

HOURS OF WORK AND OVERTIME

Standard Working Week	39 hours	
Monday to Thursday	8.30am - 5.00pm	Flat time
Friday	8.30am - 4.00pm	Flat time
Overtime	5.00pm - midnight	Time and a half
	Midnight to normal start time	Double time
	Before normal start time	Double time
Saturday	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 2014

January				
Wednesday	1	January 2014		Public
March				
Friday	14	March 2011		Annual
Monday	17	March 2014		Public
April				
Friday	18	April 2014		Annual
Monday	21	April 2014		Public
Tuesday	22	April 2014		Annual
Wednesday	23	April 2014		Annual
Thursday	24	April 2014		Annual
Friday	25	April 2014		Annual
May				
Monday	5	May 2014		Public
June				
Monday	2	June 2014		Public
July / August				
Monday		Friday 21 July – 01 August		Annual
August				
Monday	4	August 2014		Annual

In addition to the above you are entitled to 10 days summer holidays, by arrangement with your employer. Builders' summer holidays 2014 are from the 21st July to the 1st August 2014.

**Unite the Union...
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 2014
- Safety
- Pensions
- National Agreements



(JN6267) HB310114

Current MEBSCA Rates of Pay

*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

Apprentices' Rates of Pay

1st Year 33.3 %	€5.73
2nd Year 50%	€8.61
3rd Year 75%	€12.91
4th Year 90%	€15.49

*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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E-mail: thomas.fitzgerald@unite.theunion.org

Contact: **Robert Kelly**, Regional Organiser
Mobile: 087-8182132
Office Tel: 01-8734602
E-mail: robert.kelly@unite.theunion.org

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 65 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 65 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 2014 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. The death in service benefit of €63,500 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.