

## HOURS OF WORK AND OVERTIME

<b>Standard Working Week</b>	39 hours	
<b>Monday to Thursday</b>	8.30am - 5.00pm	Flat time
<b>Friday</b>	8.30am - 4.00pm	Flat time
<b>Overtime</b>	5.00pm - midnight	Time and a half
	Midnight to normal start time	Double time
	Before normal start time	Double time
<b>Saturday</b>	First 4 hours	Time and a half
	Thereafter up to normal start time on Monday	Double time

## CONSTRUCTION INDUSTRY TRAVEL RATES

Note: the first hour of travel is incorporated into the Mechanical Rate.

### DUBLIN AREA

0 - 4 miles	1 hour	per day
4 - 5 miles	1¼ hours	per day
5 - 6 miles	1½ hours	per day
6 - 8 miles	1¾ hours	per day
8 - 12 miles	2 hours	per day
12 - 20 miles	2½ hours	per day

NB: All Dublin rates are calculated on the distance from the GPO to the construction project the worker is operating on.

The above rates are the minimum and should be paid in addition to wages. They are also included when calculating holiday pay. Rates vary for Cork & other areas.

Agreement is in place to pay expenses to all mechanical trade members/apprentices in Dublin, Cork, Limerick, Waterford and Galway. Other areas are subject to negotiation.

**COUNTRY MONEY - (TRAVEL SUBSISTENCE) €181.60 per week**

## ANNUAL LEAVE / PUBLIC HOLIDAYS 2016/2017

Holidays for the construction sector covering the period October 2016 to September 2017.

Friday	28 October	2016	Annual
Monday	31 October	2016	Public
Friday	23 December	2016	Annual
Monday	26 December	2016	Public
Tuesday	27 December	2016	Public
Wednesday	28 December	2016	Annual
Thursday	29 December	2016	Annual
Friday	30 December	2016	Annual
Monday	02 January	2017	Public
Tuesday	03 January	2017	Annual
Friday	17 March	2017	Public
Friday	14 April	2017	Annual
Monday	17 April	2017	Public
Tuesday	18 April	2017	Annual
Wednesday	19 April	2017	Annual
Thursday	20 April	2017	Annual
Friday	21 April	2017	Annual
Monday	01 May	2017	Public
Monday	05 June	2017	Public

### Annual

Monday 24 July to Friday 4 August 2017

Monday 7 August 2017 - Public

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**the fighting back union**

# Mechanical Workers, Know Your Rights

**Mechanical Members / Apprentices in the Mechanical Contracting Industry:**

- MEBSA Rates of Pay
- Overtime Rates
- Travel Allowances
- Holidays & Holiday Pay 2016/2017
- Safety
- Pensions
- National Agreements



## Current and Future Mechanical Rates of Pay

Further increases due on January 1st 2017 (+2.5%), October 1st 2017 (+2.4%) and March 1st 2018 (+2.5%)

### 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%
*1st Year out of time	€20.63	€21.13	€21.65	€22.17	€22.73
*2nd Year out of time	€20.92	€21.42	€21.96	€22.48	€23.05
*3rd Year out of time	€21.06	€21.57	€22.10	€22.64	€23.20
*4th Year out of time	€21.18	€21.69	€22.23	€22.76	€23.33
*5th Year out of time	€21.31	€21.82	€22.37	€22.91	€23.48
*6th Year out of time	€21.42	€21.93	€22.48	€23.02	€23.60

### Apprentices' Rates

1st Year	€5.73	€5.87	€6.01	€6.15	€6.30
2nd Year	€8.61	€8.82	€9.04	€9.26	€9.49
3rd Year	€12.91	€13.22	€13.55	€13.88	€14.22
4th Year	€15.49	€15.86	€16.26	€16.65	€17.07

\* First Hour of Travel is incorporated into the MEBSCA hourly rate.

## How to Join Unite

Unite the Union –  
55/56 Middle Abbey Street, Dublin 1

Contact: **Tom Fitzgerald**, Regional Officer  
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Contact: **Robert Kelly**, Regional Organiser  
Mobile: 087-8182132  
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### Pension Provision

Under the Construction National Agreements there is a requirement for all construction related employers to register their workers (i.e. all crafts, trades, construction workers etc) between the ages of 20 and 66 into a compliant Pension, Assurance & Sick Pay Scheme and to deduct the weekly contribution on their behalf. The pension scheme for the construction industry is the Construction Workers Pension Scheme (CWPS).

### Pension Entitlement

You should be contributing towards a pension up to the age of 66 and your pension entitlement will be based on your accumulated fund at retirement.

### Sick Pay

After 13 consecutive weekly payments to the CWPS, you are entitled to a sick pay benefit of up to 50 days in any year and payment is sent directly to your home. This is in addition to any Social Welfare Entitlement that you may be entitled to. The 2016 sick pay benefit rate is €38.11 per day or €190.55 per week.

### Death in Service Benefit

After 26 consecutive weekly payments (irrespective of employer) you will be covered for death in service benefit both on and off site, once you are registered with the scheme at time of death. The death in service benefit of €100,000 and €3,175 for each dependent child is payable to your next of kin tax free on your death.

### Safety

#### Safe Pass

Safe Pass is a basic health & safety awareness program for construction workers. It includes safety awareness, hazard identification, risk assessment and general construction health & safety training. Your employer is liable to pay for your safe pass training.

### Safety Representative

A safety representative is a worker elected by other workers on the site to deal with site management on health and safety issues affecting the safe functioning of the site. It is a legal requirement on any sites with more than 20 workers to have a safety rep elected from the shop floor.