



your united team of collective strength



SAPN/Enerven EA Protected Action Clarification

Please refer to the below for the detail in relation to the actions that will commence Thursday April 1st.

NOTE: Only Union Members of the relevant union can take Protected Action, non-members cannot participate, they must attend work as normal, or join the union.

Work to Rule

Work to rule **does not** affect the use of **THCD**. Limitations on THCD is a completely different Action.

If you are performing THCD in a role, you follow that role's job description and do nothing outside of that role, e.g. if you are THCD TSW8, then you follow the TSW8 Indicative task in its entirety, this includes by not approving purchase orders above \$2000 etc.

“Work To Rule” means every worker must strictly follow the rules that SAPN/Enerven have in place for all work. This includes JSWP's, Safety Procedures, Directives, for example:

If there is a rule to check the oil in your truck, check the oil.

If there is a rule that says use 27 bags of concrete (20MPA) in every pole change, then you use 27 bags of concrete in every pole change.

If there is a rule that everyone is to be involved in the onsite brief and the hazard/risk assessment, then this needs to be successfully completed BEFORE any work is performed.

If you can't comply with the rules, you stop work and ask your leader for directions immediately. Document the situation and the response.

What we are trying to achieve with this action:

SAPN/Enerven workers should already be following all rules, but this is an opportunity for all workers to check that what they are doing on site, day to day is compliant with all rules currently in place. SA Power Networks are continually changing and updating their safety systems and systems of work. These need to be complied with in every situation. Be sure that all SAPN/Enerven JSWP's/Directives/E-drawings/Safety Procedures are included in all job folders so the workers can always comply with these directions.

4 hr Stoppage

This stoppage is an unpaid work ban, meaning you stop work for the last 4 hours of your day. Nothing else is affected e.g., if you normally finish at 3:40, you knock off at 11:40.

This only applies to union members who are not part of an emergency roster/system.

If you are part of an emergency roster, you must respond to emergencies as normal.

For Clarity, an emergency is anything that comes from NOC or Dispatch.

If you are on call or breakdown duty and are dispatched a job **YOU MUST ATTEND**.

Workers who are on call/breakdown duty and do not have a dispatched job to attend, may participate in the stoppage or attend work as normal. ***Be aware that if you participate in a work ban for any length of time, the employer can deduct 4 hours pay from your pay. Even if you participate in a work ban for 10 minutes then get a call, the employer can take 4 hours from you.*** The Fair Work Act allows this so please factor this into your decision making.

The 4-hour stoppage is not designed or intended to effect Voluntary Availability of workers at any point. Please ensure the members in your area understand this.

Notification Requirements

The union has complied with the notification requirements under the Fair Work Act in relation to Protected Industrial Action. There are no further requirements on workers to notify anyone about their participation in an action or stoppage. Any attempt by the business to discover who is taking part in the Action can be seen as an attempt to discover who is/is not part of employee organisation. This could be a breach of freedom of association legislation. You do not have to notify anyone of your intentions. When filling out timesheets, be sure to use the "Strike - unpaid code 1037" to fill out your times.

The stoppage starts 4 hours from your normal finish time.

Rally for the Ambo's and Fire Fighters

On April the 1st, at midday, there is a rally in Victoria Square to support our Ambo's and Fire Fighters. These workers are under extreme pressure due to under resourcing and ramping. If you have nothing planned for your 4 hour stoppage, we urge you to come along and show your support for these essential workers who are enduring a very similar struggle to the Power Workers of South Australia.

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