



## Mechanical Union Collective Agreement 2019 - 2022

### Base Hourly Rates

Date From	Relativity (%)	1/09/2019	31/01/2021	31/01/2022	31/10/2022
Percentage Increase (%)			3%	3%	3%
Plumbing and Mechanical Services Sheet Metal Worker Level 1(a)	55%	\$ 26.31	\$ 27.10	\$ 27.91	\$ 28.75
Plumbing and Mechanical Services Sheet Metal Worker Level 1(b)	75%	\$ 35.88	\$ 36.96	\$ 38.07	\$ 39.21
Plumbing and Mechanical Services Worker Level 2	100%	\$ 47.84	\$ 49.28	\$ 50.75	\$ 52.28
Plumbing and Mechanical Services Tradesperson Level 1	100%	\$ 47.84	\$ 49.28	\$ 50.75	\$ 52.28
Plumbing and Mechanical Services Tradesperson Level 2	105.20%	\$ 50.33	\$ 51.84	\$ 53.40	\$ 55.00
Plumbing and Mechanical Services – Special Class Level 1	110%	\$ 52.62	\$ 54.20	\$ 55.82	\$ 57.50
Plumbing and Mechanical Services – Special Class Level 2	115%	\$ 55.01	\$ 56.66	\$ 58.36	\$ 60.11
Advanced Plumbing and Mechanical Services Tradesperson Level 1	120%	\$ 57.41	\$ 59.13	\$ 60.91	\$ 62.73
Advanced Plumbing and Mechanical Services Tradesperson Level 2	125%	\$ 59.80	\$ 61.59	\$ 63.44	\$ 65.35
<b>Apprentices (see clause 24)</b>					
Category A: Apprentices who commenced their apprenticeship on or after 1 July 2016					
1st Year	N/A	\$ 15.10	\$ 15.55	\$ 16.02	\$ 16.50
2nd Year	N/A	\$ 20.77	\$ 21.39	\$ 22.03	\$ 22.70
3rd Year	N/A	\$ 28.33	\$ 29.18	\$ 30.06	\$ 30.96
4th Year	N/A	\$ 33.99	\$ 35.01	\$ 36.06	\$ 37.14
Category B: Apprentices who commenced their apprenticeship before 1 July 2016 (regardless of whether the apprenticeship commenced with the Employer or any other employer)					
1st Year	40%	\$ 19.14	\$ 19.71	\$ 20.31	\$ 20.91
2nd Year	55%	\$ 26.31	\$ 27.10	\$ 27.91	\$ 28.75
3rd Year	75%	\$ 35.88	\$ 36.96	\$ 38.07	\$ 39.21
4th Year	90%	\$ 43.06	\$ 44.35	\$ 45.68	\$ 47.05
<b>Transitional Arrangements</b>					
Plumbing and Mechanical Services Worker Level 2(a)	85%	\$ 40.66	\$ 41.88	\$ 43.14	\$ 44.43
Plumbing and Mechanical Services Worker Level 2(b)	88%	\$ 42.10	\$ 43.36	\$ 44.66	\$ 46.00
Plumbing and Mechanical Services Worker Level 2(c)	90%	\$ 43.06	\$ 44.35	\$ 45.68	\$ 47.05
Plumbing and Mechanical Services Worker Level 2(d)	92%	\$ 44.00	\$ 45.32	\$ 46.68	\$ 48.08

### CIPQ Contributions (all employees):

From Commencement	From 01/03/2022
\$ 39.30	\$ 40.30

### BERT Contributions (OVER \$20 Million)

Employee (Not an Apprentice)	Apprentice
\$ 115.50	\$ 35.00

### STQ Contributions (includes Apprentices):

From Commencement	From 01/02/2021	From 30/10/2022
\$ 25.00	\$ 30.00	\$ 35.00

### BUSSQ Contributions

Employer Contribution	Employee Co-Contribution Salary Sacrifice (Compulsory)	Total
\$ 255.00	\$ 65.00	\$ 320.00

Contributions for apprentices shall be calculated at 12% of ordinary time earnings and co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

### BEWT Contributions

Employee (Not an Apprentice)	1st Year Apprentice	2nd Year Apprentice	3rd Year Apprentice	4th Year Apprentice
\$ 14.90	\$ 5.96	\$ 8.20	\$ 11.18	\$ 13.41

### Fares and Travel Allowance Per Day:

	Fares Component	Travel Component	Total
Employee (Not an Apprentice)	\$ 13.75	\$ 41.25	\$ 55.00
1st Year Apprentice	\$ 10.31	\$ 30.94	\$ 41.25
2nd Year Apprentice	\$ 11.69	\$ 35.06	\$ 46.75
3rd Year Apprentice	\$ 12.38	\$ 37.13	\$ 49.50
4th Year Apprentice	\$ 13.06	\$ 39.19	\$ 52.25

Fares and travel will also be paid on RDOs.

**Site Allowance Per Hour:**

Project Value	Site Allowance (per hour)
\$20-\$100m	\$ 2.50
\$100-\$200m	\$ 3.50
\$200-\$300m	\$ 4.50
\$300-\$400m	\$ 5.00
\$400-\$500m	\$ 5.50
\$500m-\$600m	\$ 6.00
\$600-\$700M	\$ 7.00
>\$700m	\$ 8.00

Apprentice rates shown in this sheet are for apprentices who commenced their apprenticeship (regardless of whether their apprenticeship commenced with the Employer or any other employer) on or after 1 July 2016. For rates for apprentices who commenced before July 2016, please review the EBA.

ALLOWANCE	AMOUNT	FREQUENCY
Acid Plants and Chemical Works	\$ 2.60	Per hour
Asbestos Materials	\$ 0.89	Per hour
Camping Allowance (Weekly)	\$ 211.98	Per week
Camping Allowance (Daily)	\$ 30.54	Per day
Compensation for Tools and Clothing	\$ 2,500.00	Max per instance
Confined Space	\$ 1.06	Per hour
Employee Accepting Responsibility to Statutory Authorities	\$ 49.08	Per week
Employee Acting on Welding Certificate	\$ 0.67	Per hour
Fares and Travel (Own Transport During Work Hours)	\$ 1.19	Per km
Fares and Travel (Own Transport Beyond Radius)	\$ 0.63	Per km
First Aid	\$ 3.27	Per day
Fumes	\$ 0.89	Per hour
Health and Safety Representative (HSR)	\$ 15.11	Per day
Hospitals	\$ 0.51	Per day
Insulation	\$ 0.89	Per hour
Living Away from Home (Weekly)	\$ 528.37	Per week
Living Away from Home (Daily)	\$ 75.73	Per day
Meals	\$ 14.93	Per meal
Return Journey	\$ 24.29	Per trip
Toxic Substances	\$ 0.89	Per hour
Weekend Return Journey	\$ 44.08	Per trip
Workshop Allowance	\$ 2.50	Per hour
Leading Hand		
1 Other Person	\$ 20.19	Per week
2 – 5 Other Persons	\$ 44.80	Per week
6 – 10 Other Persons	\$ 57.22	Per week
Over 10 Other Persons	\$ 76.35	Per week
<b>Multistorey</b>		
From the commencement to the 15th floor level	\$ 0.64	Per hour
From the 16th floor level to the 30th floor level	\$ 0.77	Per hour
From the 31st floor level to the 45th floor level	\$ 1.15	Per hour
From the 46th floor level to the 60th floor level	\$ 1.50	Per hour
From the 61st floor level onwards	\$ 1.88	Per hour

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