



# 2015 Civil

## EBA wages 36 hr week Victoria

**EBA RATES**

Operative from the first pay period beginning on or after **1 March 2015**.

The following rates of pay represent a **5% wage increase** negotiated by your Union.

<b>Rollers</b>				
OPERATING WEIGHT	CAT EQUIVALENT	CLASSIFICATION	HOURLY RATE	WEEKLY RATE
Up to 5 tonnes	C3-323C	PCW 1	\$34.44	\$1,239.84
5 to 10 tonnes	431-553	PCW 2	\$35.77	\$1,287.72
Over 10 tonnes	563-583	PCW 3	\$37.25	\$1,341.00
<b>Compactors</b>				
FLYWHEEL POWER				
Up to 200kw	815	PCW 4	\$38.79	\$1,396.44
Over 200kw	825	PCW 5	\$40.35	\$1,452.60
<b>Skid Steer &amp; Backhoe/Loaders</b>				
SINGLE CLASS				
Up to 200kw	815	PCW 2	\$35.77	\$1,287.72
Over 200kw	825	PCW 3	\$37.25	\$1,341.00
<b>Excavators</b>				
OPERATING TONNES				
Up to 16 tonnes	301-315	PCW 3	\$37.25	\$1,341.00
16 to 25 tonnes	317-325	PCW 4	\$38.79	\$1,396.44
25 to 65 tonnes	330-345	PCW 5	\$40.35	\$1,452.60
65 to 115 tonnes	365-375	PCW 6	\$41.96	\$1,510.56
Over 115 tonnes	5110-5230	PCW 7	\$43.55	\$1,567.80
<b>Wheel &amp; Track Loaders</b>				
FLYWHEEL POWER				
Up to 100kw	902-928	PCW 3	\$37.25	\$1,341.00
100 to 200kw	938-972	PCW 4	\$38.79	\$1,396.44
200 to 300kw	980-985	PCW 5	\$40.35	\$1,452.60
Over 300kw	994	PCW 6	\$41.96	\$1,510.56

## Scrapers

FLYWHEEL POWER	CAT EQUIVALENT	CLASSIFICATION	HOURLY RATE	WEEKLY RATE
Up to 300kw	613-615	PCW 3	\$37.25	\$1,341.00
300 to 400kw	627-631	PCW 4	\$38.79	\$1,396.44
Over 400kw	651-657	PCW 5	\$40.35	\$1,452.60

## Crawler Tractors

FLYWHEEL POWER				
Up to 100kw	D4-D5	PCW 4	\$38.79	\$1,396.44
100 to 200kw	D6-D7	PCW 5	\$40.35	\$1,452.60
200 to 350kw	D8-D9	PCW 6	\$41.96	\$1,510.56
Over 350kw	D10-D11	PCW 7	\$43.55	\$1,567.80

## Graders

FLYWHEEL POWER				
Up to 130kw	Up to 120G	PCW 4	\$38.79	\$1,396.44
Over 130kw	120G and above	PCW 5	\$40.35	\$1,452.60
Final Trim	Requires supervision	PCW 6	\$41.96	\$1,510.56
Experienced Final Trim	Able to work unsupervised	PCW 7	\$43.55	\$1,567.80

## Construction Trucks

MAXIMUM PAYLOAD				
Up to 12 tonnes	Small rigid	PCW 2	\$35.77	\$1,287.72
12 to 60 tonnes	769-773	PCW 3	\$37.25	\$1,341.00
60 to 120 tonnes	775-777	PCW 4	\$38.79	\$1,396.44
120 to 200 tonnes	785-789	PCW 5	\$40.35	\$1,452.60
Over 200 tonnes	793	PCW 6	\$41.96	\$1,510.56

## Cranes

CAPACITY		CLASSIFICATION	HOURLY RATE	WEEKLY RATE
Mobile up to 15 tonnes		PCW 4	\$38.79	\$1,396.44
Mobile 15 to 100 tonnes		PCW 5	\$40.35	\$1,452.60
Tower Cranes		PCW 6	\$41.96	\$1,510.56

**Capacity adjustment formula:** Mobile crane operators PCW 6 – over 100t – will receive an additional allowance of 84 cents per hour for each 20t increment in excess of 100t, based on the scale in the Mobile Crane Hire EBA.

## Forklift Operators, Winch Drivers & Mobile Hydraulic Platform Operators

CAPACITY	CLASSIFICATION	HOURLY RATE	WEEKLY RATE
All	PCW 3	\$37.25	\$1,341.00

## Labourers (Daily Hire)

	CLASSIFICATION	HOURLY RATE	WEEKLY RATE
Rigger/Dogman	CW 3	\$38.21	\$1375.56
Scaffolder/Steel Fixer/ Concrete Finisher	CW 2	\$36.95	\$1330.20
Skilled Labourer and all others	CW 1	\$35.82	\$1289.52

## Tradespersons

100% RATE			
Carpenter, Stonemason Bricklayer	CW 3	\$39.31	\$1415.16
Painter	CW 3	\$38.43	\$1383.48
Marker/Setter Out (105%)	CW 4	\$40.92	\$1473.12

## Benefits

The CFMEU-negotiated EBA also provides for:

- **Travel allowance:** \$39.30 per day
- **Superannuation:** \$175 per week (rising to \$185 per week from 1/7/2015) or 9.5% of ordinary wages, whichever is greater, payable monthly.
- **Incolink payments** (redundancy pay): \$74.50 per week (increased by CPI from 1/10/2015). Income protection, trauma insurance and portable sick leave are also available (paid into Incolink).
- **Long service leave:** 13 weeks after ten years, pro rata after seven years (paid into CoInvest).
- **Overtime Meal allowance:** \$24.90 when required to work overtime for one and a half hours or more on an ordinary working day.
- **Living away from home allowance:** \$750 per week.

## Site allowance

On major road construction projects the following site allowances will be paid:

PROJECT VALUE \$ MILLIONS	SITE ALLOWANCE \$ PER HOUR
\$3.0 – 7.6 million	\$2.25
\$7.6 – 18.6 million	\$2.45
\$18.6 – 37.4 million	\$2.75
\$37.4 – 74.7 million	\$3.25
\$74.7 – 100 million	\$3.90
\$100 – 300 million	\$3.90 (all purpose)
\$300 – 500 million	\$4.30 (all purpose)

For projects above \$500 million, there shall be an increment of 10 cents per \$100 million or part thereof.

## Leading Hand's allowance (CW3 supervising CW3; for other rates contact CFMEU)

In charge of one person	49 cents per hr	6 to 10 people	\$1.36 per hr
2 to 5 persons	\$1.07 cents per hr	11 or more people	\$1.82 per hr

As well as a 5% pay rise every year for the four year life of the current EBA, all overtime is double time, fares and travel are up, living away is up, super is up and meals are up. Stay paid-up and proud, it's worth it!