

# Submission

to

Senate Employment, Workplace Relations and Education  
References Committee

## Building and Construction Industry Inquiry

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**Submission no:** 95

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State Secretary

**Organisation:** CEPU (Plumbers division)

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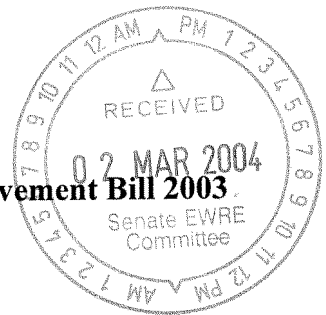
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**Senate Inquiry into Building and Construction Industry Improvement Bill 2003**

**MIKE MITCHELL**



My name is Mike Mitchell. I have been involved in the Construction Industry since the early eighties, having been a registered sprinkler fitter since around 1994. I am the State Secretary of the Western Australian Branch of the CEPU (Plumbers Division). I have been in this position since November 1999, and I have been an official since 1990. In regards to the Building and Construction Improvement Bill 2003 I have not read it but am aware of some of the provisions. As such, I wish to make a few comments about the Industry in Western Australia.

Firstly, pattern bargaining and agreements. In the last round of enterprise agreements I had talks with the Master Plumbers Association in Western Australia. The Association insisted on pattern agreements. They did this because they wanted a level playing fields, so in the tendering process all there people would be tendering at the same price regarding EBA terms and conditions of employment. At this point in time the Association wanted words put in the agreements supporting pattern agreements across the Industry. At the end of the day the Union and the Association agreed on a pattern agreement, except for the dollars. Money was the only issue separating the parties. After this deadlock, the Union started negotiating with the Association members individually. Most of the Association members have signed the agreement.

Secondly, I do not understand the need for another regulatory body in addition to the Australian Industrial Relations Commission. Any disputes that arise with any

company I will sit down with the employer and discuss a way of resolving the issue.

Approximately ninety percent of the times I find that we resolve the issue this way. If we are still unable to resolve the issue, then we go to Australian Industrial Relations Commission. There is a state Commission but we mostly use the Federal. Because the issues are resolved in this way, usually without referring the matter to a regulatory body, I do not see the need for another regulatory body or further regulation of the Industry.

Signature:



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28/11/07