

RATES OF PAY

Category 1 Worker €17.04 per hour
General Operatives with more than one year's experience working in the sector

Category 2 Worker €18.36 per hour
Skilled General Operatives:
Scaffolders who hold an Advanced Scaffolding Card and who have four years' experience
Banksmen, steel fixers, crane drivers and heavy machine operators

Craft Worker €18.93 per hour
Bricklayers/stone layers, carpenters and joiners, floor layers, glaziers,
Painters, plasterers, stone cutters, wood machinists, slaters and tilers

New Entrant €13.77 per hour
General operatives who are over the age of 18 years and entering the Sector for the first time.

Apprentices

1 st year	33.3% of craft rate
2 nd year	50% of craft rate
3 rd year	75% of craft rate
4 th year	90% of craft rate

OVERTIME

Monday – Friday	from normal finishing time to midnight Midnight to normal starting time	time plus a half double time
Weekends	first four hours from normal starting time On Saturday morning All subsequent hours worked	time plus a half double time

PENSIONS, SICK PAY, DEATH IN SERVICE

Entry into the Pension Scheme is at **18 years old**.

Pension Contribution

- Employer €26.63 per week
- Employee €17.76 per week
- Total weekly contribution €44.39

Death in Service Contribution

- Employer €1.11 per week
- Employee €1.11 per week
- Total weekly contribution €2.22

Sick Pay

- Employer €1.27 per week
- Employee €0.63 per week
- Total weekly contribution €1.90



DISPUTE RESOLUTION PROCEDURE

If a dispute occurs between workers to whom the SEO relates and their employers no strike or lock-out, or other form of industrial action shall take place until the following procedures have been complied with. All sides are obliged to fully comply with the terms of the disputes procedure.

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.

