



your united team of collective strength



Utilities Management EA Update 03/09/2021

Next UMPL EA Meeting, 10AM, Monday 6th of September 2021

Since our last EA Meeting, held on the 22/07/2021, UMPL have been considering their position in relation to negotiations. After 3 EA Offers being voted down, we hope that UMPL come to the upcoming meeting with a reasonable bargaining position so that we can progress negotiations quickly.

The SBU will update Members with a newsletter about what happens in the meeting.

If you have any questions or feedback, please contact your Workplace Rep/Delegate or Union Organiser.

Concerns Over New Employment Contracts

It has been brought to our attention that employees are being asked to sign new Employment Contracts when they win an internal position. This is a major change in the process which could have a negative impact on the workers working conditions, as the new contract would completely replace the existing Employment Contract.

Traditionally, when a job applicant was successful at winning a position, the successful applicant was given a letter of internal appointment. This process maintained the original Employment Contract

From preliminary examination the new contracts contain conditions that are less favourable from the older employment contracts such as;

- UMPL have control over how far you live from your work location
- UMPL can direct you to work for an Affiliate of UMPL (within section 50 of the Corporations Act)
- The new contract does not have the Enterprise Agreement incorporated into it
- The new contract will prevail over the Enterprise Agreement
- Drivers License will not be re-imbursed in the new contract
- Automatic membership of Division 5 EISS super for anyone that signs the contract (which should be a major concern for our Division 2 "Defined Benefit" Members)

Overall, the new contracts, of up to 9 pages, are very legalistic and all workers should obtain advice before they consider signing the contract. Our strong advice is to not sign the contract unless you understand all aspects of it and agree to all terms. Your current Employment Contract stays in force until you sign a new one to replace it.

If you have any questions or queries, please talk to your Union Delegate or Organiser.

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:

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

PLEASE SHARE THIS UPDATE WITH YOUR WORKMATES