



## Proposed agreement:

# WAGES UP 20%



Over the four-year agreement:

1 March 2012 <b>UP</b> 5%	1 March 2013 <b>UP</b> 5%
1 March 2014 <b>UP</b> 5%	1 March 2015 <b>UP</b> 5%

## Fares and Travel Allowance

Also rises 5% every year of the agreement:

1 March 2012, \$33.95	1 March 2013, \$35.65
1 March 2014, \$37.45	1 March 2015, \$39.30

## Superannuation

Contributions increased by over 5% each year. By 2015, Cbus contributions will be up around 12% of ordinary weekly wages.

1 July 2012, \$155/wk	1 July 2013, \$165/wk
1 July 2014, \$175/wk	1 July 2015, \$185/wk

Also, better super for apprentices.

## Overtime

All overtime paid at double-time from 1 March 2012. Meal allowances paid after hour and a half overtime. Amount increases over the agreement:

1 March 2012, \$15	1 March 2013, \$18
1 March 2014, \$21	1 March 2015, \$24.90

**Note:** Crib break/money now applies after more than two hours overtime worked.

## RDOs

Two RDOs taken out of Easter shutdown to give an extra RDO in February and November, beginning in 2013.

Easter shutdown will still occur, but workers will be paid two RDOs and two annual leave days.

## **Incolink (*still being negotiated*)**

The requirements for employers to pay into Incolink will remain the same.

*The CFMEU leadership is negotiating for better-value income protection and trauma insurance.*

## **Sham contracting and labour hire**

The agreement requires bosses to consult with the CFMEU before using labour hire or any contractors.

No sham contracting to take place.

## **Living Away from Home Allowance**

Increased to \$750 per week/\$140 per day.

Alternatively, the boss can provide board and lodging in a well-kept establishment – including three meals a day. Wherever practical, workers must be given their own room.

## **Demolition Allowance**

Employees working for demolition contractors will be covered by demo sector agreements. Other workers who are engaged in demolition will receive an allowance of \$5/hour, rising to:

1 March 2012, \$5.90/hr	1 March 2013, \$6.20/hr
1 March 2014, \$6.50/hr	1 March 2015, \$6.80/hr

where they are directly involved in demolition and,

1 March 2012, \$5.25/hr	1 March 2013, \$5.50/hr
1 March 2014, \$5.80/hr	1 March 2015, \$6.10/hr

where they are working in connection with demolition.

## **Other allowances**

Will now be paid at the rate specified in the Building and Construction General On-site Award 2010.

## **Parent Award still the NBCIA**

Many clauses from the National Building and Construction Industry Award 2000 will be incorporated in the EBA and still apply, including payment of wages and shift work.

## **Shop stewards' rights**

Stewards given recognition and provided with the time and facilities needed to represent members in the workplace.

Stewards allowed time off to attend training and meetings, and authorised to carry out worksite inductions.

This is a big improvement over the last agreement, when stewards' rights were gutted under the Liberals' WorkChoices laws.

## **Industry fund compliance**

- Bosses to remain up to date with Cbus, Incolink and Coinvest at all times
- CFMEU stewards and organisers to be provided with relevant paperwork on request

## **Industry Disputes Panel maintained**

Panel to continue to settle disputes over site allowances and other matters. Bosses had wanted to shut it down.

