

Utilities Management Single EA Update

On Thursday 16th of September 2021, UMPL released a Notice of Representational Rights to Enerven workers in an effort to start negotiating for an Enterprise Agreement for Enerven.

This claim was put forward to the SBU at an EA meeting on that same day. The SBU discussed the claim with UMPL on the day and said that we would consult with our Members on whether they thought a separate Enterprise Agreement for Enerven was a claim we could agree to.

After extensive feedback from our Members, in both Enerven and SA Power Networks, it is clear that our Members in both businesses unanimously reject this claim. Feedback from our Members has shown that there may be an opportunity to separate the EA's but there are many issues that would need to be settled before our Members could give consideration to the idea. Below are the main reasons why our membership unanimously oppose the idea at this point:

- We don't have enough information about the alternative EA to make an informed decision
- Nobody has mentioned this through the 15 months of bargaining so far and now Enerven workers have to start bargaining all over again
- There are no protections from SA Power Networks or Enerven workers being moved from one EA to the other without their agreement
- Enerven workers expressed concern over the adversarial nature of bargaining so far for a replacement UMPL EA and were fearful they will be "railroaded" onto a less favourable document if they had to bargain on their own against their management
- Workers are concerned this is just an idea and has not been well thought out, with a severe lack of preparedness evident by the lack of simple information such as proposed wage rates, what template would be bargained from etc
- The Notice of Representational Rights released on 16th of September says that workers covered by a "Classification Structure" would be covered by the Enerven EA, but no workers have been provided the "Classification Structure".
- Leaders have said they want to have an Enerven EA done by Christmas, which leads workers to believe this will be a rushed negotiation leading to a poor outcome
- Enerven's focus on being "competitive in the market" has led workers to fear that their wages and conditions will be reduced through a separate enterprise agreement.

Given the above reasons, our Members have told us they do not see a separate Agreement at this time as a claim they can accept. If the concerns above can be settled in the future, then our Members are willing to re-assess the idea.

We have sent a letter of concern to UMPL to notify them that the Notice of Employee Representative Rights that was issued on the 16th of September 2021 is invalid and that they must now resume bargaining for the original single Enterprise Agreement to replace our current expired UMPL EA.

If you have any questions or feedback on this issue, please contact your Workplace Representative or Organiser.

The next bargaining meeting is set for Thursday 21st of October 2021.

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