

IMPORTANT NOTICE FOR ALL WORKERS IN THE ELECTRICAL CONTRACTING SECTOR

On the 1st September 2019 a Sectoral Employment Order came into force resulting in Your rates of pay and the Pension/Sick Pay & Death In Service Benefit Scheme becoming a legal requirement.

All employers as outlined in this guide must provide these terms & conditions.

All other terms & conditions of employment (including travel time/country money etc.) continue to be held within the National Collective Employment Agreement and will be protected by the Union but You must ensure they are defended at all costs.

Now Connect Trade Union members have added protection for their terms & conditions.

As for Non-Union Labour, it's time to wake up and join Connect Trade Union so you also have Union Protection.

SEO & Union Protected Rates of Pay From 1st Sept. 2019

(*Denotes rates of pay prescribed by SEO)

Basic Craft Rate	€23.49*
After 1 year service	€23.80
After 2 years' service	€23.96*
After 3 years' service	€24.07
After 4 years' service	€24.22
After 5 years' service	€24.34*

Apprentices Rates of Pay

1st Year	€7.05*
2nd Year	€10.57*
3rd Year	€15.27*
4th Year	€18.80*

Skilled Operatives employed by Mech/Elec Contractors

Category A Worker (Skilled labour in line with definition outlined in S.I. No. 234 of 2019)	€18.86*
Category B Worker (Operatives with more than 2 years industry' experience)	€17.50*
New Entrant Worker (Operatives rate of pay for first two years within the industry only)	€14.14*

Above definitions to reflect those outlined in S.I. No. 234 of 2019)

Travelling Time is an entitlement which must be protected at all costs

Travel time is paid where you are requested to commence work on site rather than the place of employment (head office/shop) and it is paid as follows;

Over 4 up to 5 miles	- ¼ hour pay per day
Over 5 up to 6 miles	- ½ hour pay per day
Over 6 up to 7 miles	- ¾ hour pay per day
Over 7 up to 8 miles	- 1 hour pay per day
Over 8 up to 9 miles	- 1 ¼ hour pay per day
Over 9 up to 10 miles	- 1 ½ hour pay per day
Over 10 up to 11 miles	- 1 ¾ hour pay per day

Where transport is not provided
bus fares should be paid*.

Over 11 miles is "Country Work" and warrants the payment of country money*.

*For more detail on these entitlements check out the **National Collective Employment Agreement** on our website www.connectunion.ie

Pension, Sick Pay & Death-in-Service Benefit Scheme

Under the National Collective Employment Agreement for the Electrical Contracting Industry all Workers must be in the Pension/Sick Pay & Death in Benefit Scheme (commonly referred to as the CWPS) however this is now part of your National Agreement that is protected by the SEO ... so it's the law.

Contribution payments for both the employer and worker should appear on your pay slip but don't take for granted that the money has been forwarded to the pension scheme.

You can check by calling the CWPS on
01 - 4977663
or by logging on to
www.cwps.ie

where you can register to check on line.

It's quite simple:

- Pension is for your future,
- Sick Pay is for your health,
- Death in Service is to support your loved ones,
- And Union membership is for your protection.

Keep your Union membership up to date.

Note: Apprentices must be registered with SOLAS within 2 weeks of commencing employment. There should be no pre-apprenticeship probation. Any probationary period should be included in four year apprenticeship. For all other entitlements log on to www.connectunion.ie

Important Notice for All Electrical Trade Members & Apprentices

CONNECT TRADE UNION Members brought about these rates of pay/overtime pay, holiday pay and other benefits like travel time, Pension Sick Pay and death in Service Benefit Scheme.

NON-UNION LABOUR will take it away.

We are a strong Union with a proud tradition for representing Electricians & their Apprentices but we must remember that we are strongest where all Workers are Unionised. Rates of Pay and other terms & conditions exist because Workers like You join the Union and fight for them.

Electricians that are not in Connect Trade Union are putting these terms & conditions at risk.

It is up to you and your workmates to Play Your Part by protecting your terms & conditions by;

- Making sure that everyone in your workplace (incl. Apprentices/Chargehands & Foremen) is a member of **CONNECT TRADE UNION** and If they are not then tell them to join or in the case of lapsed members tell them to re-join by calling 01 8747 047 (Select Option 2 for membership). Remember Non-Union Workers feed off your efforts and weaken our collective strength as a union

STAMP OUT NON-UNION LABOUR.

- Report employers when they fail to pay the correct rates of pay, fail to pay pension contributions and for breaches of the agreement including the use of non-union labour immediately to the

Confidential Hotline: 01-8719 903 Email: construction@connectunion.ie

Don't delay, get your workplace organised today.

Website: connectunion.ie

Check out our website

www.connectunion.ie

for the following:

- Details of your local Branch
- Latest News & Events
- Rates of Pay
- To Join the Union
- Report Non-Compliance
- A List of All Membership Benefits

Follow our Facebook pages
Connect Trade Union
Connect – Electricians Union

**Tell your work mates to join
Connect Trade Union.**

(Apprentices even GO FREE)

**DON'T GET LEFT BEHIND
JOIN TODAY**



connect
TRADE UNION

6 Gardiner Row, Dublin 1.

Pocket Guide for Electrical Trade Members/
Apprentices in the Electrical Contracting
Industry which applies to the following:

- **Electrical Contractor**
- **Employer**
- **Recruitment Agency**
- **Sub-Contractor**
- Or any form of employment including employment by another Electrical Craft Worker

**And it is also binding on All Electrical
Trade Members/Apprentices**

- Employed directly
- Employed indirectly
- Self-employed (C-45 or RCT-1)