



your united team of collective strength



SAPN/Enerven EA IMPORTANT UPDATE

SAPN/Enerven SBU Newsletter 8th June 2021

Yesterday SAPN/Enerven sent an email to employees titled:

Monday 7 June 2021 - Information about taking Protected Industrial Action

The email contained, amongst other things, the following dot points:

- We can and may lawfully direct employees participating in partial work bans to not perform any work until they are prepared to perform all duties. This enables dependable rostering arrangements that best meet customer's expectations.
- Union members participating in partial work bans will not be paid until they return to work and / or confirm they are prepared to perform all duties and tasks.

We consider to be misleading and designed to create a false impression and deter employees from exercising their Industrial right to participate in Protected Industrial Action.

For clarification – an overtime ban **IS NOT** a partial work ban.

The *Fair Work Act* is clear:

Section 470

(3) A **partial work ban** is **industrial action** that is **not**:

- (a) a failure or refusal by an **employee** to attend for work; or
- (b) a failure or refusal by an **employee** who attends for work to perform any work at all;

or

(c) an overtime ban.

Workers participating in overtime bans do not need to enter anything out of the ordinary on their timesheet. If you don't do overtime, you don't need to put in a timesheet for the overtime you did not complete.

The SBU Union's are recommending that Members participate in the Protected Industrial Action that you are entitled to take.

The purpose of this Action is to advance your claims in the Enterprise Agreement negotiations to achieve a fair and reasonable wage increase and protect your job security.

SAME WORK, LESS PAY, WE SAY, NO WAY!

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

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PLEASE SHARE THIS UPDATE WITH YOUR WORKMATES