

# PPTEU

AUTUMN EDITION 2017



## Journal



# STAND UP! FIGHT BACK!



DRUG & ALCOHOL TESTING



CONSTRUCTION UNIONS UNDER ATTACK



NEW PICAC OPENS IN GEELONG



*A message from your President...*

## OUR PRIORITY IS PROTECTING YOUR RIGHTS & CONDITIONS

Nazza Ottobre | PPTU President

As 2017 gets into full swing, my message to Members is that you should be both alert and alarmed, and stand ready to throw all your support behind your Union.

Thanks to political deal making over Christmas, the ABCC's new Building Code will come into operation on September 1 this year. There was to be an 18-month implementation period, but after Derryn Hinch sold out workers and agreed to a shorter transition, the new rules are only months away from being effective.

Exactly where this leaves us is not entirely clear. As it stands, there are a range of conditions in our current EBAs that are non-compliant with the new Code. Banned by the Code are conditions our Members prize very highly and depend upon, like our RDO Calendar, 36-hour week, and Christmas and Easter shutdowns. There are literally thousands of EBAs across the Australian construction sector that are non-compliant with the Code. How the sector is going to manage the transition to the Code without massive disruption is hard to imagine.

What is certain is that the next few months will be as challenging a period on the IR front as there has been for decades.

**Construction sector Unions have been singled out for special treatment by the Federal Government. The Government resents us because we have stood up for our Members. We have worked tirelessly to make work sites safer; to make pay and conditions fairer; and to ensure our Members skills and experience is properly recognised**

**and rewarded. Now we are victim of our own success, with the Federal Government trying to strip away rights and conditions we, our mates, our brothers and our fathers fought for and won.**

I call on all Members to get active in the campaign to stop Turnbull's war on workers. I urge you all to get behind our Secretary and Assistant Secretary as they lead the fight back on your behalf. All Members should be engaged in what is happening, and get to know your Shop Steward and Organisers, and see what is you can do to get involved and make a difference.

Despite all the attacks by the Federal Government, our Union is getting on with our core business – keeping our Members working and safe on the job; making the best plumbing and fire protection industry training available to current and future Members; and making sure that our Licensing and Registration system is retained and strengthened.

**The ABCC makes it harder for Union and workplace health and safety representatives to get access to sites to ensure safety. Our OH&S team is the best in the business and won't be deterred by this. The last time the ABCC was in place workplace deaths and injuries increased and we will be doubling our efforts to make sure this does not happen this time around.**

Inside this Autumn Journal, Members can read about one of the big issues our OH&S team is involved in – and one that directly or indirectly affects all our Members and their families. That issue is the importance of being drug and alcohol free when at work, and the mandatory testing regime that applies on all sites.

In training, our Union is also leading the way. At a time when the VET sector is rife with shonky providers and RTO's offering "mickey mouse" qualifications, the world class training we provide, through PICAC, shines like a beacon. Late last year PICAC opened its second facility at Geelong, and the Narre Warren facility is under development. The quality of the training offered at PICAC, from apprenticeships right through to specialised courses in welding, backflow prevention and heating and cooling, is the best available in the country and (thanks to our strong links with the United States sector through our UA Affiliation), up there with the best in the world. Members can read the full story of the Geelong PICAC development inside this edition of the Journal.

Also in the edition is a story about the re-making of the Plumbing Regulations, and why that is so important to our Members. As Members know, from time to time our Licensing and Registration system comes under scrutiny, mainly from government bureaucrats who don't understand the importance of having a system in place that ensures only adequately skilled people be allowed to install and maintain plumbing products and systems. In 2017, the Victorian Plumbing Regulation (2008) are due to "sunset" next year (10 years), and then be re-made. We are actively involved in the development of the new Regulations, and will be making sure that whatever changes are made, the Licensing and Registration system, that protects our jobs and keeps the community safe and healthy, is retained for the next decade at least.

Thank you to all Members for your ongoing support. As explained further by the Secretary and Assistant Secretary in their Reports, our pay and conditions, our fundamental rights and our ability to look after the interests of Members is being directly threatened by the Federal Government, right now. It is time to stand up and fight back!

# Inside This Issue...



## AUTUMN EDITION 2017

### 2017 GENERAL MEETING DATES

#### Melbourne

52 Victoria Street, Carlton South

27 Jun 2017 | 26 Sep 2017 | 28 Nov 2017

#### Geelong

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

28 Jun 2017 | 27 Sep 2017 | 29 Nov 2017

<b>8-13</b>	Drug & Alcohol Testing
<b>13</b>	2017 Calendar
<b>14-16</b>	National Rally
<b>17</b>	Privacy Protection
<b>18-19</b>	Importance of Unions
<b>20-21</b>	Unjust Laws
<b>22-31</b>	Around the Traps
<b>32-35</b>	Geelong PICAC Opening
<b>36-39</b>	World Plumbing Day 2017
<b>40-43</b>	Retired Sprinkler Fitters
<b>44-46</b>	Vales
<b>48-49</b>	Wage Rates
<b>50</b>	Meme-while
<b>51</b>	Merchandise Order Form

## PLUMBING & PIPE TRADES EMPLOYEES UNION – VICTORIAN BRANCH

### PRESIDENT

Nazza Ottobre | 0407 309 246

### SECRETARY

Earl Setches

### ASSISTANT SECRETARY

Paddy McCrudden

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Simon Jewell | 0457 310 336

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*A message from your Secretary...*

## THE CONSTRUCTION SECTOR UNIONS ARE UNDER ATTACK, BUT THE PPTEU IS STRONGER THAN EVER

Earl Setches | PPTEU Secretary

As Members will be all too aware, the legislation to re-establish the Australian Building and Construction Commission (ABCC) was passed by the Federal Parliament late last year.

You may also be aware by now that over the Christmas break, Prime Minister Turnbull and IR Minister Cash did a dirty deal with the Senate cross bench to bring forward the start date of the ABCC's draconian Building Code to September this year.

The ABCC legislation was the reason the Prime Minister called a double dissolution election last year. The result was a Senate willing to pass ABCC legislation, thanks to the likes of Pauline Hanson and Derryn Hinch who voted with the Coalition.

**There is a lot of spin and misinformation coming from the Federal Government about the ABCC and the new Code. But be**

**clear, there is nothing positive about the ABCC for Unions or workers.**

**There are dozens of reasons why the Unions, including this one, is opposed to the ABCC and the Code. These are just my top six:**

**1. The ABCC reduces worker safety.** When the ABCC was last in effect under the Howard Government, workplace deaths of construction workers reached a 10-year high. The ABCC makes it harder for Union and workplace health and safety representatives to ensure safety on site. We are vehemently opposed to any measures that reduce worker safety.

**2. The ABCC bans reasonable conditions.** The new Building Code will effectively ban a whole range of conditions of our Members – conditions that were agreed in our (legal

and negotiated) EBA's signed last year. Banned by the Code will be things like the RDO Calendar; 36-hour week; Labor hire limits; Christmas and Easter shutdowns; apprentice quotas and more. These are conditions hard won over decades and the Government has no right to strip them from you.

**3. The ABCC removes workers' rights.** The ABCC has coercive powers to force people to speak. This effectively takes away building workers' right to silence and to a lawyer. Failing to comply can result in six months' jail.

**4. The ABCC is discriminatory.** No other industrial regulator has the power to disregard basic legal rights in the way the ABCC can disregard yours.

**5. The ABCC is anti-Union,** specifically aimed at construction sector Unions. We now face harsher penalties than any other

Union in any other industry if we breach industrial laws in defence of our Members.

**6. This ABCC treats workers like criminals.** The legislation does not just affect construction workers. The new ABCC also includes anyone who is involved in the industry, including truck drivers and manufacturers. It will also impact on workers' families due to secrecy provisions, which prevent an individual worker from telling their family they have been interrogated.

The September 2017 commencement date for the new Building Code is looming large in all our minds. The test, however, will be in the actions in coming months and the campaigns that need to be built and supported, by all Members, to challenge and ultimately rip up these laws that put workers' lives at risk and attack workers' rights and conditions.

We will continue to campaign against the ABCC and we continue to do what we know is right for our Members and our industry both now and in the long term. We will continue to develop the quality of our training facilities. The PICAC training model, a model we developed, is the benchmark for industry based training in Australia. With PICAC Geelong opening late last year, Narre Warren under development, and partnerships with Queensland Services Trades College, we are bringing more

high quality training to more Australians, in more places, than ever before.

We will also continue to work hard to make sure governments and policy makers don't jeopardise our Licencing and Registration system. In Victoria, the Plumbing Regulations are in the process of being re-made and we will be a loud voice in that review process. We will be presenting the case to broaden the scopes of definitions of plumbing work to make sure they include all plumbing work, including off-site pods. **We will also be making sure the systems that protect our trade – and the health of the community – our Licencing and Registration - are retained.**

I draw Members attention to the very important feature story on mandatory Drug and Alcohol testing, how it works, why it is so important for you and your co-workers, and what it means for you. Also featured in this Edition is a story on the new PICAC development in Geelong, more on the ABCC, and the big Union rally in March.

We expect there will be more of the same as workers continue to organise and push back against the Turnbull Government's anti-worker agenda in 2017.

## Welcome TO THE PPTEU



The PPTEU welcomes Simon Jewell to the role of Organiser. Simon took over Nick McCubbin's south eastern suburban patch in early May.

Nick has taken on a broader industry wide role focussed on apprenticeship development.

Simon will be a familiar face to many of you. He has been a member of our Union for more than 17 years and a Shop Steward for 12. His name will also be familiar, being the son of Richmond's last Premiership coach, the great Tony Jewell.

Simon, who is a passionate Tigers supporter himself, brings a wealth of experience to the role of Organiser.

Trained in Victoria Simon has worked in the commercial plumbing and gasfitting industry for nearly 20 years. Simon has worked on several complex and industrially challenging major projects, including the Wonthaggi Desalination Plant and the new prison development at Ravenhall. Simon also helped develop the Indigenous Apprentice Program in Broome.

We wish both Simon and Nick well in their new roles.



*A message from your Assistant Secretary...*

## THE AUSTRALIAN LABOUR MOVEMENT IS UNDER ATTACK, BUT OUR UNION IS FIGHTING BACK

**Paddy McCrudden** | PPTEU Assistant Secretary

The Australian Building and Construction Commission (ABCC) is back, and your rights and conditions are under serious threat.

**Members should understand that under the ABCC's Building Code (the Code), key conditions that have been part of our EBA's for years, will be illegal from 1 September this year.**

Banned by the new Code will be things like:

- *The working calendar (36-hour week & RDO's)*
- *Christmas and Easter shutdowns*
- *Apprentice quotas*
- *Limits on casualisation and VISA holders*
- *Picnic Days*

Banning these types of conditions has very real and damaging implications for all our Members. Take the Working Calendar for example. **Under the new Code, nothing is sacrosanct – not Christmas, not Easter, not RDO's.**

If the employer deems it necessary for "productivity" that work be done on certain days, then workers can be required to work whenever the boss requires them to - whether they agree to it or not. Planning holidays, family events and the like becomes an unpredictable nightmare for Australian families under this scenario.

Under the Code, an employer can dictate when employees have to work. Christmas, Easter, Sundays, it doesn't matter. And there are no appeal mechanisms in place, and no opt-out provisions.

**Workers have no choice but to work the required hours, which could be 12 hours a day 7 days a week, there are no restrictions.**

The Code will prohibit any Agreement clauses that permit union officials to come onto site to assist with a dispute settlement process or to conduct safety audits, inductions and other OH&S related activity.

**This severely limits our capacity to keep our Members safe at work, which could have tragic consequences.**

Clearly, we are opposed to the Code and the limits it places on workers' rights and our Members' conditions. The reality is however, that from September 1 this year, if companies want to be able to start work on projects that have a Federal Government

funding component (\$50,000 plus), they need to have a Code compliant Agreement in place. We estimate that approximately 50 per cent of our members are on projects funded in part by the Federal Government and so within the scope of the Code.

We have only very recently received (early April) an assessment of our current EBAs in terms of Code Compliance. There are several provisions which the ABCC has advised are non-compliant, and we are working through those issues carefully. There are no appeal mechanisms in place when it comes to provisions being deemed non-compliant, which is just another draconian element of the Code. We are also actively involved in negotiations with employers and employer associations regarding the outstanding issues with our Agreements.

The Turnbull Government is attacking working Australians on several fronts. Through the re-introduction of the ABCC, the Government is directly attacking the rights of our Members, banning hard-won conditions that our Members and their families depend on.

It is also allowing cash to be taken directly from the pockets of some of Australia's lowest paid workers by refusing to protect Penalty Rates. And it is taking every opportunity to strip

away negotiating power and workplace rights from ordinary working men and women. Despite the best efforts of the Turnbull Government to nobble us and other construction unions, our Union and our industry is going from strength to strength. Having developed and implemented an industry training model at PICAC, a model that delivers the best Plumbing and Fire Protection training in the country, we are bringing that training opportunity to more people in more places. As featured in this edition of the Journal, a second PICAC facility was opened late last year in Geelong, with a third, in Narre Warren, to follow this year.

We have also extended the reach of our industry leading training beyond Victoria's borders into Queensland. Through an historic agreement with the Services Trades College in Queensland, PICAC has secured access to world class PICAC training for Queensland.

**For the remainder of 2017 we will also be working closely with the Victorian Industry regulator, the Victorian Building Authority, and the Department of Energy, Land, Water and Planning (DELWP), to ensure the Plumbing Regulations are up to date and fit for purpose.**

We are actively involved in the process for re-making the Plumbing Regulations 2008, which sunset after 10 years.

We will make every effort to ensure that the 2018 version of the Regulations preserve our Licencing and Registration system for the next decade. We will make sure that the new Regulations eliminate loop holes that currently exist around off-site assembled "pods", that allow work done – which is clearly Plumbing work – to be effectively unregulated.

We will also be working to ensure Plumbers are only signing off work that is within their licence capability. We will advocate for a broadening of the scope of works that only a Licenced or Registered person can do so that the Regulations reflect the modern industry.

# MANDATORY DRUG AND ALCOHOL TESTING CREATING SAFER WORKPLACES

As many of our Members will know, and as some will already have experienced, mandatory Drug and Alcohol (D&A) testing on site is now a reality.

The PPTEU supports the introduction of drug and alcohol on-site, providing it is undertaken in a manner which is fair; puts the welfare of the affected member first; is appropriately and transparently administered; and is based on principles of natural justice.

The D&A program developed by our Union - in consultation with other construction Unions and relevant Employers, who have a duty of care to provide a safe workplace for all their employees - is all of those things, and we are proud to stand behind it. It has been designed with the best interests of Members in mind - both personally and at work.

The background to this is that following recent changes to the Federal Government's Building Code, D&A testing became mandatory (Feb 2016) on most Commonwealth funded projects (over \$10M Fed Govt contribution). All principal contractors must have a comprehensive policy for managing drug and alcohol issues in the workplace, including mandatory testing.

Our Union has worked very closely with contractors/employers and other construction Unions to develop and enact a policy and procedures that not only meets the requirements of the new Code, but which ensures that Members are not exposed to a punitive, judgemental or unfair testing regime.

We have negotiated hard to ensure the overriding theme of the D&A testing regime that our Members are subject to is focused on their well-being, and the safety of themselves and others coupled with comprehensive professional services to support, encourage and assist members whom may be dealing with substance issues.

It has not, as some critics of the D&A testing have said, been designed to "weed out" certain individuals or groups. Nor is it intended to inhibit the ability of our Members to enjoy their recreational pursuits outside of work. What Members do out of work hours is none of our business and none of your boss's business either.

What is everyone's business is ensuring that when Members turn up for work they are in a fit state to be there, and that they are not a risk to themselves and others. Where they are not in a fit state, the policy seeks to support those individuals, not to punish them.

All personnel on-site are subject to D&A testing (direct construction workers, site officials, visitors, consultants, management).

## WHAT CAN OUR MEMBERS EXPECT IN RELATION TO DRUG AND ALCOHOL TESTING?

The first thing they can expect is training and information

The Employer is bound by the Code to provide training for all personnel. This training must cover:

- The health and safety implications of drug and alcohol use;
- What drugs are subject to the policy;
- How testing will be carried out;
- When testing will be carried out;
- What are the rights and responsibilities of both employees and employers;
- Use of medications in the workplace;
- Prescription/over the counter medications (that may product a presumptive positive result)



**PICTURED HERE IS UNION MEMBERS ATTENDING MANDATORY DRUG & ALCOHOL TRAINING**

As well as this drug and alcohol induction training, the Policy requires designated Drug and Alcohol (D&A) Impairment Officers. D&A Officers will be trained to identify observable physical signs of impairment resulting from an agreed checklist of impairment signs.

## TESTING

There are four ways Members can be subject to testing.

### **1. Regular random testing**

Regular random testing will be conducted on a monthly basis (as required by the Building Code). All employees are included in the random testing regime, which is conducted on-site by independent (not employer) testers. How many employees are included in each month random sample varies according to the size of the project and the number of employees working on it.

- Where there are less than 30 workers on site, a minimum of 10 per cent will be tested each month;
- Where there are between 30 and 100 workers on site, a minimum of 5 workers will be tested;

- Where there are greater than 100 workers on site, at least 10 will be tested each month.

Employees will be selected for testing using a random sampling tool, and the process will be overseen by D&A Impairment Officers and OH&S representatives to ensure the sampling is conducted in a genuinely random way.

### **2. For Cause Testing**

An employer may request a specific employee be tested in circumstances where:

- a worker has been involved in an accident or incident that caused, or had the potential to cause, serious injury to workers, damage to plant or property; and/or
- the employee has breached safety precautions or procedures.

For Cause testing will be conducted on-site by independent D&A testers.

### 3. Reasonable concern testing

An employer may request an employee to undertake “reasonable concern” testing where the following criteria are met:

An “observable phenomena” occurs which is the direct observation of the employee of D&A use, and/or the physical behavioral symptoms of being impaired by D&A and where these observations are confirmed by 2 trained D&A Impairment Officers.

Unusual and/or inexplicable actions by the employee are observed and/or there is evidence that the employee is involved in the use of or possession of D&A while working.

Reasonable concern testing is also conducted by D&A testing officers on-site.

### 4. Self-Testing

A key part of the D&A policy and testing regime is the ability of all employees to ‘self-test’. For drugs this involves making saliva tests available to employees at all times, and for alcohol this involves making a properly calibrated wall mounted breathalyzer available to employees.

The self-tests are private and confidential and intended to assist employees to determine whether or not they are fit for work before they commence work. No records of self-testing results are retained and no consequences or disciplinary actions can arise from self-testing.

Self-testing provides an opportunity for workers to leave the site, rather than risk a negative D&A test, and more importantly, reduce the likelihood of an OHS incident occurring, which could put the employees and co-workers’ well-being at risk.



## WHAT SUBSTANCES ARE WORKERS TESTED FOR?

**METHAMPHETAMINES**

**ECSTASY**

**AMPHETAMINES**

**CANNABIS**

**ALCOHOL**

**COCAINE**

**OPIATES**

**BENZODIAZEPINES**

### ALCOHOL

Employees will be tested for the presence of alcohol using an on-site breathalyser. In the construction industry, the requirement for employees is that they have no alcohol in their system when working (ie: 0.0). Employees who do not pass the alcohol test are required to cease work immediately. These employees will be given the opportunity to be re-tested one hour after the initial test.

If, after that re-testing the worker passes the alcohol test, they register 0.0, then they can return to work, will not lose any pay for that hour and no record will be kept of the test.

Where an employee does not pass the alcohol re-test, they will not be able to return to work that day, and not be able to return to work in subsequent days before passing a return to work test (0.0).

### DRUGS

Drugs are tested using 'oral fluid' - saliva - as opposed to urine testing. This is because oral fluid contains current information about the drug status of the employee,

whereas urine testing can show "legacy" drug use. That is, oral fluid testing detects drugs that are in the blood at the time of testing, whereas urine testing can pick up drug use up to a month prior to testing and so is not a good measure of a worker's fitness for work at the time of testing.

Determining detection times - or how long drugs will stay in the system so that they are picked up in a saliva test - varies between individuals and between drug types. As a guide:

**Amphetamine**  
**72 hours**

**Cocaine**  
**24 hours**

**Cannabis/THC**  
**14 hours**

**Methamphetamine**  
**72 hours**

**Opiates**  
**36 hours**

Saliva tests are small hand held detection sticks. They are designed to detect use of drugs at a level above what is considered to be the "impairment" level for that substance. They will not, for

example, detect a tiny amount of amphetamine that could be found in an over the counter cold and flu medication for example.

Saliva drug testing is a two-step process.

**STEP 1:** Initial screening test which detects the presence of drugs within the blood stream above the cut off threshold for that drug. Where drugs above the threshold are detected, these tests are referred to as non-negative and will require laboratory testing to confirm the presence and concentration of the relevant detected substance.

**STEP 2:** Confirmation tests are a secondary sample. If a non-negative initial test is confirmed by the confirmation test, then that test is determined to be a positive test. Confirmation tests are conducted by an independent, fully accredited analytical laboratory.

Where an employee records a non-negative result, that employee is required to leave work immediately. Where the confirmation test indicates a pass, that employee shall return to work at the earliest opportunity with no loss of pay.

Where the confirmation test confirms the initial non-negative, that employee shall not be able to return to work. Employees must re-test and be negative, in order to return to work.

## TEST RESULTS

The employee will receive a full report of their drug test results from the relevant accredited tester. They will be provided in a sealed envelope, marked private and confidential.

The employer shall only be advised whether the test is positive or negative for drugs. No specific details will be provided to the employer.

### Three strikes policy

If an employee records three confirmed positive breaches of the D&A policy in a 12- month period, that employee faces dismissal.

- After a first positive result, the employee will be informed about the consequences of further breaches and be required to participate in support services (Incolink)
- A second breach will result in further counselling requirements and also a written warning from the employer.
- A third positive drug result in the 12-month period may result in dismissal.

Members should also note that a refusal to participate in the testing process will be considered to be a “non-negative” test initially, and further refusals will be treated as a “positive” result.

## PRESCRIPTION AND OVER THE COUNTER MEDICINES

Many Members take prescription or over the counter medications for a range of reasons. Where this is the case, Members should consult their doctor and request a letter explaining that the employee does take particular medications) and the effects of their medication on their fitness to work.

In these circumstances, no action will be taken against the worker if the relevant medications show up in drug testing.

**The most important message from the Union to our members about D&A testing is that it is about safety in the workplace, and the well-being of our Members.**

If you have any queries, or require further information about how the D&A policy applies to you, or is being applied in your workplace, please contact your Shop Steward. Alternatively, you can contact **Chris Giblin** at the **OH&S Unit** on **0433 694 310**.

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

If you or anyone you know is struggling with substance abuse or addiction related issues, please contact **Incolink member Services** on **(03) 9668 3061** or **0419 568 605**.



# 2017

# CALENDAR

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

JANUARY						
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Public Holiday
Annual Leave
RDO
No Work Weekend
School Holidays
Picnic Day
World Plumbing Day
Return to work on 10 Jan 2018

VICTORIAN SCHOOL TERM DATES	PUBLIC HOLIDAY DATES	
TERM 1: 30 January 2017 - 31 March 2017	New Year's Day: Monday 2 January	Easter Saturday: Saturday 15 April
TERM 2: 18 April 2017 - 30 June 2017	Australia Day: Thursday 26 January	Easter Sunday: Sunday 16 April
TERM 3: 17 July 2017 - 22 September 2017	Labour Day: Monday 13 March	Easter Monday: Monday 17 April
TERM 4: 9 October 2017 - 22 December 2017	Good Friday: Friday 14 April	Anzac Day: Tuesday 25 April
		Queens Birthday: Monday 12 June
		Melbourne Cup Day: Tuesday 7 November
		Christmas Day: Monday 25 December
		Boxing Day: Tuesday 26 December





Hundreds of PPTEU Members were amongst the 15,000 workers who took to the streets on Thursday March 9 to voice our loud disapproval of the Federal Government's anti-worker Building Code, the reintroduction of the Australian Building and Construction Commission and planned cuts to Penalty Rates.

Led by the Construction, Forestry, Mining and Energy Union, the rally had representation from dozens of unions from

a range of sectors, including construction, health care, retail and hospitality. The rally brought together working men and women of all ages.

The rally was kicked off with, appropriately, a stirring rendition of 'Dirty Deeds, Done Dirt Cheap', by AC/DC cover band Thunderstruck outside Trades Hall. CFMEU State Secretary John Setka was the first to address the crowd, telling workers that the "draconian laws" treated construction and hospitality workers like "second class citizens" and that the ABCC would put lives at risk.



“They are making construction unions lawless. They are making us look like thugs, like criminals, when all we are trying to do is protect workers’ rights” he said.

Mr Setka compared the possibility of Employment Minister Michaelia Cash’s old law firm, Freehills, working for the ABCC was like “putting Dracula in charge of a blood bank”.

**“Their job is to smash the unions and reduce your rights,” he said. “Is that the Australian spirit?”**

From Trades Hall the rally made its way through the city to the Liberal Party’s Melbourne head office. Incoming Secretary of the ACTU (and the first woman appointed to the role) Sally McManus spoke to the crowd about how unacceptable it was, and damaging to Australian working families, that 700,000 Australians were losing hundreds of dollars in take home pay because of the Fair Work Commission’s decisions to scrap Sunday Penalty Rates.

The Australian union movement will never accept Penalty rates being cut for any worker” she said “The Liberals have the power to block this decision and they refuse to support workers”.

Our own Paddy McCrudden then addressed the crowd. Paddy cut through all the spin around the ABCC and said that “at the end of the day, what the ABCC is about is taking your working conditions away from you”.

Similar rallies were held all around the country, most notably in Sydney where former Prime Minister John Howard was escorted to safety after he was surrounded by angry protesters.

The rallies were a great success, sending a clear and unequivocal message to the Turnbull Government that construction workers are not going to accept the ABCC and its draconian Building Code; and that all Australian workers are prepared to fight to retain their hard-won entitlements, especially Penalty Rates.



# WHO'S READING YOUR PRIVATE RECORDS?

## Privacy Protection in the digitally enabled economy

The digital revolution has some great benefits for the economy and individuals. Unfortunately, the digital age also creates some real problems, especially around data security and privacy protection.

The Federal Government's My Health Record system is an example of where the push to digitalise medical records has serious privacy implications for individuals, and we want to make our members aware of the potential risks.

The *My Health Record* system is the Australian government's digital health record system. It contains records which are online summaries of an individual's health information.

The system is designed to be an 'opt-out', as opposed to an 'opt-in' system, meaning the onus is on individuals to manage their own privacy. Unfortunately, the system is up and running and the "opt-out" system has not yet been operationalised. **The effect is that currently, an individual who has a My Health Record cannot control who has access to that personal information, and has no way yet of opting out.**

The problem is that a bungle with the roll out of the \$2.2 Billion system means that access to individuals' My Health Records is much broader than was originally intended. Currently, the health information of millions of Australians is available to every registered health practitioner in the nation, all 650,000 of them, unless the patient specifically requests to opt-out of the system (which you can't yet do).

The My Health Record lists a person's medications and allergies. Doctors can upload a health summary about the person's health problems. Eventually the system will include X-ray results, pathology results, hospital discharge summaries and other data that for the first time can be shared between medical practitioners.

Occupational therapists working for an employer, doctors working for insurance companies, a dietitian, an optometrist or a dentist or their staff can view the record and see if individual has a sexually transmitted disease, a mental illness, had an abortion, using Viagra; the list is endless.

Workers must need to have confidence in the privacy of their personal health information. Electronic health records should be treated the same as a patient's paper health record. No one should be able to share that record in a workplace who happens to be a physiotherapist, re-hab provider, therapist or a nurse.

Those members who have experienced the morally and ethically fraught business of dealing with independent medical examiners (engaged by insurance agents on behalf of WorkCover), would appreciate the effect of unfettered

access to your medical records could have on an injured worker's claim

Governments around the world, including here in Australia, face security challenges with respect to IT and data management projects. Recently a Senate Committee inquiry found the ABS's 2016 Census was a failed online project with inadequate protection against even a "minor attack" with serious privacy implications. Another recent example of privacy issues is the cyber-attack of ransomware, where personal computers are hacked and private information stolen for a ransom fee.

**At the moment, because there is no 'wait list' anywhere to opt out from getting a My Health Record, our best advice is to not have one created in the first place. If you already have a My Health Record, we suggest you elect to opt-out as soon as that is possible.**

**The national opt-out period and timing will be announced early next year. However if you go to [myhealthrecord.gov.au](http://myhealthrecord.gov.au) homepage and submit your email address, information on how to opt out will be forwarded to you when this becomes available, apparently mid-2018.**

# UNIONS NEED WORKERS, AND WORKERS NEED UNIONS

It is our responsibility to leave this industry in a better shape than when we entered it and we must for our children's sake and their children's sake.

The Union movement is under attack because it is all that stands between workers and a relentless campaign by the Turnbull regime and its big business mates to drive down wages and conditions. In this toxic, anti-worker, political environment it is more important than ever that existing members remain in the Union and new members join.

**IT IS OUR UNITY THAT IS OUR STRENGTH, AND THE MORE OF US THERE ARE, THE STRONGER WE ARE.**

Many members reading this will be familiar with their bosses or their co-workers questioning the value of Union membership. Too often, members contact us to resign because, they say, they "Aren't

*on Union sites anymore" or "My boss does all the right things, I don't have to be in a Union he pays all the right wages". Yeah right!*

Maybe these guys are getting paid good money - for now. But don't be fooled in to thinking it will always be that way.

Give any boss a chance to make more money and, like all of us, he will jump at it, and, without the Union, there is nothing to stop him pushing wages and conditions down when it suits him.

Young, would be apprentices are promised the world by prospective employers, but without the Union, bosses are not going to keep those promises.

Apprentices are promised great money, they are told they will get free protective clothing, free schooling, 36-hour week, superannuation etc etc. But, if the Unions are not in the picture because the Federal Government has wiped them off the map, employers won't follow through on these big promises. Decent wages will be nothing but a distant memory, something to tell your

grandchildren about (if they believe you).

I'm not saying bosses don't deserve to make a profit, they do. But workers also deserve to be paid a good and fair day's pay for a fair day's work.

**WHY WOULD ANY EMPLOYER PAY WORKERS MORE THAN HE HAS TO?**

Because we get it in writing and approved by Fair Work and then and only then do they have to honour their promises.

In all my years as a Union Official not once has an employer contacted any Union to pay higher wages or even suggest better conditions for their workers.

What we do hear from employers all the time are excuses for not paying fair wages and entitlements. We are always hearing "well if we have to do this we will simply close the company down" and "If I agree to these demands it will send me to the wall."

**THIS ATTITUDE HAS BEEN AROUND FOR YEARS.**

# “UNION MEMBERSHIP IS THE BEST INSURANCE A WORKER CAN GET”

Back in the day when I was a young apprentice and we were fighting for some of the key rights members enjoy today, like Superannuation, Long Service Leave, Redundancy, a 38-hour week and so on, we heard those arguments from bosses.

**But we didn't give up.** We had rallies and stoppages and we would down tools every Friday at 11.00am and refuse to work overtime until we won the battle. Yes, we lost a lot of money and so did the boss, and it wasn't easy, we had mortgages and families, but it was worth it. We won what so many members take for granted now.

In 1999, when the current Union leadership was elected, there were 28 deaths on Victorian construction site. In 2016, there were seven. In 1999 Plumber's wages were below a labourer's wages, now they are significantly higher and are more than 100% above the Award.

When under pressure to leave or not to join the Union, we suggest you keep this in mind. Remember all the conditions you and your colleagues currently enjoy were the result of Union advocacy. The great pay rates came from Union effort. Redundancy, Superannuation,

Incolink, the RDO Calendar, 36 hour week etc – all thanks to the Union.

Employers don't offer these generous conditions out of the goodness of their hearts. They pay the rates they pay because of the Union. The workplace is safe because of the Union, and your rights are protected because of the Union. No other reason.

And, in this “race to the bottom” IR atmosphere - where companies will get away with whatever they can in terms of using labour hire companies and cheap overseas labour to reduce costs - it pays to remember, and to remind your friends, that when it happens at your place, the Union can't help you if you are not in it.

When the next big company tries to pull a CUB type scam to sack and re-hire staff, the Union can't support you if you are not a member.

**You can't take insurance out on your car after you crashed it and you can't expect to join a Union only when things turn nasty.**

As far as we are concerned every site that has a Union member working on it is a Union site. Don't be bluffed into abandoning the Union just because the boss doesn't want to have to meet the Union standard in terms of safety and conditions.

## UNION MEMBERSHIP IS THE BEST INSURANCE A WORKER CAN GET!

For information about your membership and your Union, please contact Bob Vaughan.

# UNJUST LAWS

"I BELIEVE IN THE RULE OF LAW WHEN THE LAW IS FAIR AND THE LAW IS RIGHT..... BUT WHEN IT'S UNJUST I DON'T THINK THERE'S A PROBLEM WITH BREAKING IT "

ACTU Secretary Sally McManus  
- ABC TV's 7.30 on 16 March 2017.



In her first television interview, with the ABC's Leigh Sales on 7.30 in March, the new ACTU Secretary, Sally McManus, reaffirmed the ACTU's support for construction sector unions, which the Federal Government is intent on destroying through its recently revived Australian Building and Construction Commission (ABCC). And, Ms McManus went further, and defended the right of workers to break unjust laws.

Ms McManus' remarks - which we think are entirely sensible - have elicited a completely over the top and hysterical response from Liberal politicians, business groups and large parts of the mainstream media.

Conservative MPs and employer groups have been falling over themselves in the rush to condemn the ACTU

Secretary. Christopher Pyne called on McManus to resign, and labelled her comments on 7.30 as "the kind of anarchic Marxist clap trap we used to hear from anarchists at Adelaide University in the 1980s".

Peter Dutton called McManus a "lunatic" on radio 2GB. Prime Minister Malcolm Turnbull

joined the chorus: "What [McManus] has done is defied the whole rule of law and this is the culture of thuggery and lawlessness that the CFMEU, of course is the great example of, and this is the culture of the union movement ..."

Business Council of Australia chief executive Jennifer Westacott called McManus

“grossly irresponsible”. The Australian Chamber of Commerce and Industry chief executive James Pearson said: “This is a disturbing sign, that on the first day in the job of the new ACTU leadership that the spirit of the CFMEU, an organisation that’s recognised for its readiness to break the law and its thuggish behaviour, is infecting the senior leadership of the ACTU.”

All of this, of course, is complete rubbish. Sally McManus is no lunatic, and what she said did not condone ‘union thuggery’, nor was “Marxist claptrap” nor irresponsible. In fact, it is quite the opposite.

In our view, what the ACTU Secretary is advocating is exactly what leaders of the labour movement should be doing, and continues a long tradition of the Union movement pushing back against unjust and anti-worker laws.

**It is important to remember that some of the most basic workplace entitlements, such as sick leave and an eight-hour work day, and superannuation exist today because of action taken by employees in the past which was illegal at the time. Consider that:**

- it was illegal strike action by Victorian stonemasons in 1856 that led to the 8-hour day;
- it was illegal strike action by the Coalworkers’ Union in 1949 that was the catalyst for Australian workers gaining long service leave entitlements;
- it was illegal strike action by the Metalworkers’ Union members in 1980 that paved the way for universal superannuation becoming a reality for workers in 1986.

In fact, just about every condition won by unions over the decades was achieved by unlawful industrial action. The eight-hour day, the first in the world; four-weeks annual leave; superannuation - these all pre-dated the laws around protected action, and all constituted unlawful industrial action at the time.

Appropriately, Sally McManus stood firm in the face of all the confected right-wing outrage, and rather than resile from her comments, she stood by them and by working Australians, issuing the following statement >>>

Sally McManus statement

**“Australia has been built by working people who have had the courage to stand up to unfair and unjust rules and demand something better. Every single Australian benefits from superannuation, Medicare, the weekend and minimum wages -- these were all won by our parents, grandparents and great-grandparents taking non-violent so-called illegal industrial action,”**

**“Working people only take these measures when the issue is one of justice, like ensuring workers’ safety on worksites, a fair day’s pay for a fair day’s work or to uphold and improve rights for working people.”**

Australian workers are engaged in a once in a generation fight for their rights. Make no mistake, the Turnbull government and big business are out to destroy workers’ rights, reduce wages and revoke entitlements. The ABCC simultaneously strips workers of their entitlements and strips unions of their rights to represent workers, guarantee workers safety and fight back against Turnbull’s race to the bottom.

The ABCC laws are unjust laws, and it is our obligation to oppose them. Legality should be a reflection of justice, not power. But under Turnbull’s regime, power is driving the law, not justice, and that is not how a fair and democratic society is maintained. We agree with Sally McManus that injustice, in the community, in the workplace, or in the law, should be opposed.



Melbourne is booming faster than ever before, with new population figures showing that it has four of the five fastest growing regions in the nation.

More people are moving to South Morang than any other suburb in the nation, while Cranbourne East, Craigieburn and Point Cook are also in Australia's five fastest growing areas.

The figures from the Australian Bureau of Statistics showed the population of Melbourne climbed 107,770 to 4.64 million in 2016 – a jump of 2.4 per cent, the fastest in the nation. So fast is the rate of growth that some suburbs, like South Morang and Cranbourne grew by more than 5,000 in the last year.

As the population grows, the infrastructure to support it must grow with it. New hospitals, schools, shopping centres, aged care and community facilities all need to be built.

Our Members are making are playing a key role in delivering that infrastructure right across the country. Here is just a snapshot of a few of the very large infrastructure jobs our Members are helping build.

# AROUN



THE UNIQUE ROOF LINE OF BUNJIL PLACE IN THE CITY OF CASEY

### TOP SUBURBS BY GROWTH

SUBURB	AREA	POPULATION	CHANGE
South Morang	Greater Melbourne	64,354	4,971
Cranbourne East	Greater Melbourne	23,901	4,956
Craigieburn-Mickleham	Greater Melbourne	52,848	4,491
Yanchep	Greater Perth	18,904	4,289
Point Cook	Greater Melbourne	50,774	3,512
Baldivis	Greater Perth	32,817	3,389
Cobbitty-Leppington	Greater Sydney	15,450	3,338
Epping	Greater Melbourne	42,236	3,226
Riverstone-Marsden Park	Greater Sydney	16,492	3,146
Ellenbrook	Greater Perth	37,204	3,141

Source: ABS Population Report 2017

# ND THE TRAPS

# TEMPLESTOWE ORCHARDS COMMUNITY IN DONCASTER

PPTEU Members are playing a key role in the development of Melbourne's public and private health and housing infrastructure. We are building schools, hospitals, prisons and apartments all over the city, suburbs and regions. As our population ages, retirement and aged care facilities are going to need to be built and updated, and our Members are building those facilities too.

One of those is the Templestowe Orchards Community private aged care facility in Andersons Creek Road in East Doncaster. This \$30M plus project is being built by Cockram Constructions

for Baptcare, a leading faith based not-for-profit provider of residential and community care for older Australians.

Stage one of three is nearing completion, with the remaining stages to be completed in 2018. When completed, the complex will include 150 separate aged care units over four levels, a basement, commercial kitchen and a link bridge on three levels.

The structure consists of 34 piles combining a shotcrete and precast panel retention system and four floors of post-tensioned slabs above. There are three

different types of bedrooms which will all provide different levels of care with internal common areas such as dining and living rooms and administration offices. The façade includes feature brickwork and aluminium curtain walling over the four and five floor structure, with an external podium level that will connect into future proposed stages of the development.

On site at the moment are PPTEU Members from Keralton Plumbing, Crofts Mechanical Services, Trio Plumbing are doing the Roofing plumbing and IQ Fire the Fire Protection Systems.





# ST JOHN OF GOD, BERWICK

The \$120M St John of God Hospital development in Berwick will service one of Australia's fastest growing communities and will provide 200 new beds, six operating theatres, two endoscopy theatres, a cardiac/vascular catheter laboratory, six birthing suites and approximately 350 basement car parks. It will also provide the first Intensive Care Unit

for the region and a comprehensive range of cardiac services, including a dedicated cardiac unit.

PPTEU Shop Steward for the project, Wayne "Nico" Nicholson, says the project, which has about 60 PPTEU Members on it at the moment, has been "complex and challenging but has really gone very well". Members

working on this Hansen Yuncken development are from Walker Plumbing, OP Industries, CCS Roofing, Syfon Systems, Industrial Thermal insulation (ICI) are doing the lagging, Precision Fire are fitting the fire protection systems and SGI are installing the medical gases systems.



# AROUND



# ND THE TRAPS

# CITY OF CASEY, BUNJIL PLACE

The City of Casey will soon be home to a vibrant arts, cultural and community precinct known as Bunjil Place. Bunjil Place will be the first facility of its kind, bringing together creativity, entertainment and community in a way that is unparalleled in Australia.

It will feature a diverse mix of facilities all in one place, including:

- Outdoor community plaza
- Theatre
- Multipurpose studio

- Function centre
- Community library
- Gallery
- City of Casey Customer Service Centre.

The name Bunjil is derived from traditional Aboriginal mythology, meaning 'the eagle'. It is the creator and spiritual leader of the people of the Boon Wurrung, who, along with the Wurundjeri people, are the traditional custodians of the land on which Bunjil Place will be located.

The unique building design, which gives the impression of an eagle's wings, was inspired by the Bunjil and the historical significance of the name is fitting.

Bunjil Place is a \$125 million development (Australian Government \$10 million, City of Casey \$115 million).

There are about 75 PPTU members on this Multiplex development, which is due for completion later this year. On-site at the moment are Members from Ellis Air Conditioning, Walkers Plumbing, Syfon Systems, Geelong Fire and BSI Roofing.





# ND THE TRAPS

# MONASH UNIVERSITY, CLAYTON

Multiplex are also building the \$206 million world-leading Learning and Teaching Building for Monash University in Clayton. The multi-story 30,000 square meter project also encompasses a large underground carpark and regional transport interchange.

About 70 PPTEU Members are on the job at Monash, including Members from CDC Plumbing, Geelong Fire, Ellis Air-Conditioning and Total Insulation. They will be kept busy for quite a while with this massive and complex build not due for completion until late 2018.

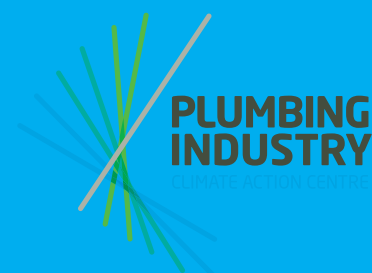


# AROUND





# GEEELONG PICAC IS OFFICIALLY OPENED



The Victorian Premier, Daniel Andrews, the Lord Mayor of Melbourne, Robert Doyle, the Federal Labor Member for Corio, Richard Marles MP, and State Labor Member for Geelong Christine Couzens MP, joined key leaders from across the industry at the official opening of the new Plumbing Industry Climate Action Centre (PICAC) campus in Geelong, on Friday 25 November, 2016.

Building the Plumbing Workforce of the Future

Over 100 Industry representatives attended the opening, which celebrated the completion of the first phase of the new Geelong Centre. The second Victorian campus for PICAC marks a crucial step in making quality industry training more available, with construction on a third site in the south eastern suburb of Narre Warren due to start early in 2017.

This exciting new facility is located at 66 Tanner Street, Breakwater and will enable PICAC to greatly improve training delivery in areas to the West and North of Melbourne, and provide unique, world class training, to more students than ever before.

Through this new facility, PICAC will be able to re- train hundreds of retrenched or displaced workers who have had to bear the brunt of a declining manufacturing industry. For existing qualified tradespeople including welders, metal fabricators, machinists, fitters and turners customised training, leveraging off their experience, could provide these workers with a real opportunity to re-enter the workforce with promising job prospects.

**World  
Class  
Training**



Richard Marles, Christine Couzens, Lord Mayor Robert Doyle and the Premier are joined by stakeholders and students at the opening



Secretary Earl Setches outlining the benefits of the new facilities to the Premier and the Federal Member



*"It's about increasing opportunity"* - The Premier meets Michael Long, Robbie "Bomber" Peden and the Raw Recruitment apprentices

The building itself consists of two levels, totalling approximately 1,800m<sup>2</sup>. Features include four training rooms, double height open training area and a machinery and operating area. The second level includes a specialised training at heights facility. The project, designed by FMSA Architects, consist of 3 Phases with the first phase contract valued at approximately \$4 million.

Keeping with the high-standards of the Brunswick Centre, the Geelong Campus is a Green Star rated building featuring hydronic heating and cooling coils set into the concrete slab for heating and cooling, in addition to other water and energy efficient systems. A key focus of the building was to create multipurpose training spaces that are flexible enough to deliver a range of specialised training, while also adhering to sustainable principles.

**Through strong support from the Andrew's Government, who has committed \$5 million to PICAC, the diverse training needs of the plumbing and fire sectors will be greatly enhanced, ensuring the community can continue to benefit from a prosperous and strong industry.**



The Premier said his Government was very proud to support the new Geelong PICAC



The Premier flanked by Robert Doyle (left), State Member for Geelong Christine Couzens and Member for Corio, Labor's Richard Marles, Secretary Earl Setches

**“This is about putting people first and giving workers in the plumbing industry the specialist skills and training they need to help build our state’s future. We’re also supporting retrenched automotive workers and allowing them to retrain in one of Victoria’s key growth sectors.”**

Victorian Premier, Daniel Andrews

**“PICAC has, against the odds, created something no other industry has been able to replicate. The Union, together with the largest employer association and key industry bodies, came together for the first time in our history, to work towards the improvement and growth of our industry. This new Centre is proof of our dedication to creating a strong, well trained industry for Victoria and the country”**

Earl Setches, PICAC Chair and Federal Secretary of the PPTU



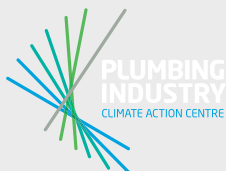
Premier Daniel Andrews & PPTU Secretary Earl Setches

# World Plumbing Day 2017

Plumbing Industry Climate  
Action Centre (PICAC)  
**Friday 10 March 2017**



Secretary Earl Setches addresses stakeholders at the WPD forum at PICAC



As it has been since World Plumbing Day was first established by the World Plumbing Council in 2010, the focal point of World Plumbing Day (WPD) celebrations for the Australian Plumbing industry is PICAC – the award-winning industry owned and operated world class training facility and industry hub in Brunswick.



Students and industry come together at PICAC

The 2017 World Plumbing Day (WPD) event was held on Friday 10 March 2017, and, as it is every year, WPD 2017 was bigger and better than the previous year.

In support of WPD, PICAC conducted several significant activities and events on or around the day to promote the vital role plumbing plays in societal health and wellbeing, and raise awareness of the vital nature of high quality plumbing training is to ensuring the health of our community and the amenity of the built environment.

The activities on the day consisted of:

### **1. Plumbing Apprentice, Sprinkler Fitting Skills Competition**

The day kicked off early with leading apprentices from across Victoria competing and displaying their skills and knowledge of plumbing, mechanical services and fire protection in a

practical demonstration. The finalists are eligible for selection to represent PICAC and Australia at the United Association International Apprentice Skills Contest in Ann Arbor, Michigan.

### **2. Plumbing Trades Exhibition**

Organisations set up informative displays of industry innovations, cutting edge products and sustainable solutions for attendees. Attendees and exhibitors alike had the opportunity to network over a casual lunch, learn about and showcase important new technologies relevant to the industry.

### **3. Industry Forum**

Stakeholders from across the industry were then invited to attend an information forum where they will hear from significant keynote speakers focusing on issues affecting the plumbing industry today; and to reflect on the WPD 2017 theme, which is – *‘Sustainable growth for our future and our community’*.

This year the audience heard from PICAC Chair, our Secretary Earl Setches, as well as several esteemed guests, including:

- ***Ms Gayle Tierney, Minister for Training and Skills***
- ***Anne Barker, Commissioner, VBA***
- ***Kirstin Griese, Community Plumbing Challenge***
- ***Josh Wilkins, CEO, Founder, One Voice***

A highlight of the day was a speech from Shayne La Combre, speaking at his first World Plumbing Day since being elected to Chair the World Plumbing Council late last year. Shayne made several key points about the importance of World Plumbing Day and the World Plumbing Council.

Shayne reminded the audience, that in conceiving of World Plumbing Day back in 2010, the Council's intent was to provide a focal point for the world plumbing community, and for the promotional efforts of the Council. The idea was



PICAC CEO Shayne La Combre welcomes stakeholders to PICAC



Kirstin Griese and Greg Tink present on the CPC 2016 in Diepsloot Sth. Africa



Josh Wilkins, CEO One Voice



Anne Barker, Commissioner, VBA



Victoria's Minister for Training and Skills,  
Gayle Tierney MP



PPTEU Secretary Earl Setches recognises the efforts of Aaron  
Bridger (left), 2016 United Association International Apprentice  
Plumbing Competitor, and Brad MacKenzie, 2016 United  
Association International Apprentice Sprinkler Fitting Competitor

that for one day, all around the globe, plumbing professionals, government policy makers, stakeholders and members of the community; would take a few minutes out of their day to reflect on just how vital good quality plumbing is to our very existence.

Each year World Plumbing Day increases in prominence and elicits broader levels of engagement than the year before. World Plumbing Day is now a fixture on the international calendar, recognised and observed in communities, in classrooms, on work-sites, and in parliaments and legislatures all around the world. From the north of Scotland to the Solomon Islands, from India to Indonesia, and from South Africa to South America - World Plumbing Day took place. The number and diversity of activities is enormous, ranging from technical seminars, to industry forums like was held at PICAC, through to poster competitions for school children, interaction with media, innovative health check-up plans for plumbers and water audits for educational institutions.

Shayne picked up the theme of the day, and focussed his comments on, amongst other things, the link between safe levels of water and sanitation, and economic growth. He pointed out that the notion of water being the fuel required for

economic growth comes through loud and clear in the World Bank's 2016 Report High and Dry – Climate Change Water and the Economy.

The Report notes that some regions could see their growth rates decline by as much as 6 per cent of GDP by 2050 due to water-related losses in agriculture, health, income, and property— sending them into sustained negative growth. The World Bank also tells us that 3 out of 4 jobs worldwide are, one way or another, water dependent. It makes the point that water is a more important ingredient of economic success than capital or labour.

And, the impacts of water mismanagement are felt disproportionately by the poor, who are more likely to rely on rain-fed agriculture to feed their families, live on the most marginal lands which are more prone to floods, and are most at risk from contaminated water and inadequate sanitation.

The World Plumbing Council Chairman, the first Australian to serve in this prestigious role, ended his remarks by stressing the point that ensuring a sufficient and constant supply of water under increasing scarcity will be essential to achieving global poverty alleviation goals. And it is plumbing that holds the key to safe water supply and safe sanitation.

# RETIRED

## *sprinkler fitter*

## RICK SANKEY

Talk to any retiring Sprinkler Fitter and they will tell you the same thing. They loved their job. And, more often than not, the reason they loved their job is because of their mates.

Rick Sankey, one of a crop of “old school” Contractfire Sprinkler Fitters who recently retired from the industry. Rick wasted no time in getting stuck into his retirement, and is currently in the last week of an around Australia trip. From his fishing spot in Darwin, Rick told the Journal that what he will miss most after 40 plus years as a Sprinkler Fitter is the good times he had, and the great blokes he met along the way.

He might miss his mates, but Rick won't miss the ladders and the blocks and tackle of the old days

*“these young fellas today are working in a very different industry to the one we worked in. Physically it was much more demanding work then, and there were a lot of pretty hard men in the game. Drink hard -work hard stuff. They were great days”.*



PPTU Organiser Andy Wallace with Rick Sankey



## In December last year five career Sprinkler Fitters with Contract Fire retired from the industry.

We want to acknowledge their retirement and contribution, and, given they have more than 200 years of Sprinkler Fitting experience between them, we thought we would ask them about how the industry has changed over the past 40 years or so.

And, Rick is grateful for the opportunities the industry gave him in terms of seeing the country

*"I worked mainly in Victoria but there was so much work around in the old days. If you wanted to travel you just lined up a job and went there. I worked in all sorts of places up and down the coast. I turned my hand to other things like brick laying, but always seemed to come back to fitting. I worked on an army aviation facility west of Toowoomba once and also in Darwin. Our industry is great in that way".*

Over the journey Rick worked for several companies as was the way then. These included Firemaster, Grinnell Mather, Deluge, H&L Fire Protection, and Guardian Fire Protection. Rick's most steady employer, and he says, the best, was Contractfire, where he worked for the 13 years before his retirement last year at the tender age of 65.

Ricky now plans to kick back and take his time travelling around Australia. Half your luck Rick!

## PETER MCVEIGH

Peter McVeigh retired after 10 years with Contractfire and over 40 years in the industry. Peter worked on a range of jobs with Contractfire including the Convention Centre, the Royal Children's Hospital and all 4 Upper West Side Towers.

Peter worked for all the major companies, as fitters mostly did in the early days, and lived the boom and bust cycle of the industry. Peter was always a strong supporter of the Union and workers and was always a loud voice at the meetings when issues were being discussed. Peter was not available on the day the group photo of the retiring Contractfire fitters was taken due to a family commitment.

Contractfire's Mark Buckley said he greatly appreciated the contribution each of the retiring fitters made and wished them all the very best in retirement

*"For our part as a company it has been a pleasure employing these 5 guys. To have them round out their careers with us and to be able to reflect back on the projects we did together is truly satisfying as an employer"*

*"Being at the FIT training centre for the photo and to see the next generation coming through is great. But training needs to be backed by experience. The site experience and know-how these 5 men had, and their "can do" attitude really made a difference at Contractfire and makes running a company that much easier, and for that we are really grateful"*



Mark Butler of Contractfire with Andrew Dunn, Terry Cumming and Tony Rendina

## TONY RENDINA

If Tony Rendina told you he was 55 you'd probably believe him. In better shape than most 50 year olds, at 70, Tony looks as fit as a trout and says he's set to enjoy a long and hard earned retirement. Tony started off in the industry, like many of his contemporaries, with Wormald Fire, about 50 years ago. He still has his first union ticket from 1969, as pictured below.



Over the years Tony worked for Fireguard, Thomas Walker and others, finishing his career with Contractfire. He also worked on some big projects, like the Casino development in Melbourne, the Royal Children's Hospital, the Myer Emporium and the Commonwealth Bank building in Collins Street, which was a real showpiece when it was built in 1972.

Tony says the secret to having a long and happy career is to keep fit and keep a sense of humour

and enjoy yourself at work

*"I worked with some really great blokes over the years. And, you would keep seeing the same blokes at different jobs you'd go to so everyone knew each other. I also had some really good bosses too, like Mark and Darren at Contractfire, so things ran pretty smoothly."*

For Tony, the big two changes he has seen over the years are the technology, and OH&S - which he says was virtually unheard of when he started out

*"We worked really hard physically, with push scaffolds and ladders and so on. And it was pretty dangerous at times too, so we tried to look out for each other".*

Tony says he loved being a sprinkler fitter, and is very happy that his son Christian has also gone into the industry, working with Leemark.

## ANDREW DUNN

Golf, travel, and more golf is what Andrew Dunn has planned for his retirement. At 61 Andrew has plenty of time to bring his single digit golf handicap down even further, and enjoy the good life after 43 years of "bloody hard work".

Like his retiring colleagues, Andrew says that it's hard for the current crop of sprinkler fitters to

understand how much different the job was back in the 70's and 80's

*"Block and tackle, large heavy piping and push scaffolds meant we were up and down scaffs and ladders all day, so you'd be physically knackered by knock off time".*

Since he started as a 17 year old kid, fresh from school in 1974, Andrew says safety has come a long way.

*"It was very different then in terms of safety too. No PPE, no hard hats, it was all pretty loose. I worked on sites where blokes were killed. It's not good. It was very different then.*

*Remember we were paid about \$30 per week and there were no RDO's and allowances that are around today".*

Over the years Andrew worked at Wormald, AFS, O'Donnell Griffin and Fireguard, before it became Contractfire. He also worked on some big projects, like the Loy Yang power station in the La Trobe Valley and the Bandiana Army base in Albury. A highlight of his career was working in London in the early 80's with Matthew Hall

*"I just took off and went to London and got a job there. It was great, except for the snow. We got to travel around Europe too on the weekends and holidays, I loved it".*

## TERRY CUMMING

Terry Cumming is retiring from Contract Fire after 12 years with the company and more than 40 years in the industry. Terry was 19 when he started as a second-class fitter with Deluge Fire Protection, and at 60 he says it's time to enjoy retirement

*"I have a boat and a caravan in the garage and I'm planning on putting both to very get use over the next few years. My wife and I are planning on travelling around, following the sun".*

After about 5 years with Deluge, Terry worked for several year stints at O'Donnell Griffing doing service and testing, then Gemfire Servicing, Fireguard and then the last 13 years at Contract Fire.

Over his career Terry worked on dozens of projects large and small. Highlights include Loy Yang, where he worked for a couple of years, the East Link tunnel development, the new Royal Children's Hospital.

Like his fellow retirees, when he reflects on his time in the industry, Terry says the biggest change is in safety.

*"Safety is miles better than it used to be. In everything from PPE to the use of scissor lifts instead of ladders, things are much safer now. And, with things like alcohol testing, which wasn't heard of in those days and blokes were drinking at lunch all the time and things like that, so overall the workplace is much safer now".*

And, Terry agrees with the other retiring fitters that the friendships and laughs he has made and had throughout his career has been the best part of his job.



**WE WISH THESE "OLD SCHOOLERS"  
ALL THE VERY BEST IN THEIR RETIREMENT.**



# 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.



## Jarryd William Ramsay

Young PPTTEU member Jarryd Ramsay passed away in March this year. He was just 25 years old and passed away after a battle with a rare form of cancer.

Jarryd was known to many members and was universally regarded as a great young guy. Jarryd did his apprenticeship training with Cooke and Dowsett and worked Wilsons Plumbing. Jarryd loved life, loved his job and loved his footy, playing for Hoppers Crossing and Werribee Centrals.

Over 2000 people attended Jarryd's funeral service, which is testament to what a well-liked young man he was. He will be sadly missed by his friends and workmates and especially by his fiancé Lauren, parents Kerry and Billy and brother Conner.

Jarryd's father is our friend and colleague, PPTTEU Organiser Billy Ramsay. Many members will know Billy and I'm sure you join with us in passing on our deepest sympathies to Billy and his family at this very sad time.



## Robert Des Burns

"Dessy" was born on the 29th of November 1934 in Bendigo. He moved to Melbourne at the age of 16 to start his plumbing career with Crewthers Plumbing which was interrupted with National Service.

He later went to A.E. Athertons before finally retiring at the ripe old age of 67 from Haden Engineering.

Robert spent 51 years of his life as a Union member and Plumber / Welder and is survived by wife Joyce and 3 children Gary, Glenn and Wayne.

Dessy passed away on the 13th of March 2017.

## Raymond Frank 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.



### **Matt Allan Gallichio**

Matt was born on the 2nd of October 1976. He tragically passed away on the 30th of December 2016.

Matt is survived by wife Tanya and 2 children Isobel and Jesse (Alex dec.)



### **Darryl Michael Driver**

Darryl was born on the 15th of July 1953. He passed away on the 20th of January 2017.

Darryl was a devoted husband to Judith Driver (dec. ) and an inspirational Dad to Kellie, Matt and Aaron



### **Travis James Hamilton**

Trav was born on the 4th of May 1979. He suddenly passed away at the age of 37 on the 12th of March 2017.

Trav is survived by wife Liv and 2 children Piper and Finn. He will be forever missed.

### **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.

### **Ronald Windsor**

Member M25807 Ronald Windsor passed away on the 16th of March 2017

### **Andrew Joseph Webster**

Andrew passed away on the 18th of October 2016 at the age of 48. He put up an incredible fight to stay with his loved ones.

Andrew is survived by wife Kylie and 4 children Dakota, Jasmyn, Makenzie and Nash.



# VALE



## Denis Setches

On February 4 this year Denis Setches peacefully passed away. He was 75 years old.

Denis was very well known to our members and within the wider labour movement. A staunch trade unionist and life member of the ALP, Denis was a member of our Union and the father of our Secretary Earl Setches, and husband of former long serving Victorian Labor MP and Minister, Kay Setches.

We would like to thank Denis for the extensive pro-bono work he did for our Union, which included the archiving of our Union records.

The esteem with which Denis was held by people across the community was evident by the numbers who attended a service to celebrate his life in Ringwood in February. Included amongst the hundreds of mourners were current and former MPs, Ministers, Premiers and Opposition Leaders; all gathered to pay their respects and honour a life well lived. Denis' contribution to the labour movement was acknowledged in fond addresses by former Victorian Premier John Cain and Federal Opposition Leader Bill Shorten.

Vale Denis, you will be sadly missed.



## Kevin George Jowett

26/4/39 – 23/5/17

The labour movement lost one of its tireless servants when Kevin Jowett passed away in May this year after a battle with lung disease. He was 78 years old.

Kevin, who is survived by 4 children, was a member of our union for over 60 years and worked as both a delegate and an organiser.

A passionate union stalwart Kevin was at the forefront of some of the most significant and transformative union battles. His contribution was pivotal to the attainment of rights we now take for granted, like paid holiday and sick leave. He fought hard for key reforms like superannuation and OH&S reforms.

Kevin was as passionate about industrial relations as he was about other social justice issues, in particular the rights of older Australians. He played a key role in reforming aged care and residential tenancy legislation to improve access to accommodation for elderly Australians. In the 1970's he helped organise Moratorium Marches against the Vietnam War. In the 80's he was instrumental in the "green bans". He was involved in the very significant and bitter Collins Place dispute in the mid 80's and many more hard won campaigns before and since.

A Memorial Service for Kevin was held at Bella Union, Victorian Trades Hall, on Friday June 2 at 2pm.

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Will disputes

\* Conditions apply

\*\* For you and your spouse

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# PPTU PLUMBERS WAGE RATES

FROM 1ST MARCH 2017

## REGISTERED PLUMBERS

	Plumber	Provisional Registration/ Unregistered Plumber/ Lagger	Irrigation Installer	Plumbers Labourer
<b>Hourly Rate</b>	\$46.21	\$45.12	\$43.79	\$40.92
<b>X36 (weekly)</b>	\$1,663.56	\$1,624.32	\$1,576.44	\$1,473.12
<b>Fares (per day)</b>	\$22.36	\$22.36	\$22.36	\$36.74
<b>X5 (weekly)</b>	\$111.80	\$111.80	\$111.80	\$183.70
<b>Travel (per day)</b>	\$46.21	\$45.12	\$43.79	-
<b>X5 (weekly)</b>	\$231.05	\$225.60	\$218.95	-
<b>Total Income (weekly)</b>	<b>\$2,006.41</b>	<b>\$1,961.72</b>	<b>\$1,907.19</b>	<b>\$1,656.82</b>
<b>OVERTIME</b>				
<b>Double Time</b>	\$92.42	\$90.24	\$87.58	\$81.84
<b>Double Time &amp; 1/2</b>	\$115.53	\$112.80	\$109.48	\$102.30
<b>MIN SUPER OR 9.5% OF THE GROSS WAGE</b>				
<b>Superannuation (per week)</b>	\$175.00	\$170.00	\$170.00	\$160.00

## APPRENTICES

	1st Year	1st Year Adult (over 21 years of age)	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$17.24	\$19.74	\$24.47	\$30.53	\$38.67
<b>X36 (weekly)</b>	\$620.64	\$710.64	\$880.92	\$1,099.08	\$1,392.12
<b>Fares (per day)</b>	\$20.10	\$20.10	\$20.10	\$20.10	\$20.10
<b>X5 (weekly)</b>	\$100.50	\$100.50	\$100.50	\$100.50	\$100.50
<b>Travel (per day)</b>	\$4.31	\$4.94	\$6.12	\$7.63	\$9.67
<b>X5 (weekly)</b>	\$21.55	\$24.70	\$30.60	\$38.15	\$48.35
<b>Total Income (weekly)</b>	<b>\$742.69</b>	<b>\$835.84</b>	<b>\$1,012.02</b>	<b>\$1,237.73</b>	<b>\$1,540.97</b>
<b>OVERTIME</b>					
<b>Time and 1/2</b>	\$25.86	\$29.61	\$36.71	\$45.80	\$58.01
<b>Double Time</b>	\$34.48	\$39.48	\$48.94	\$61.06	77.34
<b>Double Time &amp; 1/2</b>	\$43.10	\$49.35	\$61.18	\$76.33	\$96.68



# PPTU SPRINKLER FITTER WAGE RATES

FROM 1ST MARCH 2017

## REGISTERED SPRINKLER FITTER

	1 March 2016	1 March 2017	1 March 2018	1 March 2019
<b>Hourly Rate</b>	\$44.38	\$46.09	\$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	\$46.09	\$47.80	\$49.08
<b>X5 (weekly)</b>	\$221.90	\$230.45	\$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>\$1,993.99</b>	<b>\$2,071.45</b>	<b>\$2,165.20</b>
<b>Service/Testing/Site Allow (min per hour)</b>	\$2.72	\$2.82	\$2.92	\$3.00

Superannuation minimum \$175 or 9.5% - whichever is greater

## APPRENTICES - 1 March 2017

	1st Year	2nd Year	3rd Year	4th Year
<b>Hourly Rate</b>	\$20.71	\$22.78	\$31.06	\$37.28
<b>Total Weekly Rate</b>	\$745.56	\$820.08	\$1,118.16	\$1,342.08
<b>Fares (per day)</b>	\$21.53	\$21.53	\$21.53	\$21.53
<b>X5 (weekly)</b>	\$107.65	\$107.65	\$107.65	\$107.65
<b>Travel (per day)</b>	\$15.52	\$17.08	\$23.29	\$27.95
<b>X5 (weekly)</b>	\$77.60	\$85.40	\$116.45	\$139.75
<b>Total Income (weekly)</b>	<b>\$930.81</b>	<b>\$1,013.13</b>	<b>\$1,342.26</b>	<b>\$1,589.48</b>
<b>Service/Testing/Site Allow (min per hour)</b>	\$2.82	\$2.82	\$2.82	\$2.82

Superannuation 9.5%

## SITE ALLOWANCES FROM 1ST OCTOBER 2016

City of Melbourne & Inner Suburbs New Projects and Shopping Centres

<b>\$3.0 Million - \$230.7 Million = \$4.10 per hour</b>	<b>\$230.7 Million - \$307.5 Million = \$4.25 per hour</b>
<b>\$307.5 Million - \$461.5 Million = \$4.40 per hour</b>	<b>For projects over \$3.0 Million see chart below:</b>

*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

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

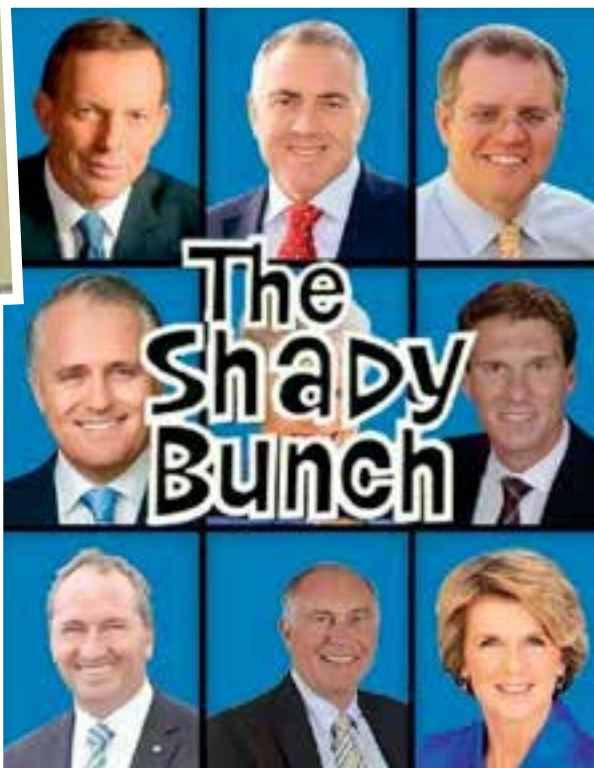
## Height Allowances

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



## Meme while around the social media traps....





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### PAYMENT DETAILS

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

☐ Cash ☐ Cheque ☐ Credit Card

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

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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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Sometimes, peeling your head off the pillow when it's cold and dark outside just to crawl through the city traffic to get to work can be a bit of a grind.

But, not every second Thursday morning!

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**FIRE UP**

Fire Up has been running since 1999. Every second Thursday morning at 6.30am PPTU Vice President Terry Smart, and Organisers Andy Wallace, Billy Javanovski and Neil O'Brien take to the air waves. It is a half hour of (very) live radio. It's raw, its unrehearsed, and it's often hilarious.

From the beginning up until last year Jim Tokasio was a key part of the team, turning the knobs and sliding the dials to make sure it all ran smoothly.

The Fire Up crew don't get too hung up about keeping to a script. As Terry Smart explains it:

*"It's a pretty free-wheeling sort of session. We stir each other up a bit and try and have a laugh. We also try and use the time to speak direct to members about what is going on*



*around town, like the big jobs that are coming up, and what is going on industrially. It's a combination of information and entertainment, and we love doing it".*

The crew has been firing up the members for almost 20 years now and there is every chance they will be going for another 20.

**If you haven't already, make sure you tune in to 3CR on 855 on your AM dial, and there is every chance you will arrive to work every second Thursday with a smile on your dial.**



# ABCC...THE P

**The Australian Building and Construction Commission (ABCC) is a civil law regulatory body designed to monitor and enforce industrial law in the construction industry.**

The ABCC was revived by the Turnbull Government in 2016 with the passing of the Building and Construction Industry (Improving Productivity) Act 2016 (Cth) (the Act). In its latest iteration, the ABCC has been given wider oversight and strengthened prosecutorial and investigatory powers which may be brought to bear against workers in the plumbing industry. **These powers are excessive and unfair.**

## **SCOPE OF ABCC OVERSIGHT**

Under the Act, the ABCC is empowered to investigate and prosecute breaches of industrial laws that arise in the course of 'building work'. Building work is defined broadly and clearly gives the ABCC direct oversight over plumbing workers, with some limited exceptions. The scope of this oversight has also been extended by the Act to include the transportation and supply of goods to building sites and offshore platforms.

## **COERCIVE INVESTIGATIVE AND PROSECUTORIAL POWERS**

The ABCC possesses formidable coercive powers on the ABCC to investigate potential breaches of the Act or to gather information relevant to a potential breach.

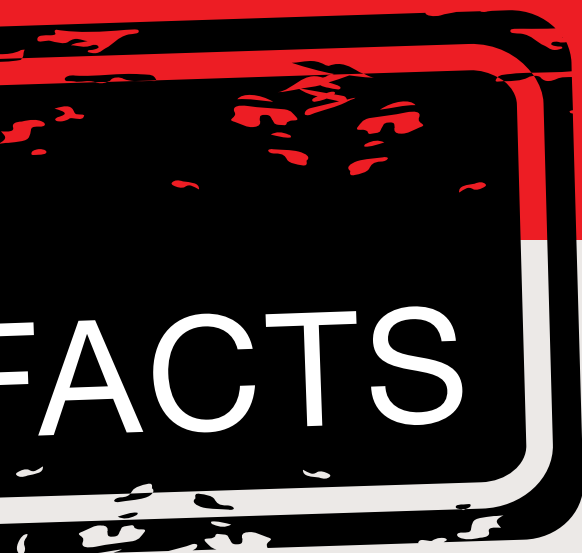
It has the power to compel workers to give information by issuing an examination notice.

It is an offence to fail to comply with an examination notice. You should obtain legal advice through the union's lawyers, Maurice Blackburn, if you are contacted by the ABCC or issued with an examination notice. You are entitled to be represented at the examination by a lawyer.

ABCC inspectors can also enter premises to inspect any work, process or object, interview any person, and require the production of documents. Intentionally hindering or obstructing an inspector is an offence that can attract hefty fines.

## **IMPACT ON OHS RELATED UNION VISITATIONS**

The Act does not ostensibly impact on the ability of union officials who hold a valid right of entry permit to enter a workplace under state or territory Occupational Health and



Safety legislation. However, the Building Code, which is discussed further below, does prohibit enterprise agreements from conferring greater rights of entry on union officials than what are currently provided for under the Fair Work Act. These existing right of entry laws are restrictive.

The existence of an aggressive industrial watch dog in the construction industry may also deter workers from raising safety concerns with their union. Additionally, it may encourage employers to obstruct safety concerns from being raised. Given this, it is essential that union members educate themselves about their legal rights.

When the Bill was before the Parliament in late 2016, there was a lot of media discussion about the Bill's 'reverse onus' provisions. Under these provisions, if workers stopped work for safety reasons and the ABCC alleged that this constituted unlawful industrial action, those workers would have had to prove that the stop-work wasn't industrial action. The onus of proof was placed on them, rather than on the ABCC. But these provisions were removed as a concession to Senate cross-benchers in order to have the Bill passed.

## THE BUILDING CODE

A major change associated with the re-introduction of the ABCC is the introduction of a new Building Code. Companies that tender for government work will have to show that all of their enterprise agreements, on both government and non-government sites, meet a strict code of compliance.

The Code prohibits enterprise agreements dealing with a number of things including:

- **restrictions on hours or days of work, meaning that the industry shutdowns on Christmas and Easter and regular rostered days off will be banned**
- **restrictions on the type of employment offered, such that a clause encouraging full time permanent work will be banned**
- **the employment of full time union shop stewards, and**
- **prescriptions on the scope of work or tasks that may be performed by employees or sub-contractors.**

Enterprise agreements that are currently on foot will not need to be compliant with the Code until November 2018.

The Code is vague and uncertain. In our experience, it generates a lot of uncertainty in the industry and is likely to be interpreted by the Commissioner in a way that prohibits standard conditions in the industry.

This will likely mean a loss of job security and protections for workers. It will encourage employers to use insecure forms of engagement such as labour hire.



# VALE

## **DENIS SETCHES**

On February 4 this year Denis Setches peacefully passed away. He was 75 years old.

Denis was very well known to our members and within the wider labour movement. A staunch trade unionist and life member of the ALP, Denis was the father of our Secretary Earl Setches and his sister Vicki and husband of former long serving Victorian Labor MP and Minister, Kay Setches.

Denis was a life-long champion of the working class, and a more loyal, kind, caring friend you would not find. The esteem with which Denis was held by people across the community was evident by the numbers who attended a service to celebrate his life in Ringwood in February.

Included amongst the hundreds of mourners were current and former MPs, Ministers, Premiers and Opposition Leaders; all gathered to pay their respects and honour a life well lived. Denis' contribution to the labour movement was acknowledged in fond addresses by former Victorian Premier John Cain and Federal Opposition Leader Bill Shorten. Mr Shorten evoked the words of US President Teddy Roosevelt to pay tribute to Denis as a "man in the arena". "He was a man in the arena for the party, unions and the community," Mr Shorten said.

Denis' capacity to love, enable and support others was a feature of his character that came through in heartfelt tributes from friends and family at the celebration of his life. Our Secretary shared some humorous tales about his father, including a description of Denis "bullshitting his way into" a job as Croydon Council animal ranger in the mid-1960s, where his first formal union role soon followed.

Vale Denis, you will be sadly missed.

# LOCK IT OR LOSE IT

## **An increase in tool theft in Melbourne**

serves as a reminder to all our Members to properly secure their tools.



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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**

