



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

Thursday 13th of November 2014

CEPU Electrical Energy
and Services Division

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SA Power Networks

CBD SAPN Shift Proposal

The CEPU is still in dispute with SAPN over the proposed implementation of a night shift roster for CBD operations.

Our members remain firmly and unanimously opposed to the imposition of a night shift which can have adverse effects on health, wellbeing, family life, relationships, social life, and which will significantly reduce our member's annual income.

The dispute was the subject of a conciliation hearing in the Fair Work Commission on 27th of October, but the matter was not able to be resolved in conciliation.

CEPU members have offered to work an afternoon shift, which is a shift arrangement that operates in other areas of the business but SAPN are still seeking a night shift for CBD operations. SAPN originally intended this night shift roster to begin on the 26th of October, then on the 8th November.

SAPN management are now working on a new shift proposal and have undertaken not to implement a night shift until this proposal is discussed with CBD employees. The CEPU will continue to represent our members in negotiations with SAPN to try and resolve the dispute and in further proceedings in the Fair Work Commission if necessary.

Defibrillator deployment

The CEPU wrote to SAPN CEO Rob Stobbe on the 19th of September seeking agreement to review the availability of Automated External Defibrillators (AED's) across SAPN. This was prompted by a similar review that was conducted in NSW by Ausgrid, Endeavour Energy and Essential Energy that recommended a structured AED deployment program that takes into account risk assessments of the type of work (i.e. working on live low voltage) the number of workers on a site, access and proximity to emergency services, time exposed to live electricity and crew members trained in administering Cardio-Pulmonary Resuscitation (CPR) and AED.

A trial was conducted in January 2014 in the Northern region of Essential Energy and led to Essential Energy to decide to purchase 186 AEDs which are to be implemented at Depots and Corporate Offices across the business.

The CEPU SA branch is very keen to see more AEDs as we have seen the benefit of having these devices available in the workplace. In 2011 a member's life was saved when a workmate performed CPR and a defibrillator was applied after he had a heart attack while at work at the Penrice Soda Osborne plant.

We have spoken to the work health and safety department about this who have informed us that SAPN intends to undertake a review by the end of March 2015. We have requested the CEPU is involved in this review, we are awaiting a response.





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LSL loading underpayment

We have successfully resolved an underpayment claim against SAPN with respect to long service leave loading for an ex-employee who was a long term afternoon shift worker. 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.

TSW5, TSW 4A TSW4 and G&B allowance

The CEPU has met SAPN management representatives to attempt to address our members concerns regarding pay rate relativities between TSW5, 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. Many of our members are saying that the increased responsibility of supervisory roles is not proportionate to the increase in pay.

SAPN Hino Trucks

It has been reported by SAPN members that SAPNs new Hino Trucks, unlike the older ones, require drivers to hold a HR license. To avoid potential fines, make sure you are correctly licensed for the truck you are driving.

Alinta Energy

Members at the Port Augusta Power Station and the Leigh Creek coalfields have voted in favour of the trades enterprise agreement negotiated for by the CEPU, AMWU and CFMEU and this has been submitted to the Fair Work Commission for approval. The agreement is for four years and provides 4% annual pay increases, a nine day fortnight, isolation allowance for electricians, paid emergency service leave (CFS and SES) as well as improvements to TOIL, RDO and classification systems.

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

We are still awaiting the decision of the Industrial relations Court regarding a classification dispute / underpayment claim on behalf of a member formerly employed by Tenix Australia that was the subject of a hearing on the 8th and 9th of September,

Service Stream

We have successfully settled another underpayment claim for a member against Service Stream (formally AMRS).





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Power Industry Contractors

Enterprise agreement negotiation efforts are still underway with power industry contractors, largely coordinated by Paul Scudds. Below is an update:

Lend Lease – In the absence of an enterprise agreement, Lend Lease have applied a 4% wage increase to employees. A CEPU log of claims has been put to the company for a new agreement, but there seem to be no serious commitment from Lend Lease to get a deal done.

Electel Resources – Electel want a separate agreement for their labour hire employees that remove income protection and redundancy benefits for those employees. This is opposed by the CEPU.

Consolidated Power Projects – CPP say they want a new agreement settled before Christmas but have yet to issue the required representation rights notices to employees.

Helistar – Having won a majority support determination ballot we will be commencing negotiations soon.

Active Tree Services – We are awaiting a decision of the Fair Work Commission regarding a Majority Support Determination Order and the company's allegation that the CEPU cannot represent ATS employees.

JBM solutions – The CEPU has met with JBM management to discuss renegotiation. We are waiting for JBM to issue notice of representational rights to employees to initiate bargaining.

Asbestos Exposure

SAPN employees have contacted us recently reporting that they have been exposed to asbestos in their workplace. It is important that any exposure or suspected exposure to asbestos is reported as a safety incident and that the exposure is documented on an asbestos register. The CEPU SA branch holds a register, details can be provided on a form that can be sent out to members or accessed via our website. There is also a federal government register that can be accessed on line at:

<https://asbestossafety.gov.au/>

Of course, registering an exposure to asbestos will do nothing to protect against its potentially deadly effects. Everything possible should be done to prevent exposure occurring including conducting a thorough hazard and risk analysis to identify potentially harmful substances. If hazards or risks are identified work must stop until these have been adequately controlled.

CEPU Women

The CEPU is committed to supporting and connecting female CEPU members, holding regular catch ups to facilitate discussions. While socially centred, these engagements provide an opportunity for fellow female CEPU members to meet, share



www.etunational.asn.au



24 hour members
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1800 223 790



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www.unionshopper.com.au



www.rthealthfund.com.au/etu.html

ideas and engage in discussions on common issues.

Women in the CEPU are meeting for breakfast this Sunday 16th at 10.30am at Zoots (257 Seaview Rd Henley). Come along and meet with other women in your Union. Jess Rogers, our Industrial Officer facilitates the meet-ups. Please RSVP to Jess ASAP on 0408 647 034 to ensure seating is available.

Member meetings

CEPU meetings have been held recently at:

SAPN CBD operations – 22nd September, 13th October, 20th October & 30th October

Alinta Energy Leigh Creek – 23rd September

Alinta Energy Pt Augusta – 24th September

Electel – 2nd & 8th October

SAPN Vegetation group - 14th October

SAPN Pt Lincoln depot - 24th October

Lend Lease – 22nd October

EPS – 30th October

If you want to see your CEPU representative at your workplace, please give us a call.

HSR Training

Workplace Health and Safety representatives are entitled under legislation to receive training to enable them understand their rights and responsibilities and carry out their duties. The CEPU recommends Unions SA as an accredited provider of HSR training. Please contact us if you require training.

Power Industry Sub-committee

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

For the 2nd of December meeting we will have a BBQ and a couple of drinks to kick off the festive season.

All CEPU power industry members are welcome to attend - please let us know if you're coming for catering purposes.

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.

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