

CW1 (D) LABOURER

Legal Minimum Award Rates Applicable from 1st July 2019

Rates of Pay Description	
Hours of Work	Description
Ordinary Hours	8 hours per day Monday to Friday*
Time & One Half**	First 2 hours O/T Monday to Saturday
Double Time**	After 2 hours O/T on Saturday or work on Sunday
Double Time & One Half**	Work on a Public Holiday

*Ordinary Hours – Maximum of 38 hours or 40 hours if RDO are accrued

** O/T penalties for casuals are based on weekly hire hourly rate of pay

Rates of Pay			
Hours of Work	Casual (per hour)	Daily Hire (per hour)	Weekly Hire (per hour)
Ordinary Hours	\$ 28.31	\$ 23.36	\$ 22.65
Time & One Half	\$ 39.64	\$ 35.04	\$ 33.97
Double Time	\$ 50.96	\$ 46.72	\$ 45.30
Double Time & One Half	\$ 62.29	\$ 58.40	\$ 46.62
OT Crib break not taken**	\$ 16.82	\$ 15.42	\$ 14.95

*Leave and other entitlements are paid to Daily and Weekly Hire employees **after 2 or more hours of O/T

Leave Entitlements		
Leave	Daily Hire (per year)	Weekly Hire (per year)
Annual Leave (20 days per 12 months service)	\$ 3550.72	\$ 3442.80
Personal Leave (10 days per 12 months service)	\$ 1775.36	\$ 1721.40
Compassionate Leave (2 days per occasion)	\$ 355.08	\$ 344.28
Public Holidays (10 days per annum)	\$ 1775.36	\$ 1721.40

Key Allowances	
Allowance	
Fares & Travel	\$ 17.43 per day
Travel outside radial area (50 kms from Perth GPO)	\$ 0.47 per km
Transfer During Working Hours	\$ 0.78 per km
Meal Allowance (After 1.5 or more hours of O/T Monday-Friday)	\$ 15.38 per day
Multistorey Allowance (5 or more storey levels)	
Up to the 15th floor	\$ 1.73 per hour
16th to 30th floor	\$ 1.41 per hour
31st to 45th floor	\$ 1.09 per hour
46th to 60th floor	\$ 0.70 per hour
61st floor & onwards	\$ 0.59 per hour

The CFMEU EBA rates and conditions are significantly higher than the Award and offer a better living standard for you and your family overall. If your boss hasn't signed up yet, let us know. Call your organiser or the CFMEU office on (08) 9228 6900 today.

WA.CFMEU.ORG.AU (08) 9228 6900
80 BEAUFORT STREET, PERTH WA 6000



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Key Conditions
Redundancy Up to 1.75 hours pay per week of continuous service***
Superannuation: 9.5% of ordinary time earnings (OTE)
Portable Long Service Leave My Leave
Workers Compensation Cover
13 Rostered Days Off per annum***
Inclement Weather provisions
Delegate/HSR Training: paid by the employer
4 weeks' annual leave per annum ***
10 days sick leave per annum ***
2 days compassionate leave per occasion ***
Work Clothing and PPE
Work boots: Replaced each 6 months
Casual conversion to Full Time employment: After 6 months
Weekly pays: To be paid no later than Thursday afternoon
3 rd Crib break: If working 2 or more hours of O/T Monday-Friday and if the break is not taken at the end of Ordinary hours to be paid at Double time rates
Note: Other Allowances may apply. Refer to the Building and Construction General On-Site Award 2010

*** These conditions apply only to full-time employees

Example Pay Slip			
7:00am – 5:30pm Monday to Thursday 7:00am – 3:30pm Friday 7:00am – 12:00pm Saturday			
Description	Units	Unit Rate	Total Amount
Ordinary Hours	38	\$ 28.31	\$ 1075.78
Time & One Half	12	\$ 39.64	\$ 475.68
Double Time	3	\$ 50.96	\$ 152.88
Fares & Travel	6	\$ 17.43	\$ 104.58
Meal Allowance	4	\$ 15.38	\$ 61.52
		Gross Total	\$ 1870.44
Superannuation Contributions			Amount
CBUS – 9.5% Ordinary Time Earnings			\$ 102.20
Long Service Leave Contributions			Amount
My Leave* - 1.35% Ordinary Time Earnings			\$ 14.52

*All construction workers should be registered with My Leave

The wages in the above table are equivalent to a flat rate of \$32.77 per hour (excluding allowances) and \$35.97 (including allowances).

Flat rates paid in sham contracting arrangements are unlawful and in breach of the Fair Work Act. Employees working full time hours should be classified as full time workers and paid National Employment Standards.

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