



*your united team of collective strength*



## SAPN/Enerven EA Update 20-4-2021

On the 19<sup>th</sup> of April 2021 the SBU met with SAPN/Enerven in an effort to continue negotiating a new Enterprise Agreement for our Members.

The last 2 meetings have been very productive since the employees have taken Protected Industrial Action. Discussion on both parties' claims has been very deep, which we have not seen before. SA Power Networks/Enerven has forwarded possible clauses to the SBU for our consideration on several claims. This is a drastic change from the bargaining that we saw before Christmas.

This improvement in the negotiating room has been since the employees voted down 2 EA's, the Unions forced SAPN/Enerven back to the table and the employees have engaged in Protected Industrial Action. It seems that this combination of events has made SAPN/Enerven take a new approach to bargaining.

It's disappointing that very soon after the meeting ended, SAPN/Enerven released a newsletter that undermines the progress that we feel has been made.

We need to question the motives of a business that is so keen to recount events in a completely different light to which they happened.

The newsletter released by SAPN/Enerven on 19/04/2021 in relation to the recent EA meetings does not reflect the true nature of current bargaining in our view. As we move forward, our Members and the workers need to take an objective view of correspondence from the business. Correspondence like that seeks to undermine the bargaining process and if you have any questions in relation to what is happening in relation to bargaining, please refer to your Delegate/Organiser for the **facts**.

In the recent meetings we have chosen to focus on claims that we are not completely opposed on, to make the meeting time as productive as possible. In doing this, we are building momentum for when the "hard" claims are all we have left to negotiate. SAPN/Enerven has agreed to this process and in our view, they have participated well as a bargaining team. This is completely different to what we saw in 2020, where SAPN/Enerven rejected all our claims, without real discussion, in a letter after a single meeting of "traditional bargaining".

The claims that SAPN/Enerven have proposed that we believe will do lasting damage to our Industry (for example; 20% pay cut for new employees, complete removal of the Contractor Parity clause, unfettered access to THCD with no requirement to create permanent positions, removal of any agreement requirement for any roster/shift change, removal of Trade Union Training Clause) will be negotiated, after the more productive claims have been discussed.

The claims that have been discussed at the bargaining table so far are:

### SAPN Claims

- #7 Replace current Consultation provision with Fair Work model term (Att 2 Cls 3)
- #12, Replace current dispute resolution provision with Fair Work model term (Att 2 Cls 11)
- #13, Amend Abandonment of Employment provision to remove 14-day obligation (Att 2 C
- #16, Amend Annual Leave provision to manage leave liability through cash out(Att 2 Cls
- #19 Amend Purchased Leave clause to refer to directive (Att 2 Cls 8.3)
- #22. Remove selection and appointment provision (Att 2 Cls 2.5)
- #39 Remove Death While Employed provision Att 2 Cls 2.10.5 should be 4)
- #40 Amend (Att2 Table 4) to clarify meaning of 'midday'

## SBU Claims

- Claim 1.3 No reduction of current terms and conditions from the existing agreement, this includes the continuation of the additional 1% super above the Legislated rate.
- Claim 2.1 A 4% wage increase effective first pay period after July 1, each year of the agreement over a 3 year term If bargaining continues beyond the expiry date and proposed date(s) for any wage or entitlement increase – then payment of any increase(s) are to be backdated
- Claim 2.2 Increase the Electricity Account Network component (DUOUS) reimbursement amount to \$900
- Claim 5.1. Provide a fair and transparent process to better manage workload for all employees. Insert a new clause – Workload Management (attached)
- Claim 6.1 Improvements in the consultation process about change to include employees in early discussions prior to decisions being made.
  - 6.1.1. Amend paragraph 2 of 3.1.1 to read: Consultation will mean informed discussion between Utilities Management, its employee(s) and their Union representative(s) on workplace change likely to have a significant impact on an employee or employees. The purpose is to involve employees in the decision making process and to consider all information, advice, opinions and to create a genuine opportunity to influence Utilities Management’s final decision.
  - 6.1.2. Insert new paragraph cl.3.1.1: Utilities Management must act in good faith in relation to the consultation process provided in this clause. In this clause, “good faith” includes obligations to meet, disclose relevant information, genuinely consider proposals, and respond with reasons, and to refrain from capricious or unfair conduct that undermines consultation.
- Claim 10.1 Inclement Weather Policy with an allowance attached for situations where work must proceed during inclement conditions.
- Claim 10.2 Amenities or Light Vehicles/Vehicular transport available for all workers to access amenities at all times.

The Bargaining Process so far has been the most adversarial that our Membership has ever seen. Workers need to understand that the SBU is on your side, striving to maintain and improve conditions in your industry, while SAPN/Enerven are trying to undermine the industry to create more profit from less job stability. The actions taken so far, by all unions and all union members is having an effect. SAPN/Enerven have had to adjust and react to our negotiating strategies and Industrial Action.

Don't underestimate the impact of what you do each day in the workplace. Follow the actions, Work To Rule, participate in the stoppages and let SAPN/Enerven know that your conditions are not there to be stolen, they are there because they were fairly won and we will be doing everything we can to hold onto and improve them!

For more information regarding the SAPN/Enerven enterprise agreement negotiations, contact your relevant union workplace delegate or your Union Organiser:

**Ben Jewell CEPU** 0422 339 699

BenjaminJ@cepusa.com.au

**Scott McFarlane ASU** 0426 291 572

smcfarlane@asu.sant-asn.au

**Sarah Andrews PA** 0411 124 351

sandrews@professionalsaustralia.org.au

**Stuart Gordon AMWU** 0410 809 160

stuart.gordon@amwu.org.au

**PLEASE SHARE THIS UPDATE WITH YOUR WORKMATES**