



MAJOR COMMERCIAL MECHANICAL COLLECTIVE AGREEMENT 2015 - 2019

January 2019

Rates of Pay

Classification	%	01/11/2015	01/07/2016	01/01/2017	01/09/2017	01/09/2018	01/09/2019
			2.5%	2.5%	5%	5%	4%
Plumbing and mechanical services sheet metal worker level 1(a)	55%	\$21.97	\$22.52	\$23.08	\$24.23	\$25.39	\$26.31
Plumbing and mechanical services sheet metal worker level 1(b)	75%	\$29.96	\$30.71	\$31.48	\$33.05	\$34.62	\$35.88
Plumbing and mechanical services worker level 2	100%	\$39.94	\$40.94	\$41.96	\$44.06	\$46.16	\$47.84

Apprentices & Employees employed since the commencement of this Agreement:

1st Year Apprentice	NA	\$12.61	\$12.93	\$13.25	\$13.91	\$14.57	\$15.10
2nd Year Apprentice	NA	\$17.34	\$17.77	\$18.22	\$19.13	\$20.04	\$20.77
3rd Year Apprentice	NA	\$23.65	\$24.24	\$24.85	\$26.09	\$27.33	\$28.33
4th Year Apprentice	NA	\$28.38	\$29.09	\$29.82	\$31.31	\$32.80	\$33.99
Plumbing and mechanical services tradesperson level 1	100%	\$39.94	\$40.94	\$41.96	\$44.06	\$46.16	\$47.84
Plumbing and mechanical services tradesperson level 2	105.20%	\$42.02	\$43.07	\$44.15	\$46.35	\$48.56	\$50.33
Plumbing and mechanical services - special class level 1	110%	\$43.93	\$45.03	\$46.15	\$48.46	\$50.77	\$52.62
Plumbing and mechanical services - special class level 2	115%	\$45.93	\$47.08	\$48.26	\$50.67	\$53.08	\$55.01
Advanced Plumbing and mechanical services tradesperson level 1	120%	\$47.93	\$49.13	\$50.36	\$52.87	\$55.39	\$57.41
Advanced Plumbing and mechanical services tradesperson level 2	125%	\$49.93	\$51.18	\$52.46	\$55.08	\$57.70	\$59.80

Apprentices & Employees employed prior to the commencement of the Agreement:

1st Year Apprentice	40%	\$15.98	\$16.38	\$16.79	\$17.63	\$18.47	\$19.14
2nd Year Apprentice	55%	\$21.97	\$22.52	\$23.08	\$24.23	\$25.39	\$26.31
3rd Year Apprentice	75%	\$29.96	\$30.71	\$31.48	\$33.05	\$34.62	\$35.88
4th Year Apprentice	90%	\$35.95	\$36.85	\$37.77	\$39.66	\$41.55	\$43.06
Plumbing and mechanical services worker level 2(a)	85%	\$33.95	\$34.80	\$35.67	\$37.45	\$39.24	\$40.66
Plumbing and mechanical services worker level 2(b)	88%	\$35.15	\$36.03	\$36.93	\$38.78	\$40.62	\$42.10
Plumbing and mechanical services worker level 2(c)	90%	\$35.95	\$36.85	\$37.77	\$39.66	\$41.55	\$43.06
Plumbing and mechanical services worker level 2(d)	92%	\$36.74	\$37.66	\$38.60	\$40.53	\$42.46	\$44.00

Fares and Travel (within 50km radius)

Classification	1/11/2015	01/07/2016	01/07/2017	01/07/2018	01/07/2019
Plumbing and mechanical services tradesperson / worker	\$45.00pd	\$45.00pd	\$55.00pd	\$55.00pd	\$55.00pd
1st Year Apprentice (75%)	\$33.75pd	\$33.75pd	\$41.25pd	\$41.25pd	\$41.25pd
2nd Year Apprentice (85%)	\$38.25pd	\$38.25pd	\$46.75pd	\$46.75pd	\$46.75pd
3rd Year Apprentice (90%)	\$40.51pd	\$40.51pd	\$49.50pd	\$49.50pd	\$49.50pd
4th Year Apprentice (95%)	\$42.75pd	\$42.75pd	\$52.25pd	\$52.25pd	\$52.25pd

PLUMBING AND PIPE TRADES EMPLOYEES UNION

Our Pipelines Are Your Lifeline



BUSSQ / CBUS Contributions (For Projects over \$20m)

Plumbing and mechanical services tradesperson / worker:

01/11/2015		01/04/2016		01/07/2016		01/07/2017		01/07/2018		01/07/2019	
Employer Contribution	Co-Contribution	Employer Contribution	Co-Contribution	Employer Contribution	Co-Contribution	Employer Contribution	Co-Contribution	Employer Contribution	Co-Contribution	Employer Contribution	Co-Contribution
\$200.00pw	\$65.00pw	\$214.00pw	\$65.00pw	\$223.00pw	\$65.00pw	\$232.00pw	\$65.00pw	\$245.00pw	\$65.00pw	\$255.00pw	\$65.00pw

BUSSQ / CBUS Contributions for Apprentices are calculated on their ordinary time earnings with the apprentice have the option to co-contribute by way of salary sacrifice:

Date	Employer Contribution	Co-Contribution
01/01/2016	9.5% of OTE	3% of OTE
Apprentices employed prior to the commencement of the Agreement:		
01/01/2016	12% of OTE	3% of OTE

BERT Contributions (For Projects over \$20m)

Classification	1/11/2015	1/04/2016	1/01/2017	1/01/2018	1/01/2019
Plumbing and mechanical services tradesperson / worker	\$95.00pw	\$100.00pw	\$105.00pw	\$110.00pw	\$115.50pw
Apprentice Year 1 (40%)	\$38.00pw		\$42.00pw	\$44.00pw	\$46.20pw
Apprentice Year 2 (55%)	\$52.25pw		\$57.75pw	\$60.50pw	\$63.53pw
Apprentice Year 3 (75%)	\$71.25pw		\$78.75pw	\$82.50pw	\$86.63pw
Apprentice Year 4 (90%)	\$85.50pw		\$94.50pw	\$99.00pw	\$103.95pw

CIPQ Contributions (all employees):

Date	Amount
01/11/2015	\$24.90pw
01/03/2016	\$29.60pw
01/03/2017	\$31.70pw
01/03/2018	\$35.00pw
01/03/2019	\$39.30pw

BEWT Contributions (For Projects over \$20m)

Classification	1/11/2015	1/04/2016	1/01/2017	1/01/2018	1/01/2019
Plumbing and mechanical services tradesperson / worker	\$12.45pw	\$13.00pw	\$13.50pw	\$14.20pw	\$14.90pw
Apprentice Year 1 (40%)	\$5.00pw	\$5.20pw	\$5.40pw	\$5.68pw	\$5.96pw
Apprentice Year 2 (55%)	\$6.85pw	\$7.15pw	\$7.43pw	\$7.81pw	\$8.20pw
Apprentice Year 3 (75%)	\$9.35pw	\$9.75pw	\$10.13pw	\$10.65pw	\$11.18pw
Apprentice Year 4 (90%)	\$11.20pw	\$11.70pw	\$12.15pw	\$12.78pw	\$13.41pw

STQ Contributions (excludes Apprentices):

Date	Amount
01/11/2015	\$25.00pw

Allowances:

Acid plants and chemical work.....	\$2.60 ph
Asbestos Material.....	\$0.89ph
Compensation for tools (max allowance)	\$2,500.00
Confined Space.....	\$1.06ph
Distant Work	
- Living away from home.....	\$528.37 pw
- Living away from home.....	\$75.73 pd
- Return journey (per trip)	\$24.29 pt
- Weekend return journey (per trip)	\$44.08 pt
- Camping allowance	\$211.98 pw
- Camping allowance	\$30.54pd
Emp accepting responsibility to statutory authorities	\$49.08pw
Emp Acting on Welding Cert.....	\$0.67ph
Fares and Travel	
- Own transport during work hours.....	\$1.19 pkm
- Own transport beyond radius.....	\$0.63 pkm
First Aid Allowance	\$3.27 pd

Fumes	\$0.89
Hospital – Contagious Diseases	\$0.51pd
Insulation	\$0.89ph
Leading Hand	
- Not more than one	\$20.19 pw
- 2 and not more than 5	\$44.80 pw
- 6 and not more than 10	\$57.22 pw
- Over 10	\$76.35 pw
Meals (per meal).....	\$14.93 pm
Multi-Story Allowance (N/A Projects under \$20m)	
- Commencement to 15th Floor	\$0.64ph
- 16th Floor to 30th Floor	\$0.77 ph
- 31st Floor to 45th Floor	\$1.15 ph
- 46th Floor to 60th Floor	\$1.50 ph
- 61st Floor and onwards	\$1.88 ph
Toxic Substances.....	\$0.89
Union Delegate	\$15.11 pd

Site Allowance on Projects

Value of Project	Site Allowance
\$20-\$100m	\$2.50 ph
\$100-\$200m	\$3.50 ph
\$200-\$300m	\$4.50 ph
\$300-\$400m	\$5.00 ph

Site Allowance on Projects

Value of Project	Site Allowance
\$400-\$500m	\$5.50 ph
\$500-\$600m	\$6.00 ph
\$600-\$700m	\$7.00 ph
>\$700m	\$8.00 ph

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