



CEPU SA Enews

Email Newsletter of the CEPU Electrical Energy & Services Division - SA Branch

#2 - December 2015

Fellow CEPU SA members,

CEPU SA Officials Team Update



This is the second CEPU SA Enews for December as we had too much content to send in one edition. Below is a brief update from each of your CEPU SA officials, if you want to know any further detail please give us a call. Enews will be emailed to members for whom we have email addresses monthly beginning in February 2016.

Sending Newsletters by email is a fast and cheap way to communicate and we want to be able to reach all members via this method. If you know of anyone would like to be on the mailing list let us know.

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A message from CEPU SA Branch President and Life Member Bob Donnelly



I'd like to wish all our members a happy Christmas and a safe and prosperous New Year. Thank you to CEPU delegates and State Councillors that give so generously of their time to represent their fellow union members. Thankyou to the Staff and Officials of our fine Branch for your hard work and dedication, I look forward to continuing to work with the team in 2016.

Bob Donnelly

SA Branch President

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Defence Water and Gas Industry news



Water Utilities

SA Water:

Enterprise Agreement negotiations continue as they have been since 21 March 2014. The company took an aggressive approach to negotiations from the start. It became obvious the SA Water would try to push through an EA that contained substantial reductions in provisions for its blue collar workers and removal of job security safeguards for the whole of the workforce. In the past, the overwhelming numbers of office staff would guarantee a yes vote regardless of the content of the new proposed agreement. All unions worked extremely hard to ensure the wider workforce understood the implications of the proposed changes. The efforts of the unions and delegates were rewarded when the proposed Agreement was overwhelmingly rejected by the SA Water workforce. We now are Negotiating around changes through consensus instead of arrogance.

Allwater:

We are also in protracted negotiations with SA Water's metro service provider. It became clear very early that SA Water had placed the same boundaries around these negotiations as it did in its attempt to strip away its own workers provisions. The negotiation process transformed from difficult to impossible with a change to Allwaters Bargaining representatives. It is amazing how good will and respect can be eroded almost overnight when a company's HR leadership is replaced with a uncompromising personality resembling traditional 1950's values of "they will do as they are told". The water industry has not seen industrial disharmony at the current level in living memory. Well done Transfield. You have certainly galvanised your workforce.

Gas Utilities

APA:

There is apprehension in the Gas Sector with the acquisition of the state's Gas infrastructure by CKI (also the owners of SA Power Networks). The focus is on downsizing and restructure. Our Gas members will continue to receive the highest level of representation when it is needed most. Gas members need to contact their delegates or the CEPU direct if they feel they are being pressured into accepting alternative job roles or working arrangements.

Defence Industry

ASC:

EBA negotiations are also in full swing at ASC Subs (North) and ASC Ships (South). The company is hamstrung within the negotiations by the insistence of its owner, Tony Abbot initially, and now Malcom Turnbull to force any new Agreement to comply to the Australian Public Service Commission Policy and Guidelines. This too has the sole purpose of stripping away long fort conditions in return for minimal wage increases that amount to less than inflation. The workforce took the unanimous position that negotiations would focus on job security and the continuation of the ship building industry for generations to come. The whole of the defence industry is doing everything possible to promote a vibrant and ongoing ship building industry in Australia. We continue to be hopeful and proactive in encouraging the local build for the new fleet of Australian Submarines and ships. The Japanese consortium would kill this critical and strategic sector of our local Industry. We cannot allow this to happen. Maintain the rage. Support the rallies, contact your MP's.

Simon Pisoni

Assistant Branch Secretary

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Electricity Supply Industry news



Alinta Energy

The last shovel of coal has been dug out of the Leigh Creek Coal Mine, stock piles sit waiting for transport. The SBU bargained out a closure package for the affected workers, this was added to the Enterprise Agreement before the closure of the Leigh Creek Mine. Of the "return to Government" employees that were at the Leigh Creek mine, 6 elected to Return to Government. The predicted closure date of the Pt Augusta Power Station is March 31st 2016. With the site demolition and remediation taking place shortly after. Mc Mahon Services won the the contract for demolition works.

Lend Lease:

Redundancies have hit the whole Power Industry, but the worst example of redundancies we saw this year came from Lend Lease. We have lodged a dispute to the Fair Work Commission over the lack of consultation, we are also representing the members in related Unfair Dismissal cases. Consultation needs to take place when a major change is taking place in the workplace, especially

in redundancy situations. It is our view that there was no consultation at all before these redundancies were announced, in front of the whole workforce.

SA Power Networks:

Redundancies were announced within SA Power Networks. We managed to win some redeployments within the company, of the initial 27 redundancies, almost half of these were redeployed to new roles within the organisation. We have also had some "time recording" investigations happen, with SAPN even employing the use of a Private Investigator to follow members for days mapping out their locations and times. We must stress the importance of having your time sheets filled in correctly, if you need to deviate from your days' work for a small errand, clear it with your leader first. Keep a diary, print or copy your timesheets and keep them. If you have spare time in your day, call your leader and ask for direction. With GPS tracking on every SAPN vehicle and every SAPN phone, your location will never be in question, your reason for being in that location will!

Ben Jewell

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Electrical contracting Industry news



Electrical Contracting Industry

The CEPU has concluded Enterprise Agreement negotiations with Tyrone Electrical Services and ICE Engineering & Construction.

Fire Protection Industry Electrical

EBA's for Spectrum, Shield & United are all on hold pending the outcome of the 36hr dispute within the wider Fire Protection Industry.

Negotiations on both the Chubb Systems & Service Electrical EBA's have not progressed.

Construction Industry Sub Committee

A meeting of the Construction Industry Sub Committee was held on November 25th. The Sub Committee decided future meeting would be held on the last Tuesday each month, with the next meeting to be held on 4pm January 27th at the CEPU Office.

All CEPU trades are encouraged to attend. Go to the CEPU Construction Sub Committee Facebook Page for more info.

Union training

The CEPU has committed to provide Union training to as many members as possible within the Contracting Sector. The training package is specifically targeted at members working in transient employment, such as the construction sector, with an initial focus on covert collective activism, providing members with skills to best assist the CEPU assist members within the industry.

It is intended to run this training on Rostered 38hr RDO days to enable as many members as possible to attend, with the first held on Monday November 9th. look out for future dates in the New Year Please contact the office or Paul Scudds to register your interest.

Site Visits

Erin and I have been out and about visiting members on sites, If you want to see a CEPU Organiser on your site, give me a call to let me know where you are and to arrange a time.

Paul Scudds

Branch Organiser

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Government, Transport, Steel and Vehicle Industry news



SA Government Metal Trades Wages Parity EA:

SA Government have rejected central CEPU claims for 'grandfathering' of guaranteed tenure for current employees, and \$75,000 and TVSP for redundancy.

SA Government Country Health:

CEPU ongoing underpayment claim with respect to classifications. On this matter, the CEPU is acting on behalf of members in the Industrial Relations Court.

Rail Commissioner Maintenance EA:

Enterprise Agreement negotiations are ongoing, the main issue being No Forced Redundancy

provisions.

Adelaide Festival Centre EA:

Has been slow going but close to finalising agreement.

Peer Veet Apprentice EA:

Negotiations have stalled. A meeting for all Peer Apprentices, was held Thursday 29th to formulate a Union Log of Claims.

Arrium / OneSteel:

A major restructure of operations has been implemented that has impacted up to 55 employees working at the Southern Middle Back Ranges and the Pellet Plant in Whyalla. Further restructuring has commenced that will impact the OneSteel Whyalla plant.

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Branch Organiser

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Plumbing and fire protection Industry news



Plumbing Industry

Enterprise Agreement negotiations have commenced with Syfon Systems, Watson Fitzgerald and OConnors. We have also had discussions with CDC.

The Monadelphous Enterprise Agreement negotiations have concluded and supported by the CEPU the agreement was voted up.

The CEPU has also recently settled individual disputes and WorkCover claims for plumbing members.

Fire Protection Industry

Trojan have voted up a Protected Action Ballot (PAB) as part of the Enterprise Agreement bargaining process and have taken some industrial action

Shield Fire, Diverse Fire, Spectrum Fire and Combined Fire will be voting on PABs over the Christmas period.

United Fire and Australian Fire Services are also in Enterprise Agreement negotiations.

Some of the Fire Industry companies are seeking to remove the 36 hour week from their agreements and go back to a 38 hour week. The CEPU will strongly fight against this attempt to roll back hard won conditions of employment.

The CEPU in conjunction with SafeWork SA and Consumer and Business Services has been focusing on unlicensed workers in the Fire Protection industry. Several site visits have resulted in SafeWork SA issuing notices. We will continue tis campaign to protect the integrity of our licensed trades and protect work place and public safety in 2016.

Paul Scudds and I are working to gather information and map out the construction industry sector. This is crucial for site visits and right of entry as it enables us to make best use of the limited time we have available to speak to members during site visits. We need to know a contact name and number for a member in each contracting company on each construction site and what time and where meal breaks are taken. Please give us a call to assist with this.

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Branch organiser - plumbing

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Manufacturing industry and General Trade news



Fuji Xerox:

Company have put a 4 year enterprise agreement offer with a fixed \$2000 wage increase per annum. This will go to a vote in February, the CEPU does not support the proposal and is advocating for a no vote.

Thomas Foods:

Enterprise agreement negotiations have concluded we are waiting for the final document prior to the ballot process commencing.

Smiths Snack Foods:

Smiths have put forward an enterprise agreement offer of 7.8% over 3 years. Negotiations will continue in the New Year.

Coopers Brewery:

Enterprise agreement negotiations are scheduled to commence early in March.

Steve Rayson

Branch organiser

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Industrial & Legal news



Underpayments:

SA Country Health underpayments for Facilities Maintenance Officers went to trial in mid-November following an exhausting 27 months of conciliation.

There remain a number of underpayments involving employees who have been incorrectly classified which are entering the conciliation stage across multiple industries.

Employers appear to have an issue paying employee entitlements upon termination at the moment, so a number of underpayments have been lodged.

Unfair Dismissals:

We are currently pursuing 14 unfair dismissal claims for CEPU members which will be listed for conciliation within the next month or two.

Disputes:

The CEPU will not tolerate breaches of EA's and will utilise the best legal framework available to get our members the most desirable outcomes where breaches occur.

CEPU Women:

Male Dominated Occupations and Industries (WIMDOI) Conference :

The National Women in Male Dominated Occupations and Industries (WIMDOI) Conference was held in Sydney in May and was well attended by 5 CEPU SA Branch Members and 24 CEPU members from across Australia. The conference was a great opportunity to look at some of the obstacles facing women in these areas and foster ideas about how to overcome some of these obstacles. There were a number of inspiration speakers, informative sessions and exciting field trips. Best of all, female CEPU members from across the Country got to come together in solidarity to improve the working lives of all women in male dominated areas.

CEPU Women SA:

The October CEPU women's breakfast was well attended with a number of suggestions being discussed, including a request for hard hat stickers showing support for women's participation in the industry and a flyer that can be handed out on sites about the group to encourage further involvement by Women in the industry. The group is still needs a catchy, official title for the group; if you have any suggestions, please let me know.

If you work with any women who are members, or eligible to be members of the CEPU, please let me know which site and company they are with, so I can come out on-site to visit them, or alternatively if they provide their contact details I will get in touch with them.

2014 Modern Award Review Claims:

The ACTU is seeking a model clause to be inserted into every Award providing an entitlement to family/domestic violence leave and the right to return to work part time after parental leave. If you would like further details, please contact me.

The CEPU Nationally is seeking the insertion of an electrical license allowance into the Electrical Power and Manufacturing Awards to ensure that Award-covered employees doing the same job in different industries are entitled to the same allowance.

Return to Work SA:

The new legislation is now in place and we have seen a huge increase in work-injury related disputes. While these matters are dealt with by our lawyers, Lieschke and Weatherill, there have been a number of matters where the CEPU has been able to provide assistance to members on these matters.

Jess Rogers

Branch Industrial officer

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This newsletter has been sent by email to reduce postage cost. We have email addresses on file for a good proportion of our membership, but not all. If you know of any members who wish to receive email newsletters, get them to provide their addresses. Please print a [PDF version](#) of this newsletter to circulate to CEPU SA members and put on noticeboards.

Check our [website](#) for union information and keep up to date with the CEPU SA [Facebook page](#)