



CFMEU (WA) STANDARD COLLECTIVE AGREEMENT WAGE RATES & ALLOWANCES



5% INCREASE EFFECTIVE 1ST NOVEMBER 2009

PLEASE NOTE: THE WAGE RATES & ANNUAL LEAVE ACCRUALS BELOW DO NOT INCLUDE SITE, STRUCTURAL OR PRODUCTIVITY ALLOWANCES. THESE MAY BE REQUIRED TO BE PAID DEPENDING ON WHERE YOU WORK. SEE YOUR SHOP STEWARD, ORGANISER OR THE UNION IF YOU'RE UNSURE IF THIS APPLIES TO YOU.

LABOURER WAGE RATES

*classification	weekly 36 hrs	hourly 1 hr	Ann. Leave wkly accrual
Labourer Group 1	\$1,078.56	\$29.96	\$110.56
Labourer Group 2	\$1,030.68	\$28.63	\$106.23
Labourer Group 3	\$1,003.68	\$27.88	\$103.79

* turn to end for Group descriptions

CASUAL LABOURER WAGE RATES (including 25% Casual Loading)

classification	weekly 40 hrs	hourly 1 hr
Labourer Group 1 Casual	\$1,498.00	\$37.45
Labourer Group 2 Casual	\$1,431.50	\$35.79
Labourer Group 3 Casual	\$1,394.00	\$34.85

TRADESPERSON WAGE RATES (including Tool Allowance where applicable)

*classification	weekly 36 hrs	hourly 1 hr	Ann. Leave wkly accrual
Carpenter / Joiner	\$1,117.08	\$31.03	\$114.04
Roofer	\$1,117.08	\$31.03	\$114.04
Bricklayer	\$1,107.00	\$30.75	\$113.13
Stone Mason	\$1,116.00	\$31.00	\$113.94
Painter	\$1,084.32	\$30.12	\$111.08
Glazier	\$1,084.32	\$30.12	\$111.08
Signwriter	\$1,109.16	\$30.81	\$113.32
Plasterer	\$1,109.16	\$30.81	\$113.32
Wall & Ceiling Fixer	\$1,109.16	\$30.81	\$113.32
Wall & Floor Tiler	\$1,109.16	\$30.81	\$113.32
Concrete Pumper	\$1,030.68	\$28.63	\$106.23
Marker / Setter Out	\$1,149.12	\$31.92	\$116.93
Special Class	\$1,163.52	\$32.32	\$118.23
Tower Crane Operator	\$1,294.20	\$35.95	\$130.04
Operator Grade 1 & 2	\$1,078.92	\$29.97	\$110.59
Operator Grade 3	\$1,132.56	\$31.46	\$115.44
Operator Grade 4	\$1,186.56	\$32.96	\$120.32

* turn to end for Operator descriptions

APPRENTICE WAGE RATES (including Tool Allowance)

**4 YEAR & 3.5 YEAR APPRENTICESHIPS
FOR 3 YEAR APPRENTICESHIPS 2ND, 3RD & 4TH YEAR RATES APPLY**

**ADULT APPRENTICES 21 YEARS OF AGE AND OVER SHALL NOT BE PAID LESS THAN THE HOURLY
RATE PAYABLE FOR A GROUP 3 LABOURER AS ABOVE, CURRENTLY \$27.88 PER HOUR**

classification	weekly 36 hrs	hourly 1 hr	Ann. Leave wkly accrual
<u>Carpenter / Roofer</u>			
1st year / 1st 6 months	\$485.28	\$13.48	\$56.94
2nd year / 6 - 18 months	\$626.76	\$17.41	\$69.72
3rd year / 18 - 30 months	\$844.56	\$23.46	\$89.41
4th year / 30 - 42 months	\$986.40	\$27.40	\$102.23
<u>Bricklayer</u>			
1st year / 1st 6 months	\$476.28	\$13.23	\$56.12
2nd year / 6 - 18 months	\$617.76	\$17.16	\$68.91
3rd year / 18 - 30 months	\$835.20	\$23.20	\$88.56
4th year / 30 - 42 months	\$976.68	\$27.13	\$101.35
<u>Painter / Glazier</u>			
1st year / 1st 6 months	\$459.00	\$12.75	\$54.56
2nd year / 6 - 18 months	\$599.04	\$16.64	\$67.22
3rd year / 18 - 30 months	\$814.68	\$22.63	\$86.71
4th year / 30 - 42 months	\$955.08	\$26.53	\$99.40
<u>Signwriter</u>			
1st year / 1st 6 months	\$469.44	\$13.04	\$55.51
2nd year / 6 - 18 months	\$612.72	\$17.02	\$68.45
3rd year / 18 - 30 months	\$833.40	\$23.15	\$88.40
4th year / 30 - 42 months	\$976.68	\$27.13	\$101.35
<u>Plasterer / Fixer / Tiler</u>			
1st year / 1st 6 months	\$479.16	\$13.31	\$56.38
2nd year / 6 - 18 months	\$620.28	\$17.23	\$69.14
3rd year / 18 - 30 months	\$837.36	\$23.26	\$88.76
4th year / 30 - 42 months	\$977.76	\$27.16	\$101.45
<u>Stonemason</u>			
1st year / 1st 6 months	\$461.52	\$12.82	\$54.79
2nd year / 6 - 18 months	\$596.52	\$16.57	\$66.99
3rd year / 18 - 30 months	\$803.52	\$22.32	\$85.70
4th year / 30 - 42 months	\$938.52	\$26.07	\$97.90

ALLOWANCES

Superannuation	\$138.00 week	or 9% of Ordinary Time Earnings, whichever is greater
Redundancy	\$76.00 week	payable for all employees
	\$38.00 week	1st and 2nd Year Apprentice
	\$57.00 week	3rd Year Apprentice
	\$72.20 week	4th Year Apprentice
Site Allowance	Varies hour	payable for all hours worked as well as Annual Leave, Sick Leave and Rostered Days Off
Structural Allowance	\$1.34 hour	payable for all purposes of the Agreement on projects with a Project Contractual Value in excess of \$13.5 Mill.
Productivity Allowance	\$1.34 hour	payable for all purposes of the Agreement on new projects which exceed 2 storeys in height or buildings and structures that exceed 10 metres in height
Travel Allowance	\$28.94 day	payable for all days worked as well as Annual Leave, Sick Leave and Rostered Days Off
Transfer Site to Site	\$0.93 kilometre	payable when using own transport between sites
Outside Radial Areas	\$0.49 kilometre	payable when travelling outside 50km radial areas between home and work and vice versa
Meal Allowance	\$15.75 day	payable where 1.5 hours or more overtime worked
Living Away from Home	\$105.00 night	minimum payable when working away and full board and lodging is NOT provided
Living Away from Home	\$42.00 night	payable when working away and board and lodging IS provided BUT less than 3 full meals per day are provided
Living Away from Home	\$12.60 night	payable when working away and full board and lodging including 3 full meals per day IS provided
Leading Hand Allowance	\$0.56 hour	in charge of not more than 1 person
	\$0.98 hour	in charge of 2 and not more than 5 persons
	\$1.26 hour	in charge of 6 and not more than 10 persons
	\$1.67 hour	in charge of more than 10 persons
Multi-storey Allowance	\$0.47 hour	Commencement to 15th floor
	\$0.56 hour	16th floor to 30th floor
	\$0.86 hour	31st floor to 45th floor
	\$1.11 hour	46th floor to 60th floor
	\$1.38 hour	61st floor upwards

SPECIAL ALLOWANCES

Explosive Powered Tools	\$1.37 day	
Cleaning Down Brickwork	\$0.52 hour	
First Aid	\$3.90 day	
Towers	\$0.58 hour	per every 15 metres on work other than a multi-storey building that exceeds 15 metres in height

LABOURER & OPERATOR CLASSIFICATIONS

Labourer Group 1	Rigger, Dogman, Drainer, Traffic Controller
Labourer Group 2	Scaffolder (not working under specific Scaffold Company Agreement), Powder Monkey, Hoist Driver, Concrete Finisher, Steel Fixer, including Tack Welder
Labourer Group 3	Trades Labourer, Builders Labourer, Concrete Gang including Concrete Floater, Formwork Stripper, Concrete Pump Hoser
Operator Grade 1 & 2	Mechanical Plant Operator Groups 1 & 2, Winch Driver, Mobile Hydraulic Platform Operator, Forklift Driver
Operator Grade 3	Mechanical Plant Operator Groups 3 & 4, Mobile Crane Drivers up to 15t
Operator Grade 4	Mechanical Plant Operator Groups 5 & 6, Mobile Crane Drivers up to 15t - 100t