Registered Employment Agreement
Rates for the Construction Industry

	01-Jan-08	04-Feb-11
CRAFTSMEN	€18.60	€17.21
CONSTRUCTION OPERATIVES (% of craft rate)		
GRADE A (TECHNICAL OPERATIVE) 97%	€18.04	€16.69
GRADE B (SKILLED OPERATIVE) 91%	€16.93	€15.66
GRADE C (SEMI-SKILLED) 88%	€16.37	€15.14
GRADE D (BASIC OPERATIVE) 80%	€14.88	€13.77
APPRENTICES (% of craft rate)		
IST YEAR RATE 33.3%	€6.20	€5.73
2ND YEAR RATE 50%	€9.30	€8.61
3RD YEAR RATE 75%	€13.95	€12.91
4TH YEAR RATE 90%	€16.74	€15.49

The Construction Industry is governed by a Registered Employment Agreement (REA). The REA is a nationally negotiated deal which sets legally binding minimum rates of pay and conditions. All building workers are entitled to these benefits. ***It is unlawful to be paid less.***

GRADES

Grade A:
Technical Operative Grade (97% of craft rate): this grade includes skilled operatives with four years' experience and certification-such as banksmen, crane drivers, scaffolders, steel fixers. It also includes Heavy Plant Operatives.

Grade B:
Skilled Operatives (91% of craft rate): includes medium plant operatives, teleport drivers, pipe layers, basic ticket scaffolders and craft-persons attendants.

Grade C:
Semi-skilled Operative (88% of craft rate): construction operatives with a minimum of one year's experience.

Grade D:
Basic Operative (80% of craft rate): construction operatives with less than one year's experience who are capable of carrying out basic general labouring requirements, including occasional operation of small plant items.

MANDATORY PENSION SCHEME

(Applies to all construction workers)

All workers covered by the Registered Employment Agreement for the construction industry must be registered by their employer with the scheme within two weeks of commencing of employment.

DEATH IN SERVICE BENEFIT

The Death in Service Benefit is €63,500 which is payable to the next of kin of a deceased member-provided the deceased was a member of the scheme and in benefit at the time of the death.

An additional death in service benefit of €3175.00 is payable for each eligible dependent child under 18 years of age.

SICK PAY

The current daily rate for Sick Pay benefit is €37.51 per day, weekly €187.55 and is paid for a maximum of 50 working days in a calendar year. For the first three working days of any period of illness/injury, there is no benefit entitlement under the Rules of the Scheme.

If a Claimant has no entitlement to Social Welfare Disability Benefit they may be entitled to claim Supplementary Sick Pay Benefit from the Scheme.

SAFETY

Safe Pass
Through our efforts in highlighting the chronic Health and Safety problems in the industry, all workers must now by regulation be in possession of registration cards.
For booking Safe Pass courses, call IDEAS, Tel: (01) 4531440

Safety Representatives
Sites with 20 workers must now have elected safety representatives.
Contact: Health and Safety Authority, Tel: 1890 289389

CONSTRUCTION SKILLS CERTIFICATION TRAINING

A training needs analysis is to be undertaken and it will influence training plans for safety at work, protection of skills, and upskilling under Safe Pass and Skills Certification. All workers undertaking specified safety critical duties must have received training approved by the State training authority under the Constructions Skills Certificate Scheme (CSCS) and be in possession of CSCS registration cards.

Hours of Work

OVERTIME - Monday-Friday

Standard Working Week 8.30am-5.00pm Monday-Thursday	39 Hours
Fri-4.00pm	Flat Time
5pm-midnight	Time and a half
Midnight to normal start	Double time
Before normal start	Double time
Saturday: first 4 hours	Time and a half
Any work thereafter up to normal start on Monday	Double Time

Country Money - Subsistence Allowance: €81.60 per week

TRAVELLING TIME - (Dublin Area):

0 - 4 miles	1 hour per day
4 - 5 miles	1.25 hours per day
5 - 6 miles	1.5 hours per day
6 - 8 miles	1.75 hours per day
8 - 12 miles	2 hours per day
12 - 20 miles	2.5 hours per day*

**not payable to workers recruited on site.*

Travel time is to be included when calculating holiday pay. All Dublin rates calculated on distance from GPO. Contact SIPTU for Cork/Limerick/Waterford/Galway Travel Time Rates.

SIPTU - Organising for Fairness at Work and Justice in Society

Membership Information & Support Centre (MISC) **1890 747 881**

Annual Leave/Public Holidays 2012/2013

October 2013		
Friday	26 October	**Annual**
Monday	29 October	**Public**
Christmas Leave		
Monday	24 December	**Annual**
Tuesday	25 December	**Public**
Wednesday	26 December	**Public**
Thursday	27 December	**Annual**
Friday	28 December	**Annual**
Monday	31 December	**Annual**
Tuesday	01 January	**Public**
March 2013 - St Patricks Weekend		
Friday	15 March	**Annual**
Monday	18 March	**Public**
April 2013 - Easter Leave		
Friday	29 March	**Annual**
Monday	01 April	**Public**
Tuesday	02 April	**Annual**
Wednesday	03 April	**Annual**
Thursday	04 April	**Annual**
Friday	05 April	**Annual**
May 2013		
Monday	06 May	**Public**
June 2013		
Monday	03 June	**Public**
Summer Holidays 2013		
Monday Friday	22 July to 02 August	**Annual**
August 2013		
Monday	05 August	**Public**

Anyone starting work after August should get 13.65 hours pay for each four week period in which they have worked at least 117 hours.

Contact SIPTU Construction

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SIPTU
Services Industrial Professional & Technical Union

Secure Your Rights Join SIPTU

CONSTRUCTION INDUSTRY R.E.A.
- Pay Rates
- Sick Pay
- Holidays
- Pension

"An injury to one is an injury to all"
— James Connolly

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