



POWER WORKERS

South Australia

The Official Newsletter of the Power Industry Sub Committee [PISC].
Work and Welfare Related Issues for all Power Workers in South Australia

Tuesday 16th of September 2014

CEPU Electrical Division

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SA Power Networks

CBD SAPN Shift Proposal

SAPN have advised CBD employees that a night shift will be implemented for CBD operations despite the workforce unanimously rejecting this proposal.

Night shift work can adversely affect an employee's health, wellbeing, family life, relationships, ability to participate in sports and community organisations and social life. Dr Mathew Thomas, engaged by SAPN to assist with night shift implementation, confirmed that prolonged shift work increases the risk of diabetes, cardio vascular disease and sleep disorders. Shift work is also known to increase workplace injury rates.

The reason given for imposing a night shift roster on CBD employees is to improve efficiencies to support SAPNs claim for \$30M from the regulator to perform remediation work in the CBD.

CEPU members are very willing to participate in efforts to improve productivity, efficiency and ways to support CBD operations. The CEPU offered to hold discussions with members and formally put forward suggestions to assist in this aim but SAPN rejected our offer.

SAPN have said that the employment contracts signed by CBD employees enable them to force employees onto a shift roster against their wishes. These employment contracts are the same as those used elsewhere throughout SAPN, so SAPN could potentially use the same justification to impose shift work in other areas of the business.

SAPN has said if employees refuse to participate in the night shift roster they intend to impose they could be sacked. SAPN managers have stated that it takes at least 2 years to gain the required accreditation to perform CBD work, so it makes you wonder what would happen to CBD operations if the 28 affected employees were all sacked.

Implementation of the CBD shift roster is scheduled for the 26th of October. The CEPU has notified SAPN we are in dispute on this matter and our position is that in accordance with Clause 11 of the enterprise agreement, the status quo must be preserved until the dispute is resolved.

Safety Incidents

The CEPU has been involved in representing members in investigations into various potential and actual safety incidents. We wish to remind all members that no job is too important to cut corners or take any additional risks. It is important to perform an appropriate risk assessment prior to any task and if there is any doubt – **STOP WORK Do not take a risk - the job can wait.** Being involved in a safety incident could cost you your job - or worse.





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www.etunational.asn.au



24 hour members
hotline
1800 223 790



www.membersequitybank.com.au



www.unionshopper.com.au



www.rthealthfund.com.au/etu.html

Indicative Tasks

The CEPU has been involved in discussions about outdated irrelevant indicative tasks applicable to the vegetation services group. SAPN have said due to the failure of the wages classification review process we are all stuck with the current indicative tasks. This is plainly not the case, the only thing preventing outdated irrelevant indicative tasks being updated and made relevant is SAPN being able to 'get over' the wages classification review and agreeing to engage in discussions with the CEPU on the matter.

TSW 4A v TSW4 with G&B allowance

CEPU members at SAPN have raised a concern regarding pay rate relativities between TSW4A and TSW4 with Glove and Barrier allowance. A TSW4 with G&B is paid \$48 per week more than a TSW4A. The pay differential between a TSW5 and a TSW4 G&B is only \$1.39. If you have views to express on this matter please contact John Adley.

LSL loading underpayment

We are currently pursuing an underpayment claim against SAPN with respect to long service leave loading for an ex-employee who worked afternoon shift. If you are an afternoon shift worker and think you may have been underpaid with respect to long service leave loading, please contact the CEPU.

WorkCover claims

A long running (over two years) WorkCover dispute between a CEPU member and SAPN was finally settled a couple of weeks ago much to the relief of our member. We currently have one other member with an unsettled long running dispute and a new dispute to resolve.

If you are injured at work in any way it is vitally important that you report it to your employer and your treating doctor immediately. You should fill out a work cover claim form even if you are not claiming income maintenance payments.

It is much easier to ensure you will be rightfully compensated for a workplace injury if you correctly made a claim at the time of injury.

Electronic surveillance

Vehicle tracking device records, mobile phone call and data access records, security swipe card and SAPN IT system records continue to be used by SAPN in investigations into employees. Employees should be aware that all of this data and the email traffic on SAPNs system is stored and accessed by SAPN when they deem it necessary. SAPN have also engaged private investigators to secretly film employees under investigation where serious misconduct is suspected.

Comments by employees on social media about their employers or fellow employees





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PAUL SCUDDS
Organiser

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have led to disciplinary action by being taken by some employers recently - think before you send an email or post anything on social media.

AGL Torrens Island Power Station

Enterprise agreement negotiations with AGL have concluded. A mass meeting of Union members supported the latest AGL offer resulting from negotiations between the company and the Single Bargaining Unit of Unions and the agreement has been approved by the Fair Work Commission.

The CEPU has also been involved representing a member in a WorkCover dispute with AGL.

Alinta Energy

A proposed enterprise agreement covering members at the Port Augusta power Station and the Leigh Creek coalfields will be put to members next week.

Energy Australia

We are continuing negotiations with Energy Australia for an agreement that will cover employees at the Hallett power station who are currently on individual contracts.

Tenix

The CEPU has taken a classification dispute / underpayment claim on behalf of a member formerly employed by Tenix Australia to the Industrial relations Court, this matter was the subject of a hearing on the 8th and 9th of September, we are awaiting the decision.

Paul Scudds

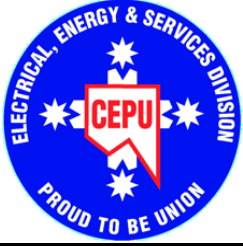
Paul is assisting with representing CEPU members in the Power Industry. Paul has been a CEPU SA branch Organiser for 3 years. He has represented members in State Government, Local Government and Defence industries. He is currently pursuing enterprise agreements with power industry contractors as described below.

Power Industry Contractors

The CEPU has notified Lend Lease, Electel Resources, JBM solutions, Electrix, Helistar and Active Tree Services that we are seeking to negotiate enterprise agreements on behalf of our members working at these companies. Electel Resources, JBM Solutions and Electrix have agreed to enter into discussions with the CEPU. Lend Lease and Helistar have not agreed to meet with us and Active Tree Services have rejected our ability to represent their employees.

We have made an application to the Fair Work Commission regarding Active Tree Services and will do the same for Helistar and Lend Lease if those employers do not agree to negotiate.





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Service Stream

We have settled a long running underpayment claim for a member against his ex-employer Service Stream (formally AMRS)

Power Industry National Conference

A national CEPU power industry conference was held in Hobart on the 17th and 18th of September. This was a great conference attended by 42 CEPU officials and delegates from all over Australia. It is a chance for CEPU delegates and officials representing members in the power industry to get together to discuss enterprise agreements, safety and other issues. Gordon Penhall, Michael Allison, Gary Stodden and Ronnie Leighton attended as delegates from SA.

Asbestos Awareness

Ausgrid, Endeavour Energy and Essential Energy have developed a free on line asbestos awareness learning tool designed for the electrical industry in partnership with WorkCover NSW and the Electrical Trades Union. It can be accessed at: emaplms.e-oz.com.au

Power Industry Sub-committee

The Power Industry Sub Committee meets at 4:30 on the first Tuesday of every month in our office at Bob Geraghty House, 312 South Rd, Richmond to discuss industrial, safety and welfare issues concerning members working in the power industry.

All CEPU power industry members are welcome to attend.

The remaining meeting dates for 2014 are the 7th October, 11th November and 2nd December.

The 2nd of December meeting will be held with the recently established Contracting Industry and Gas industry Sub Committees. We will have a BBQ and a couple of drinks to kick off the festive season.

CEPU Delegates and Contacts

Please ensure this newsletter is displayed on the Union notice board at your depot or workplace. If you don't have a dedicated notice board space, let us know.

www.cepusa.com.au

