

## Construction SEO Updates

As of 1<sup>st</sup> October 2019

### Key Changes

- New definitions for the sector
- Rates of pay increases scheduled on 01/10/2019 & 01/10/2020 - as outlined
- Extension of New Entrant period to 2 years of service.
- Clearer identification of Category A workers
- Increase in Pensions and Death in Service payments to match the salary increases.

### Definition of the Sector

The sector to which the Order should have application is defined as the sector of the economy comprising the following economic activity:

- The construction, reconstruction, alteration, repair, painting, decorating, fitting of glass in buildings and demolition of buildings;
- The clearing and laying out of sites for buildings, the construction of foundations of such sites, the construction, reconstruction, repair and maintenance within such sites of all sewers, drains and other works for use in connection with sanitation of buildings or the disposal of waste;
- The construction, reconstruction, repair and maintenance on such sites of boundary walls, railings and fences for the use, protection or ornamentation of buildings, the making of roads and paths within the boundaries of such sites;
- The manufacture, alteration, fitting and repair of articles of worked stone (including rough punched granite and stone), granite, marble, slate and plaster;
- The construction, reconstruction, alteration, repair, painting, decoration and demolition of roads, paths, kerbs, bridges, viaducts, aqueducts, harbours, docks, wharves, piers, quays, promenades, landing places, sea defences, airports, canals, waterworks, reservoirs, filter beds, works for the production of gas or electricity, sewerage works, public mains for the supply of water or the disposal of sewerage and all work in connection with buildings and their sites with such mains; rivers works, dams, weirs, embankments, breakwaters, moles, works for the purpose of road drainage or the prevention of coastal erosion, cattle markets, fair grounds, sports grounds, playgrounds, tennis-courts, ball alleys, swimming pools, public baths, bathing places in concrete, stone tarmacadam, asphalt or such like material, any boundary walls, railings, fences and shelters erected thereon;
- The painting or decoration of poles, masts, standard pylons for telephone, telegraph, radio communication and broadcasting;
- Ground levelling, ground formation or drainage in connection with the construction or reconstruction of grass sports grounds, public parks, playing fields, tennis-courts, golf links, playgrounds, racecourses and greyhound racing tracks.

## Definition of Grades and Pay Rates

### General Operative Grade B

a basic minimum rate of pay to apply to all Skilled General Operatives who have worked in the sector for more than 2 years - (**Category B Worker**)

€17.50 per hour (increase of €0.46 / 2.7%)

### General Operative Grade A

Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience; Banks operatives, Steel Fixers; Crane Drivers and Heavy Machine Operators

€18.86 per hour (increase of €0.50 / 2.6%)

### Craft Workers

The following trades: Bricklayers/Stone Layers; Carpenters and Joiners; Floor Layers; Glaziers; Painters; Plasterers; Stone Cutters; Wood Machinists; Slaters and Tilers;

Craft Worker €19.44 per hour (increase of €0.51 / 2.6%)

Apprentice Year 1 33.3% of Craft rate

Year 2 50% of Craft Rate

Year 3 75% of Craft Rate

Year 4 90% of Craft Rate

### New Entrant General Operative

to apply to all new entrant General Operatives with less than one year's service working in the sector.

New Entrant Worker €14.14 per hour (increase of €0.37 / 2.6%)

### 1<sup>st</sup> October 2020

### General Operative Grade B

a basic minimum rate of pay to apply to all Skilled General Operatives who have worked in the sector for more than 2 years - (**Category B Worker**)

€17.97 per hour (increase of €0.47 / 2.7%)  
(Cumulative = €0.90 / 5.3%)

### General Operative Grade A

Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience; Banks operatives, Steel Fixers; Crane Drivers and Heavy Machine Operators

€19.37 per hour (increase of €0.51 / 2.7%)  
(Cumulative = €1.01 / 5.5%)

### Craft Workers

The following trades: Bricklayers/Stone Layers; Carpenters and Joiners; Floor Layers; Glaziers; Painters; Plasterers; Stone Cutters; Wood Machinists; Slaters and Tilers;

|                              |                             |
|------------------------------|-----------------------------|
| Craft Worker €19.96 per hour | (increase of €0.52 / 2.6%)  |
|                              | (Cumulative = €1.03 / 5.4%) |

|            |                            |
|------------|----------------------------|
| Apprentice | Year 1 33.3% of Craft rate |
|            | Year 2 50% of Craft Rate   |
|            | Year 3 75% of Craft Rate   |
|            | Year 4 90% of Craft Rate   |

### New Entrant General Operative

to apply to all new entrant General Operatives with less than one year's service working in the sector.

|                           |                             |
|---------------------------|-----------------------------|
| New Entrant Worker €14.52 | (increase of €0.38 / 2.7%)  |
|                           | (Cumulative = €0.78 / 5.6%) |

### Overtime / Unsociable Work

This remains unchanged.

### Pensions

2019 – 01/10/2019

|   |                 |
|---|-----------------|
| Employer €27.35 per week [Daily rate - €5.47] | (2.7% increase) |
|---|-----------------|

|   |                 |
|---|-----------------|
| Employee €18.24 per week [Daily Rate - €3.65] | (2.7% increase) |
|---|-----------------|

|   |                 |
|---|-----------------|
| Total Contribution weekly into the scheme per worker - €45.59 | (2.7% increase) |
|---|-----------------|

Total Contribution daily into the scheme per worker - €9.12

*Contribution rates will increase in line with wage inflation in the sector after 1st October 2019.*

### Death in Service

2019

|  |                 |
|--|-----------------|
| Employer €1.14 per week [Daily rate - €0.23] | (2.7% increase) |
|--|-----------------|

|  |                 |
|--|-----------------|
| Employee €1.14 per week [Daily rate - €0.23] | (2.7% increase) |
|--|-----------------|

|  |                 |
|--|-----------------|
| Total death in service weekly contribution - €2.28 | (2.7% increase) |
|--|-----------------|

Contribution rates will increase in line with wage inflation in the sector after 1st October 2019.

### Sick Pay

This is unchanged

## Employee Relations

### Unchanged

#### Individual Dispute

- a) The grievance or dispute shall in the first instance be raised with the employer at local level with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the individual concerned or his trade union to the relevant organisation representing employers or to the employer directly.
- b) If the dispute is not resolved it shall be referred to the Adjudication Service of the WRC
- c) Either party can appeal the outcome of the Adjudication Hearing to the Labour Court.

#### Collective Dispute

- a) The grievance or dispute shall be raised in the first instance with the employers with a requirement to respond within 5 working days. Notice in writing of the dispute shall be given by the workers concerned or their trade union to the relevant organisation representing employers or to the employer directly.
- b) If the dispute is not resolved the issue shall be referred to the Conciliation Service of the WRC.
- c) If the issue remains unresolved, it shall be referred to the Labour Court for investigation and recommendation.

## SEO Pay Rates 2017 - 2019

### 2017

#### **General Operative Grade B**

to consist of Skilled General Operatives with More than 1 Year's Experience working in the Sector

€17.04 per hour

#### **General Operative Grade A**

to consist of the following categories of Skilled General Operatives, Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience; Banks operative, Steel Fixers; Crane Drivers and Heavy Machine Operators.

€18.36 per hour

#### **Craft Workers**

in the following trades Bricklayers/Stone Layers; Carpenters and Joiners; Floor Layers; Glaziers; Painters; Plasterers; Stone Cutters; Wood Machinists; Slaters and Tilers; together with a pro rata rate of pay applicable to Apprentices in these trades.

Craft Worker €18.93 per hour

Apprentice      Year 1 33.3% of Craft rate

Year 2 50% of Craft Rate

Year 3 75% of Craft Rate

Year 4 90% of Craft Rate

### **New Entrant General Operative**

to apply to all new entrant General Operatives with less than one year's service working in the sector.

New Entrant Worker €13.77 per hour

### **Pensions**

#### 2017

Employer €26.63 per week

Employee €17.76

Total Contribution weekly into the scheme per worker €44.39

### **Death in Service**

#### 2017

Employer €1.11

Employee €1.11

Total €2.22