sup>th</sup> Level
\$0.64 per hour	\$0.99 per hour
From 46 <sup>th</sup> to 60 <sup>th</sup> Level	From level 61 onwards
\$1.28 per hour	\$1.59 per hour

From 1 October 2016 there were a number of changes to the redundancy and benefit payments. These changes are positive for many Incolink and PTEU members and are part of the range of benefits and services that come with an Incolink membership.

### REDUNDANCY RATE CPI INCREASE

From 1 October 2016 employers will now pay **\$76.35** per week instead of \$75.30. As the employer pays in arrears, this will show in the member's account balance from November 2016.

### REDUNDANCY BENEFIT – Initial Claim amount increase (Default severance/redundancy account).

The Initial Claim amount will increase from \$5,239 to \$5,312 giving more when a job finishes.

### INSURANCE BENEFITS INCREASING

The level of cover provided under the Incolink Accident and Illness Benefits Program is increasing due to changes in the rates paid by employers.

	If Other IPT Insurer	Redundancy Contribution and IPT Premium with Incolink			
Weekly Benefits	Leisure Time Injury Only	Leisure Time Injury and Illness			
		Before 01/10/16	1 October 2016	1 October 2017	1 October 2018
- With dependants	\$950	\$1250	<b>\$1400</b>	\$1450	\$1500
- Without dependants	\$730	\$1050	<b>\$1250</b>	\$1300	\$1350
- Apprentice with dependants	\$650	\$900	<b>\$1000</b>	\$1050	\$1100
- Apprentice without dependants	\$595	\$850	<b>\$900</b>	\$950	\$1000

Note: The increased rates are only applicable whilst an employer is paying the redundancy pay contributions and the Income Protection and Trauma Insurance premiums on behalf of their workers and remain current at the time of injury/illness. The weekly benefits are effective from 1 October 2016 for injuries and illness occurring on or after this date. ^From 14 November, 2016, tax is withheld from gross weekly benefits by QBE as per ATO guidelines.

#### Example: Cover for a worker with dependants

If your employer is paying Incolink redundancy contributions only, the maximum benefit you can be paid is \$950 gross<sup>^</sup>. If, however, your employer is paying Incolink redundancy and IPT, the maximum benefit you can claim is \$1,400 gross<sup>^</sup>. Note, tax is withheld from gross weekly benefits by QBE as per ATO guidelines.

IPT with an employer association fund, i.e., through the AMCA or the Master Plumbers Association.

**If your employer carry's IPT insurance other than with Incolink, you must lodge a claim on that insurer for an illness claim. You must also lodge a claim on that insurer when making an injury claim so as you receive in total \$1,400.00. You will receive \$950.00 from Incolink and \$400.00 from the employer IPT insurer.**

#### How do you know who has you covered?

Please check if your employer is with Incolink IPT or they have

Please contact your OH&S Officer, **Steve Rocco** or **Chris Giblin** for any advice when making a claim, or for any previous claim.

It is important for members to regularly check their Incolink account to ensure their employer is up to date with paying the required contributions and insurance premiums. This can be done through WorkerLink via the Incolink smartphone app or the website, **www.incolink.org.au**

For more information, or if you have any questions, please call Incolink Customer Service on **03 9639 3000** or email **redund@incolink.org.au** or go to the website at **www.incolink.org.au**



# 2016

# UNION CALENDAR

www.pteu.asn.au

## JANUARY

S	M	T	W	T	F	S
31					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## FEBRUARY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

## MARCH

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## APRIL

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## MAY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## JUNE

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## JULY

S	M	T	W	T	F	S
31					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## AUGUST

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## SEPTEMBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## OCTOBER

S	M	T	W	T	F	S
30	31					1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

## NOVEMBER

S	M	T	W	T	F	S
	1	2	3	4	5	
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

## DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Public Holiday Annual Leave RDO No Work Weekend School Holidays Picnic Day World Plumbing Day Return to work 2017 TBC

### VICTORIAN SCHOOL TERM DATES

TERM 1: 27 January 2016 - 24 March 2016  
 TERM 2: 11 April 2016 - 24 June 2016  
 TERM 3: 11 July 2016 - 16 September 2016  
 TERM 4: 3 October 2016 - 20 December 2016

### PUBLIC HOLIDAY DATES

New Year's Day: Friday 1 January  
 Australia Day: Tuesday 26 January  
 Labour Day: Monday 14 March  
 Good Friday: Friday 25 March

Easter Monday: Monday 28 March  
 Anzac Day: Monday 25 April  
 Queens Birthday: Monday 13 June  
 Grand Final Eve: Friday 30 September

Melbourne Cup Day: Tuesday 1 November  
 Christmas Day: Sunday 25 December  
 Boxing Day: Mon 26 & Tues 27 December

### PICAC and CEPUTEC

offer the following courses to union Members:

CI Induction (Red card)  
 Initial 5 Day Occupational Health & Safety  
 Training Course  
 First Aid Level One - Two - Three  
 Traffic Management  
 Poly Butt Welding  
 Fire Training (Sprinkler Fitters Only)  
 Computers - Basic - Intermediate - Advanced  
 Confined Space Entry  
 Backflow Prevention  
 Earthmoving  
 Asbestos Removal  
 Asbestos Awareness  
 Elevated Work Platform

Boom Lift  
 Forklift  
 Install primary Ground (Trench Shoring)  
 Safe Work Roofs  
 Welding (MIG & TIG)  
 Installation of Split Air Con (Mechanical Plumbers Only)  
 Gas Type A  
 Gas Type B  
 Disconnect/Reconnect  
 Thermostatic Mixing Valves  
 Cert IV WHS  
 Diploma WHS  
 HSR Refresher OHS Training Course

### C+BUS (SUPERANNUATION)

Caselden Place, Lonsdale Street,  
 MELBOURNE VIC 3000  
 TEL: 1300 361 784

### INCOLINK (REDUNDANCY)

1 Pelham Street, CARLTON VIC 3053  
 TEL: 9639 3000

### CO-INVEST (Long Service Leave)

478 Albert Street, EAST MELBOURNE VIC 3002  
 TEL: 9664 7677

### WORKSAFE

TEL: 9641 1555



The super fund for all of us  
 ph. 1300 361 784

For further information contact your training office on 9356 8910

# DON'T LET IT HAPPEN TO YOU



**An increase in tool theft in Melbourne** serves as a reminder to all our Members to properly secure their tools. Police from Melbourne's south-east are calling for all tradies to take extra care to secure tools and equipment after a sharp spike in tool thefts in that area.

Between July 2015 and June 2016, more than \$1 million worth of tools were stolen from the Cardinia, Casey and Greater Dandenong areas.

Southern Metro Proactive Policing Unit Sergeant Brad Johnstone said tradies are being targeted by opportunistic criminals on the lookout for unsecured tools.

*"While this isn't a new problem for us we have seen a recent spike particularly in the areas of Berwick, Narre Warren and Endeavour Hills," Sgt Johnstone said.*

*"Most cases involve thieves who roam residential streets overnight searching for easy targets like an unsecured trailer."*

*"Unfortunately tools are easy to steal and can be sold for cash, often to other tradies."*

Sgt Johnstone said police would be speaking to tradespeople about the best ways to keep their tools nailed down.

*"The inconvenience for an individual when the tools vital to their trade are stolen is huge," Sgt Johnstone said.*

**"The reality is that a number of these crimes can be reduced by some simple preventative measures."**



## TIPS TO PREVENT TOOL THEFT

- ▶ When leaving tools in your vehicle overnight, park it in a garage where possible. Avoid dark, unlit or isolated areas.
- ▶ Lock your vehicle when it is unattended, even at work sites. Wherever possible keep tools out of sight so that thieves are not tempted.
- ▶ Secure any tools left inside the vehicle with visible locks. Use hardened steel padlocks, shackle protectors and chains. Large, visible locks on toolboxes can be a deterrent.
- ▶ If you drive a ute, consider investing in a sturdy, lockable ute toolbox and bolt it to the vehicle's tray
- ▶ Alarm your tool box and vehicle.
- ▶ Keep an inventory of all of your tools. Photograph and/or record model and serial numbers.
- ▶ Engrave or mark your tools for easy identification – the letter V followed by your Victorian licence number is recommended.
- ▶ Report any suspicious behaviour to police. If you see people loitering on site or around vehicles and believe they are stealing or up to no good, ring Triple Zero (000) or Crime Stoppers on 1800 333 000.



# PTEU PLUMBERS

## Wage Rates

FROM 1ST MARCH 2016

### REGISTERED PLUMBERS

	Plumber	Provisional Registration/ Unregistered Plumber/Lagger	Irrigation Installer	Plumbers Labourer
<b>Hourly Rate</b>	\$44.95	\$43.89	\$42.60	\$39.80
<b>X36 (weekly)</b>	\$1,618.20	\$1,580.04	\$1,533.60	\$1,432.80
<b>Fares (per day)</b>	\$21.54	\$21.54	\$21.54	\$35.39
<b>X5 (weekly)</b>	\$107.70	\$107.70	\$107.70	\$176.95
<b>Travel (per day)</b>	\$44.95	\$43.89	\$42.60	N/A
<b>X5 (weekly)</b>	\$224.75	\$219.45	\$213.00	N/A
<b>Total Income (weekly)</b>	<b>\$1,950.65</b>	<b>\$1,907.19</b>	<b>\$1,854.30</b>	<b>\$1,609.75</b>
<b>OVERTIME</b>				
<b>Double Time</b>	\$89.90	\$87.78	\$85.20	\$79.60
<b>Double Time &amp; 1/2</b>	\$112.38	\$109.73	\$106.50	\$99.50

### APPRENTICES

	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$16.60	\$18.98	\$23.57	\$29.40	\$37.24
<b>X36 (weekly)</b>	\$597.60	\$683.28	\$848.52	\$1,058.50	\$1,340.64
<b>Fares (per day)</b>	\$19.35	\$19.35	\$19.35	\$19.35	\$19.35
<b>X5 (weekly)</b>	\$96.75	\$96.75	\$96.75	\$96.75	\$96.75
<b>Travel (per day)</b>	\$4.15	\$4.75	\$5.89	\$7.35	\$9.31
<b>X5 (weekly)</b>	\$20.75	\$23.75	\$29.45	\$36.75	\$46.55
<b>Total Income (weekly)</b>	<b>\$715.10</b>	<b>\$803.78</b>	<b>\$974.72</b>	<b>\$1,192.00</b>	<b>\$1,483.94</b>
<b>OVERTIME</b>					
<b>Time and 1/2</b>	\$24.90	\$28.47	\$35.36	\$44.10	\$55.86
<b>Double Time</b>	\$33.20	\$37.96	\$47.14	\$58.80	\$74.48
<b>Double Time &amp; 1/2</b>	\$41.50	\$47.45	\$58.93	\$73.50	\$93.10

### SITE ALLOWANCES FROM 1ST OCTOBER 2015

#### City of Melbourne & Inner Suburbs New Projects and Shopping Centres

<b>\$3.0 Million - \$227.1 Million = \$4.05 per hour</b>	<b>\$227.1 Million - \$302.7 Million = \$4.20 per hour</b>
<b>\$302.7 Million - \$454.2 Million = \$4.35 per hour</b>	<b>For projects over \$3.0 Million see chart below:</b>

#### Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.50 per hour

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 – 7.7 Million	\$2.30	\$75.7 – 151.4 Million	\$3.95
\$7.7 – 18.9 Million	\$2.50	\$151.4 – 227.1 Million	\$4.05
\$18.9 – 37.9 Million	\$2.80	\$227.1 – 302.7 Million	\$4.20
\$37.9 – 75.7 Million	\$3.30	\$302.7 – 454.2 Million	\$4.35

For projects above \$454.2 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.

#### Height Allowances

From commencement of building 15<sup>th</sup> Level \$0.46 per hour

From 16 <sup>th</sup> to 30 <sup>th</sup> Level	From 31 <sup>th</sup> to 45 <sup>th</sup> Level	From 46 <sup>th</sup> to 60 <sup>th</sup> Level	From level 61 onwards
\$0.56 per hour	\$0.85 per hour	\$1.09 per hour	\$1.38 per hour



# PTEU SPRINKLER FITTER

## Wage Rates

FROM 1ST MARCH 2016

### REGISTERED SPRINKLER FITTER

	1 March 2016	1 March 2017	1 March 2018	1 March 2019
<b>Hourly Rate</b>	\$44.38	\$46.00	\$47.80	\$49.08
<b>Total Weekly Rate</b>	\$1,597.68	\$1,659.24	\$1,720.80	\$1,766.88
<b>Fares (per day)</b>	\$20.73	\$20.86	\$22.33	\$22.93
<b>X5 (weekly)</b>	\$103.65	\$104.30	\$111.65	\$114.65
<b>Travel (per day)</b>	\$44.38	\$46.00	\$47.80	\$49.08
<b>X5 (weekly)</b>	\$221.90	\$230.00	\$239.00	\$245.40
<b>Registration (weekly)</b>	\$14.61	\$0.00	\$0.00	\$38.27
<b>Total Income (weekly)</b>	<b>\$1,937.84</b>	<b>\$1,993.54</b>	<b>\$2,071.45</b>	<b>\$2,165.20</b>
<b>Service/Testing/Site Allow (per hour)</b>	\$2.72	\$2.82	\$2.92	\$3.00

### APPRENTICES - 1 March 2016

	1st Year	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$19.95	\$21.93	\$29.91	\$35.90
<b>Total Weekly Rate</b>	\$718.20	\$789.48	\$1,076.76	\$1,292.40
<b>Fares (per day)</b>	\$20.73	\$20.73	\$20.73	\$20.73
<b>X5 (weekly)</b>	\$103.65	\$103.65	\$103.65	\$103.65
<b>Travel (per day)</b>	\$14.95	\$16.45	\$22.43	\$26.92
<b>X5 (weekly)</b>	\$74.75	\$82.25	\$112.15	\$134.60
<b>Total Income (weekly)</b>	<b>\$896.60</b>	<b>\$975.38</b>	<b>\$1,292.56</b>	<b>\$1,530.65</b>
<b>Service/Testing/Site Allow (per hour)</b>	\$2.72	\$2.72	\$2.72	\$2.72

### SITE ALLOWANCES FROM 1ST OCTOBER 2015

#### City of Melbourne & Inner Suburbs New Projects and Shopping Centres

\$3.0 Million - \$227.1 Million = \$4.05 per hour	\$227.1 Million - \$302.7 Million = \$4.20 per hour
\$302.7 Million - \$454.2 Million = \$4.35 per hour	For projects over \$3.0 Million see chart below:

#### Renovations, Refurbishment, Melbourne & Inner Suburbs \$3.50 per hour

Project Value in \$ Millions	Site Allowance Per Hour	Project Value in \$ Millions	Site Allowance Per Hour
\$3.0 – 7.7 Million	\$2.30	\$75.7 – 151.4 Million	\$3.95
\$7.7 – 18.9 Million	\$2.50	\$151.4 – 227.1 Million	\$4.05
\$18.9 – 37.9 Million	\$2.80	\$227.1 – 302.7 Million	\$4.20
\$37.9 – 75.7 Million	\$3.30	\$302.7 – 454.2 Million	\$4.35

For projects above \$454.2 Million, there shall be an increment of 10 cents per additional \$100m or part thereof.

#### Height Allowances

From commencement of building 15<sup>th</sup> Level \$0.46 per hour

From 16 <sup>th</sup> to 30 <sup>th</sup> Level	From 31 <sup>th</sup> to 45 <sup>th</sup> Level	From 46 <sup>th</sup> to 60 <sup>th</sup> Level	From level 61 onwards
\$0.56 per hour	\$0.85 per hour	\$1.09 per hour	\$1.38 per hour



# VALE

Thank you to the following Members for their service and dedication and we wish to extend all the best wishes to their families and friends.

## **James “Jimmy” Zeven**

Jimmy passed away at the age of 71 earlier this year on the 14th of June. Jimmy was Trustee for the Sprinkler Fitters Fighting Fund in the late 70's and 80's before trying his hand as a truck driver and then working as a “penciller” for the Bookies before retiring in the 90's.

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## **Peter Livy**

Peter passed away on June 19 this year after a brief battle with liver disease aged 74. Peter Joined the Union in 1961 whilst working as a Plumber and in 1990 took up the OH&S Officers role for the Union until retiring in March 1990 and moving to Queensland.

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## **Raymond Barton**

Ray was born on the 23rd of December 1940. He passed away at the age of 75 on the 22nd of June 2016 after a battle with cancer. Ray, a 50 year Union Member, was a very well-known and liked Sprinkler Fitter.



## **Herbert “Herbie” Krzyzosczac**

50 year Member Herbert “Herbie” Krzyzosczac pictured above passed away recently after a long and brave battle with asbestosis and pleural plaques.

Members might recall Herbie's working life as a lagger and his battle with the dreaded asbestos caused lung disease he suffered which were featured in the last issue of the Journal.



## **Bruce Granger**

Bruce Granger pictured above recently passed away at the age of 89. Born Leslie Bruce Granger in March 1927 he claimed to have to the oldest Union ticket in the Plumbers Union (3017), second only to the Late George Crawford. Bruce was a long term employee for A.G.Coombs, and always had a story to tell about his fishing and VFL Football.

Bruce passed away peacefully and will be sadly missed at Retired Members Christmas Functions where he always managed to get a crowd around him for a laugh over a coldie or two. RIP Bruce.



# OFFICIAL MERCHANDISE

OF THE PLUMBERS UNION



ZIP UP



HIGH VIS ZIP UP



GREY HOODIE



BLACK HOODIE



ZIP UP HOODIE



PTEU TEE SHIRT



PTEU SHIRT



WORK SHIRT



SAFETY VEST



CASUAL SHIRT (1)



CASUAL SHIRT (2)



SKULL SHIRT



LOGO CAP



PTEU CAP



LOGO BEANIE



GREY BEANIE



BLACK BEANIE



STUBBY HOLDER



FLAG



LEATHER WALLET



LEATHER BELT

## Merchandise Order Form

### SHIPPING DETAILS

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

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

City: \_\_\_\_\_ Post code: \_\_\_\_\_

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

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

### PAYMENT DETAILS

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

☐ Cash ☐ Cheque ☐ Credit Card

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

Card Number: \_\_\_\_\_

Expiry Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Order your product via email, fax or mail:

**Mail**  
52 Victoria St  
Carlton Sth 3053

**Email**  
reception@pteu.asn.au

**Fax**  
(03) 9663 2613

Item	Size	Price	Quantity	Total \$
Zip Up		\$50.00		
High Vis Zip Up		\$50.00		
Grey Hoodie		\$50.00		
Black Hoodie		\$50.00		
Black Zip Up Hoodie		\$50.00		
PTEU Tee Shirt		\$26.00		
PTEU Shirt		\$26.00		
Work Shirt		\$35.00		
Safety Vest		\$35.00		
Casual Shirt (1)		\$26.00		
Casual Shirt (2)		\$26.00		
Skull Shirt		\$26.00		
Logo Cap	one size fits all	\$10.00		
PTEU Cap	one size fits all	\$10.00		
Logo Beanie	one size fits all	\$10.00		
Beanie (Black)	one size fits all	\$10.00		
Beanie (Grey)	one size fits all	\$10.00		
Stubby Holder	-----	\$5.00		
Flag	-----	\$40.00		
3 Fold Leather Wallet	-----	\$30.00		
Leather Belt		\$20.00		
			<b>TOTAL</b>	<b>\$</b>

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

Note: Please add \$10.00 for postage per item.

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to super, you  
can rely on

# cbus

**At Cbus, we look after our members by:**

- Investing back into the building, construction and allied industries, through Cbus Property\*, thereby creating jobs
- Being run only to benefit members.

**If you're in the building and construction industry – Cbus is your industry super fund.**



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