

JULY 2018 WAGE BULLETIN

CFMEU PATTERN EBA 2016 - 2018

Unlike Industry EBA 2011–2015, the CFMEU Pattern EBA 2016-2018 is not an industry level agreement negotiated by Master Builders Association of Victoria (Master Builders).

Master Builders notes that there are a number of ambiguities in the CFMEU Pattern EBA 2016-2018, meaning the intended application of a number of provisions is unclear. Where these ambiguities relate to content covered in this Wage Bulletin, Master Builders has acted on what it understands to be the intention of the negotiating parties. Whilst all care has been taken in the preparation of this Wage Bulletin, no responsibility or liability is accepted by Master Builders for the accuracy of the information.

Master Builders continues to advise members who wish to be eligible to tender for federally funded work, that the standard CFMEU Pattern EBA 2016-2018 is not compliant with the agreement content requirements of the *Code for the Tendering and Performance of Building Work 2016* (the Code). However, a code compliant version of the CFMEU Pattern EBA 2016 – 2018 is now available for members wishing to sign the agreement or vary their extant 2016 – 2018 EBA.

Under both the standard and code compliant versions of the CFMEU Pattern EBA 2016-2018, wages will increase by a total of 15% (compounding) during the nominal term of the agreement, delivered in three annual instalments of 5%, at the beginning of the first full pay period commencing (ppc) on or after 1 July 2016, 1 March 2017 and 1 March 2018. The agreement provides for a further increase after its nominal expiry date, on 1 March 2019.

Please Note: Members holding the extant Industry EBA 2011-2015 are reminded that their Agreements **do not provide for any wage increases**. Employers covered by the extant agreement are not required to increase wage rates until a new EBA applying to that employer is lodged and takes effect – seven days after the Agreement is approved by the Fair Work Commission.

For further information, please call the Industrial Relations Department on (03) 9411 4560.

Pay Rates

From first pay period beginning on/after 1 MARCH 2018 (3rd Agreement Increment – 5%)

	Rate Per Hour \$	Rate Per Week \$	Weekly Pro-Rata Annual Leave \$	Weekly Pro-Rata A/L Loading \$	RDO Accrual Per day (0.8) \$
TRADES CLASSIFICATIONS					
CW3 – 100%					
Carpenter/Joiner; Tile-layer; Stonemason; Artificial Stoneworker; Marble & Slate-worker; Plasterer	45.51	1,638.36	126.03	25.08	36.41
Bricklayer	45.14	1,625.04	125.00	24.90	36.11
Painter – New Work	44.49	1,601.64	123.20	24.59	35.59
Painter – Re-paint	44.44	1,599.84	123.06	24.57	35.55
CW4 – 105%					
Marker/Setter Out; Letter Cutter	47.38	1,705.68	131.21	25.99	37.90
Sign-writer	46.38	1,669.68	128.44	25.51	37.10
CW5 – 110%					
Special Class Tradesperson: Carver	49.16	1,769.76	136.14	26.85	39.33
LABOURERS					
CW3 – 100%					
Grade 1 – Rigger; Dogman, Sign industry worker	44.24	1,592.64	122.51	24.47	35.39
CW2 – 96%					
Grade 2 – Scaffolder; Hoist/Winch Driver; Steel Fixer; Concrete Finisher	42.78	1,540.08	118.47	23.76	34.22
CW1 – 92.4%					
Grade 3 – Trades Labourer; Concrete Gang; Jack Hammerman; Concrete Cutting Machine Operator	41.46	1,492.56	114.81	23.12	33.17
CRANE CREWS – BUILDING SITES (Hourly Rate)					
CW7 – 120%					
Tower Crane Crew (Operators & Dogman/Crane Hands)	51.53	1,855.08	142.70	28.00	41.22
CW5 - 110%					
Trainee Dogman/Crane Hand on Fixed Cranes	47.92	1,725.12	132.70	26.25	38.34

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	Rate Per Hour \$	Rate Per Week \$	Weekly Pro-Rata Annual Leave \$	Weekly Pro-Rata A/L Loading \$	RDO Accrual Per Day (0.8) \$
PLANT OPERATORS (Weekly Hire)					
PCW7 – 120%					
Excavators over 115 tonnes, Crawler Tractors over 350kw, Graders experienced final trim	50.42	1,815.12	139.62	27.46	40.34
PCW6 – 115%					
Excavators 65 to 115 tonnes, Wheel & Track Loaders over 300kw, Crawler Tractors 200 to 350kw, Graders final trim, Construction Trucks over 200 tonnes, Tower Cranes	48.57	1,748.52	134.50	26.57	38.86
PCW5 – 110%					
Compactors over 200kw, Excavators 25 to 65 tonnes, Wheel & Track Loaders 200 to 300kw, Scrapers over 400kw, Crawler Tractors 100 to 200kw, Graders over 130kw, Construction Trucks 120 to 200 tonnes, Mobile Cranes 15 to 100 tonnes	46.71	1,681.56	129.35	25.67	37.37
PCW4 – 105%					
Compactors up to 200kw, Excavators 16 to 25 tonnes, Wheel & Track Loaders 100 to 200kw, Scrapers 300 to 400kw, Crawler Tractors up to 100kw, Graders up to 130kw, Construction Trucks 60 to 120 tonnes, Mobile Cranes up to 15 tonnes	44.91	1,616.76	124.37	24.79	35.93
PCW3 – 100%					
Rollers over 10 tonnes, Skid Steer & Backhoe/Loaders over 200kw, Excavators up to 16 tonnes, Wheel & Track Loaders up to 100kw, Scrapers up to 300kw, Construction Trucks 12 to 60 tonnes, Forklift Operators, Winch Drivers & Mobile Hydraulic Platform Operators	43.12	1,552.32	119.41	23.93	34.50
PCW2 – 96%					
Rollers 5 to 10 tonnes, Skid Steer & Backhoe/Loaders to 200kw, Construction Trucks up to 12 tonnes	41.41	1,490.76	114.67	23.10	33.13
PCW1 – 92.4%					
New Entrant for plant only, Rollers up to 5 tonnes	39.87	1,435.32	110.41	22.35	31.90
NOTE: From ppc 1 July 2018 add \$39.36 per week for Plant Operators who are responsible for servicing/maintaining the Plant they operate.					

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Apprentices

From first pay period beginning on/after 1 MARCH 2018 (3rd Agreement Increment – 5%)

	Wages Per week \$	Daily Fares Allowance \$	Weekly Pro-Rata Annual Leave \$	Weekly Pro Rata A/L Loading \$
Carpenters/Joiners; Stonemasons; Tilelayers; Plasterer; etc.				
1 st 3 months**	613.10	33.75	47.16	10.52
Next 9 months ##	770.80	33.75	59.29	12.65
2 nd Year	928.60	38.25	71.43	15.07
3 rd Year	1,244.00	40.50	95.69	19.47
4 th Year	1,480.60	42.75	113.89	22.81
Bricklayer				
1 st 3 months **	523.90	33.75	40.30	9.32
Next 9 months ##	681.20	33.75	52.40	11.44
2 nd Year	995.80	38.25	76.60	15.98
3 rd Year	1,310.40	40.50	100.80	20.37
Painter				
(a) WITH NO Pre-Apprenticeship Training				
1 st 3 months	584.90	33.75	44.99	10.15
Next 9 months	741.30	33.75	57.02	12.25
2 nd Year	897.70	38.25	69.05	14.66
3 rd Year	1,210.60	40.50	93.12	19.02
4 th Year	1,445.20	42.75	111.17	22.33
(b) WITH Pre-Apprenticeship Training				
1 st Year	819.50	33.75	63.04	13.30
2 nd Year	1,210.60	38.25	93.12	18.87
3 rd Year	1,445.20	40.50	111.17	22.18

Weekly Rates include Tool Allowance

**** Start rate for an Apprentice who has NOT completed an approved pre-Apprenticeship course.**

Start (1st Year) rate for an Apprentice who has completed an approved pre-Apprenticeship course.

Note: Different rates may be applicable during the life of this Agreement for Adult Apprentices. An Adult Apprentice is an employee who was aged 21 years or older at the time of entering into a contract of training for a specified trade. Members who employ Adult Apprentices should contact the IR Department on (03) 9411 4560 for further information.

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Allowances

Daily Travelling Allowances – (from 1 March 2018)

(i) Adults	\$45.00 p/day
(ii) Apprentices –	
1st year	\$33.75 p/day
2nd year	\$38.25 p/day
3rd year	\$40.50 p/day
4th year	\$42.75 p/day

Leading Hand Allowance (from 1st ppc on/after 1 July 2018)

In Charge of.....	Weekly Hire per week	Daily Hire per hour
1 person only	\$20.10	\$0.55
2 – 5 people	\$44.38	\$1.20
6 – 10 people	\$56.11	\$1.52
11 or more people	\$75.37	\$2.05

Multi-Storey Allowances (from 1st ppc on/after 1 July 2018)

Start to 15 th floor	\$0.57 per hour
16 th to 30 th floor	\$0.68 per hour
31 st to 45 th floor	\$1.06 per hour
46 th to 60 th floor	\$1.37 per hour
61 st floor onwards	\$1.68 per hour

Expense Reimbursement Allowances

Living Away from Home Allowance (EBA) (from commencement of Agreement)

When employees are to be engaged on Distant Work requiring them to live away from home, reasonable accommodation, including full board shall be provided by the employer. In addition, \$12.00 shall be paid for each night the employee is required to be away from home.

Alternatively, from commencement of the Agreement an employer may choose to pay an allowance of \$770 per week of seven days or \$150 per day (for periods less than a week).

Meal Allowance (From 1st ppc on/after 1 July 2018)

\$26.46 per meal



From 1st ppc on/after 1 July 2018:

Compensation for loss of Tools and/or Clothing (Theft/Damage)	\$1838 (max)
Use of own vehicle when transferring between sites	\$0.78 per km (unchanged)
Use of own vehicle when travelling outside the radial areas	\$0.47 per km (unchanged)

Work Related Special Rates & Allowances (from 1st ppc on/after 1 July 2018)

First Aid Allowance:	(a) Minimum Qualification	\$3.01 per day
	(b) Advanced First Aid Cert.	\$4.77 per day
Altona Area Allowance (From 1 July 2018)		\$1.20 per hour
Service Core Allowance (From 1 July 2018)		\$1.50 per hour

Demolition Work (From 1 March 2018):

- | | | |
|------|---|-----------------|
| (i) | In connection with and on work with employees of demolition contractors on major demolition works | \$7.05 per hour |
| (ii) | Directly performing major demolition works requiring a permit that allows demolition to perform such work | \$7.85 per hour |

Superannuation (from 1 July 2018)

Employee (other than Apprentice)	\$215.00
First Year Apprentice	\$118.25
Second Year Apprentice	\$150.50
Third Year Apprentice	\$182.75
Fourth Year Apprentice	\$215.00

Special Rates (from 1st ppc on/after 1 July 2018)

Laser Safety Officer	\$2.95 per day
Insulation	\$0.88 per hour
Hot Work 46 ⁰ C to 54 ⁰ C	\$0.71 per hour
Above 54 ⁰ C	\$.088 per hour
Cold Work	\$0.71 per hour
Confined Space	\$0.88 per hour
Swing Scaffold 0-15 Storeys	\$5.14 first 4 hours, \$1.06 per hour thereafter



16-30 Storeys	\$6.63 first 4 hours, \$1.39 per hour thereafter
31-45 Storeys	\$7.84 first 4 hours, \$1.59 per hour thereafter
46-60 Storeys	\$12.85 first 4 hours, \$2.64 per hour thereafter
60+ Storeys	\$16.38 first 4 hours, \$3.39 per hour thereafter
Explosive Powered Tools	\$1.68 per day
Wet Work	\$0.71 per hour
Dirty Work	\$0.71 per hour
Towers Allowance Over 15 metres	\$0.71 per hour
Each additional 15 metres	\$0.71 per hour
Toxic Substances	\$0.88 per hour
Working in Close Proximity	\$0.71 per hour
Asbestos	\$0.88 per hour
Asbestos Eradication	\$2.38 per hour
Furnace Work	\$1.87 per hour
Acid Work	\$1.87 per hour
Heavy Blocks Over 5.5kg & Under 9kg	\$0.71 per hour
9kg up to 18kg	\$1.28 per hour
Over 18kg	\$1.81 per hour
Cleaning Brickwork	\$0.64 per hour
Bagging	\$0.64 per hour
Bitumen Work	\$0.88 per hour
Plaster or Composition Spray	\$0.71 per hour
Slushing	\$0.71 per hour
Dry Polishing Tiles	\$0.88 per hour
Cutting Tiles	\$0.88 per hour
Second-Hand Timber	\$2.78 per day
Roof Repairs	\$0.88 per hour
Slaters & Tilers working at over 15m	\$0.64 per hour
On roofs over 35 degrees pitch	\$0.88 per hour
On roofs over 40 degrees pitch	\$1.28 per hour
Computing Quantities	\$5.14 per day
Height Work – Painting Trades	\$0.64 per hour
Grindstone Allowance	\$7.54 per week
Certificate Allowance	\$0.71 per hour
Spray Application – Painters	\$0.71 per hour
Pneumatic Tool Operation	\$3.88 per day
Bricklayer Operating Cutting Machine	\$0.88 per hour
Hydraulic Hammer	\$1.19 per hour
Employee carrying oils	\$11.72 per day
Pile Driving	\$16.75 per day
Dual Lift	\$3.57 per day

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