Unite the Union...
the fighting back union

Mechanical Workers, Know Your Rights

Mechanical Members / Apprentices in the Mechanical Contracting Industry:

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

Unite the Union...
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%)

<table>
<thead>
<tr>
<th>Hourly Rates</th>
<th>04-02-2011</th>
<th>01-07-2016</th>
<th>01-01-2017</th>
<th>01-10-2017</th>
<th>01-03-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>*1st Year out of time</td>
<td>€20.63</td>
<td>€21.13</td>
<td>€21.65</td>
<td>€22.17</td>
<td>€22.73</td>
</tr>
<tr>
<td>*2nd Year out of time</td>
<td>€20.92</td>
<td>€21.42</td>
<td>€21.96</td>
<td>€22.48</td>
<td>€23.05</td>
</tr>
<tr>
<td>*3rd Year out of time</td>
<td>€21.06</td>
<td>€21.57</td>
<td>€22.10</td>
<td>€22.64</td>
<td>€23.20</td>
</tr>
<tr>
<td>*4th Year out of time</td>
<td>€21.18</td>
<td>€21.69</td>
<td>€22.23</td>
<td>€22.76</td>
<td>€23.33</td>
</tr>
<tr>
<td>*5th Year out of time</td>
<td>€21.31</td>
<td>€21.82</td>
<td>€22.37</td>
<td>€22.91</td>
<td>€23.48</td>
</tr>
<tr>
<td>*6th Year out of time</td>
<td>€21.42</td>
<td>€21.93</td>
<td>€22.48</td>
<td>€23.02</td>
<td>€23.60</td>
</tr>
</tbody>
</table>

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

Apprentices’ Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>€5.73</td>
</tr>
<tr>
<td>2nd</td>
<td>€8.61</td>
</tr>
<tr>
<td>3rd</td>
<td>€12.91</td>
</tr>
<tr>
<td>4th</td>
<td>€15.49</td>
</tr>
</tbody>
</table>

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.

How to Join Unite
Unite the Union – 55/56 Middle Abbey Street, Dublin 1
Contact: **Tom Fitzgerald**, Regional Officer
Mobile: 087-2253755
Office Tel: 01-8734577
E-mail: thomas.fitzgerald@unitetheunion.org

Contact: **Robert Kelly**, Regional Organiser
Mobile: 087-8182132
Office Tel: 01-8734577
E-mail: robert.kelly@unitetheunion.org