



your united team of collective strength



30th July 2021

Mr. Jacob Goodwin
Employee Relations Manager
Utilities Management Pty Ltd (UMPL)

Dear Mr Goodwin,

Re: Ongoing protracted UMPL Enterprise Agreement Negotiations

As you are aware, Utilities Management Pty Ltd (UMPL) has put proposed enterprise agreements to employees on three occasions and sought the support of employees for these proposed agreements.

The SBU has advised members to vote against UMPL's enterprise agreement proposals three times based on the fact that these proposed agreements were detrimental to our members interests.

SAPN and Enerven employees have soundly rejected UMPL's proposals as unacceptable by way of a ballot three times.

The SBU wishes to reach a fair, reasonable and balanced in-principal agreement with UMPL that we can recommend to our members for approval and we remain ready to negotiate our log of claims.

The SBU believes the current industrial unrest and ongoing protracted negotiation process is not in the interests of our members or the company and is damaging to long term industrial relations and the reputations of SA Power Networks and Enerven.

The major impediments to progress from the SBU's perspective have been:

- UMPL's repeated unsubstantiated claims that UMPL employees are paid 'above market rates' and the company's claims to reduce the wages and allowances of enterprise agreement employees.
- UMPL's claims that would reduce job security for enterprise agreement employees by removing restrictions on labour hire and contacting arrangements.

In order to move forward, the SBU requests that UMPL promptly advises the SBU by return correspondence the results of UMPL's reconsideration of its bargaining position and the details of this revised position. Of most importance, we ask if UMPL can commit to rule out claims that were included in the last offer that would introduce new wage and condition structures for new employees and change the issue resolution and Classification Review Committee clauses.

Given the vote on UMPLs last proposal concluded a month ago it is reasonable for UMPL employees to expect their employer has given some thought to it's position by now and be able to communicate that position to the bargaining representatives as obliged to under good faith bargaining requirements.

Whilst we await a response from UMPL that will allow negotiations to progress, the SBU - in consultation with union delegates - has decided to call for a suspension of industrial action in the form of 'An unlimited number of indefinite or periodic bans on the performance of work outside of ordinary hours (unless in emergency situations)'.

The suspension of this protected industrial action will be reviewed and reconsidered in line with the company's response to this correspondence.

Industrial action in the form of 'Work to Rule – A ban on the performance of work outside an employees' role description/indicative tasks and all job safe work procedures will continue until further notice.

Additionally, the SBU has been awaiting answers from UMPL to several questions taken on notice. We again request answers to the below questions:

1. Is it UMPL's contention that TSW 3A Powerline Workers employed by SAPN and Enerven paid too much?
2. In relation to the Utilities Management Pty Ltd's final AER Determination 2020-25, and the supporting documentation, please advise if "SAPN - Revised Proposal - 6.5 - BIS Oxford Economics - Utilities Construction Wage Forecasts to 2024-25 - November 2019" posted at www.aer.gov.au on 10 December 2019 was further revised or were these facts were accepted in the final determination. This question was asked by Scott McFarlane via e-mail to Mr Goodwin, with attachments on July 15.

Yours Sincerely,



John Adley
Branch Secretary
CEPU SA