



December 2008

CONTRACTING CONSTRUCTION INDUSTRY NEWS

ETU CONTRACTING EBA CAMPAIGN 2008 – 2011



POWERING THE WAY!

On Friday 12th December 2008 the Union and the Electrical & Communications Association - QLD (ECAQ) agreed on a framework agreement for the next three years.

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The negotiations for the 2008 – 2011 EBA campaign started in May 2008 when Members employed in the Electrical Contracting / Construction Industry endorsed their log of claims at various locations throughout Queensland.

The Employer's Associations (ECAQ and NECA) formed a negotiating group to meet with ETU Officials to work on a framework agreement whilst also representing their company's interests in the negotiations.

The parties have subsequently met at various times to try and negotiate an acceptable agreement.

On Tuesday 18th November 2008, the National Electrical Contractors Association (NECA) representative Stowe Australia advised the Union that they would not be attending any negotiations which involved the E.C.A

This late move in the negotiation process resulted in the division of electrical contractors in Queensland thus causing negotiations with the union to splinter.

The union quickly responded to this move by calling a meeting of six electrical contractors to the negotiating table on the 9th December, who represent the broad range of electrical work in general.

O'Donnell Griffin	Service & Major Construction
LCE (Logan City Electrical)	Service, Domestic & Commercial Construction
Richard Flanagan & Co	Service & Commercial Construction
Acsel	Mecalec Service & Construction
United Group	Major Construction
Downer EDI Engineering	Workshop, Service, Gladstone, Mt Isa, Major Construction

At this meeting, the wages for the next three years were agreed upon for inclusion in the framework agreement.

Subsequently and additional meeting was held on the 11th December at the ECA to negotiate and finalise the outstanding clauses not yet agreed.

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The Agreement outcomes

Wage Increases – 17.5% (18.80% compounding)					
July 09	Jan 2010	July 2010	Jan 2011	July 2011	30th Nov 2011
5%	2.5%	2.5%	2.5%	2.5%	2.5%

This agreement expires on the 15th January 2012 with the next wage increase not before the 1st May 2012.

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Other Clauses Agreed

- ✎ All Allowances increased – 5% per year
e.g -Tool Allowance will increased to
July 09 July 2010 July 2011
\$23.83 \$25.02 \$26.28

- ✎ Redundancy (CIRTQ) increased
March 09 March 2010 March 2011
\$70 \$72 \$75

- ✎ Super – Commercial Construction Sites
March 09 March 2010 March 2011
\$130 \$136 \$145

- ✎ Employee Co Contribution for Super – with Opt Out provision
March 09 March 2010 March 2011
\$30 \$36 \$45

- ✎ Fares & Travel
March 09 March 2010 March 2011
\$28 \$30 \$32

- ✎ Construction Wiring Course
Employees who are responsible for Construction Wiring will complete a construction Wiring course.

- ✎ Increase in hours and clarification of inclement weather
The hours for inclement weather have increase to 24 hrs throughout the agreement. Clarification of access to ablutions and amenities has been included.

- ✎ Delegates meetings
2 hour bi-monthly meetings for Delegates

- ✎ Apprentice Supervision
Provides the guidelines as set out by the Dept of Employment & Training

- ✎ Payment for Workplace Health & Safety Representatives
WHSR elected will be paid as in accordance as a leading hand rates.

- ✎ Parental leave
From the 1st Jan 2010, employees will be entitled to 7 days paid leave on the birth of their child.

- ✎ Increase in Site Allowance Scale

- ✎ Wage rates for Communication Technicians
Inclusion of a definition of Comms Techs as well as a pay rate of – 97%

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✎ Increase in prescription glasses - \$250

✎ Clarification of a number of clauses

✎ Increase in shift loading on Commercial Construction Sites
Afternoon shift– 25% - Night shift – 50%

✎ Technology Clause
Guidance when employers used GPS surveillance tracking devices

✎ Increase in LAHA – up \$75 per day and OPE - \$15 per day

✎ Compliance audit
The employer to supply a statutory declaration stating they have paid all entitlements in accordance with the agreement.

✎ Agreement interpretation course
Employee to gain the full 17.5% wage increase will need to undertake this course. This course is aimed at employees having a full and complete understanding of the agreement.
This course will be completed outside working hours.
This course can be completed in a number of way (Classroom / Crib Shed, Online, self paced workbooks)

Wage Rates

		1/07/2008	1/07/2009	1/01/2010	1/07/2010	1/01/2011	1/07/2011	30/11/2011
		Current rates	5%	2.50%	2.50%	2.50%	2.50%	2.50%
Workshop Rates	Grade 5 Electrical Worker	\$28.62	\$30.05	\$30.80	\$31.57	\$32.37	\$33.17	\$34.00
Service Rates	Grade 5 Electrical Worker	\$29.54	\$31.01	\$31.79	\$32.58	\$33.40	\$34.23	\$35.09
Other Construction Rates	Grade 5 Electrical Worker	\$30.05	\$31.55	\$32.34	\$33.15	\$33.98	\$34.83	\$35.43
Commercial Construction / Mt Isa / Gladstone / Engineering ESI Rates	Grade 5 Electrical Worker	\$31.80	\$33.39	\$34.22	\$35.08	\$35.96	\$36.86	\$37.78

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From 2010 these rates are subject to successful completion of the agreement interpretation course.

Note – QAL rates are not shown here, but will increase with the agreed wage percentage increases.

The Process from here

On the 15th & 16th of December 2008 Members in Brisbane and on the Gold Coast endorsed the outcome of negotiations unanimously.

In late January 2009, members in the other regions will also be required to endorse the negotiated outcomes.

ETU Officials are finalising the wording of the agreement, in consultation with the ECA, and once completed, the framework agreement will be sent to the “Office of the Workplace Authority” where they will check it for code compliance and a prohibited content.

In addition this occurring, it is intended that a meeting of employers and the Union will occur in January 2009 to run through the changes and format of the new agreement.

There are some employers who will wish to include additional items in the framework agreement that members are currently enjoying. These items will also form part of the new agreement.

What you need to do.

Whilst the majority of Queensland Electrical Contractors are members of ECAQ, some may split from the fold and try to expose their employees to non union agreement (*Employee Collective Agreement*) that will undercut the market rate and allow them to win work on the sweat and hip pockets of electrical workers which ultimately start the erosion of Queensland Electrical Workers wages and Conditions.

Accordingly it is important that;

1. Ensure the Union has your correct details. Address, **Mobile Number**, Home number and your current employer.
2. You are financial with the Union
3. Ensure the worker beside you is a member of the union. This includes apprentices.
4. Ensure you have a delegate elected in your area / section.
5. Attend report back meeting when called.
6. Stay committed, be focused and most importantly, be Proud.

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Delegates

The success to any campaign and workplace structure is the Union Delegate. All sites and workplaces must elect a Delegate to ensure a line of communication is established to pass information from ETU Officials and other Delegates.

For those sites and workplaces who currently do not have a delegate in place, please elect one during you lunch /smoko break and return the form below to the Brisbane ETU office



ELECTION OF DELEGATE

Name _____ Union Roll Number _____

Address _____ Email _____

Name of Employer _____

Phone Number (W) _____ (M) _____ (H) _____

E.B.A Yes No Expiry Date _____

Position (Please Circle) Delegate Contact

Site _____

Number of Workers you would represent _____

Please send to the ETU Fax 07 3844 9851 or
Post to ETU - PO Box 3520
South, Brisbane Qld. 4101

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Training Courses

Electro Jobs are seeking expressions of interests from members interested in developing skills as part of a project team.

The Diploma of Project Management (BSB51504) & Diploma of Management (BSB51107) has been developed for electrical workers based on a training program made up of workshop sessions, self directed learning, mentoring support and practical work based assignments.

These courses are generally funded by the various Industry rebate schemes, so in most cases, there course will cost you minimal dollars.

If you are interested in this course or any other training courses provided, please contact

Electro Jobs 07 3848 2298 to register or visit www.electrojobs.com.au

A full list of courses are available on the website or a brochure can be mailed out directly.

Remember if you are looking for work of a change in your employment – Call Electrojobs.



Check your Accruals

Over the last couple of years, the ETU has discovered a number of employers not accruing workers entitlements are the correct rate.

The Electrical Contracting Industry Award provides for the following.

An employee before going on leave shall be paid the amount of wages they would have received in respect of ordinary time they would have worked had they not been on leave during the relevant period

Therefore, whilst on Leave (Sick Leave, Annual Leave, Public Holidays) an employee is to receive 8 hours pay (7.2 hours in the pay packet and in addition 0.8 hours per day being allocated towards an RDO.

This ensures that workers will continue to accrue the appropriate hours for their next RDO accruals.

For example, if a worker usually works a 40 hour week and accruing RDO's when they take a week annual leave the following would occur.

Note - Annual leave being accrued at 2.77

One weeks leave would result in the employees total leave accrual reducing by 36 hours but the RDO accrual would increase by 4 hours.

There may be a significant number of members losing up to 16 hours per year. Please check your payslips and if in doubt, call the ETU Office.

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Campaigns and Treats

The ETU in the next few months will be involved in a number of Campaigns that will have some impact on workers in Queensland.

- ABCC
- National Licesing System
- Award Modernisation
- Workplace Health & Safety Harmonisation
- Workcover & Comcare Harmonisation
- New Federal Industrial Legislation

“Fair work Australia”

The Award modernisation, Health & Safety and Workcover harmonisation is really a race to the bottom.

In Queensland, various awards or Acts are simply far superior compare to other States.

The outcomes of all these reviews will be known shortly.

With the Award Modernisation process, it is quite likely that 20 minute smoko breaks maybe the thing of the past along with the tool allowance.

Also at risk a number of other conditions contained in the Contracting Industry Award.

To ensure all you conditions are protected now and more importantly in the future, a ETU Union agreement will be the only way to ensure you do not lose out.

Sign up a Member

- ✓ **Is the person who sits beside you at lunchtime a Member?**
- ✓ **Is he /she financial?**
- ✓ **Have you seen his/her O.K. Card?**

Any new worker who turns up to work on a site or workplace, it is the role of every Member to establish if that “new Person” is a Member. If not, ask them to join up and complete a Membership Card and get them to pay their dues.

Don't wait for the Delegate or Organiser to determine whether workers in the workplace are members. It is the responsibility of every Member to recruit new members.

Membership forms can be obtained from your Organiser or the ETU Office.
Please Call 07 3846 2477 to have some sent out to you.

The faithfully financial Members will no longer accept piggybacking as a practice.

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