

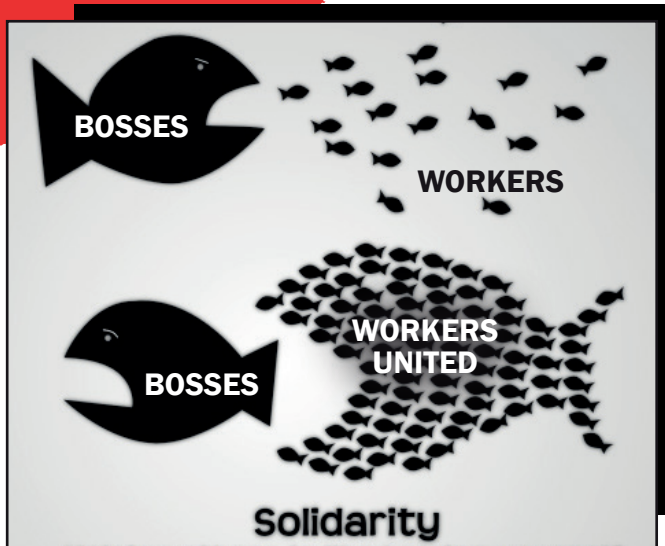
# ETU

Electrical Trades Union  
Queensland & Northern Territory

# WHAT HAS THE UNION EVER DONE FOR ME?



# WHO DO YOU THINK PROTECTS YOUR LICENCE AND TRADE?



**When we stand together, WE WIN!**

**Did you know, your boss didn't give you the wages and conditions you enjoy today?**  
Union members fought for them.

**In 2000** Electricians in construction were paid \$17 per hour \$1.50 less than labourers. From 2000 onwards, the ETU rebuilt our trade and our Enterprise Bargaining Agreements (EBA's), workers like you stood up for their trade, their licence and their futures. **By 2003** the ETU and its members won a 36-hour week and increased the hourly rate for Electricians to \$22.50, a rate that was **above all other trades**.

**From 2003 – 2018** ETU members continue working to maintain decent wages and conditions through strengthening our EBA's. However, we have noticed over the past five years that more and more companies are moving in and tendering for jobs at lower and lower non EBA rates, undercutting your wages and conditions.

Undercutting on the basis of paying lower wages and conditions creates a race to the bottom where good EBA companies are squeezed out and your trade is being degraded. When workers accept lower rates of pay and inferior conditions they are accelerating the race to the bottom.

Don't look back in five years and wonder why you can't make ends meet and why your pay packet continues to shrink, **stand up now**.

By joining your Union, we all have more power to create a level playing field for all companies, providing certainty and transparency by ensuring all wages and conditions are governed by one set of rules.

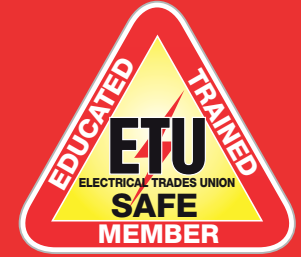
Our EBA's are the cornerstone of our trade, you can't negotiate the best conditions by yourself, we are always stronger together, our EBA hourly rate as at Nov 2018 is \$49.21

**Union EBA's provide better wages and conditions and protect your trade.**

- Join Your Union at [www.etu.org.au](http://www.etu.org.au)
- Get educated and active in your Union.
- Talk to your workmates about joining the Union and the importance of Union EBA's.



# BUT THE UNION IS MORE THAN EBA'S



**As a Trade Union the ETU has been instrumental in protecting your trade and your licence as well as improving wages and conditions for all electrical workers through;**

- o Being involved in Award negotiations.
- o Lobbying politicians of all parties at both state and federal levels to maintain and enhance the integrity of your licence and your trade.
- o Having input into training standards for new and emerging technologies (solar, renewables).
- o Involvement in training skills analysis and curriculum development for Apprentices.

## **We've got your back, wherever you are.**

We negotiate EBA's for many members but it's more than that, since the Union was formed back in 1915, the ETU has always put the needs of members who work in the electrical and associated trades above all else. **We do this in various ways.**

### **The ETU has representation on the following boards and committees;**

- o Licensing boards & committees
- o OH&S committees
- o Apprenticeship Boards
- o Curriculum input
- o Energy Super Board
- o Electrical Safety Board
- o E-OZ Energy Skills Australia
- o Asbestos Disease Support Society

**The ETU works with major employers on a daily basis to keep workers in our industry safe.**

**The ETU works with industry bodies and employers to ensure apprenticeships are available for Queenslanders before overseas guest workers.**

# WHY UNIONS MATTER...

Without the Union, employers would have no barrier to the types of well documented exploitation of overseas and local workers reported in the media and exposed by the ETU. We protect your Industry, trade and licence every day.



As an electrician, your licence and associated skills are the most important document and recognition you will ever need, they should be your ticket to decent wages, fair conditions and secure ongoing work. This is what we fight for every day.





## ETU members fighting for a fair go.

**Make no mistake without the ETU,  
Your Licence would be next to worthless.**

### **Some of the recent attacks on your trade that have been resisted by the ETU**

- o The attempt to water down the electrical apprenticeship time from 4 years to 1 year.
- o The attempts to reclassify electrical work to general hand and other work.
- o The consistent threats to the industry from overseas workers, brought in on sham skill shortages being paid substandard wages and conditions.
- o The attempts to take away one on one learning for apprentices.
- o The removal of the ETU representative on Electrical Safety committees by the LNP Newman Government.
- o Constant attempts to water down standards.
- o The disgraceful conduct by some employers who exploit local and overseas workers on solar farms.
- o The ABCC and the Code being used to shut down legitimate health and safety campaigns.
- o The relentless attacks on working people by the chaotic LNP federal government who care more about their job than yours.

# RDO'S

## BROUGHT TO **YOU** BY YOUR UNION

Rostered Days Off are one of the most important and hard-won conditions of employment in the electrical contracting industry. If you are employed by an EBA company on an ETU EBA, you are entitled to RDO's.

Workers in the electrical contracting industry are some of the hardest working in Australia, which is why our RDO's are so important. It's a great opportunity to take a much-needed break and maintain a work-life balance.

The 2019 RDO Calendar details your RDOs, public holidays and school holiday dates to help you plan time with your family, holidays and leisure pursuits.

## ETU CONTRACTING RDO CALENDAR 2019

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

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

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

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

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

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

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

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

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

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

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

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

Public Holidays School Holidays RDO's

In addition to the public holidays gazetted above you are also entitled to - 1 "Show Day" Public Holiday

# 1800 ETUYES (1800 388 937)



# WHERE WOULD YOU BE IF THERE WAS NO UNION STANDING UP AND PROTECTING YOUR INDUSTRY, TRADE AND LICENCE?

**We protect your  
Industry, trade and  
licence every day.**

## Five Good Reasons to Join

- Protect and Enhance Your Wages and Conditions
- Protect Your Licence
- Ensure Your Safety
- Protect Your Trade
- Protect Your Family's Income Security

Find out more [www.etu.org.au](http://www.etu.org.au)

## COMPARE THE PAIR

Entitlement	ETU Contracting EBA 2015-2018	Typical Non-Union Agreement May 2018
<b>Wages (Hourly Rate)#</b>	\$49.21 (Construction Rate)	\$30.54* Tradesperson rate#
<b>Hours of work</b>	36 hours per week	38 hours + "reasonable" 2 hours extra
<b>Inclement weather</b>	34 hours per month no accumulation (up to 408 hrs per year)	16 hours per year no accumulation
<b>Spectacles</b>	\$400 per occasion as required	No provision.
<b>Superannuation#</b>	\$245 per week	9.5% of taxable income#
<b>RDO's</b>	Average 2 per month	1 per month
<b>Weekend work</b>	Double time for <b><u>all time worked on weekend.</u></b>	Time and half first 2 hours, double time after.
<b>Fares and travel#</b>	Minimum \$51 per day (Entitlement)	Up to 50km included in scheduled pay rate#
<b>CIRT Redundancy# and Training</b>	\$100 per week including casuals \$15 per week, entitlement \$2,200 per calendar year (Entitlement)	At discretion of company#
<b>Income protection</b>	\$31.52 per week paid by employer (Entitlement)	Paid by yourself out of pay – employer may facilitate.
<b>Apprentice Tool allowance</b>	\$450 per year on top of pay rate	Included in scheduled pay rate
<b>Site allowance and Multi Storey Allowance</b>	Entitlements on top of pay rate Entitlements on top of pay rate	Included in scheduled pay rate Included in scheduled pay rate
<b>Tool allowance#</b>	\$37 per week	Included in scheduled pay rate#
<b>YEARLY COMPARISON#</b>	<b>\$123,677.00</b>	<b>\$66,067.00</b>

\*Minimum rate

Authorised by Peter Ong, ETU, 41 Peel St South Brisbane 4101

# IT PAYS TO BE UNION

## IF YOU WANT THE UNION RATE FIGHT FOR IT



1800 388 937



[facebook.com/etuqlnt/](https://facebook.com/etuqlnt/)



[info@etu.org.au](mailto:info@etu.org.au)



[etu.org.au](https://etu.org.au)

**ETU**  
Electrical Trades Union  
Queensland & Northern Territory