

Submission to the Labour Court

**On behalf of Connect Trade Union and
Unite the Union**

**Examination into the Terms and Conditions in
the Mechanical Engineering Building Services
Contracting Sector pursuant to Section 15 of
the Industrial Relations Amendment Act 2015**

13th September 2022



1. Introduction and background

- 1.1. This submission is made by Connect Trade Union and Unite the Union (the applicant unions) on behalf of workers employed in the Mechanical Engineering Building Services Contracting Sector (the sector). The applicant unions request the Labour Court to examine the terms and conditions of workers in the sector under the terms of the Industrial Relations (Amendment) Act 2015 (the 2015 Act) with a view to making recommendations to the Minister that the Sectoral Employment Order (Mechanical Engineering Building Services Sector) 2018 S.I. No 59 of 2018 (the mechanical SEO)¹ be amended as provided for under section 16(7) of the 2015 Act.
- 1.2. It is respectfully submitted that the preliminary questions arising from section 15(1)(a)(i) of the 2015 Act allowing the Labour Court to conduct a review of the sector have been answered in the submissions to the Labour Court from the applicant unions². However, for the sake of completeness and ease of reference the text and documentation from those submissions are included in this document.
- 1.3. On March 9th 2018, the Minister for State at the Department of Business, Enterprise and Innovation, issued the mechanical SEO, setting certain legal minimum conditions of employment for workers in the sector.
- 1.4. On 15th of April 2022, the applicant unions requested the Labour Court to conduct an examination of the sector pursuant to its powers under Section 15 of the 2015 Act.
- 1.5. On August 17th 2022 the Labour Court published a notice of its intention to conduct an examination of the sector and inviting interested parties to make written submissions to the Court on or by 13th of September 2022.
- 1.6. The applicant unions are requesting the Labour Court to make a recommendation to the Minister for an amended mechanical SEO. In particular, we are asking the Labour Court to consider recommending to the Minister that an amended mechanical SEO should include the following:
 - Revised hourly rates of pay for each of the grades based on annual increases.
 - The inclusion of country money.
 - The inclusion of shift arrangements.
 - Increased pension contributions.
 - An amended disputes procedure.

¹ Copy of the mechanical SEO attached at appendix 1

² Correspondence to the Labour Court dated the 15th of April 2022 concerning the applicant unions' application for examination of the sector- attached at appendix 2 of this submission.

1.7. Before elaborating on the above headings, we explain the wider context within which the mechanical SEO operates, both in industrial relations and economic terms. In doing so, we seek to address some of the matters that the Labour Court is required to have regard to when making a recommendation to the Minister, as set out at Section 16(2) of the 2015 Act.

2. The Sector, Economic Impact, Competitiveness and Future Demand

1) The Sector

- 2.1. Terms and conditions of employment of workers in the sector flow from a generic contract of employment. The terms of that generic contract of employment derive from two documents - the Mechanical Engineering & Building Service Contractors Agreement (the MEBSCA agreement) and the mechanical SEO. While the application and terms of the mechanical SEO are self-evident and straightforward, the MEBSCA agreement requires some explanation.
- 2.2. Mechanical grades have featured in the national construction industry employment agreements covering pay and pensions since their inception as registered employment agreements in the 1960s³. Since the early 1970s, mechanical grades received plus payments beyond the construction industry pay rates on foot of engagement and agreement with the employers in the industry/sector represented by the Construction Industry Federation⁴ (the employers). These plus payments were linked to levels of proficiency and service attained, and they were housed in collective agreements between the employers and trades unions within the sector. These agreements are referred to as the MEBSCA agreement/s.
- 2.3. In 2010/2011, under the auspices of the then Labour Relations Commission, new mechanical rates were agreed on the basis of service; i.e. one to six years beyond apprenticeship completion. This resulted in significant pay cuts for workers in the sector. The pay rates were agreed on the basis that the then MEBSCA rates, in conjunction with the terms of the then construction REA, would form the basis of a registered employment agreement in the sector. It was envisaged that the unions and employers would agree a comprehensive redrafted agreement, before applying to the Labour Court to have it registered as an employment agreement as provided for under the then Section 3 of the Industrial Relations Act 1946. Events unfolded

³ Registered Employment Agreement (Construction Industry Wages and Conditions of Employment) 15th March, 1967, Registered Employment Agreement (Construction Pensions Assurance and Sick Pay) 7th March, 1969 (the construction REA)

⁴ The Mechanical Engineering & Building Service Contractors Association of the Construction Industry Federation

that hindered the parties' ability to get the agreement registered. These included legislative changes as well as High Court and Supreme Court decisions. Notwithstanding the fact the REA at the time could not be secured, the result of this engagement was to redraft the MEBSCA agreement to include the new 2011 rates, with the first hour of travel pay incorporated in the hourly rate, and all other terms of the then construction REA to apply. The MEBSCA agreement has regularly been added to in terms of pay increases since 2011⁵.

- 2.4. Following application by the applicant unions, on the 9th March 2018 the mechanical SEO was given effect. The pay rates set out in the MEBSCA agreement at that stage, as provided in appendix 4 and 5 of this submission, became the mechanical SEO rates.
- 2.5. Efforts were made in 2018/ 2019 to update the mechanical SEO to reflect changes in the sector. Hearings concerning amendments to the mechanical SEO took place in September 2019. This resulted in a draft order to amend the mechanical SEO being produced in January 2020. It's the applicant unions' understanding that the draft SEO was not put before the Houses of the Oireachtas as per section 17(4) of the 2015 Act in advance of the dissolution of Dáil Éireann on the January 14th 2020. Consequently, the draft SEO (January 2020) never achieved force of law.
- 2.6. Further applications were made to the Labour Court in September 2020 to amend the mechanical SEO. Submissions and a number of hearing took place between August 2021 and February 2022 arising from these applications. A range of different challenges took place which culminated in the applicant unions data being rendered dated by February 2022 and as a consequence the application unions withdrew the application at that stage. As detailed above, a further application was made by the applicant unions in April 2022.

2) Economic Impact, Competitiveness and Future Demand

- 2.7. This section addresses issues surrounding the economic impact on levels of employment and competitiveness in the sector. We use construction sector data as there is no adequate breakdown of the mechanical sector itself.

⁵ Copy of 2011 MEBSCA agreement attached at appendix 3 of this submission, including current and previous WRC brokered agreements. Appendix 4 provides copies of the changes to pay rates in the MEBSCA over time.

Covid-19 and beyond

- 2.8. Until March 2020, the construction sector was in a period of significant expansion. Notwithstanding the impact of Covid-19 and successive lockdowns, the sector has experienced a strong recovery. Overall completions in 2021 were just 0.5% down on 2020⁶, reflecting the sector's stability and resilience in the face of unprecedented circumstances. CSO figures also show that there were 7,654 new dwelling completions in Q2 2022, up 53.4% from Q2 2021, and up 58.8% from Q2 2019 (pre-pandemic)⁷.
- 2.9. On an annual basis, the CSO's Production in Building and Construction Index indicates that volume increased by 23.0% in Quarter 1 2022 while the seasonally adjusted value index for All Building and Construction increased by 36.5% on an annual basis.

Demand

- 2.10. The ESRI and other institutional research bodies (both domestic and international) suggest that long-run demand remains well above current supply levels in the housing sector. This implies very substantial scope in the next three years for rapid expansion in house price growth, sustained employment growth and high levels of profitability in the sector.
- 2.11. Demand in the sector will be further enhanced by measures to combat climate change, with the sector likely to significantly benefit from plans to retrofit homes and buildings to make them more energy-efficient. This is provided for in the National Recovery and Resilience Plan published at the start of June 2021⁸, and, in the wake of the report by the Intergovernmental Panel on Climate Change, enhanced targets are likely to be included in the Government's plan to tackle climate change due to be issued in the autumn. In August 2021, Professor John Fitzgerald, a member of Ireland's Climate Change Advisory Council, noted that up to 20,000 specialists would be needed to retrofit houses every year⁹. The announcement in February 2022 of a new Home Energy Upgrade Scheme for private dwellings is likely to boost this demand still further¹⁰.

⁶ <https://www.cso.ie/en/releasesandpublications/er/ndc/newdwellingcompletionsq42021/>

⁷ <https://www.cso.ie/en/releasesandpublications/ep/p-ndc/newdwellingcompletionsq22022/>

⁸ <https://www.gov.ie/en/publication/d4939-national-recovery-and-resilience-plan-2021/>

⁹ <https://www.irishtimes.com/news/politics/skills-shortage-means-government-must-opt-for-retrofitting-or-new-builds-1.4644167>

¹⁰ <https://www.irishtimes.com/news/politics/retrofit-grants-25-000-offered-to-households-to-help-insulate-homes-1.4795335>

- 2.12. In August 2022, the Sustainable Energy Authority of Ireland reported that it had received a total of 24,000 applications for grants across all its retrofit support programmes had been received by the authority up to the end of June – more than in the whole of 2021¹¹.
- 2.13. In their submission to Budget 2023, the Construction Industry Federation noted that “the challenges for the sector will be ensuring a sufficient level of skilled personnel, given issues with attracting new entrants into the trades and the ageing of the construction workforce”.
- 2.14. Gross value added (GVA) in the construction sector fell sharply in the months following the initial lockdown in mid-March 2020¹². However, GVA bounced back rapidly in the third quarter once restrictions were eased, while CSO data shows that GVA in Q4 2020 was identical to Q4 2019 (and higher than 2018). Thus, while GVA fell sharply again in Q1 2021, we can expect the construction sector to be able to bounce back swiftly and robustly over the coming months and years. The increase in Gross Value Added between Q1 2021 and Q2 2022 (most recent available figures) was 33%.
- 2.15. Between Q3 2016 and Q3 2021, the labour cost growth in the private sector was 10.1%; for the economy as a whole it was 12.1% and for the construction sector it was 9.7% (all figures seasonally adjusted).
- 2.16. Wage growth (labour cost) in both the wider private sector and in construction moved consistently up to the pandemic. However, since the start of the pandemic, construction wages have fallen relative to the private sector. It would have taken a 4 per cent wage increase in the third quarter of 2021 to restore parity with the private sector¹³.

Construction wages compared internationally

- 2.17. The construction sector is not generally an internationally traded export sector, as it does not compete for market share with construction sectors in other countries. As such, total employment in the sector would not fall if the Irish construction sector was to lose competitiveness against other countries, however, the evidence shows that Irish construction employee compensation is well below our peer group in Europe (other high-income countries). The following data shows employee compensation (wages, employers' PRSI and other payroll costs). It is expressed in both nominal and real

¹¹ <https://www.irishtimes.com/environment/2022/08/08/soaring-demand-for-skilled-workers-delaying-deep-retrofits/>

¹² CSO (June, 2021), Quarterly National Accounts

¹³ Central Statistics Office

(purchasing power parities) terms. The latter factors in currency movements and living costs¹⁴.

1.18. A comparison in nominal Euros shows Irish construction compensation to be €7.10 per hour less than our EU peer group average. Irish construction workers would need a 26.2 per cent increase to reach the average employee compensation, and an even greater increase to reach the average of other small countries such as Denmark, Austria or Belgium¹⁵. A comparison in PPP shows a similar gap between Irish construction compensation and our peer group average. It would require a 31.6 per cent increase to reach the average. In fact, Ireland trails the Eurozone average which includes much poorer countries such as Greece and Portugal.

| Construction employee compensation 2021 (nominal € and PPPs) | | | |
|---|-----------------|------------------------------------|-----------------|
| € per hour | | PPP per hour | |
| Belgium | 37.3 | Belgium | 33.5 |
| Denmark | 43.1 | Denmark | 32.5 |
| Germany | 31.4 | Germany | 28.3 |
| Ireland | 27.1 | Ireland | 23.0 |
| France | 34.5 | France | 31.7 |
| Netherlands | 39.3 | Netherlands | 34.1 |
| Austria | 37.6 | Austria | 32.6 |
| Finland | 36.4 | Finland | 29.3 |
| Sweden | 39.3 | Sweden | 30.6 |
| Peer Group average | 34.2 (weighted) | Peer Group | 30.2 (weighted) |
| % increase needed to reach average | 26.2 | % increase needed to reach average | 31.6 |

Outlook

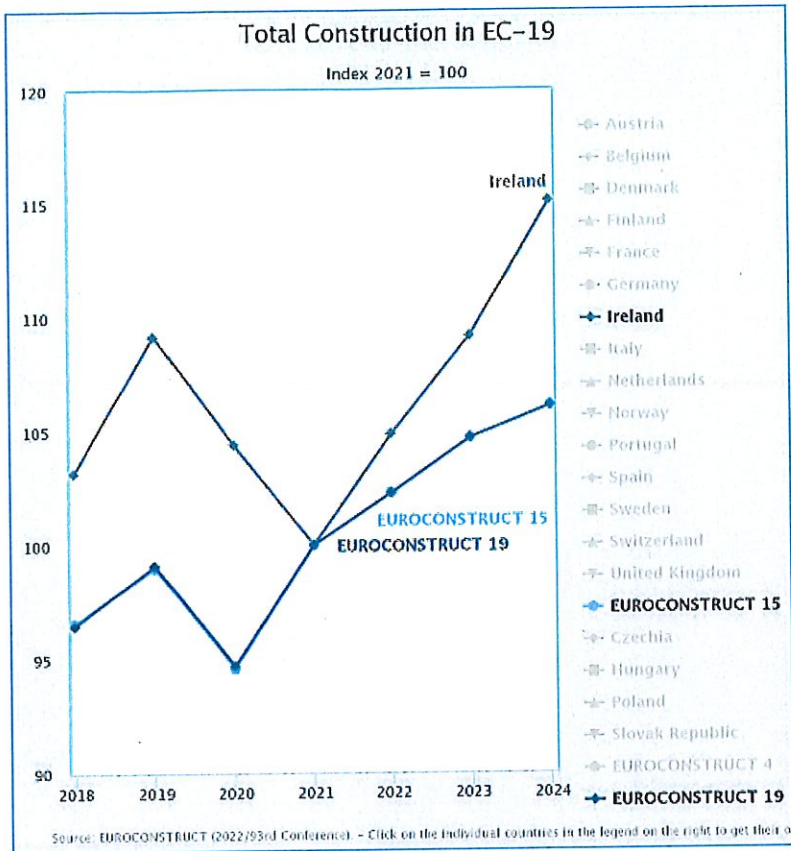
1.19. The Euroconstruct construction analysis and forecasting network indicates that, between 2017 and 2019, Ireland had experienced the highest increase in construction activity – 21.5 per cent as opposed to 6 per cent – of countries contained within the Euroconstruct 19. Given this performance, 2020/21 and the pandemic saw Irish construction activity decline more sharply than our peers. However, Euroconstruct forecasts indicate that Ireland will bounce back even faster than the remainder of the Eurozone¹⁶. In their June 2022 forecast, Euroconstruct predicted that cumulative growth out to 2024 in the ‘EC-15’ countries of western Europe will amount to 6.1%, with the strongest cumulative growth expected in Ireland (+15.1%)¹⁷.

¹⁴ Figures sourced from Eurostat

¹⁵ <https://protect-eu.mimecast.com/s/LQVfCJN8AuqNRRDIVPfxX?domain=appsso.eurostat.ec.europa.eu>

¹⁶ https://www.euroconstruct.org/jart/prj3/wifo/main.jart?rel=euroconstruct_en&content-id=1621537942657

¹⁷ https://euroconstruct.org/ec/press/pr2022_93



2.20. All the data available to date thus points to the resilience of the construction sector, a resilience which is largely due not only to a skilled and experienced workforce but also to the stability conferred by agreements such as MEBSCA and the existence of the mechanical SEO.

Inflation

2.21. In July, the Harmonised Index of Consumer Prices increased by 9.6% year-on-year. Recent inflation projections from the Central Bank, European Commission, ESRI and NERI indicate that inflation will average between 7% and 8% in 2022, moderating to around 4% in 2023; there is general agreement that the risks are on the upside. Rising inflation means that, along with all workers, construction workers have suffered a real pay cut.

3. Requested amendments to the SEO

1) Minimum Hourly Rates of Pay

3.1. Section 16(2)(b) of the 2015 Act advises that the Labour Court should have regard to the terms of any relevant national agreement relating to pay and conditions when making recommendations to the Minister for the establishment of, or amendment, to an SEO.

3.2. Table 1 below sets out what is provided for in the MEBSCA national agreement on pay for 2022 to 2023 for categories 1, 2, and 3 of the mechanical SEO, and consequently apprentice grades as provided for in the mechanical SEO¹⁸.

Table 1

| Category of Worker | 2.8% increase from 29/04/2022 for 12 months | 2.8% increase from 01/01/2023 for 12 months |
|--------------------|---|---|
| Category 1 Worker | €24.64 | €25.33 |
| Category 2 Worker | €25.17 | €25.87 |
| Category 3 Worker | €25.60 | €26.32 |

3.3. Ideally, the applicant unions would seek to have all pay increases proposed in amendments to the mechanical SEO flowing from or linked to industrial relations agreements. We believe such an approach is in keeping with the intention behind the establishment of the 2015 Act. However, arising from a range of issues as set out above, there was no basis to reach collective agreement on future pay increases extending beyond December 2023.

3.4. Given the context outlined above, the applicant unions would ask the Labour Court to recommend the amendment of the mechanical SEO as set out in table 2 below.

Table 2

| Category of Worker | Box 1 Current SEO Rate | Box 2 From 29/04/2022 +2.8% on MEBSCA rates | Box 3 From 01/01/2023 2.8% on MEBSCA rates | Box 4 From 01/01/2024 2022 inflation (8%)+ cost of living increase not less than 2.8% |
|--------------------|---------------------------|--|---|--|
| Category 1 Worker | €22.73 | €24.64 | €25.33 | €28.00 |
| Category 2 Worker | €23.33 | €25.17 | €25.87 | €28.66 |
| Category 3 Worker | €23.60 | €25.60 | €26.32 | €29.17 |

3.5. The applicant unions would contend that the pay progression as set out in the table 2 boxes 2 and 3, which reflect the MEBSCA rates, are the current lived experiences' of the majority of workers in the sector. The applicant unions would further contend that

¹⁸ Apprentice Year 1 – 33% of Category 1 hourly rate, Apprentice Year 2 – 50% of Category 1 hourly rate, Apprentice Year 3 – 75% of Category 1 hourly rate, Apprentice Year 4 – 90% of Category 1 hourly rate (paid on the anniversary of registration)

the proposals set out in box 4 of table 2 for pay progression in 2024, while significant in relative terms, would simply restore the purchasing power and effective pay cut recorded in 2022 only.

- 3.6. In the event that the Labour Court cannot support the general principle of updating the SEO pay rates using the MEBSCA agreement, the applicant unions preference in those circumstances would be that the Labour Court would recommend a cancellation of the SEO as provided for within the 2015 act.

2) Subsistence (Country Money)

- 3.7. To advance the applicants' argument concerning Subsistence (Country Money), the current sector travel time payments, specified in the MEBSCA agreement, need to be briefly explained. The first hour of travel incorporated into the hourly rate by virtue of amendments to the MEBSCA rates in 2011 as detailed above. The result of this change is that the one and a half-hour's additional travelling time per day is the maximum that a mechanical craft and apprentice worker can receive on a daily basis within the terms of the MEBSCA agreement.
- 3.8. Country Money¹⁹ has its origins in the earliest collective and registered agreements²⁰ within the sector and the wider construction sector. The MEBSCA agreement provides for Country Money to be paid where an *"operative resides away from home"*. The language in the sector agreements concerning Country Money is dated; this is evident in the fact that the revenue commissioners provide exclusions for tax for Country Money but do not require an operative to reside away from home to avail of such exclusions²¹. The reality is that many workers in the sector receive Country Money where they have to work away from base beyond the bands provided for by travelling time payments. Country Money functions mainly as an extension of the travel time bands, and because it applies at a particular distance from an employer's base or General Post Office/s, regardless of the geographic location of the base, it has standard and universal application.

Country Money in an SEO

- 3.9. The 2015 Act makes very clear provision for travelling time when working away from base; the nature of the sector requires workers to regularly work away from their base.

¹⁹ Paid at €181.68 per week as per the MEBSCA agreement

²⁰ Subsistence (Country Money) see Variation Order 1970, Travel Time see Variation Order 1990

²¹ See Income Tax Statement of Practice SP-IT/2/07 – Tax treatment of the reimbursement of Expenses of Travel and Subsistence to Office Holders and Employees, at 14 and 15

It is also important to note that, notwithstanding the constitutional checks and balances that are included in the 2015 Act, a key feature of the 2015 Act and the principle Act²² has been to give legal expression to agreements between “workers and employers”. Furthermore, the 2015 Act at 16(2)(b) specifically advises that the Court should have regard to “the terms of any relevant national agreement relating to pay and conditions for the time being in existence”; it is common case between the employers and unions in the sector that Country Money is in existence in the sector²³. It is respectfully submitted that the inclusion of Country Money in an SEO for the sector is entirely appropriate.

- 3.10. The applicant unions propose that Country Money should be paid to workers in the sector where they have to travel over 32 kilometres from their work base. That Country Money shall be €50 per day or €250 for 5 working days and increase pro rata for 6 or 7 days. The allowance will be increased every 6 months in accordance with increases in the consumer price index. The allowance shall be paid where an operative has to either reside away from home or travel more than 32 km (in one direction) in the performance of his/her duties.

3) Shift Work

- 3.11. While the mechanical SEO does not directly provide for shift arrangements in the sector there are arrangements agreed within industry that we seek for inclusion in a mechanical SEO under the heading of “Unsocial Hours Worked” as set out below; We respectfully request that the Labour Court include the following in a recommendation to the Minister to feature in an amendment to the mechanical SEO.

Unsocial Hours Worked

Where for specific projects hours are required to differ from those set out at “Normal Daily Working Hours” above, the following rates should apply:

- Where the starting time is before 1 pm: 8 hours at time plus one quarter should apply.
- Where starting time is after 1 pm: 8 hours at time plus one third should apply.

²² Section 1(2) of the 2015 Act provides – “The Industrial Relations Acts 1946 to 2015 and Part 3, other than section 36, shall be construed together as one Act”.

²³ See correspondence from the employers in the sector to the applicant unions of the 24th of March 2017 and 8th of August 2017 at appendix 5 of this submission

In addition to the above, the applicant unions believe the following two points should also be added to the unsocial hours worked section of an amended mechanical SEO:

- When starting time is before 1.00 pm: 8 hours (worked consecutively) should be paid at time plus a quarter. Additional hours worked should be paid at time plus a quarter by the appropriate overtime premium (i.e. hours worked from 8 pm until 12 midnight at time, plus a quarter by time plus a half. Additional hours worked after midnight should be at time plus a quarter by double time).
- When starting time is after 1.00 pm: 8 hours (worked consecutively) should be paid at time plus a third. Additional hours worked should be paid at time plus a third by the appropriate overtime premium (i.e. hours worked from 8 pm until 12 midnight at time, plus a third by time plus a half. Additional Hours worked after midnight should be at time plus a third by double time).

4) Pension provision

3.12. Currently the mechanical SEO weekly pension, death in service and sick pay contributions are the same as the pension, death in service and sick pay contributions in S.I. No. 455 of 2017 Sectoral Employment Order (Construction Sector) 2017 (the construction SEO). This is the case despite the significant difference in the hourly rates provided for in the mechanical SEO. The applicant unions would ask the Labour Court to recommend that the weekly pension contributions are a percentage of the average mechanical rates of pay and are increased in line with increases in basic pay. If the Labour Court supports our requests on pay at point 3.1 above, and our proposed formulation on weekly pension contributions of workers and employers in the sector, the following would apply:

- **Pension contributions from date of order**

Weekly pension contribution should be 7%²⁴ of the average earnings of a mechanical worker. This should be made up of the employers paying 4.2% and the workers paying 2.8%. This currently would be employer weekly contribution of €41.93. Employee weekly contribution of €27.96. Total contribution weekly of €69.89.

²⁴ Category 3 rate multiplied by 39 hours to give average weekly wage - 4.2% to give employers contribution and 2.8% to give employee contribution.

- **Pension contributions from January 2023**

Weekly pension contribution should be 7% of the average earnings of a mechanical worker. This should be made up of the employers paying 4.2% and the workers paying 2.8%. This currently would be employer weekly contribution of €43.11. Employee weekly contribution of €28.74. Total contribution weekly of €71.85.

- **Pension contributions from January 2024**

Weekly pension contribution should be 7% of the average earnings of a mechanical worker. This should be made up of the employers paying 4.2% and the workers paying 2.8%. Specific employer and employee weekly contribution to be part of Labour Court recommendation.

- 3.13. Also, it is the applicant unions view that members of the pension scheme should retain the right to retire at age 65 years. Should they continue to work in line with the national retirement age, payments of contributions in respect of pension, death in service and sick pay benefits should continue to be paid. The applicant unions also suggests that a worker²⁵ should be entered into the pension, death in service and sick pay schemes upon entry to the sector from 15 years of age and until such time as the individual reaches their retirement age from the age of 65 years to the national retirement age (as may vary).

5) Disputes Resolution Procedure

- 3.14. The applicant unions would propose the following amended disputes resolution procedure:

If a dispute occurs between workers to whom the SEO relates and their employers, concerning a matter contained in the SEO only, no strike or lock-out, or other form of industrial action shall take place until the following procedures have been complied with.

Individual Dispute

²⁵ As defined in Part III of the Industrial Relations Act 1990

- a) The grievance or dispute shall, in the first instance, be raised with the employer at local level with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the individual's trade union to the relevant organisation representing employers or to the employer directly.
- b) If the dispute is not resolved it shall be referred to the Adjudication Services of the WRC.
- c) Either party can appeal the outcome of the Adjudication Hearing to the Labour Court.

Collective Dispute

- a) The grievance or dispute shall be raised, in the first instance, with the employers with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the trade union to the relevant organisation representing employers, or to the employer directly.
- b) If the dispute is not resolved it shall be referred to the Conciliation Services of the WRC. If either party is unwilling to engage at the WRC, the matter can be advanced directly onto the Labour Court.
- c) If the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

3.15. The key change proposed by the applicant unions in this section is to insert the words "*concerning a matter contained in the SEO only*" into the disputes procedures. This is consistent with the 2015 Act²⁶. While this is the position utilised on a daily basis by the applicant unions, we believe the wording should be amended accordingly. Ambiguity should not preclude workers from availing of a bargaining position at certain stages and areas of the sector regarding issues that are not included in the SEO, particularly where employers have sought to bring about change that impacts on terms and conditions. There are numerous examples, currently and historically, of the employer representative body in the sector and their members' firms providing improved terms and conditions beyond the minimum sectoral standards arising from unique demands on particular groups of workers. It is also important that workers and trade unions are not unduly delayed or hampered in being able to defend workplace representatives in the sector against penalisation and blacklisting.

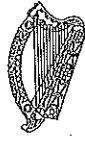
²⁶ Section 16 (6) of the 2015 Act provides: "A recommendation under this section shall include procedures that shall apply in relation to the resolution of a dispute concerning the terms of a sectoral employment order."

3.16. Without prejudice to the applicant unions position set out above, if the Court does not support the proposal in its entirety we would ask that issues and trade disputes relating to penalisation of workplace representative are specifically excluded from the disputes procedures. The applicant unions are aware of numerous instances of workplace representatives being penalised for carrying out their role. While there are a number of pieces of protective legislation and positive codes of practice, justice delayed is proverbially justice denied, and the fast-moving nature of the sector precludes workers being swiftly afforded protection or justice. Also, having the protection of workplace representatives excluded from the disputes procedures would itself act as a deterrent to employers who would engage in such negative practises.

4. Conclusion

1. The applicant unions believe that all the appropriate indices allowing the Labour Court to support a recommendation for the amendment of the mechanical SEO in the sector have been met. We believe that the mechanical SEO will provide the sector with ongoing stability and certainty for employers within the sector, while providing workers in the sector with decent standards concerning minimum rates of pay, pensions, death in service and sick pay benefits.

Appendix 1



STATUTORY INSTRUMENTS.

S.I. No. 59 of 2018

SECTORAL EMPLOYMENT ORDER (MECHANICAL ENGINEERING
BUILDING SERVICES CONTRACTING SECTOR) 2018

S.I. No. 59 of 2018

SECTORAL EMPLOYMENT ORDER (MECHANICAL ENGINEERING
BUILDING SERVICES CONTRACTING SECTOR) 2018

WHEREAS I, PAT BREEN, Minister of State at the Department of Business, Enterprise and Innovation, being in receipt of a recommendation from the Labour Court under section 16 of the Industrial Relations (Amendment) Act 2015 (No. 27 of 2015) and being satisfied, having regard to the report referred to in subsection (3)(b) of that section accompanying the recommendation, that section 16 has been complied with:

NOW, I, PAT BREEN, in exercise of the powers conferred on me by subsection (1) of section 17 of the Industrial Relations (Amendment) Act 2015 (No. 27 of 2015) (as adapted by the Jobs, Enterprise and Innovation (Alteration of Name of Department and Title of Minister) Order 2017 (S.I. No. 364 of 2017)) and the Business, Enterprise and Innovation (Delegation of Ministerial Functions) Order 2017 (S.I. No. 569 of 2017), hereby make the following order with respect to which, pursuant to subsection (4) of section 17 of that Act, a draft has been laid before each House of the Oireachtas and a resolution approving of the draft has been passed by each such house:

1. This Order may be cited as the Sectoral Employment Order (Mechanical Engineering Building Services Contracting Sector) 2018.
2. This Order gives effect to the proposals set out in the Schedule.

*Notice of the making of this Statutory Instrument was published in
"Iris Oifigiúil" of 9th March, 2018.*

SCHEDULE

Definition

For the purposes of this Sectoral Employment Order the Mechanical Engineering Building Services Contracting Sector means the sector of the economy comprising the following economic activity:—

The installation, alteration, fabrication, fitting, repair, maintenance, commission, removal and demolition in any building or its sites of articles, fittings, pipes, containers, tubes or instruments, storage facilities, etc. (including central heating apparatus, central plant apparatus, machinery and fuel containers connected thereto) for heating, cooling, including domestic hot and cold water systems, medical and process gases, process pipe services, utility pipe services and compressed and vacuum services of such buildings.”

Definition of a Worker

In this Sectoral Employment Order “worker” has the following meaning:-

“any person aged 15 years or more who has entered into or works under a contract with an employer, whether the contract be for manual labour, clerical work or otherwise, whether it be expressed or implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour”.

For the purpose of this definition apprentice and apprenticeship has the same meaning as it has in the Industrial Training Act 1967.

Scope

This Sectoral Employment Order applies to the following categories of worker who are directly employed or employed through an employment agency within the meaning of the Employment Agency Act 1971 and or the Protection of Employees (Temporary Agency Work) Act 2012 in the Mechanical Engineering Building Services Contracting Sector:-

Qualified Plumbers and Registered Apprentice Plumbers (Craftsperson) and Qualified Pipefitters and Registered Apprentice Pipefitters (Craftsperson) working in the Sector.

For the avoidance of doubt qualified plumbers and pipefitters who have acquired additional or advanced welding qualifications and who are required to function as welders on a day to day basis within the sector come within the scope of this Order.

Pay and Pay Categories

Pay and conditions of employment of the following categories of workers are covered in this Sectoral Employment Order:-

4 [59]

A basic minimum hourly rate of pay to apply to all newly qualified Plumbers and Pipefitters employed in the sector. **(Category 1)**

A higher hourly rate of pay to apply to qualified Plumbers and Pipefitters employed in the sector with effect from the commencement of their 3rd year of employment after qualification as a Plumber and or Pipefitter. **(Category 2)**

A higher hourly rate of pay to apply to qualified Plumbers and Pipefitters employed in the sector with effect from the commencement of their 6th year of employment after qualification as Plumber and or Pipefitter. **(Category 3)**

In accordance with section 16(5)(d) of the Industrial Relations (Amendment) Act 2015, a minimum hourly rate of pay to apply to apprentices.

The following hourly rates of pay shall apply to the indicated Categories of employee employed in the sector:-

| | |
|------------|--------|
| Category 1 | €22.73 |
| Category 2 | €23.33 |
| Category 3 | €23.60 |

The following rates of pay shall apply to apprentices employed in the sector:-

| | |
|-------------------|--|
| Apprentice Year 1 | 33.3% of Category 1 hourly rate of pay |
| Apprentice Year 2 | 50% of Category 1 hourly rate of pay |
| Apprentice Year 3 | 75% of Category 1 hourly rate of pay |
| Apprentice Year 4 | 90% of Category 1 hourly rate of pay |

Normal Working Time and Unsocial Hours Payments

The following definitions shall apply in respect of hours worked by qualified craftpersons and apprentices in the sector:-

Normal Working Week

Normal Working week shall consist of 39 hours worked between Monday and Friday each week.

Normal Daily Working Hours

Normal daily working hours shall consist of eight consecutive hours of work undertaken between the hours of 7 am (normal weekday starting time) and 5 pm (normal weekday finishing time) Monday — Thursday inclusive and between the hours of 7 am (normal Friday starting time) and 4 pm (normal Friday finishing time) on Friday.

Other Hours Worked

Hours worked outside of those hours shall constitute unsocial working hours and shall attract the following premium payments:-

| | |
|--|--|
| Hours worked between normal finishing time and Midnight Monday to Friday inclusive | Time plus a half |
| Hours worked between Midnight and normal starting time Monday to Friday | Double time |
| First four hours worked after 7 am on Saturday | Time plus a half |
| All other hours worked on Saturday | Double time |
| All hours worked on Sunday | Double time |
| All hours worked on Public Holidays | Double time plus an additional day's leave |

Pensions

A worker to whom this Sectoral Employment Order relates shall be entered by his or her employer into a pensions scheme the terms of which, including both employer and employee contribution rates, shall be no less favourable than those set out in the Construction Workers Pension Scheme.

The minimum pension and death in service scheme contribution rates for employers and workers shall be set at the following levels:-

Pension Contribution

| Employer Contribution | Worker Contribution | Total Combined Employer and Worker Contributions |
|---|---|--|
| €5.32 per day to a maximum of €26.63 per week | €3.52 per day to a maximum of €17.76 per week | €8.84 per day to a maximum of €44.39 per week. |

Death In Service Contribution

| Employer Contribution | Worker Contribution | Total Combined Contribution |
|--|--|--|
| €1.11 per day to a maximum of €1.11 per week | €1.11 per day to a maximum of €1.11 per week | €2.22 per day to a maximum of €2.22 per week |

For ease of reference the main features of the Construction Workers Pension Scheme are attached at *Appendix 1*.

Sick Pay Scheme

A worker to whom this Sectoral Employment Order relates shall be entered by his or her employer in a sick pay scheme the terms of which, including both employer and employee contribution rates into the scheme shall be no less favourable than those set out in the Construction Workers Sick Pay Scheme.

The minimum Sick Pay Contribution Rates for employers and workers be set at the following levels:-

| Employer Contribution | Worker Contribution | Total Combined Contribution |
|--|--|--|
| €1.27 per day to a maximum of €1.27 per week | €0.63 per day to a maximum of €0.63 per week | €1.90 per day to a maximum of €1.90 per week |

For ease of reference the terms and benefits of the Construction Workers Sick Pay Scheme are attached at *Appendix 2*.

Dispute Resolution Procedure

The following dispute resolution procedure shall apply to those covered by this Sectoral Employment Order.

If a dispute occurs between workers to whom the SEO relates and their employers, no strike or lock-out, or other form of industrial action shall take place until the following procedures have been complied with. All sides are obliged to fully comply with the terms of the disputes procedure.

Individual Dispute

- a) The grievance or dispute shall in the first instance be raised with the employer at local level with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the individual concerned or his trade union to the relevant organisation representing employers or to the employer directly.
- b) If the dispute is not resolved it shall be referred to the Adjudication Service of the WRC.
- c) Either party can appeal the outcome of the Adjudication Hearing to the Labour Court.

Collective Dispute

- a) The grievance or dispute shall be raised in the first instance with the employers with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the workers concerned or their trade union to the relevant organisation representing employers or to the employer directly.
- b) If a dispute is not resolved the issue shall be referred to the Conciliation Service of the WRC.
- c) If the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

APPENDIX 1

Every employer to whom the SEO applies shall participate in an SEO pension scheme that meets the pensions requirements of the SEO.

Pension Scheme Structure

The pension scheme to which the SEO applies (“**SEO pension scheme**”) should include the following features and benefits:-

1. An SEO pension scheme should be an Occupational Pension Scheme which is registered with and regulated by the Pensions Authority.
2. Recognising the flexible nature of employment across employers within the construction sector and related industries (the Sector), an SEO pension scheme should be established as a multi-employer scheme open to all employers in the Sector.
3. Whilst a member remains employed within the Sector, members should be able to have a single individual pension account within the SEO pension scheme thereby enabling successive employers of the member to contribute to the member’s account provided the employer has joined itself to the SEO pension scheme.
4. Where an employee member leaves service of an employer, the contributions which have been paid by the employee and the employer in respect of the member will be retained in full within the SEO pension scheme in the individual account of that member.
5. The rules of an SEO pension scheme should not permit a member to take a refund of their own contributions prior to reaching retirement age.
6. Bodies that are representative of both employers and unions involved in the Sector must appoint the members of the SEO pension scheme trustee. The constitution of the Trustee Board should also include representatives of both employers and employees in the Sector.
7. In addition to providing pension benefits, an SEO pension scheme must also provide an additional Death in Service benefit with members covered for this benefit upon joining the scheme.
8. An existing pension scheme at the time the SEO comes into force may qualify as an SEO pension scheme provided it complies with the terms of the SEO or is adapted to so comply.
9. An SEO pension scheme must disclose and publicise information about the pension scheme’s charges and who bears them. There must be full transparency of charges and this information should be disclosed in the scheme’s Trustee Annual Report as well as provided to each member when joining. The total annual charges borne by members should be disclosed and must include all administration costs, Trustee costs, distribution

costs, fund management costs, actuarial, accounting, legal and auditing fees and all other charges incurred by the SEO pension scheme.

10. Scheme Design

The terms and conditions applying under an SEO pension scheme and benefits to be provided must be at least as great as that described below.

10.1. Eligibility

An SEO pension scheme must at least provide for an employee of a participating employer in the Sector to be eligible for membership of the scheme provided they have attained age 20 but not yet attained age 65.

10.2. Relevant Pension Contributions

Employers and their employees working in the construction sector and related industries (the Sector) must contribute to an SEO pension scheme.

Contributions should be remitted by employers to an SEO pension scheme in accordance with all relevant pension and other legislative requirements.

10.3. Pension Benefits

- a) Members' pension benefits within an SEO pension scheme should be based on the full value of their individual pension funds and there should be no deductions from the contributions paid or when the funds are drawn down.
- b) The Trustees of the Scheme will invest each member's pension contributions and these along with the investment returns declared, net of charges, will determine the value of the member's pension fund.

10.4. Retirement

Normal Retirement Age shall be age 65. However a member may be permitted to retire from age 60 (at the discretion of the scheme trustee). When a member retires, he or she should be able to choose from a range of options based on their entire fund value in line with applicable pension and tax legislation. One of the options which must be available is the provision of a pension for life for the member.

10.5. Death in Service Benefits

- a) Every employer to whom the SEO applies must participate in an SEO pension scheme that provides a death in service benefit for the deceased member's dependants. The death in service benefit should be in addition to the benefits provided for the dependants based on the full value of the member's pension fund.
- b) Provided the employee has completed a once-off initial qualifying contribution period, inclusion for death in service benefits shall be automatic on becoming a member of the SEO pension scheme, without

medical underwriting or by reference to any previous medical conditions of the member. In the event of the member moving to another participating employer within the Sector, the member should not be required to complete any further qualifying period in order to be covered for death in service benefits.

- c) Death in Service Contributions will form part of the overall contribution rate of an SEO pension scheme with a portion payable by both the member and employer in addition to the pension contributions.
- d) Contributions should be remitted by employers to an SEO pension scheme in accordance with all relevant pension and other legislative requirements.
- e) If a member had met the requirements for the full lump sum death in service benefit, but then leaves service and dies within four weeks of doing so without being re-employed in the Sector, the SEO pension scheme should provide a modified lump sum benefit in addition to the value of their pension account.
- f) Death in Service benefits should be payable regardless of cause or timing of death, so long as the member meets the qualification conditions for inclusion for Death in Service benefits as set out above.

APPENDIX 2

SICK PAY SCHEME

Every employer to whom the SEO applies must have in place a provision for Sick Pay benefits for each employee covered in the SEO.

Sick Pay Scheme Structure

The sick pay scheme to which the SEO applies (“SEO Sick Pay Scheme”) should include the following features and benefits:-

1. An SEO Sick Pay Scheme should be a funded arrangement with contributions held in Trust and independently administered and managed. An SEO Sick Pay Scheme should facilitate participation by multiple employers to reflect the flexible nature of employment within the Sector.
2. The main purpose of an SEO Sick Pay Scheme is the provision of benefits for every worker for periods of illness or injury while in the employment of employers to whom this SEO applies.
3. The Sick Pay Benefit should be paid to each employee without the need for underwriting or reference to previous medical conditions. Entitlement to Sick Pay Benefits should be unaffected and uninterrupted as employees transfer from one employer to another within the Sector.
4. The Sick Pay Benefits provided by an SEO Sick Pay Scheme should be in addition to any sickness, illness or invalidity benefits payable by the State through the social insurance system.

Sick Pay Conditions & Benefits

5. Eligibility

Inclusion for Sick Pay Benefits will be automatic on becoming a member of an SEO Sick Pay Scheme. No charges should be incurred by either employers or members for Sick Pay benefit provision, other than the relevant contributions required to provide the benefits.

6. Sick Pay Contributions

- a) An SEO Sick Pay Scheme should be a contributory sick pay scheme with contributions payable by both employers and employees.
- b) A member shall not lose accrued Sick Pay Benefit rights or entitlements as a result of changing employment within the Sector as accrued service will transfer to the next employer to whom the SEO applies.
- c) Employers who fail or neglect to make the authorised deduction shall be liable for the total contribution required to ensure that the worker’s Sick Pay Benefits are maintained in full for the period of service with them.

7. Relevant Benefits

- a) An SEO Sick Pay Scheme shall provide for the payment of a standard Sick Pay Benefit for a specified duration and the benefit and duration should be disclosed to participating employers and members.
- b) An SEO Sick Pay Scheme may include a waiting period during which a member would not be entitled to any benefit from the scheme whilst initially absent due to illness or injury. This waiting period should not exceed the first five working days of disability.
- c) An SEO Sick Pay Scheme should facilitate continuity of Sick Pay Benefit from the Scheme from the first working day of disability where a claimant has returned to work for a period of two working days or less. This is provided that the sick pay entitlement from the scheme has not been exhausted by reference to the duration limitations referenced earlier.
- d) An SEO Sick Pay Scheme should facilitate provision of a Supplementary Sick Pay Benefit if the claimant has no entitlement to Social Welfare benefit due to inadequate number of Social Welfare contributions.
- e) An SEO Sick Pay Scheme may set appropriate limitations on the maximum duration for which a Sick Pay Benefit may be payable. These must be clearly documented and disclosed to participating employers and members. The maximum duration under an SEO Sick Pay Scheme should not be any lower than a period of 10 weeks in any calendar year, whether for a single claim or in aggregate in a scheme year.

GIVEN under my hand,
6 March 2018.

PAT BREEN,
Minister of State at the Department of Business,
Enterprise and Innovation.

EXPLANATORY NOTE

(This note is not part of the Instrument and does not purport to be a legal interpretation.)

The purpose of this Order is to fix from the date of signing of the Order, the statutory minimum rates of remuneration and other conditions of employment for certain workers employed in the Mechanical Engineering Building Services Contracting Sector.

BAILE ÁTHA CLIATH
ARNA FHOILSIÚ AG OIFIG AN tSOLÁTHAIR
Le ceannach díreach ó
FOILSEACHÁIN RIALTAIS,
52 FAICHE STIABHNA, BAILE ÁTHA CLIATH 2
(Teil: 01 - 6476834 nó 1890 213434; Fax: 01 - 6476843)
nó trí aon díoltóir leabhar.

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Appendix 2

Ceardchumann Cónasc
6 Gardiner Row, Dublin 1.

Phone: 01 8747047
Fax: 01 8747048
Email: info@connectunion.ie
Web: www.connectunion.ie

connect
TRADE UNION

Paddy Kavanagh *General Secretary/Treasurer*



The Secretariat,
The Labour Court,
Lansdowne House,
Lansdowne Road,
Dublin 4.

15th April, 2022.

Dear Secretariat,

Please find enclosed a joint application being a request to examine the Terms and Conditions of Employment in the Mechanical Engineering Building Services Contracting Sector.

Should you require any further information or clarification please do not hesitate to contact the undersigned.

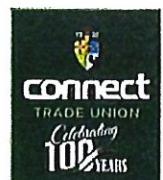
If you could please acknowledge receipt of this application.

Yours faithfully,

Brian Nolan,
Assistant General Secretary.
Tel; 01 8719 911



THE UNION FOR CRAFT AND SKILLED TECHNICAL, ENGINEERING,
ELECTRICAL AND CONSTRUCTION WORKERS IN IRELAND





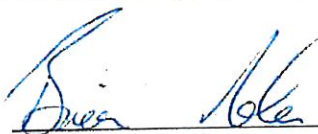
THE LABOUR COURT

INDUSTRIAL RELATIONS (AMENDMENT) ACT 2015

APPLICATION FOR A REQUEST to EXAMINE THE TERMS AND CONDITIONS OF EMPLOYMENT IN A SECTOR

| | |
|--|---|
| Name of applicant: | Connect Trade Union (Unite the Union Joint Application) |
| Address: | 6 Gardiner Row, Dublin 1 |
| Contact Number: | 01 8719903 |
| Email Address: | construction@connetunion.ie |
| Sector: | Mechanical Engineering Building Services Contracting Sector as defined by S.I. No. 59 of 2018 (Appendix 2.) |
| Class, type or group of workers to which the request relates: Qualified Plumbers and Registered Apprentice Plumbers (Craftsperson) and Qualified Pipefitters and Registered Apprentice Pipefitters (Craftsperson) working in the Sector as defined in S.I. No. 59 of 2018. | |
| Please enter details of the arrangements (if any) by which terms and conditions relating to remuneration and any sick pay scheme or pension scheme, of the workers in the sector to which the request relates are determined: Terms and conditions of employment within this sector are currently determined by a National Collective Employment Agreement. The terms of this agreement are negotiated by the aforementioned Unions and the MEBSCA Employer Group, directly and under the auspices of the Workplace Relations Commission. Key elements of the collective agreement and other terms and conditions of employment are provided for within S.I. No. 59 of 2018. | |
| Where the applicant is a trade union of workers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates: Unite the Union, 55/56 Middle Abbey Street, Dublin 1, | |
| Where the applicant is a trade union of workers, please enter the name and address of any trade union of employers or organisation of employers that is representative of employers in the sector to which the request relates: MEBSCA (c/o Construction Industry Federation) Construction House Canal Road Dublin 6 | |

Signature of Applicant:



Brian Nolan, Assistant General Secretary.

Date:

15th April 2022

Appendix 1. Contact details of the applicants.

| Applicant 1 | Applicant 2 |
|--|-------------------------------------|
| Unite the Union | Connect Trade Union |
| 55/56 Middle Abbey Street | 6 Gardiner Row |
| Dublin 1 | Dublin 1 |
| Republic of Ireland | Republic of Ireland |
| Tel; 01 8980912 | Tel; 01 8747047 |
| Email; thomas.fitzgerald@unitetheunion.org | Email; construction@connectunion.ie |

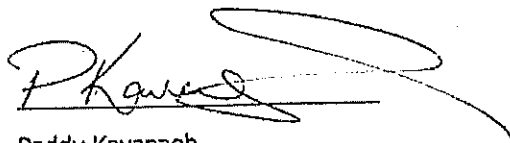
Appendix 2. Sector Definition

For the purposes of this application the definition of the sector is taken directly from S.I. No. 59 of 2018 and states the following;

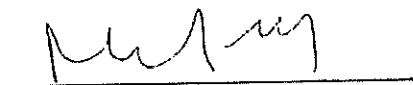
For the purposes of this Sectoral Employment Order the Mechanical Engineering Building Services Contracting Sector means the sector of the economy comprising the following economic activity:— *“The installation, alteration, fabrication, fitting, repair, maintenance, commission, removal and demolition in any building or its sites of articles, fittings, pipes, containers, tubes or instruments, storage facilities, etc. (including central heating apparatus, central plant apparatus, machinery and fuel containers connected thereto) for heating, cooling, including domestic hot and cold water systems, medical and process gases, process pipe services, utility pipe services and compressed and vacuum services of such buildings.”*

Statutory Declaration in accordance with the Statutory Declarations Act, 1938

| | |
|--|--|
| A). Name of Applicant: | Connect Trade Union |
| B). Position held by the Declarant: | General Secretary |
| C). Registered Address of the Applicant within the State: | Connect Trade Union, Head Office, 6 Gardiner Row, Dublin 1. |
| D). Number of workers of the class, type or group to which the request relates who are members of the Trade Union of workers on whose behalf the request is made: | Circa 4096 |
| E). Number of workers of the class, type or group to which the request relates who are normally employed in the sector to which the request relates: | Circa. Between 8,656 and 12,765 as set out in Appendix 1 |
| F). The declarant's means of knowledge of the matters referred to at paragraphs (D) and (E): | (D) Refers to the number of the class, type or group who are in membership of the Connect Trade Union. (E) Appendix 1 of this Document – Report from the Nevin Economic Research Institute (NERI) |


Paddy Kavanagh,
General Secretary.

Date: 12/4/22


Commissioner for Oaths
MARGARET TANSEY
Practising Solicitor
7A & 8 St. John Blaney Cr.
Ross House, Merchants Road Galway
Date: 12.4.22

Appendix 1

Anna Farrell

Subject: FW: [EXTERNAL] Plumber and Pipefitter numbers working in Ireland
Attachments: Census 2016 tables amalgamated.pdf; Change in construction employment 2016 - 2021.pdf

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Dear Tom.

Further to your recent enquiry, I can confirm that the most recent figure for the number of plumbers and pipefitters working in Ireland is contained in the 2016 Census (<https://data.cso.ie/>, Table EB065 – attached).

- Total plumbers: 9,061 (of whom 2,999 were self-employed without paid employees)
- Total pipefitters: 683 (of whom 38 were self-employed without paid employees).

In order to extrapolate the likely growth in numbers since 2016, one can use two different bases:

- Overall employment growth in the construction sector between Q4 2016 and Q4 2021 was 31% (source: CSO, <https://data.cso.ie/>, Labour Force Survey Quarterly Series, Table QLF03 – attached).
- Growth in the number of Craft and Related Trades workers in Construction sector was 20% between Q4 2016 and Q3 2021 (source: Eurostat, <https://protect-eu.mimecast.com/s/z2AZCy9w5UNZM41tQHtcr?domain=appsso.eurostat.ec.europa.eu> – attached).

Using overall construction sector growth of 31%, the extrapolated growth in plumber numbers between 2016 and 2021 would be 11,870. If one removes the self-employed, the growth would be 8,871. Using the the 20% growth in Craft and Related Trades workers in the Construction sector, the extrapolated growth in plumber numbers between 2016 and 2021 would be 10,873. If one removes the growth in self-employed, the growth would be 7,874.

In respect of pipefitters, using overall construction sector growth of 31%, the extrapolated growth in pipefitter numbers between 2016 and 2021 would be 895. If one removes the self-employed, the growth would be 857. Using the the 20% growth in Craft and Related Trades workers in the Construction sector, the extrapolated growth in pipefitter numbers between 2016 and 2021 would be 820. If one removes the self-employed, the figure would be 782.

Based on the publicly available data (see relevant tables attached), it is thus reasonable to assume that the current total number of plumbers and pipefitters ranges between **11,693** (using the 20% growth figure registered in the 'Craft and Related Trades workers in the construction sector -10,873 + 820) and **12,765** (using the 31% growth in the overall construction sector – 11,870 +895)). If one removes those who are self-employed without paid employees, the figure would be between **8,656** (11,693-3037) and **9,728** (12,765-3037).

Best regards,
Ciarán Nugent,
Economist,
Nevin Economic Research Institute

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Construction employment 2016 – 2021

CSO: Quarterly Labour Force Survey

Table QLF03 – accessed 30 March 2022

Results

Show 100 : entries

Search

| Statistic | Quarter | Sex | NACE Rev 2 Economic Sector | Unit | Value |
|--|---------|------------|----------------------------|----------|-------|
| Persons aged 15-89 years in Employment | 2016Q4 | Both sexes | Construction (F) | Thousand | 120.8 |
| Persons aged 15-89 years in Employment | 2021Q4 | Both sexes | Construction (F) | Thousand | 158.3 |
| Persons aged 15-89 years in Employment (Seasonally Adjusted) | 2016Q4 | Both sexes | Construction (F) | Thousand | 121.7 |
| Persons aged 15-89 years in Employment (Seasonally Adjusted) | 2021Q4 | Both sexes | Construction (F) | Thousand | 158.4 |

Showing 1 to 4 of 4 entries

Previous 1 Next

Eurostat: Employment by sex, age, occupation and economic activity

Craft and related trades workers in the construction sector – accessed 30 March 2022

Employment by sex, age, occupation and economic activity (from 2008 onwards, NACE Rev. 2) (1 000)

[Ifsq_eisn2]

Last update: 17.03.22

Source of data: Eurostat

AGE: 15 years or over SEX: Total NACE_R2: Construction ISCO08: Craft and related trades workers UNIT: Thousand

| | TIME | |
|---------|--------|--------|
| GEO | 2016Q4 | 2021Q3 |
| Ireland | 68.5 | 82.2 |

Available flags:

b break in time series
e estimated
p provisional
u low reliability

o confidential
f forecast
r revised
z not applicable

d definition differs, see metadata
n not significant
s Eurostat estimate

Special value:
; not available

Central Statistics Office

Census 2016 – Profile 11 – Employment, Occupations and Industry

Population Aged 15 Years and Over, Employed or Self-employed by Detailed Occupational Group

Table EBO65 – accessed 30 March 2022

Pipefitters / Plumbers and heating and ventilating engineers

Results

Show 100 entries

Search

| Statistic | CensusYear | Sex | Detailed Occupational Group | Unit | Value |
|---------------------------------------|------------|------------|--|--------|-------|
| Self-employed, without paid employees | 2016 | Both sexes | Pipe fitters | Number | 38 |
| Self-employed, without paid employees | 2016 | Both sexes | Plumbers and heating and ventilating engineers | Number | 2,959 |
| Total - At work | 2016 | Both sexes | Pipe fitters | Number | 683 |
| Total - At work | 2016 | Both sexes | Plumbers and heating and ventilating engineers | Number | 9,061 |

Showing 1 to 4 of 4 entries

Previous 1 Next

[API Data Query](#)

Format JSON-stat (2.0) ▾

[Widget](#)





THE LABOUR COURT

INDUSTRIAL RELATIONS (AMENDMENT) ACT 2015

APPLICATION FOR A REQUEST to EXAMINE THE TERMS AND CONDITIONS OF EMPLOYMENT IN A SECTOR

| | |
|---|---|
| Name of applicant: | Unite the Union (Connect Trade Union Joint Application) |
| Address: | (Appendix 1.) |
| Contact Number: | (Appendix 1.) |
| Email Address: | (Appendix 1.) |
| Sector: | Mechanical Engineering Building Services Contracting Sector as defined by S.I. No. 59 of 2018 (Appendix 2.) |
| Class, type or group of workers to which the request relates: Qualified Plumbers and Registered Apprentice Plumbers (Craftsperson) and Qualified Pipefitters and Registered Apprentice Pipefitters (Craftsperson) working in the Sector as defined in S.I. No. 59 of 2018. | |
| Please enter details of the arrangements (if any) by which terms and conditions relating to remuneration and any sick pay scheme or pension scheme, of the workers in the sector to which the request relates are determined: Terms and conditions of employment within this sector are currently determined by a National Collective Employment Agreement. The terms of this agreement are negotiated by the aforementioned Unions and the MEBSCA Employer Group, directly and under the auspices of the Workplace Relations Commission. Key elements of the collective agreement and other terms and conditions of employment are provided for within S.I. No. 59 of 2018. | |
| Where the applicant is a trade union of workers, please enter the name and address of any other trade union of workers that is representative of workers in the sector to which the request relates: Connect Trade Union, 6 Gardiner Row, Dublin 1, | |
| Where the applicant is a trade union of workers, please enter the name and address of any trade union of employers or organisation of employers that is representative of employers in the sector to which the request relates: MEBSCA (c/o Construction Industry Federation) Construction House Canal Road Dublin 6 | |

Signature of Applicant:

Thomas Fitzgerald

Date:

74/04/2022

Appendix 1. Contact details of the applicants.

| Applicant 1 | Applicant 2 |
|--|-------------------------------------|
| Unite the Union | Connect Trade Union |
| 55/56 Middle Abbey Street | 6 Gardiner Row |
| Dublin 1 | Dublin 1 |
| Republic of Ireland | Republic of Ireland |
| Tel; 01 8980912 | Tel; 01 8747047 |
| Email; thomas.fitzgerald@unitetheunion.org | Email; construction@connectunion.ie |

Appendix 2. Sector Definition

For the purposes of this application the definition of the sector is taken directly from S.I. No. 59 of 2018 and states the following;

For the purposes of this Sectoral Employment Order the Mechanical Engineering Building Services Contracting Sector means the sector of the economy comprising the following economic activity:— *“The installation, alteration, fabrication, fitting, repair, maintenance, commission, removal and demolition in any building or its sites of articles, fittings, pipes, containers, tubes or instruments, storage facilities, etc. (including central heating apparatus, central plant apparatus, machinery and fuel containers connected thereto) for heating, cooling, including domestic hot and cold water systems, medical and process gases, process pipe services, utility pipe services and compressed and vacuum services of such buildings.”*


STATUTORY DECLARATION

THE INDUSTRIAL RELATIONS (AMENDMENT) ACT 2015

I Richie Browne , Regional Co-ordinating Officer of Unite the Union, whose principle place of business is 55-56 Middle Abbey Street, Dublin 1 aged 18 years and upwards make oath and say as follows:-

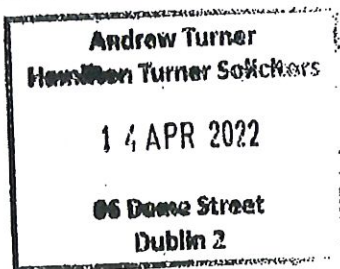
1. I say that I am the Regional Co-ordinating Officer of Unite the Union in the Republic of Ireland.
2. I further say and believe that Unite the Union holds a negotiating licence.
3. The address of Unite the Union is 55-56 Middle Abbey Street, Dublin 1.
4. The number of workers of the class, type or group to which the agreement relates who members are of Unite the Union is 3,623.
5. I say the total numbers which are members of the class, type or group to which the request relates ranges between 8,656 and 12,765. See further details set out at appendix A of this document in report from the Nevin Economic Research Institute (NERI).
6. I make this declaration from facts within my own knowledge save where otherwise appearing and wherso appearing I believe same to be true and pursuant to the provisions of the Statutory Declarations Act 1938.

SWORN by the said **Richie Browne**
on the 14 day of APRIL 2022
at Dame Street Dub 2
in the City of Dublin
before me a Practising Solicitor and I know the
~~Deponent/the Deponent was identified to me by~~


Richie Browne
Regional Co-ordinating Officer
Unite the Union



PRACTISING SOLICITOR



Appendix A, Page 1

Fitzgerald, Thomas

From: Ciaran Nugent <ciaran.nugent@nerinstitute.net>
Sent: 11 April 2022 15:40
To: Fitzgerald, Thomas
Subject: [EXTERNAL] Plumber and Pipefitter numbers working in Ireland
Attachments: Census 2016 tables amalgamated.pdf; Change in construction employment 2016 - 2021.pdf

EXTERNAL SENDER. Do not open any links or attachments unless you were expecting them from this sender. DO NOT provide your username or password.

Dear Tom.

Further to your recent enquiry, I can confirm that the most recent figure for the number of plumbers and pipefitters working in Ireland is contained in the 2016 Census (<https://data.cso.ie/>, Table EB065 – attached).

- Total plumbers: 9,061 (of whom 2,999 were self-employed without paid employees)
- Total pipefitters: 683 (of whom 38 were self-employed without paid employees).

In order to extrapolate the likely growth in numbers since 2016, one can use two different bases:

- Overall employment growth in the construction sector between Q4 2016 and Q4 2021 was 31% (source: CSO, <https://data.cso.ie/>, Labour Force Survey Quarterly Series, Table QLF03 – attached).
- Growth in the number of Craft and Related Trades workers in Construction sector was 20% between Q4 2016 and Q3 2021 (source: Eurostat, <https://protect-eu.mimecast.com/s/z2AZCy9w5UNZM41tQHtr?domain=appsso.eurostat.ec.europa.eu> – attached).

Using overall construction sector growth of 31%, the extrapolated growth in plumber numbers between 2016 and 2021 would be 11,870. If one removes the self-employed, the growth would be 8,871. Using the the 20% growth in Craft and Related Trades workers in the Construction sector, the extrapolated growth in plumber numbers between 2016 and 2021 would be 10,873. If one removes the growth in self-employed, the growth would be 7,874.

In respect of pipefitters, using overall construction sector growth of 31%, the extrapolated growth in pipefitter numbers between 2016 and 2021 would be 895. If one removes the self-employed, the growth would be 857. Using the the 20% growth in Craft and Related Trades workers in the Construction sector, the extrapolated growth in pipefitter numbers between 2016 and 2021 would be 820. If one removes the self-employed, the figure would be 782.

Based on the publicly available data (see relevant tables attached), it is thus reasonable to assume that the current total number of plumbers and pipefitters ranges between **11,693** (using the 20% growth figure registered in the 'Craft and Related Trades workers in the construction sector -10,873 + 820) and **12,765** (using the 31% growth in the overall construction sector – 11,870 +895)). If one removes those who are self-employed without paid employees, the figure would be between **8,656** (11,693-3037) and **9,728** (12,765-3037).

Best regards,
Ciarán Nugent,
Economist,
Nevin Economic Research Institute

AB



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Central Statistics Office

Census 2016 – Profile 11 – Employment, Occupations and Industry

Population Aged 15 Years and Over, Employed or Self-employed by Detailed Occupational Group

Table EB065 – accessed 30 March 2022

Pipefitters / Plumbers and heating and ventilating engineers

Results

Show 100 entries

Search:

| Statistic | CensusYear | Sex | Detailed Occupational Group | Unit | Value |
|---------------------------------------|------------|------------|--|--------|-------|
| Self-employed, without paid employees | 2016 | Both sexes | Pipe fitters | Number | 38 |
| Self-employed, without paid employees | 2016 | Both sexes | Plumbers and heating and ventilating engineers | Number | 2,999 |
| Total - All work | 2016 | Both sexes | Pipe fitters | Number | 683 |
| Total - All work | 2016 | Both sexes | Plumbers and heating and ventilating engineers | Number | 9,061 |

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Showing 1 to 4 of 4 entries

API Data Query

Format JSON-stat (2.0)

Widget

ATB
14

Andrew Turner
Hamilton Turner Solicitors
14 APR 2022
66 Dame Street
Dublin 2

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Construction employment 2016 – 2021

CSO: Quarterly Labour Force Survey

Table QLF03 – accessed 30 March 2022

| Results | | | | | |
|--|---------|------------|----------------------------|----------|-------|
| Show 100 entries | | | Search: | | |
| Statistic | Quarter | Sex | NACE Rev 2 Economic Sector | Unit | Value |
| Persons aged 15-89 years in Employment | 2016Q4 | Both sexes | Construction (F) | Thousand | 120.8 |
| Persons aged 15-89 years in Employment | 2021Q4 | Both sexes | Construction (F) | Thousand | 158.3 |
| Persons aged 15-89 years in Employment (Seasonally Adjusted) | 2016Q4 | Both sexes | Construction (F) | Thousand | 121.7 |
| Persons aged 15-89 years in Employment (Seasonally Adjusted) | 2021Q4 | Both sexes | Construction (F) | Thousand | 158.4 |

Showing 1 to 4 of 4 entries

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Eurostat: Employment by sex, age, occupation and economic activity

Craft and related trades workers in the construction sector – accessed 30 March 2022

Employment by sex, age, occupation and economic activity (from 2008 onwards, NACE Rev. 2) (1 000)

[ifsq_elsn2]

Last update: 17.03.22

Source of data: Eurostat

AGE: 15 years or over SEX: Total NACE_R2: Construction ISCO08: Craft and related trades workers UNIT: Thousand

| GEO | TIME | |
|---------|--------|--------|
| | 2016Q4 | 2021Q3 |
| Ireland | 68.6 | 82.2 |

Available flags:
 b break in time series
 e estimated
 p provisional
 u low reliability

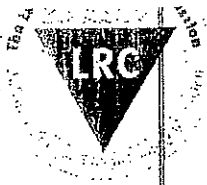
o confidential
 f forecast
 r revised
 z not applicable

d definition differs, see metadata
 n not significant
 a Eurostat estimate

Special value:
 ; not available

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Appendix 3



The Labour Relations Commission

Coimisiún na gCaidreamh Oibreacha

Tom Johnson House

Haddington Road

Dublin 4

Teach Thomáis na Seán

Báthar Haddington

Balla Átha Cliath

Telephone 01 613 6700

Fax 01 613 6701

E-mail: info@lrc.ie

Website: www.lrc.ie

LoCall (outside 01 area): 1890 220227

15th October 2010

MEBSCA/ TEEU & UNITE Agreement

I refer to the various meetings which have taken place in the Labour Relations Commission regarding the above and in particular to the meetings on 22nd July & 15th October 2010. Resulting from those meetings the following proposals are being tabled and are being recommended for acceptance by both union and management representatives;

The proposed pay scale from 1st October 2010 is as follows—

- 1st Year out of time ----- €20.63
- 2nd Year out of time ----- €20.92
- 3rd Year out of time ----- €21.06
- 4th Year out of time ----- €21.18
- 5th Year out of time ----- €21.31
- 6th Year out of time ----- €21.42

Apprentice rates will remain in line with the current Registered Agreement for the Construction Industry.

With regard to the rates for apprentices, these will be adjusted in due course should LCR 19,847 be implemented.

These new rates will apply to new projects, including new projects on existing sites, from 1st October 2010 and to all other existing projects from 1st January 2011.

The rates include the 1st hour of travel and all other terms and conditions are as per the Registered Agreement for the Construction Industry.

The Agreement will be reviewed at the end of 2011.

It is the intention of both sides to approach the Labour Court as soon as possible with a view to having this Agreement registered.

The above proposals are put forward solely on the basis that they are being recommended for acceptance; if rejected by either side they are automatically withdrawn and have no status whatsoever.

Sheamus Sweeney
Regional Manager

Commission members:

Breege O'Donoghue, Chair

Brendan McGinty

Fergus Whehan

Gerard Barry

Iarla Duffy

John Hennessy

Peter McLoone

Kieran Mulvey (Chief Executive)

THE LABOUR COURT

Copy of an Employment Agreement registered in the Register of Employment Agreements on 15th March, 1967 as varied for the twenty-fourth time by the Labour Court under Section 28 of the Industrial Relations Act, 1946 by:-

REGISTERED EMPLOYMENT AGREEMENT (CONSTRUCTION INDUSTRY WAGES AND CONDITIONS OF EMPLOYMENT) VARIATION ORDER, 2006 WITH EFFECT FROM 17 NOVEMBER, 2006

1. PARTIES TO THIS AGREEMENT

This Agreement dated the 1st day of June, 1966 is made between -

The Construction Industry Federation (formerly the Federation of Builders, Contractors and Allied Employers of Ireland) and the following Trade Unions:-

Amalgamated Society of Woodworkers,
Services, Industrial, Professional, Technical Union (formerly Irish Transport and General Workers' Union and Workers' Union of Ireland),
Operative Plasterers and Allied Trades Society of Ireland,
Amalgamated Society of Painters and Decorators,
Plumbing Trades Union,
Irish National Painters and Decorators Trade Union,
National Engineering Union,
Irish Society of Woodcutting Machinists,
Irish National Union of Woodworkers,
United House and Ship Painters and Decorators Trade Union of Ireland,
Automobile General Engineering and Mechanical Operative Union,

Amalgamated Society of Slaters, Tilers, and Roofing Operatives,
 Amalgamated Transport and General Workers' Union,
 Services, Industrial, Professional, Technical Union (formerly Federation of
 Rural Workers),
 Building Workers Trade Union on behalf of Ancient Guild of Brick and
 Stonelayers,
 Stonecutters' Union of Ireland.

2. **CLASS OF WORKERS TO WHICH THIS AGREEMENT APPLIES**

This Agreement applies to workers who are employed in one of the under-mentioned capacities, by Building or Civil Engineering Firms (see Second Schedule to the Agreement for the definition of "Building or Civil Engineering firms")

(a) **Construction Craftsmen:**

Bricklayers, Stonelayers
 Carpenters and Joiners
 Floorlayers (Dublin County Borough and County and Bray
 Urban District)
 Glaziers
 Painters
 Plasterers
 Plumbers
 Slaters and Tilers
 Stonecutters
 Woodcutting Machinists
 and Apprentices to the foregoing craftsmen.

(b) **Construction Operatives.**

3. **WAGE RATES**

The rate of wages payable to the classes of workers specified in paragraph 2 shall be that set out in the First Schedule hereto.

For workers who are construction operatives, the employer shall provide each worker with a statement to certify his grade. Such statement may be included in the written statement of terms of employment required under the Terms of Employment (Information) Act, 1994.

4. **NORMAL WEEK**

The normal working week of the classes of workers specified in paragraph 2 shall be thirty nine hours.

5. **GUARANTEED WEEK** ✓

Where a worker in any pay week throughout the year has performed work for his employer and being in that employer's employment has kept himself available for work throughout the normal working hours of each working day of the week, but during any part of that week has been prevented by reason of inclement weather from working, then he shall receive, in respect of time lost, a total payment calculated by reference to the National Joint Industrial Council rate applicable to him (i.e., excluding bonus schemes and bonus payments, site agreements and any plus payments other than official plus payment for machine operators and less the appropriate rate of taxation).

Decision as to when, during normal working hours, work is to be carried out, interrupted and resumed and as to whether some or all of the workers shall work at any particular time shall be made by the employer.

6. **ANNUAL LEAVE**

In the annual leave year 1998 and in each leave year thereafter, twenty-one days annual leave shall be given to the employees covered by this Agreement. Ten days are to be taken in July, four days at Christmas, five days at Easter (including Good Friday) and the balance as may be agreed between employers and workers in the industry.

Payment for annual leave shall be calculated in accordance with the provisions of the Organisation of Working Time Act, 1997.

Cesser pay shall be calculated on the basis of 13.65 hours for each four week period during which the worker worked for not less than 117 hours, or otherwise in accordance with the provisions of the Organisation of Working Time Act, 1997.

7. **OVERTIME RATES**

- (a) Overtime shall be at the rate of time and a half to midnight Monday to Friday and thereafter at double time. On Saturday overtime shall be paid at the rate of time and a half for the first four hours from normal starting time and thereafter at double time until normal starting time on Monday morning.
- (b) Overtime shall be calculated on a daily basis i.e., to qualify for overtime payments, an operative shall first have to work the standard number of hours in the area each day.
- (c) In the event that an operative is absent through his own fault on any normal working day, he shall not be entitled to overtime payment on the day immediately following the day of absence, and the prerogative of working overtime on that particular day will rest with the operative himself.

8. **EXPENSES INCURRED NECESSARILY AND EXCLUSIVELY AS A RESULT OF EMPLOYMENT IN THE CONSTRUCTION INDUSTRY**

Subsistence Allowance (Country Money)

Subsistence allowance (country money) shall be €157.25 per week for 5, 6 or 7 days and €31.45 per day for 4 days or less from 1st January, 2005. The allowance will be increased every 6 months in accordance with the increase in the consumer price index. The allowance shall be paid in accordance with the Local Working Rule Agreement or where none applies, where an operative has to reside away from home in the performance of his duties.

Expenses incurred in Travelling in the Performance of duties

It is agreed that in major urban areas, negotiations shall take place at local level for the improvement of existing arrangements or for the introduction of such arrangements where none presently exist. If agreement cannot be reached at local level the matter will be referred to the NJIC. The following urban area rates have been agreed:-

| | | | | |
|----------------------|----|---|----------|-------------------|
| <u>DUBLIN</u> | 0 | - | 4 miles | 1 hour per day |
| | 4 | - | 5 miles | 1½ hours per day |
| | 5 | - | 6 miles | 1½ hours per day |
| | 6 | - | 8 miles | 1 ¾ hours per day |
| | 8 | - | 12 miles | 2 hours per day |
| | 12 | - | 20 miles | 2½ hours per day* |

* not payable to workers recruited on site.

| | | | | |
|-------------|-----------|----------|-----------------|-----------------|
| CORK | 0 | - | 4 miles | ¾ hour |
| | 4 | - | 5 miles | 1 hour |
| | 5 | - | 6 miles | 1¼ hours |
| | 6 | - | 7 miles | 1½ hours |
| | 7 | - | 8 miles | 1¾ hours |
| | 8 | - | 14 miles | 2 hours |
| | 14 | - | 20 miles | 2½ hours |

The hours or fraction of hours above refer to the basic NJIC rate for Construction Craftsmen, Construction Operatives and Construction Apprentices, as appropriate and are exclusive of bonus schemes, bonus payments, site agreement payments and any plus payments.

The above travel rates for Cork are subject to the following conditions:

- (i) This agreement applies to all firms to whom the Registered Agreement for the Construction Industry applies. Among the categories not covered by this agreement are construction operatives employed in contractors' yards, plant yards, maintenance staff and the like and to those reporting to a fixed place and/or working from this fixed place. This is without prejudice to any existing in-Company (local or national) agreements currently enjoyed by these categories.

For the purpose of this agreement only building sites are not classified as a fixed place of employment.

- (ii) This agreement and these payments do not affect in any way already existing agreements (except 1981 and 1979 Cork Travel Allowance Agreements and clause 8 of the 1947 Cork Agreement) be they local, national, official, in-company and/or site agreements, except that a person is only entitled to one type of travelling payment e.g., is not entitled to, say, travel payment under a site agreement and also under the AJC travel payment.

- (iii) All distances are radial and have the GPO in Oliver Plunkett Street as the central and focal point and work outwards from there to the actual job/site. All distances are measured on a straight line basis and are one way only.
- (iv) A person who normally lives within a 3 mile radial distance from the job/site on which he is working qualifies only for the minimum travel allowance payment i.e., 0 - 4 mile range.
- (v) Where the employer provides transport and the employee travels in the employer's time no allowance whatsoever is paid. However, where an employer provides transport but the employee travels in his (employee's) own time, 60% of the appropriate allowance is paid in that situation.
- (vi) All categories of employees including construction craftsmen, construction operatives, and construction apprentices are paid the same appropriate allowance. Because these allowances are based on time, the appropriate applicable payment depends on the employee's basic NJIC rate. However, for the purpose of this travel payment agreement only, first year construction apprentices are paid the same monetary amounts as second year apprentices.
- (vii) These payments are paid only on the strict understanding that they are allowances towards compensating the operative in full both for the expense and time involved in travelling to and from the job/site. This travelling is to be done in the operative's own time and at his own expense and he must be available on the site for work at the normal starting time.

- (viii) All allowances are taxable pending any decision to the contrary by the Revenue Commissioners.
- (ix) If it is considered that the principle of this agreement is being infringed the matter may be raised by the party(s) concerned and settled by the Cork Area Joint Council.

| | | | | |
|------------------------|---|---|--------------------|-----------|
| <u>LIMERICK</u> | 0 | - | 3 miles | 1/3 hour |
| | 3 | - | 5 miles | 1/2 /hour |
| | | | 5 miles and over - | 1 hour |

The above travel rates for Limerick are subject to the following conditions: -

- (i) As with Cork.
- (ii) This agreement and these payments do not affect in any way already existing agreements (if equal or better) be they local, national, official, in-company and/or site agreements, except that a person is only entitled to one type of travelling payment e.g., is not entitled to, say, travel payment under a site agreement and also under the AJC travel payment.
- (iii) All distances are radial and have the GPO (Limerick) as the central and focal point and work outwards from there to the actual job/site. All distances are measured on a straight-line basis and are one-way only. Travel payment will be payable only to employees normally employed in the city and sent outwards to work.

- (iv) A person who normally lives within a 3-mile radial distance from the job/site on which he is working qualifies only for the minimum travel allowance payment i.e. 0 - 3 mile range.
- (v) As with Cork.
- (vi) As with Cork.
- (vii) These payments are paid only on the strict understanding that they are allowances towards compensating the operative in full both for the expense and time involved in travelling to and from the job/site. This travelling is to be done in the operative's own time and at his own expense and he must be available on the site for work at the normal starting time. This clause will not be used punitively where the employer is given a reasonable excuse for late arrival or early departure from site. Its main intention is to avoid abuse by those persistently late or not working the standard day.
- (viii) All allowances are taxable pending a decision to the contrary by the Revenue Commissioners.

WATERFORD

- (i) A travelling allowance of $\frac{1}{3}$ hour per day (bus allowance) will operate for all construction employees working on sites within the confines of the old city boundary.
- (ii) The centre point of the old city boundary is now definitely established as being the car stand (i.e., opposite Winstons Stores).

- (iii) (a) For those employees working on sites outside the old city boundary but within the new city boundary, a travelling allowance of $\frac{3}{4}$ hour per day, outgoing, will apply.
- (b) For those employees working on sites outside the new city boundary, a travelling allowance of 1 hour per day, outgoing (without any mileage limit), will apply.
- (c) If an employer supplies company transport for those employees working on sites outside the old or new city boundaries, no travelling allowance will apply.
- (iv) If an employee is habitually late, his travelling allowance will be reduced pro-rata i.e., if one hour late, $\frac{1}{8}$ of his travelling allowance will be deducted for that date. In other words, to qualify, an employee must commence work on site at normal starting time and work a standard day.
- (v) The above travelling allowances will be effective from 1st January, 1982.
- (vi) Travelling allowances are taxable.

GALWAY

| | | |
|-----------------------------------|---|----------------------------|
| Within old city boundary | - | $\frac{1}{3}$ hour per day |
| Between old and new city boundary | - | $\frac{3}{4}$ hour per day |
| Outside new city boundary | - | 1 hour per day |

The above travel rates for Galway are subject to the following conditions: -

- (i) This agreement applies to all firms to whom the Registered Construction Industry Agreement applies. Among the categories not covered by this agreement are construction operatives employed in contractors' yards, plant

yards, joinery shops and those reporting to a fixed place and/or working from this fixed place. This agreement does not apply where an employer provides suitable transport.

- (ii) Travel payments will be made to employees employed in the city and sent outwards to work. Travel payments will not be made to employees recruited on sites outside the new city boundary.
- (iii) A person who normally lives within a 3-mile radial distance from the site on which he is working will qualify only for the minimum travel allowance payment.
- (iv) In order to qualify for travelling payments the employee must travel in his own time and at his own expense and be available on the site for work at the normal starting time and work at least the normal working day.
- (v) All travelling allowances are subject to PAYE and PRSI in the usual way.

Travel allowances for Construction Apprentices and Juvenile Operatives

Construction apprentices shall receive the following percentages of the

Allowance payable to craftsmen:-

| | |
|------------------------------|------------|
| 1st year and 2nd year | 60% |
| 3rd year | 75% |
| 4th year | 90% |

The same % shall apply to juveniles relative to the general operative rate: -

| | |
|------------|----------------|
| 60% | 16 + 17 |
| 75% | 18 + 19 |
| 90% | 20 - |

9. **INDUSTRIAL RELATIONS AGREEMENTS**

The relevant terms of Industrial Relations Agreements of 1976, 1979 and 1980 which were made between the Construction Industry Federation and the Construction Group of Unions and which are summarised in the Third Schedule hereto are to be read in conjunction with this Agreement.

10. **ENGAGEMENT OF SUB-CONTRACTORS**

The parties agree that contractors and sub-contractors covered by the Registered Employment Agreement for the Construction Industry should be free to engage approved contractors in any trade or activity in the industry. For the purpose of this agreement, approved sub-contractors are defined as follows: -

- (a) They must comply with the terms of the Registered Employment Agreements for the industry.
- (b) They must employ the appropriate grades of trade union labour.
- (c) They must supply material as well as labour in those sectors of the industry where this has been normal practice.
- (d) They must comply with the Social Welfare Acts and Section 17 of the Finance Act, 1970 as amended by the Finance Act, 1995 and they must conform to the guidelines issued by the Revenue Commissioners under the Finance Act, 1995.
- (e) They must maintain a safe and healthy environment and comply with the provisions of the Safety in Industry Act, 1990.

- (f) They must carry employers' liability insurance in respect of their employees and the work in which they are engaged unless this cover is provided by the main contractor or the client.
- (g) They must employ appropriate numbers of apprentices relative to the number of craft workers employed.
- (h) They must, if in a labour only category, give security in a manner to be determined from time to time by the NJIC for the Construction Industry against default in respect of any liabilities they may have to employees.

11. PROCEDURE FOR SETTLING GRIEVANCES AND DISPUTES

If a trade dispute occurs between workers to whom this Agreement relates and their employers, no strike or lock-out, or other form of industrial action shall take place until the following procedures have been complied with and the Labour Court has issued a recommendation.

Category A Disputes

For the purposes of this Agreement questions concerning local matters or matters of an individual nature are regarded as category A disputes. Where these disputes arise, the following procedure shall be complied with:

- (a) The grievance or dispute shall in the first instance be discussed between the parties concerned. If the dispute is not resolved within 3 days it may be referred to the trade union concerned and, where appropriate, the Construction Industry Federation (CIF). Notice in writing of the dispute shall be given by the individual concerned or his trade union to the CIF.

- (b) If the dispute is not resolved within 7 days, or such longer period as may be mutually agreed, the issue may be referred to a Construction Industry Disputes Tribunal (CIDT).
- (c) The CIDT will issue a decision within one week. The decision of the CIDT, where unanimous, shall be binding.
- (d) Other decisions may be appealed to a Rights Commissioner, the Labour Relations Commission or the National Joint Industrial Council (NJIC) as appropriate.
- (e) If the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

Construction Industry Disputes Tribunal

The Tribunal shall be established to deal with Category A disputes as defined above. The Tribunal will consist of the following:

- Independent Chairman. The Chairman of the NJIC may act as the independent Chairman in this regard
- One employer representative to be nominated by the employers' side of the NJIC
- One trade union representative to be nominated by the employees' side of the NJIC

Category B Disputes

For the purposes of this Agreement questions concerning wages, working hours and conditions of employment in the industry are regarded as Category B disputes. Where these issues arise, the following procedure shall be complied with:

- (a) Any grievance or dispute that arises between workers and employers covered by this Agreement will in the first instance be discussed between the parties concerned and their trade unions.
- (b) Where the issue remains unresolved after (a) above, it shall be referred to the NJIC. The Secretary of the NJIC, within 3 days of receiving written notification of the dispute from either of the parties involved, shall arrange a meeting to discuss the issue in dispute.
- (c) If after a meeting of the NJIC the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

12. **PROVISION FOR VARIATION OF THIS AGREEMENT**

This agreement may be varied in accordance with the provisions of Section 28 of the Industrial Relations Act, 1946.

13. **OTHER REGISTERED AGREEMENTS**

This Agreement shall not apply to workers who are covered by any other Registered Agreement.

SIGNED for and on behalf of:

TRADE UNIONS

| | |
|---|--------------|
| AMALGAMATED SOCIETY OF WOODWORKERS | Jim Cox |
| SERVICES, INDUSTRIAL, PROFESSIONAL, TECHNICAL UNION (formerly Irish Transport and General Workers' Union) | John Conroy |
| SERVICES, INDUSTRIAL, PROFESSIONAL, TECHNICAL UNION (formerly Workers' Union of Ireland) | James Larkin |
| OPERATIVE PLASTERERS & ALLIED TRADES SOCIETY OF IRELAND | G. Doyle |
| AMALGAMATED SOCIETY OF PAINTERS AND DECORATORS | John O'Leary |
| PLUMBING TRADES UNION | P. Ferris |
| IRISH SOCIETY OF WOODCUTTING MACHINISTS | G.H. Wall |
| NATIONAL ENGINEERING UNION | J. Cassidy |
| IRISH NATIONAL PAINTERS AND DECORATORS TRADES UNION | John Mulhall |

| | |
|---|-----------------|
| IRISH NATIONAL UNION OF WOODWORKERS | P.F. McGrath |
| UNITED HOUSE AND SHIP PAINTERS AND DECORATORS TRADE UNION OF IRELAND | L. Hudson |
| AUTOMOBILE GENERAL ENGINEERING & MECHANICAL OPERATIVES UNION | B. Leonard |
| AMALGAMATED SOCIETY OF SLATERS, TILERS AND ROOFING OPERATIVES | J.M. Moore |
| AMALGAMATED TRANSPORT AND GENERAL WORKERS UNION | M.P. Merrigan |
| SERVICES, INDUSTRIAL, PROFESSIONAL, TECHNICAL UNION (formerly Federation of Rural Workers) | James Tully TD |
| Building Workers' Trade Union on behalf of:- | |
| ANCIENT GUILD OF BRICK AND STONE LAYERS and STONECUTTERS UNION OF IRELAND | Frank O'Connor |
| <u>EMPLOYERS</u> | |
| THE CONSTRUCTION INDUSTRY FEDERATION (formerly the Federation of Builders, Contractors and Allied Employers of Ireland) | Thomas Reynolds |

FIRST SCHEDULE

| WAGE RATES | HOURLY RATE 01/10/05 2.5% (SP) € | HOURLY RATE 01/04/06 3% € | HOURLY RATE 01/10/06 2% € | HOURLY RATE 01/07/07 2.5% € | HOURLY RATE 01/01/08 2.5% € |
|--|--|---------------------------------------|---------------------------------------|---|---|
| CONSTRUCTION CRAFTSMEN | 16.85 | 17.36 | 17.71 | 18.15 | 18.60 |
| CONSTRUCTION APPRENTICES % of Craft Rate | | | | | |
| 1st Year 33 $\frac{1}{3}$ % | 5.62 | 5.79 | 5.90 | 6.05 | 6.20 |
| 2nd Year 50% | 8.42 | 8.68 | 8.86 | 9.08 | 9.30 |
| 3rd Year 75% | 12.64 | 13.02 | 13.28 | 13.61 | 13.95 |
| 4th Year 90% | 15.16 | 15.62 | 15.94 | 16.34 | 16.74 |
| CONSTRUCTION OPERATIVES % of Craft Rate | | | | | |
| A 97% | 16.34 | 16.84 | 17.18 | 17.61 | 18.04 |
| B 91% | 15.33 | 15.80 | 16.12 | 16.52 | 16.93 |
| C 88% | 14.83 | 15.28 | 15.58 | 15.97 | 16.37 |
| D 80% | 13.48 | 13.89 | 14.17 | 14.52 | 14.88 |

This category now includes the category previously described as "Lorry Drivers Dublin County Borough and County and Bray Urban District".

{The Grades reflect range of ability and years of experience. They are more specifically described in Labour Relations Commission document entitled "Construction Operatives Responsibility and Skill Ranking"}.

| JUVENILE CONSTRUCTION OPERATIVES | | | | | | |
|-------------------------------------|------------------|------|------|------|------|------|
| 16 Years | (40% of Grade D) | 5.39 | 5.56 | 5.67 | 5.81 | 5.95 |
| 17 Years | (50% of Grade D) | 6.74 | 6.95 | 7.09 | 7.26 | 7.44 |

SECOND SCHEDULE (see Clause 2)

1. For the purpose of this Agreement a building firm means an undertaking the principal business of which is one or a combination of any of the following activities:-
- (a) the construction, reconstruction, alteration, repair, painting, decorating, fitting of glass in buildings and demolition of buildings;
 - (b) the installation, alteration, fitting, repair, painting, decoration, maintenance and demolition in any building or its site of articles, fittings, pipes, containers, tubes, wires or instruments (including central heating apparatus, machinery and fuel containers connected thereto) for the heating, lighting, power or water supply of such buildings;
 - (c)
 - (i) the clearing and laying out of sites for buildings;
 - (ii) the construction of foundations of such sites;
 - (iii) the construction, reconstruction, repair and maintenance within such sites of all sewers, drains and other works for use in connection with sanitation of building or the disposal of waste;
 - (iv) the construction, reconstruction, repair and maintenance on such sites of boundary walls, railings and fences for the use, protection or ornamentation of buildings;
 - (v) the making of roads and paths within the boundaries of such sites.

- (d) the manufacture, alteration, fitting and repair of articles of worked stone (including rough punched granite and stone) granite, marble, slate and plaster.
2. For the purpose of this Agreement a Civil Engineering firm means an undertaking the principal business of which is one, or a combination of any of the following activities:-
- (a) the construction, reconstruction, alteration, repair, painting, decoration and demolition of:-
roads, paths, kerbs, bridges, viaducts, aqueducts, harbours, docks, wharves, piers, quays, promenades, landing places, sea defences, airports, canals, waterworks, reservoirs, filter beds, works for the production of gas or electricity, sewerage works, public mains for the supply of water or the disposal of sewerage and all work in connection with buildings and their sites with such mains;

rivers works, dams, weirs, embankments, breakwaters, moles, works for the purpose of road drainage or the prevention of coastal erosion;

cattlemarkets, fair grounds, sports grounds, playgrounds, tennis-courts, ball alleys, swimming pools, public baths, bathing places in concrete, stone tarmacadam, asphalt or such like material, any boundary walls, railings, fences and shelters erected thereon;
- (b) the painting or decoration of poles, masts, standard pylons for telephone, telegraph, radio communication and broadcasting; and

- (c) ground levelling, ground formation or drainage in connection with the construction or reconstruction of grass sports grounds, public parks, playing fields, tennis-courts, golf links, play-grounds, racecourses and greyhound racing tracks, but excluding the sowing of grass seed on such grounds.

ADDENDUM TO EMPLOYMENT AGREEMENT FOR THE CONSTRUCTION INDUSTRY

We, the undersigned, being the parties to the Employment Agreement for the Construction Industry agree that Paragraph 1(d) of the Second Schedule to the Agreement does not apply to undertakings whose principal business is one or a combination of any of the following activities:-

Mining or calcining of Gypsum and/or the manufacture of Plaster, Plaster of Paris, Bag Plaster, Plaster-board.

Dated the 14th February, 1967.

SIGNED for and on behalf of:

TRADE UNIONS:

AMALGAMATED SOCIETY OF WOODWORKERS J. M. Cox

SERVICES, INDUSTRIAL, PROFESSIONAL, TECHNICAL
UNION (formerly Irish Transport and General Workers'

Union)

Sean O'Murchu

SERVICES, INDUSTRIAL, PROFESSIONAL, TECHNICAL
UNION (formerly Workers' Union of Ireland)

James Larkin

| | |
|---|---------------|
| OPERATIVE PLASTERERS AND ALLIED TRADES SOCIETY OF IRELAND | Gerald Doyle |
| AMALGAMATED SOCIETY OF PAINTERS AND DECORATORS | John O'Leary |
| PLUMBING TRADES UNION | P. Ferris |
| IRISH SOCIETY OF WOODCUTTING MACHINISTS | G.H. Wall |
| NATIONAL ENGINEERING UNION | J. Cassidy |
| IRISH NATIONAL PAINTERS AND DECORATORS TRADES UNION | J. Mulhall |
| IRISH NATIONAL UNION OF WOODWORKERS | P.F. McGrath |
| UNITED HOUSE AND SHIP PAINTERS AND DECORATORS TRADE UNION OF IRELAND | L. Hudson |
| AUTOMOBILE GENERAL ENGINEERING & MECHANICAL OPERATIVES UNION | B. Leonard |
| AMALGAMATED SOCIETY OF SLATERS, TILERS AND ROOFING OPERATIVES | J. Moore |
| AMALGAMATED TRANSPORT AND GENERAL WORKERS' UNION | M.P. Merrigan |

SERVICES, INDUSTRIAL, PROFESSIONAL,
TECHNICAL UNION (formerly Federation of Rural
Workers)

J. Tully TD

Building Workers' Trade Union on behalf of:-

ANCIENT GUILD OF BRICK AND STONE LAYERS

and

STONECUTTERS UNION OF IRELAND

F. O'Connor

EMPLOYERS

THE CONSTRUCTION INDUSTRY FEDERATION

(formerly the Federation of Builders, Contractors and

Allied Employers of Ireland)

T. Reynolds

THIRD SCHEDULE

**SUMMARY OF RELEVANT TERMS AGREED UNDER INDUSTRIAL
RELATIONS AGREEMENTS OF 1976, 1979 AND 1980 AND MADE
BETWEEN THE CONSTRUCTION INDUSTRY FEDERATION AND THE
CONSTRUCTION INDUSTRIAL COMMITTEE OF THE IRISH CONGRESS
OF TRADE UNIONS**

1. **RESTRICTIONS**

No restrictions shall be placed on the use of techniques and equipment and no plus rates can be paid for same (except in those cases where it is existing custom and practice to pay plus rates which shall be subject to negotiation in accordance with existing procedures).

2. **ABSENTEEISM**

Where a worker without valid reason is absent for a day or most of a day (minimum 4.5 hours of standard working hours) he/she shall lose a specified amount of money as defined below for that day and the following working day.

If a worker is late in starting for more than .5 hour on three days in the pay week, he/she shall forfeit the specified amount for those three days. The same shall apply on all other days on which he/she is more than .5 hour late in starting in the particular pay week. The specified amount is defined as the amount of the relativity increase of €6.98 (£5.50) per week in the case of craft workers and €6.22 (£4.90) per week in the case of general workers, which became effective on 1st September, 1977.

3. **DEMARCATIION**

Where demarcation issues arise workers shall continue working as directed by their employer until the issue is decided by a Sub-Committee of the Joint Industrial Council, which shall decide the issue within a stipulated period.



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

Teach Thomás Mac Seáin, Bóthar Haddington, Baile Átha Cliath 4, Éire
Tom Johnson House, Haddington Road, Dublin 4, Ireland
D04 AE64

T: 1890 22 02 27 or +353 (0)1 6136700
F: +353 (0)1 6136701

Direct Phone Line: 613 6709
Our Ref: C-160057-15

19 May 2017

Mr Tom Fitzgerald
Regional Officer
Unite the Union
Unite House
55/56 Middle Abbey Street
Dublin 1

Dear Mr Fitzgerald

I refer to the conciliation conferences between representatives of the CIF and Unite and the TEEU concerning members employed in the mechanical contracting industry.

The issues in dispute between the parties have necessitated a prolonged process of engagement at the Workplace Relations Commission. This process has resulted in the proposal below on pay being recommended for acceptance by all the parties.

Proposal

1. The hourly rates for members working in the mechanical contracting industry will increase as follows:
 - 2.4% on 1 July 2016
 - 2.5% on 1 January 2017
 - 2.4% on 1 October 2017
 - 2.5% on 1 March 2018
2. This agreement will expire on the 30th September 2018.
3. The parties are committed to applying to the Labour Court for a Sectoral Employment Order (SEO).

Yours sincerely

Brendan Cunningham
Industrial Relations Officer



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

100 Lansdowne, Dublin 4, Ireland / 100 Lansdowne Rd DUBLIN 4,
Baile Átha Cliath 4, Éire.
Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4, Ireland.

T: 1890 22 02 27 or +353 (0)1 6136700
F: +353 (0)1 6136701

C-163813-18

27 May 2019

Mechanical Engineering and Building Services Contractors Association / UNITE / CONNECT

Pay Claim

After an extensive process of negotiation under the auspices of the Workplace Relations Commission the following proposal was put forward by the Chairman and agreed for recommendation by the parties.

PAY


- 2.7% increase to apply for 12 months from 1st September 2019
- 2.7% increase to apply for 12 months from 1st September 2020
- The parties agree to begin engagement on a successor agreement with talks to commence in January 2021. If necessary, these talks will utilise the WRC in accordance with agreed procedures.

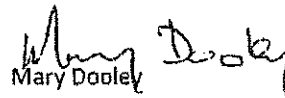
TRAVEL TIME

Despite detailed discussion between the parties in the WRC process they were unable to reach agreement on the travel time element of the union claim. Accordingly, it is agreed by the parties that this issue will be referred separately to the Labour Court under the provisions of section 26(1) of the Industrial Relations Act 1990.

The parties also agreed that the amended rates would be reflected in the Sectoral Employment Order. An application to the Labour Court to have the SEO rates amended will be made by the union side no later than 15 July 2019.

Yours Sincerely


Damien Cannon
Regional Manager


Mary Dooley
Industrial Relations Officer



An Coimisiún um Chaidreamh san Áit Oibre
Workplace Relations Commission

Áras Lansdún, Bóthar Lansdún, Droichead na Dothra,
Baile Átha Cliath 4, Éire.
Lansdowne House, Lansdowne Road, Ballsbridge, Dublin 4, Ireland.
T: 0818 80 80 90 or +353 (0)1 6136700

C- 166271-22

15 February 2022

Mechanical Engineering and Building Services Contractors Association / UNITE / CONNECT

Following conciliation under the auspices of the Workplace Relations Commission the following proposal was agreed for recommendation by the parties

PAY

- 2.8% increase to apply from 29th April 2022
- 2.8% increase to apply from 1st January 2023
- Pay Deal to conclude 31st December 2023

The parties agree that the amended basic hourly rates will be reflected in a new sectoral employment order to be sought by the parties. The unions commit to submit an application to the Labour Court for an SEO by 1st April 2022

PENSION

- The pension contribution rates of 1st October 2020 to be increased by 2% from 29th April 2022
- A further 2% increase in contribution rates to apply from 1st January 2023

TRAVEL TIME

The parties agree that the issue of travel time will be the subject of a section 26(1) referral to the Labour Court and will not, at this time, be part of the sectoral employment order process.

If any part of this proposal is rejected by either party, the offer, in its entirety is withdrawn and deemed not to have been tabled.

Yours Sincerely

Damien Cannon

Regional Manager

Conciliation Advisory and Mediation Service

Appendix 4



**MEBSCA RATES:
2007/2008**

| | | | |
|---|---|---|-----------------|
| 01/01/07 Per Hour Grade 1 Plumber (5+ years qualified) Craft Rate - €17.71 Grade 1 - €3.24 Special equipment - €0.43 Copper Pipe - €0.43 Consolidated Rate - €21.81 | 01/07/07 Per Hour Grade 1 Plumber (5+ years qualified) Craft Rate - €18.15 Grade 1 - €3.24 Special equipment - €0.43 Copper Pipe - €0.43 Consolidated Rate - €22.25 | 01/01/08 Per Hour Grade 1 Plumber (+5 years qualified) Craft Rate - €18.60 Grade 1 - €3.39 Special equipment - €0.45 Copper Pipe - €0.45 Consolidated Rate - €22.89 | |
| Grade 2 Plumber (2-4 years qualified) Craft Rate - €17.71 Grade 2 - €2.06 Special equipment - €0.43 Consolidated Rate - €20.20 | Grade 2 Plumber (2-4 years qualified) Craft Rate - €18.15 Grade 2 - €2.06 Special equipment - €0.43 Consolidated Rate - €20.64 | Grade 2 Plumber (2-4 years qualified) Craft Rate - €18.60 Grade 2 - €2.15 Special equipment - €0.45 Consolidated Rate - €21.20 | |
| Grade 3 Plumber (Up to 2 years qualified) Craft Rate - €17.71 Special equipment - €0.43 Consolidated Rate - €18.14 | Grade 3 Plumber (Up to 2 years qualified) Craft Rate - €18.15 Special equipment - €0.43 Consolidated Rate - €18.58 | Grade 3 Plumber (Up to 2 years qualified) Craft Rate - €18.60 Special Equipment - €0.45 Consolidated Rate - €19.05 | |
| WELDING CERTIFICATION | | | |
| Cert BS 4871 Class II API 1104 Cert BS 4871 Class I | 1/7/07 € 0.43 per hour € 0.75 per hour € 1.43 per hour | 1/1/08 €0.45 per hour €0.78 per hour €1.49 per hour | |
| APPRENTICE RATES (Per Hour) | | | |
| | 01/01/07 | 01/07/07 | 01/01/08 |
| 1 st year rate | € 5.31 | € 5.45 | € 5.58 |
| 2 nd year rate | € 7.97 | € 8.17 | € 8.37 |
| 3 rd year rate | € 11.51 | € 11.80 | € 12.09 |
| 4 th year rate | € 14.17 | € 14.52 | € 14.88 |
| *NOTE: Average travel time paid for holidays. Daily Chargehand allowance: 1 January 2007 - €12.48 1 January 2008 - € 13.04 | | | |



2017



| MEBSCA HOURLY RATES - OCTOBER '06 & JANUARY, 2007 | | |
|--|------------------------------|--|
| | 1st October, 2006 | 1st January, 2007 |
| | <i>*add €0.41 if Brazing</i> | <i>*add €0.43 if Brazing</i> |
| | 2% Towards 2016 | 5.5% Increase in Special Skills Allowances |
| Craft Rate | €17.71 | €17.71 |
| Class 1 | €3.07 | €3.24 |
| Class 2 | €1.95 | €2.06 |
| Special Equipment | €0.41 | €0.43 |
| Copper Pipe ASME 1X Cert | €0.41 | €0.43 |
| Cert BS 4871 Class 2 | €0.41 | €0.43 |
| API 1104 | €0.71 | €0.75 |
| Cert BS 4871 Class 1 | €1.35 | €1.43 |
| Grade 1 Fitter | | |
| Craft Rate | €17.71 | €17.71 |
| Grade 1 | €3.07 | €3.24 |
| Special Equipment | €0.41 | €0.43 |
| Copper Pipe | €0.41 | €0.43 |
| Consolidated Rate | €21.60 | €21.81 |
| Grade 2 Fitter | | |
| Craft Rate | €17.71 | €17.71 |
| Grade 2 | €1.95 | €2.06 |
| Special Equipment | €0.41 | €0.43 |
| Consolidated Rate | €20.07* | €20.20* |
| Fitter Under 2 Years | | |
| Craft Rate | €17.71 | €17.71 |
| Special Equipment | €0.41 | €0.43 |
| Consolidated Rate | €18.12* | €18.14* |
| Grade 1 Fitter/Welder | | |
| Craft Rate | €17.71 | €17.71 |
| Grade 1 | €3.07 | €3.24 |
| Special Equipment | €0.41 | €0.43 |
| Copper Pipe | €0.41 | €0.43 |
| Cert BS 4871 Class 1 | €1.35 | €1.43 |
| Consolidated | €22.95 | €23.24 |
| Apprentices | | |
| 1st Year - 30% | €5.31 | €5.31 |
| 2nd Year - 45% | €7.97 | €7.97 |
| 3rd Year - 65% | €11.51 | €11.51 |
| 4th Year - 80% | €14.17 | €14.17 |
| Daily Chargehand Allowance | 01/01/2006 | €11.83 |
| Daily Chargehand Allowance | 01/01/07 | €12.48 |

(2)

2 of 2

MEBSCA Hourly Rates for October, 2006 – JANUARY, 2007.

Class II Special Skill Rate

Craftsmen with welding and brazing skills to a standard to meet the requirements of the working environment with a minimum of two years site experience as a craftsman in Building Services installations.

Class I Special Skill Rate

Building Services Craftsmen certified to the HVCA Standard of Welding (Class II OXY-ACET) with a minimum of five years site experience as a Craftsman in Building Services installations. Craftsmen must be certified to the required standard by an independent examiner. The cost of the examination will in the first instance be met by the employer and if unsuccessful thereafter will be shared (60/40) until the standard has been achieved. Updating of certificates as required will be at the cost of the employer. The panel of examiners will be subject to continuing approval by MEBSCA.

Basic Rate Craftsmen & Special Equipment Rate

Craftsmen who have completed a recognized apprenticeship

Basic Rate Craftsmen with Additional Payment

Copper pipe work certified to ASME IX brazing for copper pipe work

Additional Payments for Certification

- (a.) Certified to BS4871: Manual metal arc welding
Class II for low pressure pipe to 160 PSI
- (b.) Certified to API 1104: For oil and gas pipelines
To 160 PSI. Including (a) above
- (c.) Certified to BS4871: Code for approved testing
of Welders (Class I). Including (a) and (b) above

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2 of 2

MEBSCA Hourly Rates of Pay for January, 2007, July, 2007 & January, 2008.

Class II Special Skill Rate

Craftsmen with welding and brazing skills to a standard to meet the requirements of the working environment with a minimum of two years site experience as a craftsman in Building Services installations.

Class I Special Skill Rate

Building Services Craftsmen certified to the HVCA Standard of Welding (Class II OXY-ACET) with a minimum of five years site experience as a Craftsman in Building Services installations. Craftsmen must be certified to the required standard by an independent examiner. The cost of the examination will in the first instance be met by the employer and if unsuccessful thereafter will be shared (60/40) until the standard has been achieved. Updating of certificates as required will be at the cost of the employer. The panel of examiners will be subject to continuing approval by MEBSCA.

Basic Rate Craftsmen & Special Equipment Rate

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Class II for low pressure pipe to 160 PSI
- (b.) Certified to API 1104: For oil and gas pipelines
To 160 PSI. Including (a) above
- (c.) Certified to BS4871: Code for approved testing
of Welders (Class I). Including (a) and (b) above

④

1 of 2

| MEBSA HOURLY RATES - JANUARY '07 - JULY '07 - JANUARY '08 | | | |
|---|---------------------------------|------------------------------|---------------------------------------|
| | 01/01/2007 | 01/07/2007 | 01/01/2008 |
| | *add €0.43 if Brazing | *add €0.43 if Brazing | *add €0.45 if Brazing |
| | 5.5% Increase in | 2.50% | 2.5% - T16 & 4.5% Increase |
| | Special Skills Allowance | | Special Skills Allowance |
| Craft Rate | €17.71 | €18.15 | €18.60 |
| Class 1 | €3.24 | €3.24 | €3.39 |
| Class 2 | €2.06 | €2.06 | €2.15 |
| Special Equipment | €0.43 | €0.43 | €0.45 |
| Copper Pipe ASME 1X Cert | €0.43 | €0.43 | €0.45 |
| Cert BS 4871 Class 2 | €0.43 | €0.43 | €0.45 |
| API 1104 | €0.75 | €0.75 | €0.78 |
| Cert BS 4871 Class 1 | €1.43 | €1.43 | €1.49 |
| Grade 1 Fitter | | | |
| Craft Rate | €17.71 | €18.15 | €18.60 |
| Grade 1 | €3.24 | €3.24 | €3.39 |
| Special Equipment | €0.43 | €0.43 | €0.45 |
| Copper Pipe | €0.43 | €0.43 | €0.45 |
| Consolidated Rate | €21.81 | €22.25 | €22.89 |
| Grade 2 Fitter | | | |
| Craft Rate | €17.71 | €18.15 | €18.60 |
| Grade 2 | €2.06 | €2.06 | €2.15 |
| Special Equipment | €0.43 | €0.43 | €0.45 |
| Consolidated Rate | €20.20* | €20.64* | €21.20* |
| Fitter Under 2 Years | | | |
| Craft Rate | €17.71 | €18.15 | €18.60 |
| Special Equipment | €0.43 | €0.43 | €0.45 |
| Consolidated Rate | €18.14* | €18.58* | €19.05* |
| Grade 1 Fitter/Welder | | | |
| Craft Rate | €17.71 | €18.15 | €18.60 |
| Grade 1 | €3.24 | €3.24 | €3.39 |
| Special Equipment | €0.43 | €0.43 | €0.45 |
| Copper Pipe | €0.43 | €0.43 | €0.45 |
| Cert BS 4871 Class 1 | €1.43 | €1.43 | €1.49 |
| Consolidated | €23.24 | €23.68 | €24.38 |
| Apprentices | | | |
| 1st Year - 30% | €5.31 | €5.45 | €5.58 |
| 2nd Year - 45% | €7.97 | €8.17 | €8.37 |
| 3rd Year - 65% | €11.51 | €11.80 | €12.09 |
| 4th Year - 80% | €14.17 | €14.52 | €14.88 |
| DAILY CHARGEHAND ALLOWANCE FROM 01-01-07 €12.48 & FROM 01-01-08 €13.04 | | | |

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MECHANICAL RATES OF PAY 2016-2018

| HOURLY RATES | 04-02-2011 | 01-07-2016 +2.4% | 01-01-2017 +2.5% | 01-10-2017 +2.4% | 01-03-2018 +2.5% |
|----------------------------------|-------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| 1 st Year out of time | €20.63 | €21.13 | €21.65 | €22.17 | €22.73 |
| 2 nd Year out of time | €20.92 | €21.42 | €21.96 | €22.48 | €23.05 |
| 3 rd Year out of time | €21.06 | €21.57 | €22.10 | €22.64 | €23.20 |
| 4 th Year out of time | €21.18 | €21.69 | €22.23 | €22.76 | €23.33 |
| 5 th Year out of time | €21.31 | €21.82 | €22.37 | €22.91 | €23.48 |
| 6 th Year out of time | €21.42 | €21.93 | €22.48 | €23.02 | €23.60 |
| APPRENTICES | | | | | |
| 1 ST Year | €5.73 | €5.87 | €6.01 | €6.15 | €6.30 |
| 2 nd Year | €8.61 | €8.82 | €9.04 | €9.26 | €9.49 |
| 3 rd Year | €12.91 | €13.22 | €13.55 | €13.88 | €14.22 |
| 4 th Year | €15.49 | €15.86 | €16.26 | €16.65 | €17.07 |

Unite House
 55/56 Middle Abbey Street
 Dublin 1
 Republic of Ireland
 Tel: 00 353 (0)1 8980912
 Fax: 00 353 (0)1 873 4602



Republic of Ireland Head Office

MECHANICAL RATES OF PAY 1st SEPT 2019

| HOURLY RATES | Old Rates | New Rates 01/09/19 |
|---------------------|--|-------------------------------|
| Newly Qualified | €22.73 - C1 | €23.34 |
| 1 Year Qualified | €23.05 | €23.67 |
| 2 Years Qualified | €23.20 | €23.83 |
| 3 Years Qualified | €23.33 - C2 | €23.96 |
| 4 Years Qualified | €23.48 | €24.11 |
| 5 Years Qualified | €23.60 - C3 | €24.24 |

| APPRENTICES | Old Rates | New Rates 01/09/19 |
|--|------------------|-------------------------------|
| 3% of Category 1 Mech. Rate (1 st Year) | €7.57 | €7.77 |
| 5% of Category 1 Mech. Rate (2 nd Year) | €11.37 | €11.68 |
| 7% of Category 1 Mech. Rate (3 rd Year) | €17.05 | €17.51 |
| 9% of Category 1 Mech. Rate (4 th Year) | €20.46 | €21.01 |

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 55/56 Middle Abbey Street
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 Republic of Ireland
 Tel: 00 353 (0)1 8980912
 Fax: 00 353 (0)1 873 4602



Republic of Ireland Head Office

MECHANICAL RATES OF PAY 1st SEPT 2020

| | Old Rates | New Rates 01/09/20 |
|--|-----------|-----------------------|
| Newly Qualified * (Category 1) | €23.34 | €23.97 |
| 1 Year Qualified | €23.67 | €24.31 |
| 2 Years Qualified* (Category 2) | €23.83 | €24.47 |
| 3 Years Qualified | €23.96 | €24.61 |
| 4 Years Qualified | €24.11 | €24.76 |
| 5 Years Qualified* (Category 3) | €24.24 | €24.89 |

*Denotes rates as per Mechanical SEO

| APPRENTICES | OLD RATES | NEW RATES 01/09/20 |
|---------------------------------|-----------|-----------------------|
| 33.3% of Category 1 Rate | €7.77 | €7.98 |
| 50% of Category 1 Rate | €11.68 | €11.99 |
| 75% of Category 1 Rate | €17.51 | €17.98 |
| 90% of Category 1 Rate | €21.01 | €21.57 |

Unite House
 55/56 Middle Abbey Street
 Dublin 1 D01 X002
 Republic of Ireland
 Tel: 00 353 (0)1 873 4577



Republic of Ireland Head Office
 Jackie Pollock, Regional Secretary

MECHANICAL RATES OF PAY

| QUALIFIED RATES | Current Rates | 2022** | 2023** |
|---------------------------------|---------------|--------|--------|
| Newly Qualified * (Category 1) | €23.97 | €24.64 | €25.33 |
| 1 Year Qualified | €24.31 | €24.99 | €25.69 |
| 2 Years Qualified* (Category 2) | €24.48 | €25.17 | €25.87 |
| 3 Years Qualified | €24.61 | €25.30 | €26.01 |
| 4 Years Qualified | €24.76 | €25.45 | €26.16 |
| 5 Years Qualified* (Category 3) | €24.90 | €25.60 | €26.32 |

| APPRENTICES | Current Rates | 2022* | 2023* |
|---|---------------|--------|--------|
| 1st Year <i>33.3% of Category 1 Rate</i> | €7.98 | €8.21 | €8.44 |
| 2nd Year <i>50% of Category 1 Rate</i> | €11.99 | €12.32 | €12.67 |
| 3rd Year <i>75% of Category 1</i> | €17.98 | €18.48 | €19.00 |
| 4th Year <i>90% of Category 1 Rate</i> | €21.01 | €22.18 | €22.80 |

Appendix 5

MECHANICAL ENGINEERING & BUILDING SERVICES CONTRACTORS' ASSOCIATION

Construction House, Canal Road, Dublin 6. Tel : (01) 4066000 Fax : (01) 4966953 E-Mail: m&e@cif.ie Website: www.cif.ie

24 March 2017

Mr Tom Fitzgerald
Unite
Unite House
55/56 Middle Abbey Street
Dublin 1

Re : SEO and REA in the Mechanical Engineering and Building Services Sector

Dear Tom

I refer to our meeting on 7 March last in connection with the above. In particular our discussions centred on remuneration to be provided for in the Sectoral Employment Order. As agreed, I undertook to write to you setting out the Association's response to the joint document put forward by the TEEU and Unite.

An SEO will set legally binding rates of pay and conditions of employment in the sector. It will enable contractors to tender on a level playing field with regard to labour costs and it will ensure that all workers in the sector receive decent and fair rates of pay. Therefore, all pay-related issues must be covered by an SEO. Due to the limited scope of an SEO in so far as it only provides for remuneration, pensions and sick pay, the Association is supportive of the introduction of an REA. It is essential that the REA provides for non-pay related issues to ensure that members of the Association are not placed in an uncompetitive position vis-à-vis their competitors.

As you are aware, two separate pay claims comprising of two separate percentage increases were lodged on MEBSA employers. Following discussions at the WRC, agreement was finally reached on these claims in 2016. The agreement, which provides for increases in hourly rates of over 10%, expires on 30 September 2018 and, therefore, it is the Association's firm belief that all pay-related issues to be covered by the SEO are covered by this agreement.

As agreed, I will respond to each point in your document as follows:

1. Scope

As per the definition of the economic sector set out in the application for an SEO.

2. Craft Rates

The agreement between the parties provides for six hourly rates of pay and the legislation underpinning the SEO only provides for three hourly rates. We believe, therefore, that the 1st year out of time rate, the 3rd year out of time rate and the 6th year out of time rate should be included in the SEO.



It has traditionally been the case that chargehands and foremen are paid over and above the top craft rate and the flexibility to negotiate these rates should remain between the parties.

3. Apprentice Rates

As agreed, we will discuss the issue of the apprentice rates at the meeting of MEBSCA on 29 March next.

4. Overtime and Shift Rates

The joint union document on overtime and shift rates amounts to a claim on employers and, as stated above, we are currently in an agreement on pay.

The current situation with regard to overtime should remain in place, i.e.

Week Days

From normal finishing time to midnight - time plus a half

Weekends

First four hours from normal starting time on Saturday morning - time plus a half

Thereafter to normal starting time on Monday morning - double time

Eight hours (seven on a Friday) must be worked daily before overtime is applied.

In addition to the holiday entitlement, double time will be paid for all hours worked on public holidays.

With regard to shift work, we propose the following:

First 8 hours - time plus a sixth

Thereafter overtime to apply

Where possible, shift work will be facilitated over four days i.e. Monday to Thursday.

In the event that an operative is absent through his own fault (excluding annual leave and certified sick leave) on any normal working day, he shall not be entitled to an overtime payment on the day immediately following the day of absence and the prerogative of working overtime, if requested, on that particular day will rest with the operative himself.

5. Travel

As per custom and practice, travel allowances to continue to be paid in the cities of Dublin, Cork, Limerick, Waterford and Galway. Where transport is provided, no travel allowance should be paid.

6. Subsistence (Country Money)

Country money to be paid in accordance with custom and practice i.e. where an operative has to reside away from home in the performance of his duties.

The allowance to be paid is as per the current agreement with the Revenue Commissioners.

The allowance includes all costs associated with travelling to and from site, including accommodation costs.

7. Pensions, Sick Pay and Death in Service

The current contribution rate should continue to be paid. The current rules of the CWPS should continue to apply.

8. Procedure for Resolution of Grievances and Disputes

Disputes regarding remuneration, pensions and sick pay to be dealt with in accordance with the Industrial Relations (Amendment) Act 2015.

A more comprehensive disputes resolution procedure covering all other disputes should be discussed in relation to clauses to be included in an REA.

As agreed, the parties will meet again on at 2.30pm on 30 March 2017 in Construction House, Canal Road, Dublin 6.

Yours sincerely



Jean Winters
Director
Industrial Relations and Employment Service

CC Brian Nolan, TEEU

Jean Winters

From: Fitzgerald, Thomas <Thomas.Fitzgerald@uniteftheunion.org>
Sent: 28 April 2017 17:06
To: Jean Winters
Cc: brian_n@teeu.ie
Subject: MEBSCA Meeting 12th April 2017

Hi Jean ,

Following on from our last meeting of the 12th of April 2017 we agreed to the following:

1. Union side to record what was agreed on the 12th by the 27th of April 2017
2. Next meeting to be a sub-committee meeting on the 4th of May 2017 at 2 pm to discuss REA headings

Regarding 1 above – I was hoping to send a draft letter that would set out what is agreed between us concerning the SEO headings, but from my notes there is a number of points of feedback that we need from you in the first instance. So for the moment I have just added what was agreed in red from our email of the 10th of April (Agenda on the 12th). No doubt we will discuss how to move forward on this on the 4th.

Regarding 2 above – These headings are included in our letter of the 4th of November 2016

Regards
Tom

Dear Jean

Further to our recent MEBSCA meeting on 30/3/17 I wish to confirm the following headings raised. As agreed the headings below are in draft format until further discussion.

1 Craft rates:

Rates 1, 3 & 6 should be included in the SEO, Rates 2,4 & 5 should be included in the REA. (Agreed)

The charge hand and foreman rates or allowance should be housed in the REA (Union position). (CIF to consider this clause's inclusion in REA)

2. 2 Apprentice Rates: (Feedback to come from CIF on this issue)

Employer side to return on this issue.

3. 3 Shift rate: (Wording and shift % to be agreed)

Draft definition to be provided by the CIF

4 Travel Time

The CIF to give consideration to other counties that may be included for the purpose of travel bands beyond Dublin, Cork, Limerick, Waterford & Galway (No Agreement to extend beyond existing urban areas)

5 Subsistence (Country Money)

CIF to give consideration to the necessity for an Operative to reside away from home (Agreed that reside away from home clause not require – may have to look at possible revenue implications)

6 Construction Workers Pension Scheme: (Agreement that CWPS should apply – No agreement on formula below)

It was agreed to establish what the payment is and what the difference would be by using the MEBSCA rates.

The deduction for the CWPS is derived from the average pay of construction workers at a rate of 7% (7% of €726 = €50.20)

If the mechanical pension rate was derived from the MEBSCA rate of 7% (7% of €876 = €61.40 approx.)

The difference between the two = €11.20 (€7.50 and €3.70 approx.)

Regards

Tom Fitzgerald

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Fitzgerald, Thomas

From: Jean Winters <jwinters@clf.ie>
Sent: 08 August 2017 17:05
To: Fitzgerald, Thomas
Cc: Brian Nolan
Subject: MEBSCA - Travel
Attachments: 20170808165559942.pdf; 20170808162230440.pdf

Tom,

With regard to travel allowances under the mechanical agreement, please see attached:

1. Email from you dated 28 April 2017, specifically clause 4. This clause states that there is no agreement to extend travel beyond existing urban areas.
2. My letter to you dated 24 March 2017, specifically clause 5. This clause confirms that, as per custom and practice, travel allowances will continue to be paid in the cities of Dublin, Cork, Limerick, Waterford and Galway.

As can be seen from the above Tom, in all discussions between Unite, TEEU and MEBSCA, we have made it clear that it is our intention to ensure travel allowances in the urban areas are included in the SEO for the mechanical sector.

Regards.

Jean

JEAN WINTERS | Director : Industrial Relations & Employment Services
CONSTRUCTION INDUSTRY FEDERATION | Canal Road | Dublin 6 | 01 406 6011 / 406 6000 |
www.clf.ie

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