



your united team of collective strength



SAPN/Enerven EA Update 11-06-21 **Revised UMPL proposal sent to Unions/Workers**

On Thursday the 10th of June 2021 at 4:47PM, SA Power Networks/Enerven sent a proposal to the Union's of the SBU. 20 minutes later, they released their proposal to the employees via email.

If you have not read this email from SA Power Networks/Enerven, please find and read it.

While the proposal is a long way forward in many ways, it still contains 5 non-acceptable claims. After all the negotiation and explanations of our claims in the Enterprise Agreement, the company have not included OR met our critical claims – but they have included the non-acceptable claims which will undermine job security and wage stability in our industry.

The non-acceptable claims are listed below.

- Inclusion of adjusted minimum wage rates for new employees (1a and 1b) (80% of current wage rates)
- Amend Allowances (Att 2 C 7.1) and LAFHA (Att 2 C7.3) provisions to reduce by up to 30% for new employees, and with existing employees, enable reduction for fixed period, by agreement.
- Amend Overtime provisions (Att 2 C9.6.2) from double time to 1.5 times for first 3 hours and double time thereafter for new employees, and for existing employees, for fixed periods of time, by agreement
- Amend contractor parity provision (Att 2, Cls 7.6)
- Replace current dispute resolution provision with Fair Work model term (Att 2 Cls 11)

Other inclusions in the proposal also have major benefits for SA Power Networks/Enerven, such as the removal of employee votes on the Classification Review Committee, giving the company outright control of all classification processes and outcomes.

We have an EA Meeting planned for Thursday the 17th of June 2021 at 10AM. We will raise these issues at the bargaining table, but employees should be ready to Vote NO on this proposal as it stands, as the company can put out an offer at any time.

With this latest proposal, we are concerned there is little likelihood of an EA being agreed to by the 1st of July 2021, which is when the employee's next pay rise is due. As a result, we will be organising a rally at Keswick on that day to coincide with a stoppage of work (strike). This once again is an opportunity to show your support for your Industry. Every Member needs to show up, your pay and conditions depend on it!

**These claims are the reason every worker must participate in work bans whenever they can.
This is your industry, yours to save, or yours to lose if you ignore this threat.**

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