

SYDNEY CFMEU CONSTRUCTION EBA RATES OF PAY

Rates payable from the first pay period on or after 1 March 2006

THE CFMEU negotiates extra wages for union members. The majority of members are paid well above the rates of pay applicable under the awards.

Hundreds of companies pay in accordance with the wage rates outlined in this CFMEU EBA rates of pay sheet. These rates and pay scales are included in most union

negotiated agreements.

In addition to these rates the union negotiates extra company productivity allowances are payable in many EBAs.

Also, in union negotiated EBA's there is extra superannuation and often redundancy benefits and a fares and travel allowance above the award rate.

If your boss is paying less than these rates you should contact the union and assist in campaigning for a union-negotiated EBA with your company.

All members are encouraged not to sign or work under individual contracts (AWAs).

Rates applicable from 1 October 2006

Classification	Per Hour	Per Day 7.2 Hours	0.8 RDO Accrual	Per 36 Hours	Time & a Half	Double Time
CW1	19.85	142.92	15.88	714.60	29.78	39.70
CW2	20.73	149.26	16.58	746.28	31.10	41.46
CW3 (Non Trade)	21.59	155.45	17.27	777.24	32.39	43.18
CW3 (Trade)	22.35	160.92	17.88	804.60	33.53	44.70
CW4	23.46	168.91	18.77	844.56	35.19	46.92
CW5	24.56	176.83	19.65	884.16	36.84	49.12
CW6	25.68	184.90	20.54	924.48	38.52	51.36
CW7	26.79	192.89	21.43	964.44	40.19	53.58
CW8	27.92	201.02	22.34	1005.12	41.88	55.84

Rates applicable from 1 March 2007

Classification	Per Hour	Per Day 7.2 Hours	0.8 RDO Accrual	Per 36 Hours	Time & a Half	Double Time
CW1	20.23	145.66	16.18	728.28	30.35	40.46
CW2	21.13	152.14	16.90	760.68	31.70	42.26
CW3 (Non Trade)	22.01	158.47	17.61	792.36	33.02	44.02
CW3 (Trade)	22.78	164.02	18.22	820.08	34.17	45.56
CW4	23.91	172.15	19.13	860.76	35.87	47.82
CW5	25.03	180.22	20.02	901.08	37.55	50.06
CW6	26.17	188.42	20.94	942.12	39.26	52.34
CW7	27.31	196.63	21.85	983.16	40.97	54.62
CW8	28.46	204.91	22.77	1024.56	42.69	56.92

SITE ALLOWANCE: NOW BANNED BY HOWARD!

The CFMEU had negotiated the following site allowance matrix with major employers. The Howard Government has now banned payment of site allowances on all new projects. If a builder agrees to a site allowance that builder is blacklisted and banned from working on all government contracts in Australia. The Howard Government is directly responsible for this wage cut. Vote the Liberals out at the next federal elections.

Value of project	Site allowance per hour	Value of project	Site allowance per hour
0-5 million	by agreement	50-100 million	\$2.00
5-10 million	\$1.00	100-140 million	\$2.50
10-25 million	\$1.25	140-180 million plus	\$3.00
25-50 million	\$1.75		

If a project is worth more than \$180 million Unions NSW and building unions reserve the right to make a claim of in excess of \$3.00 per hr.

AWARDS

STATE BUILDING & CONSTRUCTION INDUSTRY AWARD

Rates payable from the first pay period on or after 8 October 2007

CLASSIFICATION	Per hour	Time and a half	Double time	Per 38 hours	Accrual of 0.4 hours	Pro rata annual leave plus loading
Carpenter, stonemason, bridge & wharf carpenter	18.87	28.31	37.74	717.06	7.55	71.34
Bricklayer, tilelayer hard floor coverer	18.67	28.01	37.34	709.46	7.47	70.59
Plasterer, floorlayer	18.75	28.13	37.50	712.50	7.50	70.89
Roof tiler, state ridge/roof fixer	18.55	27.83	37.10	704.90	7.42	69.99
Stonemason machinist	17.63	26.45	35.26	669.94	7.05	66.72
Carver (stoneworker)	19.36	29.04	38.72	735.68	7.74	73.16
Marker/setter out, lettercutter	18.87	28.31	37.74	717.06	7.55	71.34
Special class trade	19.36	29.04	38.72	735.68	7.74	73.01
Quarryperson	17.63	26.45	35.26	669.94	7.05	66.72
Signwriter	18.36	27.54	36.72	697.68	7.34	69.28
Painter	17.79	26.69	35.58	676.02	7.12	67.32
Refractory bricklayer	20.77	31.16	41.54	789.26	8.31	78.25
Refractory bricklayer's assistant	18.06	27.09	36.12	686.28	7.22	68.32
Group 1						
Rigger, dogman	17.63	26.45	35.26	669.94	7.05	66.72
Group 2						
Scaffolder, powder monkey, hoist winch driver, foundation shaftsperson, steel fixer including tackwelder, concrete finisher	17.12	25.68	34.24	650.56	6.85	64.83
Group 3	16.76	25.14	33.52	636.88	6.70	63.49
Trades labourers, demolition work, gear hand, pile driver, tackle hand, jackhammer, mixer driver, concrete steel erector, gantry hand, crane hand, crane chaser, cement gun operator, concrete cutting or drilling machine operator, concrete gang including concrete floater, roof layer (malthoid or similar material), dump cart operator, underpinner, concrete formwork stripper.						

FARES ALLOWANCE PER DAY: \$15.40

- Where an employer requests a worker to transfer from one site to another site during working hours with his/her own vehicle, an extra \$0.83 per kilometre must be paid.
- Where a worker using his/her car to a job outside the required work boundaries in the award an extra \$0.44 per kilometre must be paid.
- The fares allowance must be paid on all days worked plus rostered days off.

LEADING HANDS ALLOWANCES PER HOUR

In charge of 1 person \$0.40 In charge of 2–5 persons \$0.86
 In charge of 6–10 persons \$1.10 In charge of 11 persons or more \$1.47

The applicable leading hand rate should be added to the hourly rates and applies for all purposes of the award.

MEAL ALLOWANCE: \$11.30

NATIONAL BUILDING & CONSTRUCTION INDUSTRY AWARD

Rates payable from the first pay period on or after 1 October 2007

CLASSIFICATION	Per hour	Time and a half	Double time	Per 38 hours	Accrual of 0.4 hours	Pro-rata annual leave plus loading
Carpenter, stonemason, bridge & wharf carpenter	18.23	27.35	36.46	692.74	7.29	68.95
Bricklayer, tilelayer hard floor coverer	18.03	27.05	36.06	685.14	7.21	68.21
Plasterer, floorlayer	17.91	26.87	35.82	680.58	7.16	68.51
Roof tiler, state ridge/roof fixer	19.91	29.87	39.82	756.58	7.96	67.61
Stonemason machinist	16.49	24.74	32.98	626.62	6.60	62.48
Carver (stoneworker)	19.36	29.04	38.72	735.68	7.74	69.14
Marker/setter out, lettercutter	18.79	28.19	37.58	714.02	7.52	69.91
Special class trade	19.36	29.04	38.72	735.68	7.74	72.04
Quarryperson	17.56	26.34	35.12	667.28	7.02	65.34
Signwriter	18.28	27.42	36.56	694.64	7.31	68.02
Painter	17.72	26.58	35.44	673.36	7.09	65.93
Refractory bricklayer	20.77	31.16	41.54	789.26	8.31	77.28
Refractory bricklayer's assistant	18.06	27.09	36.12	686.28	7.22	67.20
Group 1						
Rigger, dogger	17.01	25.52	34.02	646.38	6.80	66.46
Group 2						
Scaffolder, powder monkey, hoist winch driver, foundation shaftsperson, steel fixer including tackwelder, concrete finisher	17.05	25.58	34.10	647.90	6.82	64.56
Group 3	16.68	25.02	33.36	633.84	6.67	63.19
Trades labourers, demolition work, gear hand, pile driver, tackle hand, jackhammer, mixer driver, concrete steel erector, gantry hand, crane hand, crane chaser, cement gun operator, concrete cutting or drilling machine operator, concrete gang including concrete floater, roof layer (malthoid or similar material), dump cart operator, underpinner, concrete formwork stripper.						

FARES ALLOWANCE PER DAY: \$15.40

- Where an employer requests a worker to transfer from one site to another site during working hours with his/her own vehicle, an extra \$0.83 per kilometre must be paid.
- Where a worker using his/her car to a job outside the required work boundaries in the award an extra \$0.44 per kilometre must be paid.
- The fares allowance must be paid on all days worked plus rostered days off.

LEADING HANDS ALLOWANCES PER HOUR

In charge of 1 person \$0.38 In charge of 2–5 persons \$0.83
 In charge of 6–10 persons \$1.06 In charge of 11 persons or more \$1.41

The applicable leading hand rate should be added to the hourly rates and applies for all purposes of the award.

MEAL ALLOWANCE: \$11.30

AWARDS

NATIONAL JOINERY & BUILDING TRADES PRODUCTS AWARDS

Rates payable from the first pay period on or after 1 Oct 2007

CLASSIFICATION	Level	Per hour	Time an a half	Double Time	Accrual of 0.4 hours	Pro-rata annual leave plus leave loading
Carpenter/joiner	6	18.03	27.04	36.05	7.21	67.07
Joiner special class	6	18.03	27.04	36.05	7.21	67.07
Joiner	5	17.48	26.21	34.95	6.99	65.03
Assembler A	4	16.13	24.20	32.27	6.45	60.02
	3	15.58	23.38	31.17	6.23	57.99
Assembler B	3	15.39	23.08	30.78	6.16	57.26
	2	14.79	22.19	29.59	5.92	55.05

LEADING HAND ALLOWANCES PER WEEK

In charge of 1 person	\$14.60	In charge of 2-5 people	\$32.00
In charge of 6-10 people	\$40.80	In charge of 11 or more people	\$54.40

MOBILE CRANE HIRING AWARD

Rates payable from the first pay period on or after 1 Oct 2007

CLASSIFICATION	Per hour	Time and a half	Double time	Per 38 hours	Accrual of 0.4 hours	Pro-rata annual leave plus loading
Operator of mobile crane with a max. lifting capacity of:						
Up to 20 tonnes	17.60	26.40	35.20	679.10	7.04	56.59
21-40 tonnes	18.22	27.33	36.44	692.30	7.29	57.69
41-80 tonnes	18.56	27.84	37.12	705.20	7.42	58.77
81-100 tonnes	18.77	28.15	37.53	713.10	7.51	59.43
Thereafter for each additional 20 tonnes lifting capacity an additional \$10.60 per week is applicable						
Dogger	17.87	26.81	35.74	679.10	7.15	56.59
Dogger/rigger	18.56	27.84	37.12	705.20	7.42	58.77
Where more than one crane is engaged on any one lift the following extra payments are payable: 2 cranes=\$2.55 per day; 3 cranes = \$5.05/day; 4 cranes =\$7.60/day; more than 4 cranes = \$10.20/day						
Operator – special purposes crane: GCI including mobile tower crane GCI 500 series	18.02	27.02	36.03	684.60	7.21	61.88
Mobile hydraulic platform trainee: Undergoing training consistent with agreed national standards	16.59	24.88	33.18	630.40	6.64	56.98
Boom length rating: up to 11 metres (including trainee)	16.65	24.98	33.31	632.80	6.66	57.19
11-17 metres	17.17	25.76	34.34	652.50	6.87	58.97
17-23 metres	17.47	26.20	34.93	663.70	6.99	59.99
23-28 metres & platform equipped with underbridge unit	17.87	26.81	35.74	679.10	7.15	61.38
Where the boom length rating is in excess of 28 metres an additional \$1.03 per metre per week shall be paid.						

EXTRA ALLOWANCES

Pile driving allowance	\$12.65 per day	Demolition allowance	\$1.75 per hour
Wet work allowance	\$0.52 per hour	Dirt work allowance	\$0.52 per hour
Car allowance	\$0.83 per kilometre	Overnight allowance	\$12.00 per night
Meal allowance	\$10.90	Fares and travel	\$22.30 per day

STATE GLASSWORKERS AWARD Rates payable from the first pay period on or after 8 Oct 2007

CLASSIFICATION	Level	Per hour	Time & a half	Double time	Per day 7.6hrs	Accrual of 0.4 hours	Per 38 hours
Experienced glass worker and complex computer operator	7	20.07	30.10	40.13	152.50	8.03	762.52
Experienced cutter/glazier	6	19.47	29.21	38.94	147.98	7.79	739.92
Glass cutter and glazier, furnace operator, quality control, senior windscreen fitter	5	18.83	28.24	37.65	143.08	7.53	715.42
Forklift driver (licence), Truck driver (HIAB), Windscreen fitter, experienced glass workers	4	18.24	27.36	36.48	138.62	7.30	693.12
Stores/warehousing, Furnace loader/unloader, Truck driving, Crane overhead	3	17.34	26.01	34.67	131.76	6.93	658.82
Glass handler – repetition work	2	17.06	25.59	34.12	129.66	6.82	648.32
Induction training	1	16.44	24.66	32.87	124.92	6.57	624.62

This does not include the Construction Work Allowance \$22.50 per week or the Tool Allowance of \$5.90 per week
Annual leave is accrued at 2.923 hours per week. These rates include the special loading of \$87.82 payable for all purposes

STATE APPRENTICES

These wage rates apply from the beginning of the first pay period on or after 8 October 2007 and apply to apprentices who are under 18 or work for an unincorporated employer.

Junior Trainee Apprentices - Building & Constructions

	Carpenter/Joiner/Stonemason		Bricklayer/Tilayer		Plasterer		Painter		Roof Tiler	
	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross
1st Year	8.56	326.30	8.40	319.10	8.47	322.00	8.09	307.50	8.28	314.50
2nd Year	11.60	440.80	11.41	433.60	11.49	436.50	11.11	422.00	11.29	429.00
3rd Year	14.40	547.20	14.21	540.00	14.29	542.90	13.91	528.40	14.09	535.40
4th Year	15.99	607.70	15.80	600.50	15.88	603.40	15.50	588.90	15.68	595.90

Junior Indentured Apprentices - Building & Constructions

	Carpenter/Joiner/Stonemason		Bricklayer/Tilayer		Plasterer		Painter		Roof Tiler	
	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross	Hourly Rate	Weekly Gross
1st Year	7.74	294.10	7.55	286.90	7.63	289.80	7.24	275.30	7.43	282.30
2nd Year	10.56	401.20	10.37	394.00	10.44	396.90	10.06	382.40	10.25	389.40
3rd Year	13.35	507.30	13.16	500.10	13.24	503.00	12.86	488.50	13.04	495.50
4th Year	15.30	581.50	15.11	574.30	15.19	577.20	14.81	562.70	14.99	569.70

FARES ALLOWANCE (for above)

1st Year	\$14.30
2nd Year	\$14.80
3rd Year	\$14.90
4th Year	\$15.10

These allowances apply to all apprentices except for Civil Engineering (Bridge and Wharf) Carpenter apprentices who will receive \$15.40 per day.

Civil Engineering (Bridge & Wharf) Carpenter

	Hourly Rate	Weekly Gross	Fares Allowance Per Day
1st Year	9.12	346.40	15.40
2nd Year	12.09	459.60	15.40
3rd Year	14.56	553.40	15.40
4th Year	16.84	639.90	15.40

Tool allowance is incorporated into the above rates; however travelling allowances are paid in addition to the rates above.

Meal allowance - \$11.30 when required to work overtime for one and a half hours or more. An extra 20 minutes pay (crib) Monday to Friday is payable after two hours overtime, and on Saturday and Sunday after four hours work.

Information about junior apprentices who are over 18 and adult apprentices (ie apprentices who are 21 years or older or turn 21 during their apprenticeship) can be obtained by ringing the CFMEU Apprenticeship Officer. A copy of all wage sheets and entitlements can be obtained at www.cfmeu-construction-nsw.com

APPRENTICE ALERT

If you work under a union negotiated enterprise bargaining agreement you are entitled to extra wages, allowances and benefits. For more details ring the CFMEU on 9749 0400.