

Condition Summary

Award Condition	Summary
Monday to Friday	<p>Ordinary Hours of Work The ordinary Time Hourly Rate for Monday to Friday is for the first 7.6 hours of work. If RDO's are accrued this extends to the first 8 hours of work.</p> <p>Work commencing prior to 6:00am <u>must</u> be paid at the applicable overtime penalty rate or shift allowance rate.</p> <p>Crib Break is an entitlement to a 10 minute crib break to be taken between 9:00am and 11:00am without deduction of pay.</p> <p>Meal Breaks is a 30 minutes unpaid to be taken between noon and 1:00pm or within 5 hours of commencing work. Employees directed to keep working after such time without taking a meal break are entitled to be paid at the rate of double time until the meal break is taken.</p> <p>Overtime Crib Break applies when an employee who works 2 hours or more after ordinary hours is entitled to a 20 minute crib break without deduction of pay.</p> <p>Meal Allowance is payable to an employee who works one and half hours ordinary hours.</p>
Weekends and Public Holidays	<p>Saturday Paid time and one half for the first 2 hours and then double time thereafter or double time for all time hours worked, if work commenced after 12:00pm. Must be paid for at least 3 hours of work.</p> <p>Sunday Double time for all hours worked. Employees must be paid for at least 4 hours of work.</p> <p>Public Holidays Paid for all hours worked on a public holiday as listed on the National Employment Standards in addition to the Saturday following Good Friday. Must be paid at least 4 hours of work.</p> <p>First Crib Break is an entitled to a 10 minute crib break to be taken between 9:00am and 11:00am without deduction of pay.</p> <p>Second Crib Break is entitled if the working hours for the day are expected to be between 3 to 8 hours. After 4 hours of work, Employees are entitled to either a;</p> <ul style="list-style-type: none"> • 20 minute crib break paid at ordinary hours; or • 30 minute break with 10 minute paid at double time and 20 minutes without pay. <p>Third Crib Break is entitled if the working hours for the day are expected to be more than 8 hours. After 8 hours of work, employees are entitled to a further 20 minute crib break paid at ordinary hourly rate.</p> <p>Meal Allowance is payable to an employee who works one and half hours or more per day.</p>
Inclement Weather	<p>No Employee should work in the rain unless completing a concrete pour or emergency work. In which case, employees are paid at double time penalty rates.</p> <p>Employees unable to work due to inclement weather must be paid for their ordinary hours (including casuals).</p> <p>If employees are unable to continue work due to inclement weather (and there is no alternative work), they must be sent home without loss of pay for ordinary hours.</p>
Casual	<p>An employer when engaging an employee for casual employment must inform the employee in writing. The employer is required to offer casual employees permanent employment after 6 months on continuous employment.</p> <p>Casual Employees are entitled to:</p> <ul style="list-style-type: none"> • be paid 25% loading on the weekly hire base rate of pay; • payment of a minimum of 4 hours work per day; and • receive payment for all applicable allowances.



CFMEU

CONSTRUCTION

BUILDING AND CONSTRUCTION GENERAL ON-SITE AWARD 2010

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Payment of Wages	Weekly pay no later than 3:30pm on Thursday.															
Shift Work	<p>An employee engaged to work on a site that operators 24 hours a day and commence work either before 6:00am or after 11:00am is considered a shift worker.</p> <p>Monday to Friday the first 8 hours of a shift Monday to Friday is considered as ordinary hours, hours worked after that is overtime and paid at the rate of double time (excluding the shift penalties).</p> <p>Weekends and Public Holidays work is considered overtime and payable at the normal overtime rates (excluding the shift penalties).</p> <p>The day the shift starts, is the rate of pay applicable for all hours worked on that shift. Example: All hours worked on a shift that starts on Friday at 9:00pm and finishes on Saturday at 2:00am will be paid at the rate of pay applicable for a Friday.</p> <p>Five continuous 8 hour shifts Monday to Friday The following shift penalties apply:</p> <table border="1" data-bbox="472 823 1377 982"> <thead> <tr> <th>Shift</th> <th>Start Time</th> <th>Shift Penalties</th> </tr> </thead> <tbody> <tr> <td>Morning Shift</td> <td>4:30am and 5:59am</td> <td>Ordinary hourly rate plus 25%</td> </tr> <tr> <td>Early Afternoon Shift</td> <td>11:00am and 12.59pm</td> <td>Ordinary hourly rate plus 25%</td> </tr> <tr> <td>Afternoon Shift</td> <td>1:00pm and 2.59pm</td> <td>Ordinary hourly rate plus 50%</td> </tr> <tr> <td>Night Shift</td> <td>3:00pm and 10:59pm</td> <td>Ordinary hourly rate plus 50%</td> </tr> </tbody> </table> <p>Crib Break is an entitlement to a 20 minute crib break to be taken without deduction of pay.</p> <p>Meal Break is an entitlement to a 30 minute break without deduction of pay within 5 hours of commencing work.</p> <p>Broken Shifts Monday to Friday Where an employee does not work 5 days a week (Monday to Friday), the rate of pay will be time and one half for the first 2 hours and double time thereafter.</p> <p>Crib Break is an entitlement to a <u>10 minute crib</u> break to be taken without deduction of pay to an employee who works less than 3 consecutive shifts Monday to Friday and a <u>20 minute crib</u> break to be taken without deduction of pay to an employee who works 3 or more consecutive shifts Monday to Friday.</p> <p>Meal Break is an entitlement to a 30 minute break without deduction of pay within 5 hours of commencing work.</p>	Shift	Start Time	Shift Penalties	Morning Shift	4:30am and 5:59am	Ordinary hourly rate plus 25%	Early Afternoon Shift	11:00am and 12.59pm	Ordinary hourly rate plus 25%	Afternoon Shift	1:00pm and 2.59pm	Ordinary hourly rate plus 50%	Night Shift	3:00pm and 10:59pm	Ordinary hourly rate plus 50%
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Superannuation	<p>Superannuation is 9.5% of ordinary time earnings (OTE). OTE is the gross (before tax) total of the following:</p> <ul style="list-style-type: none"> • Ordinary Hours (38 hours) • 25% loading on rate of pay casual employees • 25% or 50% loading on rate pay for shift workers • double time paid for hours of inclement weather during the first 8 hours of shift • Annual leave, Personal Leave, RDO's and Long Service Leave (including lump sums other than on termination) • And the following allowances: <ul style="list-style-type: none"> ○ Construction/Site Allowance ○ Any All-Purpose Allowance ○ Allowances paid for working conditions and special equipment use (eg. Heights, Cutting Tiles etc) ○ Allowances paid for qualifications (eg. certificate, electrical license, etc) ○ Allowances paid for special duties (eg. leading hand, first aid, etc) 															

Conditions are as 1st July 2019. If you believe you are not receiving what you are entitled too, speak to your Delegate, Organiser, or call the CFMEU office on (08) 9228 6900 today.

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