

Rates are effective from the first pay period commencing on or after 1 July 2019

*These rates of pay and allowances on this wage sheet are legally enforceable. In addition to these rates of pay the award makes provision for many other entitlements such as sick pay, holiday pay and loading, payment for public holidays, bereavement leave, crib allowance etc. If you are a financial union member you can obtain a full copy of the award detailing all of these provisions.*

*The CFMEU negotiates enterprise bargaining agreements (EBA's) which provide for much better wages and conditions of employment than that provided under the Award. A special CFMEU collective bargaining rates of pay sheet is also available from the union office which outlines the extra wage rates and allowances available under union agreements.*

*Tool allowances have been included in the total hourly rate.*

| Classification   | Level | Per hour | Per 38 hours | Time & a half | Double time | Accrual of 0.4 hours |
|--|-------|----------|--------------|---------------|-------------|----------------------|
| Specialist glazier   | 7     | 25.28    | 960.56       | 36.83         | 49.10       | 10.11                |
| Computer terminal operator   | 7     | 24.12    | 916.60       | 35.13         | 46.84       | 9.65                 |
| Specialist glass cutter  | 6     | 23.70    | 900.78       | 34.53         | 46.04       | 9.48                 |
| Complex machines   | 6     | 23.41    | 889.50       | 34.10         | 45.46       | 9.36                 |
| Toughening plant and laminating plant  | 6     | 23.41    | 889.50       | 34.10         | 45.46       | 9.36                 |
| Glazier  | 5     | 23.84    | 905.92       | 34.74         | 46.32       | 9.54                 |
| Painter  | 5     | 22.90    | 870.21       | 33.36         | 44.48       | 9.16                 |
| Glass cutter   | 5     | 22.24    | 845.09       | 33.36         | 44.48       | 8.90                 |
| Marking out, drilling, notching, finger slotting, c/sinking, sawing  | 5     | 22.70    | 862.50       | 33.06         | 44.08       | 9.08                 |
| Automatic polishing/grinding machine setter operator   | 5     | 22.70    | 862.50       | 33.06         | 44.08       | 9.08                 |
| loader/unloader, crane mounted truck driver, automatic glass cutting/edge grinding /polishing machine operator | 4     | 21.54    | 818.50       | 31.37         | 41.82       | 8.62                 |
| Receiving/dispatching, overhead crane, truck driver  | 3     | 20.82    | 791.30       | 30.33         | 40.44       | 8.33                 |
| Glass handler/ repetition work   | 2     | 20.06    | 762.10       | 29.21         | 38.94       | 8.02                 |

**Please note:** Factory work does not attract the industry allowance of 0.84 per hour. If you do not work in the factory add 0.84 per hour except for glaziers who already have industry allowance added into their rates.

### LEADING HAND ALLOWANCE

A leading hand must be paid the following allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher

| Number of employees:   | Allowance \$ per week | Additional Allowances   |                  |
|--|-----------------------|-------------------------|------------------|
| In charge of 1 person  | 20.70                 | Meal allowance          | \$15.38 per meal |
| In charge of 2-5 people  | 45.45                 | First aid allowance     | \$17.16 per week |
| In charge of 6-10 people   | 58.18                 | Motor vehicle allowance | \$0.78 per km    |
| In charge of 11 or more  | 77.38                 | Special Rates           |                  |
| All glass workers entitled/paid for morning and afternoon tea breaks   |                       | Insulation              | 0.91 per hour    |
| Shift allowances 50% for afternoon shift, 50% for night shift.   |                       | Roof repairs            | 0.91 per hour    |
| Glaziers get a higher rate of pay than glasscutters due to a higher tool allowance and the industry allowance. |                       | Collection of monies    | 6.65 per week    |
|  |                       | Wet work                | 0.73 per hour    |



## Glazier apprentices (factory based)

| Apprentices contracted on/after 1 January 2014 |  |        |   |        |
|--|--|--------|---|--------|
| Junior apprentices - 4 year                    | For apprentice who have NOT completed year 12. |        | For apprentices who have completed year 12. |        |
|  | Weekly   | Hourly | Weekly                                      | Hourly |
| Four year apprenticeship                       |  |        |   |        |
| Stage 1  | 475.26   | 12.51  | 518.36                                      | 13.64  |
| Stage 2  | 561.46   | 14.78  | 604.56                                      | 15.91  |
| Stage 3  | 690.86   | 18.18  | 690.86                                      | 18.18  |
| Stage 4  | 820.26   | 21.59  | 820.26                                      | 21.59  |
| <b>Junior apprentices - 3 year</b>             |  |        |   |        |
| First year                                     | 518.36   | 13.64  |   |        |
| Second Year                                    | 690.86   | 18.18  |   |        |
| Third Year                                     | 820.26   | 21.59  |   |        |

| Adult apprentices                | Weekly | Hourly | Time & a half | Double time | Accrual of 0.4 hrs |
|----------------------------------|--------|--------|---------------|-------------|--------------------|
| <b>Four year apprenticeship</b>  |        |        |               |             |                    |
| Stage 1                          | 742.56 | 19.54  | 28.46         | 37.94       | 7.82               |
| Stage 2                          | 777.06 | 20.45  | 29.78         | 39.70       | 8.18               |
| Stage 3                          | 802.96 | 21.13  | 30.78         | 41.04       | 8.45               |
| Stage 4                          | 854.76 | 22.49  | 32.76         | 43.68       | 9.00               |
| <b>Three year apprenticeship</b> |        |        |               |             |                    |
| Stage 1                          | 759.86 | 20.00  | 29.12         | 38.82       | 8.00               |
| Stage 2                          | 802.96 | 21.13  | 30.78         | 41.04       | 8.45               |
| Stage 3                          | 854.76 | 22.49  | 32.76         | 43.68       | 9.00               |

Industry and tool allowance have been included in the total hourly rate.

The above rates apply to glaziers engaged other than on factory glazing.

## Building and Construction General Onsite Award 2010

### Glaziers apprentices (non factory based)

| Junior apprentice - 4 year apprenticeship |                       |        |                   |             |
|---|-----------------------|--------|-------------------|-------------|
|   | NOT completed year 12 |        | Completed year 12 |             |
|   | Hourly rate           |        | Hourly rate       | Weekly rate |
| First Year                                | 13.63                 | 518.00 | 13.63             | 518.00      |
| Second Year                               | 14.77                 | 561.10 | 15.91             | 604.50      |
| Third Year                                | 18.17                 | 690.50 | 18.17             | 690.50      |
| Fourth Year                               | 21.58                 | 819.90 | 21.58             | 819.90      |

| Junior apprentice -3 year apprenticeship |       |       |
|--|-------|-------|
| First Year                               | 13.63 | 518   |
| Second Year                              | 18.20 | 691.5 |
| Third Year                               | 21.58 | 819.9 |

Industry and tool allowance have been included in the total hourly rate. The above rates apply where a glazier is engaged by a joinery, shopfitting, stonemasonry business, or doing prefab work outside. In addition to these rates the following fare allowance are payable;

| TRAVEL ALLOWANCE | 1st year<br>(no year 12) | 1st year (Yr 12)                    | 2nd year (no Yr 12)                 | 2nd year (Yr 12)                    | 3rd year                            | 4th year                            |
|------------------|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
|                  |                          | \$13.07 per day<br>\$65.35 per week | \$13.07 per day<br>\$65.35 per week | \$14.82 per day<br>\$74.10 per week | \$14.82 per day<br>\$74.10 per week | \$15.69 per day<br>\$78.45 per week |

If an apprentice is 21 years of age or more when they start their apprenticeship the apprentice will be paid **no less than the CW/ECW1(a) rate in the Award** (in the table above) or the **Apprentice Rate - WHICHEVER IS THE GREATER**

#### PUBLIC HOLIDAYS AND BUILDING INDUSTRY DAYS OFF (LEISURE DAYS) 2019/2020 (2020 RDOs TBA)

RDO Jul 8, RDO Aug 5, RDO Sep 2, Labour Day Oct 7, RDO Oct 8, RDO Nov 4, Picnic Day Dec 2, RDO Dec 3, RDO Dec 23, Christmas Day Dec 25, Boxing Day Dec 26, New Years Jan 1, Australia Day Public Holiday Jan 27.

Good Friday Apr 10, Easter Monday Apr 13, Anzac Day Apr 25, Queens Bday Jun 8

Authorised by Darren Greenfield, State Secretary, CFMMEU (Construction and General Division NSW Branch)

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